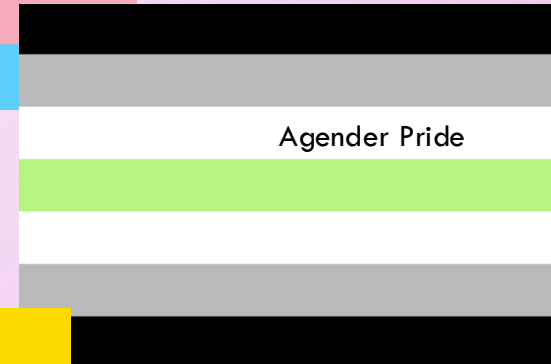


I.A.T.S.E. PRIDE COMMITTEE

LGBTQ+ HEALTH EDITION



I.A.T.S.E. National Benefit Funds

Please consult with your plan for the most up-to-date information.

WHAT PLANS ARE OFFERED BY THE IATSE NATIONAL HEALTH & WELFARE FUND

Plan A

- Plan A is referred to as a traditional plan.
- The Plan primarily covers Pink Contract Employees Several Locals who year-round employers
- There are approximately 1 100 participants In Plan A which includes dependents.
- The Plan requires a minimum daily employer contribution and is \$ 87.00 in 2025 and \$ 89.00 effective January 1, 2026.
- This Plan provides hospital, medical, surgical, prescription, dental, vision, life insurance and short-term disability benefits.
- This Plan requires that an individual earn 60 days of covered employment in a 6-month period for 6 months of coverage. Continuing coverage requires the same...60 days worked in subsequent 6-month windows. If you fall short of the days requirement you lose coverage.
- There is no banking of days, buying up of days or co-payments permitted. It's a make it or not Plan.

DEDUCTIBLES & OUT OF POCKET MAXIMUMS

Plan A

Out of Pocket Maximum

In-Network

- Single \$ 500
- Family \$ 1,250

Out-of-network

- Single \$ 1,000
- Family \$ 2,500

DEDUCTIBLE

In-Network

- Single \$ 0.00
- Family \$ 0.00

Out-of-network

- Single \$ 200
- Family \$ 500

PLAN C

- PLAN C HAS APPROXIMATELY 31,000 ENROLLEES, WHICH INCLUDES DEPENDENTS.
- PLAN C PARTICIPANTS ARE LARGELY FROM THE MOTION PICTURE, TRADE SHOW, EXHIBITION, AMUSEMENT PARK, TICKET SELLERS, PROJECTIONIST, WARDROBE, HAIR & MAKEUP AS WELL AS SOME MIXED/STAGE EMPLOYEE LOCALS.
- EVERY DOLLAR OF EMPLOYER CONTRIBUTIONS RECEIVED FOR WORK IN COVERED EMPLOYMENT ARE HELD IN INDIVIDUAL PARTICIPANT ACCOUNTS – CAPP (**C**ONTRIBUTIONS **A**AVAILABLE FOR **P**REMIUM **P**AYMENTS).
- ELIGIBILITY IS DETERMINED QUARTERLY – COVERAGE IS PROVIDED QUARTERLY.
- EMPLOYER CONTRIBUTIONS **ONLY** CAN BE PLACED IN THE CAPP ACCOUNT. IT IS NOT AN HSA OR FSA. THE ACCOUNTS ARE NOTIONAL ACCOUNTS ONLY FOR THE PURCHASE OF COVERAGE AND HAVE NO CASH VALUE.
- EMPLOYER CONTRIBUTIONS ARE AVAILABLE FOR PREMIUM PAYMENTS BASED ON THE DATE THE FUND OFFICE **RECEIVES** THE CONTRIBUTION **NOT** THE DATE AN EMPLOYEE WORKS.
- IF THE AMOUNT IN THE PARTICIPANT'S CAPP ACCOUNT IS INSUFFICIENT TO MEET THE COST OF THE COVERAGE SELECTED, A PARTICIPANT CAN SELF-PAY (CO-PAY) THE AMOUNT NEEDED FOR THE COVERAGE QUARTER.

