



See Special Insert for the most recent Summary Annual Report on the Pension Fund and the Health Fund.

As you know, the 10-week eligibility requirement for Health Fund participation is being increased to *12 weeks* starting with the *July 1, 2003* quarterly eligibility period. With the effective date not that far away, we thought this would be a good time to go over all of the rules that determine eligibility.

Health Fund Eligibility Rules. Let's Take it From the Top.

BECOMING ELIGIBLE

Health Fund eligibility is established by having at least twelve weeks of work under covered employment during a consecutive 12-month period. This 12-month period is known as your *Eligibility Period*.

STAYING ELIGIBLE

Once you meet the eligibility requirement, you have to re-establish it for each 12 months of coverage, known as your *Benefit Period*. Benefit Periods start each calendar quarter. (As you will see from the chart on page 2, there's a two-month gap between the Eligibility Period and the Benefit Period; that's your *Waiting Period*.)

***Looking Back To Go Forward
How Your Eligibility is Determined***

To determine if you meet the eligibility requirements, the Fund does a "look back"

two months before the start of each calendar quarter. If you've got the 12 weeks, your health coverage will begin (or continue uninterrupted if you're re-establishing your eligibility) on the first day of the following quarter, and will continue for 12 months, even in the absence of additional employment. (Since we do the "look back" quarterly, even if you don't qualify during one particular quarter, you could qualify in a subsequent one.)

12
WEEKS

PREMIERE OR REVIVAL

Whether you're initially establishing or re-establishing your eligibility, we'll look back over your previous Eligibility Period to see if you worked the minimum number of weeks required. Remember, that's now *12 weeks of work* under covered employment.

A Chart Will Help

Here's what the eligibility periods look like in chart form. Note that both the Eligibility Period and the Benefit Period are 12-month periods.

Eligibility Period		Benefit Period
Counting from the First Sunday in	To the Last Sunday in	
May 2002	Apr 2003	Jul 1, 2003-Jun 30, 2004
Aug 2002	Jul 2003	Oct 1, 2003-Sep 30, 2004
Nov 2002	Oct 2003	Jan 1, 2004-Dec 31, 2004
Feb 2003	Jan 2004	Apr 1, 2004-Mar 31, 2005
May 2003	Apr 2004	Jul 1, 2004-Jun 30, 2005

If you have any questions about Health Fund eligibility rules in general or how they apply to you, please contact the Fund Office as shown on page 5.

Thinking of switching plans or adding an eligible dependent to your medical coverage? See page 3.



So Will a Couple of Examples

Cheri Orchard (Actor)

Let's assume Cheri established her eligibility through June 30, 2003. To determine if her coverage will continue for the 12-month Benefit Period beginning July 1, 2003, we'll look to see if she had at least 12 weeks of covered employment between May 5, 2002 and April 27, 2003 (the first and last Sundays in her Eligibility Period). As it turns out, Cheri worked 4 weeks in covered employment in November 2002, 4 weeks in January 2003 and 4 weeks in March 2003, giving her the 12 weeks she needs in order to maintain her eligibility. Her new 12-month Benefit Period would begin on July 1, 2003.

Mack Beth (Actor)

Let's say Mack also established his eligibility through June 30, 2003. To determine if his coverage will continue for his Benefit Period beginning July 1, 2003, we'll look to see if he had his 12 weeks of covered employment between May 5, 2002 and April 27, 2003. He worked for 3 weeks in covered employment in November 2002, 3 weeks in January 2003, 4 weeks in April 2003 and, for the sake of this example, we'll assume he'll have 3 weeks in June 2003. That gives him only 10 weeks of covered employment during his Eligibility Period, two weeks short of what he'll need to meet the eligibility test. But, even though his benefit coverage would end as of June 30, 2003, we'd do another "look back" for his October 1, 2003 Eligibility Period and count the 3 weeks he had in June 2003 for his

August 4, 2002 - July 27, 2003 Eligibility Period. That gives him the 12 weeks he needs to meet the eligibility criteria, which means another 12-month Benefit Period would start on October 1, 2003 (which we'd also use as his new eligibility review date).

Tough Times Require Tough Decisions



More Cut-Backs Necessary.

We've made no secret of the fact that *the Health Fund is bleeding money*. (See January's edition of *Now Playing* for some startling statistics, and the Summary Annual Report insert for a look at the Health Fund's finances.) Unfortunately, the changes adopted to date—including the new 12-weeks of work under covered employment rule—are not enough to address the Fund's deficit. The Trustees are therefore seriously evaluating *additional cost-cutting measures*, including (but not limited to) *more stringent eligibility rules, benefit reductions and modifications to the way benefits are provided*. It is expected that these decisions will be made over the next few months. You will, of course, be notified ahead of time of any changes that affect your eligibility or your benefits.

