



# BEHIND THE SCENES

WINTER 2007/2008

VOLUME 2 ISSUE 3



## How You Can Reach Us

At the Fund Office, we welcome your questions or requests for information.

**DROP IN.** We're located on the third floor at 417 Fifth Avenue, between 37th and 38th Streets.

**CALL US.** In New York, the number is 212-580-9092. The toll-free number is 1-800-456-FUND (3863).

### SEND US A FAX.

Our main fax number	212-787-3607
Benefits	212-730-7706
Contracts & Contributions	212-792-8322
Finance	212-792-8321
Pension	212-792-8323
Executive Director	212-792-8320

**EMAIL US** via our Web site ([www.iatsenbf.org](http://www.iatsenbf.org)).

Please note that the Fund Office will be closed in observance of the following holidays:

Christmas Day	Tuesday, December 25
New Year's Day	Tuesday, January 1
Martin Luther King Day	Monday, January 14
Presidents' Day	Monday, February 18

## FROM THE EXECUTIVE DIRECTOR

As we move closer to bringing down the curtain on another year, we reflect on a number of important initiatives we completed in 2007 to better serve our participants. We expanded our call center and introduced state-of-the-art technology. We launched improvements to our Web site—and will continue in 2008 to expand its functionality. For those of you who are on the road or simply prefer telephone access, we're developing virtually the same capabilities via a new interactive voice response system. On page 2 of this issue of **Behind the Scenes**, you'll find more about these new capabilities.

You'll also find a summary of the Health & Welfare Fund Plan C-3 that was introduced in October, highlights of the changes to Plans C-1 and C-2 and a recap of CAPP contributions for Q1 2008. On the retirement side, look for important financial information about the Pension, Annuity and 401(k) Funds.

Like last year, we're incorporating some of the notices we're legally required to send to participants (like the summary annual reports on pages 6 and 7). By so doing, we're able to reduce the number of mailings to your home. However, since we must continue to send some notices separately, please keep an eye out for them—and trust that we send only important information. As always, if you have questions, comments or suggestions, please let us know.

On behalf of all of us at the Fund Office, I wish you a happy holiday season.

Anne J. Zeisler



## We Don't Mind Repeating Ourselves

We've said it before: If you're moving, please don't forget to tell us. If we can't find you, you may not receive important notices about your benefits. In fact, you may not even receive your benefits. To report a change of address, simply submit a Change of Address Form (available at [www.iatsenbf.org](http://www.iatsenbf.org)). Also, be sure to notify the International Union or your home Local.



## Coming Soon to a Mailbox Near You

It's important that you have details when you need them—especially when it comes to your benefits. Since benefit plans change over time, we periodically update the booklets known as Summary Plan Descriptions (SPDs) and redistribute them to participants. First on the list are Pension Fund Plan B and Plan C along with the Vacation Fund. If you participate in one or more of these plans, watch your mail early next year for your new SPDs. Remember also, SPDs are available upon request from the Fund Office or online at [www.iatsenbf.org](http://www.iatsenbf.org).

## LOG ON or PHONE IN For Easy Access

To ensure you get the benefits to which you are entitled, the Fund Office maintains important information about you, including your work history and employer contributions made on your behalf. With the recent update of both our computer and phone systems, Plan C participants now have increased access to this information—both online and by telephone.

If you have a **computer with internet access**, simply log on to our Web site and set up a personal, confidential account. It's as easy as **1-2-3**:



1. Log on to [www.iatsenbf.org](http://www.iatsenbf.org) and click "Participant."
2. Under "Participant Access" on the left side of the page, click "Create New Account."
3. Enter the requested information.

After you complete your registration, you'll have access 24/7 by clicking "Log In" under "Participant Access" and entering your username and password.

Once you're in, if you're a Plan C participant, you can view your CAPP account balance and work history (as far back as a year or more) and make your CAPP account copayments. If you're a Plan A participant, you'll have access to your current coverage and work history. If you want to tell us about a change or simply want more information about a program, it's easy to find what you need. We post mailings, plan documents, frequently asked questions, administrative forms—and even past issues of **Behind the Scenes**.



Since you may not always have access to a computer, particularly when you're working away from home, we're backing up our Web site with a sophisticated toll-free **interactive voice response (IVR) system** that will be phased in starting late in 2007. Like the Web site, it will be available 24 hours a day (no need to call back "during regular business hours"). Simply call 1-800-456-FUND. The IVR system will use voice recognition technology to give you immediate confidential access to personal information about your Fund benefits—including a record of your work history. (While we're loading the IVR system with as many features as possible, it cannot accept CAPP account payments.)

## We're Dancing As Fast As We Can

Keep in mind that employer contributions made on your behalf will not appear immediately in our records—whether you look online or call the IVR system. Your employer needs time to get us the information and we need time to process it, which can take from two to four weeks after we receive it.