PLAN C CONTINUED

- PLAN C HOSTS 6 COVERAGE OPTIONS
 - C1 – SINGLE OR FAMILY
 - C2 – SINGLE OR FAMILY
 - C3 – SINGLE OR FAMILY
 - C4 – SINGLE OR FAMILY
- MRP - MEDICAL REIMBURSEMENT PROGRAM
- FOR PARTICIPANT WHO ARE ENROLLED IN OTHER EMPLOYER OR UNION GROUP HEALTH COVERAGE
 - RETIREE MEDICAL REIMBURSEMENT PROGRAM
- FOR PARTICIPANT WHO ARE ENROLLED IN MEDICARE, BOTH PARTS A & B
 - TRIPLE S FOR PUERTO RICO RESIDENTS

DEDUCTIBLES & OUT OF POCKET MAXIMUMS

PLAN C1	Plan C2	<u>In-network only</u> Plan C3	<u>In-network only</u> Plan C4
<u>Out of Pocket Maximum</u> <u>In-Network</u> - Single \$ 750 - Family \$ 1,875 <u>Out-of-Network</u> - Single \$ 1,700 - Family \$ 4,250	<u>Out of Pocket Maximum</u> <u>In-Network</u> - Single \$ 1,750 - Family \$ 4,375 <u>Out-of-Network</u> - Single \$ 8,250 - Family \$ 20,625	<u>Out of Pocket Maximum</u> <u>In-Network</u> - Single \$ 4,000 - Family \$ 10,000 <u>Out-of-Network</u> n/a	<u>Out of Pocket Maximum</u> <u>In-Network</u> - Single \$ 7,000 - Family \$ 14,100 <u>Out-of-Network</u> n/a
<u>DEDUCTIBLE</u> <u>In-Network</u> - Single \$ 0.00 - Family \$ 0.00 <u>Out-of-Network</u> - Single \$ 200 - Family \$ 500	<u>DEDUCTIBLE</u> <u>In-Network</u> - Single \$ 0.00 - Family \$ 0.00 <u>Out-of-Network</u> - Single \$ 750 - Family \$ 1,875	<u>DEDUCTIBLE</u> <u>In-Network</u> - Single \$ 1,000 - Family \$ 2,500	<u>DEDUCTIBLE</u> <u>In-Network</u> - Single \$ 3,000 - Family \$ 7,500

Mental Health & Behavioral Health services are covered like any other service. The NBF complies with the Mental Health Parity Act, as of 2014.

LIVE HEALTH ONLINE

YOU CAN ACCESS LIVE HEALTH ONLINE THROUGH YOUR SMART PHONE, COMPUTER OR TABLET FOR A DOCTOR TO ASSESS YOUR CONDITION TO INCLUDE, BUT NOT LIMITED TO:

- **A COLD**
- **PINK EYE**
- **THE FLU**
- **A FEVER**
- **ALLERGIES**
- **SINUS INFECTION**

BEHAVIORAL HEALTH ONLINE

NEED TO SPEAK TO A **THERAPIST?**

THROUGH THE LIVE HEALTH ONLINE APPLICATION, YOU CAN ALSO CONNECT WITH A LICENSED THERAPIST.

THIS SERVICE REQUIRES YOU TO MAKE AN APPOINTMENT AND CAN BE MADE 7 DAYS A WEEK BY CALLING **888-548-3432**.

YOU CAN REQUEST APPOINTMENTS WITH A SPECIFIC THERAPIST WHO HAS BEEN SPECIALLY TRAINED WITH ISSUES RELATED TO THE LGBTQ+ COMMUNITY.

YOU CAN ALSO SPEAK WITH A **BOARD-CERTIFIED PSYCHIATRIST** PROVIDED YOU ARE 18 YEARS OF AGE OR OLDER.

A PSYCHIATRIST CAN HELP YOU MANAGE YOUR MENTAL HEALTH ISSUES AS IT RELATES TO YOU AS WELL AS HELP YOU WITH MEDICATION SUPPORT IF NEEDED.