Open Enrollment May 1-31

What You Can Do During Open Enrollment & How To Do It

Open Enrollment for the July 1, 2003 – June 30, 2004 Health Fund plan year will run from May 1 – May 31, 2003. Here's what you can do during Open Enrollment, and how to do it.

What	How
<ul style="list-style-type: none"> Switch from an HMO to the Indemnity Medical Plan (or vice versa if an HMO is available to you). 	<ul style="list-style-type: none"> Contact the Fund Office by May 31st.
<ul style="list-style-type: none"> Add dependent family members or a domestic partner to your coverage. 	<ul style="list-style-type: none"> Get an enrollment card from the Fund Office before May 31st. If your dependents are eligible, you will be billed directly for the cost of their coverage.

Health Fund Benefits At A Glance

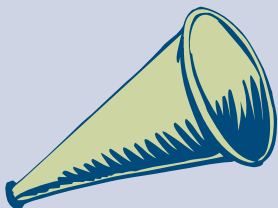
Remember, if you make a change during Open Enrollment, it becomes effective July 1, 2003 and stays in force through June 30, 2004 (provided you remain eligible, of course). Your next opportunity to make these types of changes won't come until next year's Open Enrollment.

Benefit	Indemnity Medical Plan	HMO (where available)
Hospital	Blue Cross	Through HMO
Major Medical	ULLICO	Through HMO
PPO	Beech Street (Alliance in Washington, DC and Maryland)	N/A
Prescription drug	Medco Health Solutions	Through HMO
Vision	Davis Vision	
Dental	CIGNA Dental Plan	

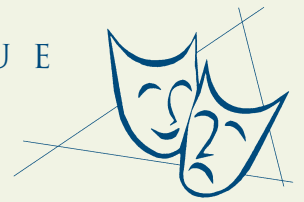
For more details on Health Fund benefits, visit our website, www.equityleague.org and click on *HEALTH*. For more info on how using **PPO doctors can reduce your out-of-pocket expenses**, click on *PPO Plan Organization Benefits Chart*.

Except for Medicare eligible self-pay participants and those who have elected HMO coverage, all Indemnity Medical Plan participants (including those on self-pay and enrolled dependents on direct-pay) can use PPO network doctors at any time.

Cue, Please!



An item in the FAQs section of the January 2003 edition of Now Playing incorrectly implied that you have to enroll in the medical PPO program in order to use the PPO. **The PPO is a feature of the Major Medical portion of the Indemnity Medical Plan. As long as you're enrolled in the Indemnity Medical Plan, you can use PPO network providers at any time. There's no special enrollment required.** Sorry about any confusion. (If you're in an HMO and want to switch to the Indemnity Medical Plan, Open Enrollment is the time to do it. Read on.)



Going Public on Privacy

In case you were wondering about the flurry of notices about the privacy of your health information, here's some background.

A portion of the Health Insurance Portability and Accountability Act (HIPAA) addresses the protection of confidential health information. It applies to all health benefit plan sponsors, including the Equity-League Health Fund. In short, the idea is to make sure that confidential health information that identifies (or could be used to identify) you is kept completely confidential. This individually identifiable health information is known as "protected health information" (PHI), and it will not be used or disclosed without your written authorization,

except as described in our formal Privacy Notice or as otherwise permitted by federal and state health information privacy laws. Our Privacy Notice, which was mailed to every Health Fund participant in March, is also available on our website. It spells out what our Plan is required by law to do and how we will comply, as well as provides an explanation of your rights regarding your own health information. If you have any immediate questions or concerns, please contact the Fund Office.

Welcome! To Our Newest 401(k) Participants

LORT MEMBERS

The Board of Trustees is pleased to announce that those working for LORT member Theatres can now participate in our 401(k) Plan. If you're already in the 401(k) Plan, it's not a bad idea to read this as a refresher.



Effective February 1, 2003, actors and stage managers employed under the terms of the LORT Contract became eligible for the Equity-League 401(k) Plan. Enrollment kits, including detailed information about the 401(k), were sent to all LORT Theatres. What you'll find here is a brief recap of the benefits of being in the 401(k).

- You can put up to 85% of your salary into the 401(k), to a maximum deferral of \$4,675 a week. However, since the IRS sets dollar limits on what you can put into your 401(k), the most you can defer for the 2003 plan year is \$12,000. (If you're 50 or older by year-end, you can defer an additional \$2,000 as a "catch-up" contribution.)
 - Once you choose your deferral rate, it will be in effect for all shows performed under the same LORT Theatre unless you submit a new form to the Fund Office.
- Your voluntary salary deferral is automatically deducted from your weekly salary on a pre-tax basis, before federal income taxes are calculated and deducted. That means you're reducing your current taxable income and your current tax liability.

