

Summary of Material Modifications – August 1, 2022

Effective **August 1, 2022**, the SAG-AFTRA Health Plan (the “Plan”) is implementing changes to your benefits as follows:

- To reimburse reasonable travel expenses for Participants, covered Dependent spouses, and covered Dependent children (in case of emergency abortion only) who are unable to obtain abortion services without traveling because they reside in a state or temporarily work in Covered Employment in a state where abortion is illegal.

For important details about these changes, please read below.

Who is eligible for the travel reimbursement benefit?

You are eligible for reimbursement of reasonable travel expenses to receive abortion services covered by the Plan only if you are a Participant, covered Dependent spouse, or a covered Dependent child (in case of emergency abortion only), and you are unable to obtain abortion services without traveling because you reside or temporarily work in Covered Employment in a state where abortion is illegal. When “you” is used in this SMM, it refers to a Participant, covered Dependent spouse, or to the extent applicable, covered Dependent child who is eligible for the travel reimbursement benefit.

You may travel to a provider in the state or major metropolitan area closest to you where the services are legal. If you are away from home in a temporary work location, you can instead choose to travel to your state of residence if abortion is legal there.

Travel under this provision is limited to travel within the United States.

What travel expenses are eligible for reimbursement?

In all instances, travel expenses must be primarily for, and essential to, obtaining abortion services covered by the Plan that are performed by a licensed medical provider acting within the scope of their license. Travel expenses that are not primarily for and essential to obtaining covered abortion services are not Covered Expenses and will not be reimbursed.

Transportation

- Bus, taxi, train, or plane fares (only coach/economy fare is a Covered Expense).
- Transportation expenses for one caregiver or travel companion.
- If you use your own car, mileage is reimbursable at the business mileage rate set by the IRS (currently \$0.62 per mile). Parking fees and tolls are also Covered Expenses, but gas is not. Mileage rates for medical travel are currently lower than the business mileage rate that the Plan will use to reimburse travel expenses. As a result of these IRS rules, you will be taxed on the reimbursed difference between the two mileage rates in effect at the time of your trip.
- If you use a rental car, reasonable rental car expenses are reimbursable up to \$65 per day. In this case, gas, parking fees, and tolls are also Covered Expenses, but mileage is not.

Lodging

- Lodging for you and your travel companion for the night prior and the night of the abortion is covered, as well as a subsequent night(s) if medically necessary. The lodging expense amount must be reasonable as determined by the Plan, but in no event greater than \$300 per night (in total, not per person).
- Please note that under IRS rules if your lodging is more than \$50 per person per night, you will be taxed on the amount in excess of the IRS limit.
- Lodging will not be reimbursed if you travel home to receive abortion services.

Required receipts and documentation

1. Reimbursement for the cost of lodging (hotel, motel) requires a copy of the paid invoice.
2. Reimbursement of transportation requires a copy of itinerary and paid ticket receipt.
3. Reimbursement for mileage requires a printout documenting the shortest route showing the mileage associated with that route.
4. Reimbursement for rental cars and gas for rental cars requires paid receipts.
5. Reimbursement of parking requires paid parking receipts.
6. Reimbursement of tolls requires a toll receipt or printout of a toll pass paid invoice.

Non-Covered Expenses

1. Meals (other than meals provided through inpatient care).
2. Childcare expenses/babysitting.
3. Extending an otherwise-medical trip for personal reasons.
4. Expenses for more than one caregiver or travel companion.
5. Travel outside of the United States.

Employment Taxes

In addition to the reimbursements for travel and lodging described above, the Plan will also pay the your share of applicable employment taxes on those reimbursements that are in excess of the IRS limits.

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You should take the time to read this notice carefully and share it with your family. It is very important that you retain this notice, which is intended to serve as a Summary of Material

Modifications (SMM) to the Plan, with the 2021 SPD and prior notices issued after the SPD. While every effort has been made to make the SMM as complete and as accurate as possible, it does not restate the existing terms and provisions of

the Plan other than the specific terms and provisions it is modifying. If any conflict should arise between this summary and the terms of the SPD (other than with respect to the specific terms and provisions this summary is modifying), or if any point is not discussed in this summary or is only partially discussed, the terms of the applicable SPD will govern in all cases. The Board of Trustees or its duly authorized designee reserves the right, in its sole and absolute discretion, to interpret and decide all matters under the Plan. The Board also reserves the right, in its sole and absolute discretion, to amend, modify or terminate the Plan or any benefits provided under the Plan (or qualification for such benefits), in whole or in part, at any time and for any reason (including, but not limited to, with respect to retirees)