

## HRA NOTICE

**TO: All individuals who qualified as a Senior Performer (as defined in the SAG-AFTRA Health Plan Senior Performers Health Reimbursement Account Plan (“HRA Plan”)) and Surviving Spouses (as defined in the HRA Plan) as of January 1, 2017 or at any time from January 1, 2017 through May 3, 2023.**

*A Federal Court authorized this Notice. This is not a solicitation from a lawyer.*

You are receiving this notice, along with the Notice of Proposed Class Action Settlement (“Notice”), because according to the records of the SAG-AFTRA Health Plan (the “Plan”), you qualified as a Senior Performer or a Surviving Spouse, as defined in the SAG-AFTRA Health Plan Senior Performers Health Reimbursement Account Plan (“HRA Plan”) as of January 1, 2017 or at any time from January 1, 2017 through May 3, 2023 and you are not a participant in the HRA Plan and do not have an HRA Account.

As set forth in the attached Notice, pursuant to the Settlement Agreement, the initial \$15 million component of the Settlement, net of Attorneys’ Fees and Costs and necessary Administrative Expenses, will be allocated to the HRA Accounts of certain Class Members who are Senior Performers (and their age 65+ spouses, if applicable) and Surviving Spouses, or otherwise paid in cash. In addition, the second monetary component of the Settlement will provide for additional allocations to the HRA Accounts of Qualifying Senior Performers (as defined in the Settlement Agreement) for up to eight years, from 2023 through 2030. A Qualifying Senior Performer who does not have an HRA Account will not receive this second component of monetary relief under the Settlement.

The purpose of this HRA Notice is to advise you that you have the opportunity to become a participant in the HRA Plan in order to receive settlement allocations to which you may be entitled in your HRA Account. Attached to this HRA Notice is a form you can complete and send back to the Settlement Administrator (A.B. Data, Ltd.) within 60 days of the date on this notice indicating your intention to become a participant in the HRA Plan.

With respect to the initial allocation of the \$15 million (net of Attorneys’ Fees and Costs and Administrative Expenses), your allocation will be paid to you in cash if you do not notify the Plan of your intention to become a participant in the HRA Plan by the above deadline, or you notify the Plan of your intention and then fail to become a participant in the HRA Plan by May 1, 2024 regardless of the reason. Similarly, if you are a Qualifying Senior Performer and you do not become a participant in the HRA Plan and have an HRA Account by May 1, 2024, you will not receive any allocation of the additional HRA allocation for 2023. In subsequent years, Qualifying Senior Performers must be a participant in the HRA Plan with an HRA Account by January 1 of the relevant year to receive an additional allocation.

Keep in mind that in order to become a participant in the HRA Plan, you must have obtained a group Medicare Advantage Plan that has been approved by the Plan Administrator, or an individual health insurance policy (either a Medicare Advantage plan or a Medigap policy) through Via Benefits, unless you provide evidence that you have such a group Medicare Advantage Plan or an

individual health insurance policy (either a Medicare Advantage plan or a Medigap policy) through Entertainment Health Insurance Solutions or Actors Health Insurance Resource Center; have retiree coverage under another group health plan; have health coverage under TRICARE; or reside outside the United States, in addition to completing applicable enrollment forms. Enrolling in a group Medicare Advantage plan or an individual Medicare Advantage or Medigap insurance policy through these channels will require you to enroll in Medicare and to pay the required premiums.

There are also only limited periods during which a person can enroll in Medicare that depend on your current health coverage as well as other factors. Everyone's circumstances are different. You are therefore encouraged to contact Medicare and review your options with respect to the timing of your possible enrollment in Medicare and the amount of your Medicare premiums in order to make an informed choice about enrolling in the HRA Plan to receive any allocations under the Settlement Agreement to which you may be entitled. And you should also keep in mind that it can take on average up to 60 days for your Medicare enrollment to become effective and that you must have that Medicare enrollment before you can become a participant in the HRA Plan.

If you are enrolled in another group health plan as an employee or the spouse of an employee and are receiving active coverage, you will not be able to become a participant in the HRA Plan.

If you have any questions about this HRA Notice or about the Settlement, you may contact the following lawyers who have been appointed as Lead Class Counsel and you will not be charged:

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