

Questions? Call us.

Contact a Participant Services counselor at (800) 562-4690 to:

- Request a pension analysis;
- Get help with applying for your pension;
- Learn about other benefit plans from AFTRA H&R; or
- Ask any questions at all.

We're here to help!

AFTRA H&R
261 Madison Avenue, 7th floor
New York, NY 10016
Phone: (800) 562-4690
Fax: (212) 499-4925

Questions? Visit us online at www.aftrahr.com

Please note: The information provided in this brochure is a very brief overview and is not intended to provide a summary of all of the relevant terms of the Retirement Plan. For a summary of the Plan's key terms, please consult the Retirement Plan SPD and *Benefits Updates*. For the detailed terms and conditions, please consult the Plan documents. If any conflict arises between the information contained in this brochure and the actual Plan documents, or if any point is not discussed in this brochure or is only partially discussed, the Plan documents will govern in all cases. The Board of Trustees (or its duly authorized designee) reserves the right, in its sole and absolute discretion, to amend, modify, terminate or interpret and decide all matters under the Plan, or any benefits provided under the Plan, in whole or in part, at any time and for any reason.

aftra **H&R**
AFTRA Health & Retirement Funds

AFTRA Retirement Plan and You...

It's a Partnership

The AFTRA Health & Retirement Funds wants you to understand your **Retirement Plan** options to help you make the most of this important benefit.

Understanding your Retirement Plan

The AFTRA Retirement Plan, together with Social Security and your personal savings, can help provide a steady stream of income during your retirement years. The Retirement Plan is a defined benefit plan, meaning that your pension benefit is a fixed amount. The value of your monthly pension is based upon employer contributions made on your behalf and your earnings from covered employment.

This brochure provides an overview of your Retirement Plan options to help you make the most of your benefits. For a more detailed description of your benefits, refer to the 2006 Retirement Plan Summary Plan Description (SPD) and the *Benefits Updates* from September 2006, July 2007 and April 2009. Visit www.aftrahr.com and select "SPD" under the "Retirement Fund" menu or contact Participant Services at (800) 562-4690.

Who qualifies for retirement benefits?

In general, if you work under an AFTRA negotiated contract that requires contributions to be made on your behalf to the AFTRA Retirement Fund, your earnings are considered "covered earnings." If you meet a minimum level of covered earnings (refer to www.aftrahr.com, Retirement Plan at-a-glance) in a "base year" (Dec.1 – Nov. 30) you earn a Pension Credit for that base year. Generally, if you accumulate at least five Pension Credits* throughout your career, you become vested. This means you do not lose your right to a pension benefit, even if you leave covered employment before reaching the age when you can apply for a Retirement Fund benefit (see pages 10-13 of the SPD).

*Special vesting rules may apply based upon the number of Pension Credits you accumulated and when you earned them.

Standard forms of benefit

The Retirement Fund offers two automatic standard forms of annuity (see page 22 of the SPD):

- The Five Year Certain and Life Annuity is the standard option for single participants — unless you elect one of the optional forms of payment. It pays you a monthly pension throughout your life, and the amount never changes. If you die within five years of retiring, the remaining benefits will be provided to a designated beneficiary until a total of 60 payments are made (to you and your beneficiary combined).
- The Standard Husband and Wife Annuity is the standard option for married participants, unless you elect an optional form of payment with your spouse's written consent. This annuity includes survivor benefits for your spouse. You'll receive a monthly pension — the amount never changes — as long as you live. If you die before your spouse, he or she will receive monthly payments of half the amount you received prior to your death throughout your spouse's life. The amount you receive in your lifetime is smaller than the Five Year Certain and Life Annuity to reflect the continuing benefit to your surviving spouse.

You'll receive your pension under one of the standard annuities unless you choose an optional form of payment.

When you can begin receiving your pension

If you're vested, you may be eligible for benefits, but rules affect when you can begin to receive your Retirement Fund benefits and the amount of your monthly payment (see pages 13-14 of the SPD):

- To receive the full amount of your Regular Annuity retirement benefit, you must wait until at least age 65.
- You may decide to retire as early as age 55, or even sooner if you're disabled under AFTRA H&R rules. But to be eligible for pension benefits before age 65, you can no longer be under contract, receiving a salary for AFTRA-covered work or working for a contributing employer (even in non-covered work), and your monthly payments will be reduced to reflect the longer period of time your benefit will be paid.
- You must begin receiving your pension no later than April 1 of the calendar year after reaching age 70½, even if you are still working at that time.

How your pension is calculated

Pension amounts accrued prior to May 1, 2009 were based upon a percentage of career earnings for AFTRA-covered work and the payment option you chose. Pension amounts accrued May 1, 2009 and after are based upon a percentage of employer contributions made on your behalf and the payment option you choose. For information on how your benefit is calculated, refer to pages 14-16 of the SPD and the April 2009 *Benefits Update* or call Participant Services at 800-562-4690 to request a pension analysis.

Optional forms of benefit

In addition to the two standard forms of benefit, there are six other annuity options (see pages 23-26 of the SPD) that provide additional choices of ways that you may receive your pension payments, including:

- 50%, 75% or 100% Joint and Survivor Annuity
- Life Benefit Only
- Level Income Option
- Pop-Up Option

A pension analysis can help you decide which option best meets your needs. Call Participant Services at (800) 562-4690 to request an analysis.

If you die before retiring, your spouse or beneficiary may be eligible to receive a survivor benefit under the plan.

Pre-retirement survivor benefits

The AFTRA Retirement Plan provides a benefit to your spouse or a designated beneficiary if you are vested, die before retiring, and meet all the conditions outlined on page 27 of the SPD. If you prefer, you can always call Participant Services at (800) 562-4690 to confirm the details about all survivor benefits under the Plan.



Before You Retire: A Checklist

As you approach retirement, you should:



Choose Your Retirement Date.

Indicate the date you plan to retire and write it here:

While early retirement is an option beginning at age 55, you won't receive full pension benefits unless you wait until age 65 to retire (see pages 13-14 of the SPD).



Request a Pension Analysis.

Call Participant Services at (800)562-4690 to request a pension analysis. A pension analysis provides a comparison of your monthly payment amounts (based on your benefit earned to date) under the different options available under the Retirement Fund. While you can request a pension analysis at any time — even years before you plan to retire — by calling Participant Services at (800) 562-4690, be sure to request a current analysis within three months of the date you want to retire. Please remember that a pension analysis is only an estimate. Your actual benefit will be calculated when you retire.



Consult with Professionals.

Discuss your retirement plans with professional advisors. Financial and tax advisors can help you weigh all the factors that could affect your financial security in retirement.



Choose a Payment Option.

You may choose one of the two standard annuities or one of the six optional ways you may receive your pension payments. Indicate your choice of payment option here:

After reviewing your pension analysis, select a payment option and apply in writing to AFTRA H&R at least two months before you want to retire (see pages 22-26 of the SPD). If you're married, make this decision with your spouse. The automatic payment option for married participants is the "Standard Husband and Wife Annuity," and federal law requires written approval from your spouse to select another payment option.

Review your pension analysis to help you select a payment option.



Select a Beneficiary.

Choose a beneficiary and write his or her name here:

If you're married when you retire, your spouse is your beneficiary for your Retirement Fund benefits, unless your spouse consents in writing (on the Application for Retirement Benefits Form) to you naming another person. In order to designate beneficiary or to change a beneficiary you previously designated, you must submit a completed Designation of Beneficiary Form to AFTRA H&R. Once you begin receiving pension payments, your beneficiary can't be changed (see page 29 of the SPD).