



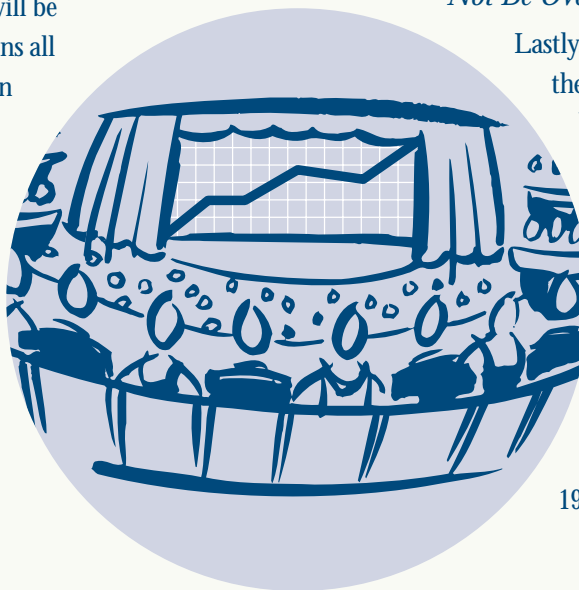
## *Pension Benefits Improving — Rescripting Your Plan*

### *Raising the Curtain on your Pension Benefit Improvements*

**O**n May 1, 2000, the Board of Trustees of the Equity-League Pension Trust Fund voted to improve the Pension Plan of Benefits retroactive to January 1, 1998. This is not a typo. **The improvements are retroactive to January 1, 1998** and affect all participants of the Plan. This includes those participants who have worked recently, those who have not, those who have retired in the past, and those who have retired recently.

#### *Act I: Accrual Rates On The Rise*

The first change is that the accrual rate for all earnings under the Plan will be increased to 3%. This means all earnings back to 1963 when the Plan was established. This is an historic level for the Fund. Finally, there is no longer any differential in the pension accrual rate based upon the amount or type of earnings. All prior earnings and all future earnings will earn benefits at the 3% rate.



#### *Act II: Monthly Vesting Service Benefit Growing*

A second improvement is an increase in the benefit that is earned for vesting service. To earn a year of vesting service, two weeks of work is required. The benefit payable at age 65 for life was \$108 (\$9 a month) for each year of vesting service. It has been increased to \$120 (\$10 a month). For example, if you have 20 years of vesting service under the Plan, your benefit from this portion of the Plan will be \$200 a month payable at age 65 for the rest of your life. This is in addition to the previously mentioned accruals.

#### *Act III: Pensioners' Monthly Benefits Will Not Be Overlooked*

Lastly, and most importantly, to the over 2,860 pensioners and beneficiaries on the rolls as of December 31, 1997, their benefits are being increased by 15% with a minimum increase of \$50 per month.

All those who became pensioners or beneficiaries on or before December 31, 1997 will receive this increase.

## *Behind The Scenes*

The Fund Office is faced with a complicated administrative task of updating pension records and preparing checks reflecting the increase in their pensions for those pensioners who retired prior to January 1, 1998. They will receive a lump sum payment for the retroactive amounts and their future pensions will be adjusted to include the higher amounts as soon as administratively possible.

A question that is certain to arise concerns those who retired on or after January 1, 1998. Their pensions will be adjusted to reflect the higher benefit accruals (the 3% rate and the \$120 vesting service pension rate) up until the date of their retirement. After the recalculation, they will receive retroactive checks.

Because of the retroactivity of these major improvements, the Fund Office will require some time to make the adjustments. However, Stephen Roderick, the Fund Administrator, assures all concerned that this matter has been given the highest priority.

## *Rescripting The Plan*

In the title of this article, we mentioned rescripting the Plan. Not only will the Plan be rewritten to reflect these changes, but a general rewrite of the rules and regulations of the Pension Plan is required by various laws including GATT, USERRA, SPJPA, and TRA97 collectively known as GUST. No this is not the Marx Brothers' *Alphabet Soup* movie.

Of course, if anyone is interested, the Fund's legal counsel will supply interpretation services. Lastly, the Summary Plan Description, or as it is more commonly known, the SPD or booklet, is being rewritten to reflect the changes required by the laws as well as reflecting recent benefit improvements. We expect that the SPD will be ready by early Fall.