CALL 888-548-3432 TO FIND A DOCTOR WHO SPECIALIZES IN THE ISSUES RELATED TO THE LGBTQ+ COMMUNITY

Please consult with the Plan for up-to-date co-payment information.



If you are enrolled in coverage under the National Benefit Funds, Gender affirmation surgery is a covered expense for extreme cases of gender dysphoria.

FOR INDIVIDUALS UNDERGOING GENDER AFFIRMATION SURGERY THERE ARE SEVERAL CRITERIA THAT MUST BE MET TO BE CONSIDERED A MEDICALLY NECESSARY SURGERY.

GENDER AFFIRMATION SURGERY IS NOT A SINGLE PROCEDURE BUT PART OF A COMPLEX PROCESS INVOLVING MULTIPLE MEDICAL, PSYCHIATRIC AND SURGICAL SPECIALISTS WORKING IN CONJUNCTION WITH EACH OTHER AND THE INDIVIDUAL TO ACHIEVE SUCCESSFUL BEHAVIORAL AND OTHER MEDICAL OUTCOMES.

ALCOHOL AND SUBSTANCE ABUSE TREATMENT

COVERED PARTICIPANTS UNDER THE NATIONAL BENEFIT FUNDS CAN BENEFIT FROM THE FOLLOWING SERVICES:

- TREATMENT AT A LICENSED FACILITY
- FAMILY COUNSELING AT AN OUTPATIENT TREATMENT FACILITY BEFORE THE PATIENT'S TREATMENT BEGINS
- ANY FAMILY MEMBER COVERED UNDER THE PLAN MAY RECEIVE MEDICALLY NECESSARY COUNSELING VISITS

CARE MUST BE MEDICALLY NECESSARY

DEPENDING UPON THE LEVEL OF COVERAGE YOU ARE ENROLLED IN, BOTH IN AND OUT OF NETWORK SERVICES ARE AVAILABLE.

SMOKING/TOBACCO CESSATION

PRESCRIPTIONS THAT ARE CONSIDERED PREVENTIVE UNDER THE AFFORDABLE CARE ACT WILL BE COVERED IN FULL, IN NETWORK.

THIS INCLUDES MEDICINE AND PRODUCTS AVAILABLE FOR QUITTING SMOKING (SUCH AS CHANTIX) OR QUITTING CHEWING TOBACCO.

INFERTILITY TREATMENTS

INFERTILITY IS THE INABILITY OF A COUPLE TO ACHIEVE PREGNANCY AFTER 12 MONTHS OF TRYING TO CONCEIVE

BELOW IS A LISTING OF COVERED SERVICES:

- MEDICAL & SURGICAL PROCEDURES SUCH AS ARTIFICIAL INSEMINATION, INTRAUTERINE INSEMINATION AND DILATION AND CURETTAGE INCLUDING ANY REQUIRED INPATIENT OR OUTPATIENT HOSPITAL CARE THAT WOULD CORRECT MALFORMATION, DISEASE OR DYSFUNCTION RESULTING IN INFERTILITY.
- OTHER COVERED SERVICES:
 - HYSTEROSALPINGOGRAM
 - HYSTEROSCOPY
 - ENDOMETRIAL BIOPSY
 - LAPAROSCOPY
 - BLOOD TESTS
 - SEMEN ANALYSIS
 - ULTRASOUND
 - POST COITAL TESTING
- WHAT IS NOT COVERED:
 - IN-VITRO FERTILIZATION; EXPERIMENTAL PROCEDURES; NOT MEDICALLY NECESSARY PROCEDURES TO DIAGNOSE OR TREAT INFERTILITY; CLONING



PRESCRIPTIONS AVAILABLE UNDER THE NBF PLAN FOR HIV AND TRANSITIONING PARTICIPANTS

PREP FOR THOSE WHO ARE AT RISK FOR HIV. PREP IS A DAILY DRUG THAT CAN STOP THE HIV VIRUS FROM TAKING HOLD AND SPREADING THROUGHOUT YOUR BODY