- You can invest your savings for potential growth, choosing from MassMutual's 12 investment options. Any interest or investment income earned accumulates tax-deferred. More information on the investment options is available on MassMutual's website (see below).
- You do not owe federal income tax on your 401(k) money until you take a distribution from the Plan. Note that you cannot take a *distribution until you have been unemployed for a year.*

Here's What You Can Do Online Through the MassMutual 401(k) Website

You can change your investment options, get more information about the investment funds and check on your 401(k) balance online. Just go to the MassMutual 401(k) website, www.massmutual.com. (You can also get there by logging on to our website, www.equityleague.org and clicking on 401(k).) More information on the 401(k) is also available through the Fund Office.

What happens if I don't meet the new 12-week eligibility requirement for Health Fund benefits?

If you lose your eligibility, you can elect to continue your existing coverage through self-pay.

How are days worked after the last Sunday of the month applied toward meeting the Health Fund's eligibility requirement?

Any days worked after the last Sunday of the month are added to the next quarter.

Do the 12 weeks of covered employment for Health Fund eligibility purposes have to be under the same contract?

No, nor do they have to be consecutive or from the same producer.

How do I know if my work counts as "covered employment"?

Call the Equity Business Representative who administers the contract.

I'm getting married in June, which means I'll miss the May Open Enrollment opportunity to add my husband to my coverage. When can I enroll him?

You have 30 days from the time you get married to add him as a direct-pay dependent, so be sure to contact the Fund Office right after your wedding. (The same rule would apply to adding a domestic partner or dependent children.)

I heard I can refill my prescriptions online. How do I do that?

Easy. All you have to do is log on to the Medco Health Solutions website, www.medcohealth.com and register for this special (and very convenient) benefit.

Do I have to choose an investment fund if I sign up for the 401(k)?

The reason the 401(k) offers twelve investment funds is to give participants a wide array of investment choices. This way, everyone gets to choose the investment (or investments) they are most comfortable with. Your investment decisions are totally yours to make, but if you do not tell MassMutual how you want your account invested, your 401(k) money will automatically go into the Conservative Journey Fund, a relatively low-risk investment fund approved by the Board of Trustees. If you want to move to another investment fund, contact MassMutual.

Didn't the last edition of *Now Playing* say Off-Broadway participants could change their 401(k) deferral rate online?

Yes, but the only way to change a 401(k) deferral rate is by completing a new deferral form, which then gets submitted to the Fund Office. *This applies to all members who are eligible for the 401(k) Plan, regardless of the type of contract they're under.*

Are there any fees associated with the 401(k)?

The 401(k) Plan charges each participant an annual fee of \$95 for administrative expenses. The \$95 is allocated monthly, and charged directly to your 401(k) account (it will show up on your MassMutual statements).

I'm seriously thinking of retiring this year. How do I get the ball rolling?

Contact the Fund Office as shown below.

If you have a question that isn't answered here, try the Equity-League website "FAQ" page, which you get to by clicking on FAQ. If the answer isn't there, or if your question is of a more personal nature, the Fund Office will be happy to help.

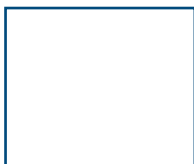


CONTACT

Contacting the Fund Office

Our website (www.equityleague.org) never sleeps, but here's how and when to contact the Fund Office nearest you.

Office	Hours	Phone	Fax
New York	9:30 am - 5:30 pm Monday - Friday	1-212-869-9380 1-800-344-5220	Health Department 1-212-869-3323
			Pension Department 1-212-398-2826
			401(k) Department 1-212-730-6360
Chicago	9:00 am - 5:00 pm Monday - Friday	312-641-2090	312-641-0720
Los Angeles	9:00 am - 5:00 pm Monday - Friday	323-634-8980	312-634-8989



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NOW PLAYING

This newsletter is a publication of the Board of Trustees of the Equity-League Trust Funds. Additional copies are available upon request, or online at our website (www.equityleague.org). For any question about the newsletter or your benefits, contact The Fund Office, Equity-League Pension, Health and 401(k) Funds, 165 West 46th Street, Suite 402, New York, NY 10036-2582. To call the Fund Office from the NYC area, phone 1-212-869-9380; if you're calling from outside the NYC area, call the Fund Office toll-free at 1-800-344-5220.

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.