## *Act IV: Finale*

As you can see, the Trustees have been busy. The benefit improvements reflect the good health of the Pension Fund due to favorable employment results and, most important, due to excellent investment returns. Hopefully, both employment and investment returns will continue favorable and further improvements can be considered.

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## *A New Title — A New Scenario Changes in Your Salary Continuance Plan*

FILING WITH  
WORKERS'  
COMPENSATION IS  
A MUST TO BE  
ELIGIBLE FOR THE  
SUPPLEMENTAL  
BENEFIT.

**F**or many years, the Fund has offered a salary continuance benefit for actors who have been unable to continue to work because of on-the-job-injury or illness. Only actors who have filed for Workers' Compensation benefits are eligible for the Salary Continuance Plan. The benefit is in addition to any Workers' Compensation benefits for loss of income up to a specified limit. Effective July 1, 2000, the Plan's name, or title, will be the Supplemental Workers' Compensation Plan to more correctly reflect the nature of the benefit. In addition to a change in title, other changes are also being made effective July 1st:

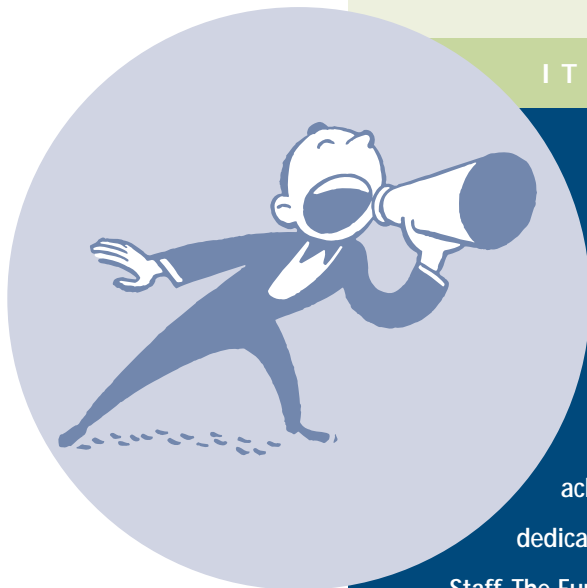
- ❖ The Plan will be self-insured and self-administered by the Equity-League Health Fund. Actors' Equity will continue to assist the Fund by working with members to assist them in getting their proper Workers' Compensation benefits. Filing with Workers' Compensation is a must to

be eligible for the supplemental benefit. Prior to July 1st, and since the Plan's inception, it has been provided through an insurance policy underwritten by the Mutual of Omaha Company.

- ❖ The cap on the benefit paid by the Plan is being increased from \$650 to 75% of the current Production Contract minimum salary. The Production Contract expires on June 25, 2000 and is currently being renegotiated. Thus, as minimum salaries increase, the cap on this benefit will increase, remaining at the dollar equivalent of 75% of the then current Production Contract minimum.

It is not expected that any of the current practices and procedures for members to receive Supplemental Workers' Compensation benefits will change. For further information about your benefits under this Plan, please contact the Fund Office.

### IT'S TIME FOR A CURTAIN CALL



As professionals, you are aware of all the hard work that goes on behind the scenes to produce a good performance. The Board of Trustees would like to

acknowledge the hard work and dedicated efforts of the Fund Office

Staff. The Fund Office staff continually works behind the scenes to ensure that the

Funds' Plans are administered according to Plan provisions and that benefits are paid as accurately and timely as possible. This is no small feat, and the task keeps getting harder – especially in light of the recent improvements being made.

We would just like to take this opportunity to say Bravo on a good job to the Fund Office staff – and keep up the good work!

# NOW PLAYING

## *Current News About Your Health And Pension Benefits*

This newsletter is a publication of the Board of Trustees of the Equity-League Pension and Health Funds. It is published for the participants of the Funds. Additional copies are available upon request. For any questions about the newsletter or your benefits, contact The Fund Office, Equity-League Pension and Health Funds, 165 West 46th Street, 4th Floor, New York, NY 10036-2582, or phone (212) 869-9380 or (800) 344-5220.

This newsletter does not change or otherwise interpret the official Plan documents. To the extent that any of the information contained in this newsletter is inconsistent with the official Plan documents (which, of course, includes the Trustees' rights to amend or modify the Plans at any time), the Plan documents will govern in all cases. No official (other than the Trustees) has any authority to interpret the Plans, or other official Plan documents, or to make any promises to you about them.

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