PEP FOR THOSE WHO HAVE BEEN RECENTLY EXPOSED TO HIV. THIS IS USUALLY TAKEN ONCE OR TWICE PER DAY, FOR UP TO 28 DAYS WITHIN 72 HOURS OF EXPOSURE (OR AS DIRECTED BY YOUR DOCTOR), TO AVOID CONTRACTING THE VIRUS

DRUGS/THERAPIES OR HORMONES

UNDER THE SPECIALTY GUIDELINE MANAGEMENT PROGRAM, PARTICIPANTS WHO ARE TRANSITIONING HAVE DRUGS, THERAPIES AND HORMONES AVAILABLE AS PART OF COVERED CRITERIA

HIV MEDICATIONS

ALSO COVERED UNDER CARELONRX SPECIALTY. YOU CAN SPEAK WITH A CARELONRX SPECIALTY PHARMACIST REGARDING YOUR CURRENT DRUG REGIMENT AS WELL AS INFORMATION ON SIDE AFFECTS, OTHER GENERIC OPTIONS AND SUPPORT BETWEEN YOU AND YOUR DOCTOR.

EAP - EMPLOYEE ASSISTANCE PROGRAM

PASSWORD IATSENATIONAL



Take 10 minutes for you

New podcasts support your mental health and emotional well-being

Finding time for yourself is important for your physical, mental, and emotional health — but it can often be hard to do. To help you live a more balanced life, your Employee Assistance Program (EAP) now offers a podcast library that provides audio content on topics that might interest you.

Each podcast is full of real-life tips from licensed professional counselors who offer encouragement and advice on mental health and wellness topics. The episodes are less than 10 minutes long, so it's easy to fit one into your day — and you can listen at no cost.

Discover podcasts focused on topics such as:

- Building your resilience
- Caring for your mental health
- Eating disorders
- Learning into relationships
- Overcoming addiction
- Parenting
- Recognizing depression
- Supporting caregivers

The EAP podcasts can help you navigate life's issues with more confidence. They're a quick way to find the encouragement you need.

Visit our podcast library

Go to employeeap.com and enter your company code IATSE National.

Select Podcasts to find available episodes.

Your Member Assistance Program

IATSE National Health and Welfare Fund

Your Member Assistance Program (MAP) is here to help you and your household through difficult times. The following resources are private, confidential, and available to you 24/7 at no extra cost.¹

Counseling and mental health

- Get 3 free visits for in-person or virtual counseling per person in your household, per issue each year.²

Work-life resources

- Find information on career, parenting, and balancing work and family.
- Find high-quality child, elder, and pet care.
- Receive special discounts on a range of products and services, including food, travel, and clothing.

Identity theft support

- Register to get help with identity monitoring and theft resolution to minimize or recover from the effects of identity theft.

Self-improvement resources

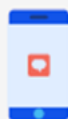
- Log in to take self-assessments, access the Guidance to Care tool, and get a list of MAP resources specific to your needs.

Legal and financial resources

- Book a no-cost consultation and receive a discounted rate from participating local attorneys on continued legal services.³
- Explore an online library of legal resources, forms, and essential documents.
- Have unlimited phone consults with a financial professional and access online financial calculators and budgeting tools.

24/7 crisis support

- Get in-the-moment support when experiencing a personal crisis.
- Find help with navigating resources and getting support if you're impacted by a tragedy or natural disaster.



Get the help you need, 24/7

- Visit www.anthemEAP.com and log in with company name: IATSE National.
- Call your MAP at **800-999-7222** for help with questions.

Connect with a therapist — anytime, anywhere

Your MAP offers faster access to counseling when you need it

If you or a loved one is struggling with life's challenges, finding a mental health professional to talk to quickly can make a big difference. That's why your Member Assistance Program (MAP) is offering Talkspace, a service that provides confidential counseling by text, audio, or video — whatever way feels right for you.

Find support for:

- Anxiety
- Depression
- Grief
- Relationships
- Sleep
- Stress
- Substance use
- Trauma

You'll benefit from:



Personalized match

Talkspace QuickMatch™ pairs you with a therapist who fits your needs and preferences. That helps you feel comfortable from the start.



24/7 access

Message your therapist via text, audio, or video whenever something comes up — or schedule a virtual visit to connect in real time.



Experience you can count on

Talkspace includes a diverse network of professional licensed therapists in every state who treat a variety of needs.

Sign up for Talkspace today

- Use a web browser to register at talkspace.com/associatecare.
- Enter the letters "EAP", a space, and IATSE National in the "Organization name" field.
- Complete the QuickMatch therapist finder questions.
- Await your therapist match, then send a message or schedule a virtual session.

Your MAP is here with support, whatever your needs

You and your household members can get confidential support through your MAP. Connect to helpful tools, resources, and information, as well as to financial and legal advisors. Go to www.anthemEAP.com and enter IATSE National.

YOU CAN CONTACT THE
NATIONAL BENEFIT
FUNDS IN SEVERAL WAYS

- **PARTICIPANT SERVICES CENTER**

- **FOR HEALTH & WELFARE, MEDICAL
REIMBURSEMENT AND THE FUNDS
WEBSITE QUESTIONS:**

- 800-456-3863
- 212-580-9092 IN NY
- EMAIL: PSC@IATSENB.F.ORG
- EMAIL: CLAIMS@IATSENB.F.ORG

- **RETIREMENT SERVICES QUESTIONS**

- ANNUITY FUND
 - ANNUITY@IATSENB.F.ORG
 - PENSION@IATSENB.F.ORG

Visit the NBF website at:

www.iatsenbf.org

FIND SOCIAL SUPPORT SERVICES IN YOUR AREA

[HTTPS://EMPIREBLUE.FINDHELP.COM/](https://empireblue.findhelp.com/)

Find free and reduced-cost programs in your area that provide food, housing, job-training and other support for the LGBTQ+ community

Enter your zip code

And enter your keyword for searching the system for issues and organization related to the LGBTQ+ community in your area including but not limited to:

- Gay Men's Health Crisis
- Youth Services by Housing Works
- LGBT Youth Connect Program
- National Center for Lesbian Rights
- TransView-Trans Support Group

RESOURCES PROVIDED BY THE ENTERTAINMENT COMMUNITY FUND

- YOU CAN CLICK ON THE FOLLOWING LINK AND SEARCH FOR INFORMATION, ARTICLES OR RESOURCES AVAILABLE TO THE LGBTQ+ COMMUNITY BY GOING TO A SEARCH BUTTON AND ENTER “LBGTQ” TO REVIEW

SOCIAL & EMOTIONAL SUPPORT FOR BLACK, INDIGENOUS, PEOPLE OF COLOR AND LGBTQIA+ COMMUNITIES

- TREVOR PROJECT 24/7 HOTLINE
 - LAMBDA LEGAL

.....AS WELL AS FINANCIAL ASSISTANCE AND GUIDANCE FOR ALL MEMBERS OF THE ENTERTAINMENT INDUSTRY AND SPECIFIC TO THE LGBTQ+ COMMUNITY.



<https://entertainmentcommunity.org>

LINKS TO RESOURCES AVAILABLE TO THE LGBTQ+ COMMUNITY

CDC - LGBTQ HEALTH SERVICES

THERE ARE VARIOUS LINKS TO OTHER WEBSITE AND RESOURCES TO ASSIST ALL THE LGBTQ+ COMMUNITY.

CALLEN-LORDE

CALLEN-LORDE IS A GLOBAL LEADER IN LGBTQ+ HEALTHCARE. THEY PROVIDE HEALTHCARE AND RELATED SERVICES, REGARDLESS OF ABILITY TO PAY.

LGBT NATIONAL HELP CENTER

OFFERS RESOURCES LOCALLY, NATIONALLY AND INTERNATIONALLY. PROVIDES PEER-SUPPORT; COMMUNITY CONNECTIONS AND A SAFE PLACE FOR ANYBODY TO DISCUSS ISSUES THEY DON'T FEEL COMFORTABLE TALKING ABOUT ANY OTHER PLACE.