## It's That Time of Year Again...

Annual enrollment, that is. If you haven't received your 2008 enrollment materials, contact the Fund Office. This is your only opportunity to change your level of coverage for 2008 unless you experience a qualifying event, such as marriage or the birth of your child. All payments and/or changes for January must be received by the Fund Office no later than December 15, 2007. If you're changing your coverage, don't forget to include any required documentation.

### You Can Waive Coverage—But...

If you waive coverage under the Health & Welfare Plan C, \$150 will be deducted automatically from your CAPP account each year to help cover administrative expenses for the Medical Reimbursement Program—whether or not you submit claims for reimbursement and regardless of how long you've been enrolled.

In addition, if you waive coverage, you **must** provide valid proof of other medical coverage during **each** open enrollment period. If you do not provide proof, you will be enrolled automatically in individual Plan C-2 or C-3 coverage, depending on your CAPP account balance when statements are generated, and a \$150 administrative fee will be deducted from your account. *If your balance is insufficient, you will lose coverage completely.* This \$150 fee is in addition to the \$150 administrative fee that applies if you're currently enrolled in the Medical Reimbursement Program (see above). You will not be able to change your coverage until next year's open enrollment period (for 2009 coverage) unless you experience a qualifying event.

## Privacy Matters

The Health Insurance Portability and Accountability Act of 1996 (HIPAA) established standards to guarantee the privacy of personal health information. For details about the IATSE National Health & Welfare Fund's policy, you can find our Privacy Notice on our Web site at [www.iatsenbf.org](http://www.iatsenbf.org), or you can request a copy from the Fund Office.

## “C” What’s Changing

As you think about which level of coverage will be best for you in 2008, be sure to consider the new Plan C-3 and changes that are being made to Plans C-1 and C-2.

**Plan C-3.** As you may know, Plan C-3 was added to the lineup of healthcare options as an alternative for Plan C participants who may have trouble meeting the self-pay requirements of Plan C-2. (See the comparison of the CAPP charges to the right.) One of the reasons that CAPP charges are lowest under Plan C-3 is that **you must use a network provider** in order for benefits to be paid. If you’re enrolled in Plan C-1 or C-2 and use an out-of-network doctor or other health care provider, your Plan will pay less than if you use a network doctor. *However, if you’re enrolled in Plan C-3 and go out of network, your Plan will pay nothing at all.* For more about Plan C-3, read the Special Edition newsletter that was mailed to all Plan C participants in July. It’s available by request from the Fund Office or online at [www.iatsenbf.org](http://www.iatsenbf.org).

**Changes to Plan C-1 and C-2.** If you’re considering Plan C-1 or C-2 during this annual enrollment, be aware that the amount you pay for a doctor’s office visit and certain other health care services will be increasing under both Plans. In addition, the annual out-of-pocket maximums for both Plans will be changing.

## Cost ReCAPP

If you don’t switch plans during annual enrollment, your current CAPP charge (shown below) will remain in effect through March 31, 2008.

Quarterly CAPP Cost to You

Plan C-1 and HMOs (Kaiser and Harvard) Individual Family	\$2,100 \$4,380
Plan C-2 Individual Family	\$1,155 \$2,070
Plan C-3 Individual Family	\$835 \$1,585

## CASE CLOSED?

Each spring, we review all CAPP accounts. If there’s been no activity in your account over the prior two calendar years, it is closed. Any remaining balance is forfeited.



## Attention Plan C Participants

It’s annual enrollment time and your CAPP statement is on its way. See page 2 for more about annual enrollment.

Your January 2008 quarterly CAPP statement was recently mailed. It includes all employer contributions that were received, processed and credited to your CAPP account as of October 31. It also shows how much (if anything) you’ll be required to pay for your current or another level of health & welfare coverage through March 31, 2008. Be sure to open it and respond by the deadline printed on the form. Failure to do so may result in a lapse in coverage.



## A Reminder about the Women’s Health and Cancer Rights Act

The Women’s Health and Cancer Rights Act of 1988 (WHCRA) includes important protections for mastectomy patients who elect breast reconstruction in connection with a mastectomy. Under WHCRA, group health plans offering mastectomy coverage must also provide coverage for certain services relating to the mastectomy in a manner determined in consultation with the attending physician and the patient. Required coverage includes all stages of reconstruction of the breast on which the mastectomy was performed, surgery and reconstruction of the other breast to produce a symmetrical appearance, prostheses and treatment of physical complications of the mastectomy, including lymphedema. Coverage of breast reconstruction is subject to the same coinsurance and other plan provisions as other benefits under the plan. If you have questions, contact the Fund Office.



## Cash In On Vacation (Before It's Too Late)

Vacation checks are mailed in May of each year. As a reminder, if you wait more than 180 days to cash your vacation check, it will no longer be valid and you'll have to contact the Fund Office for a replacement. If you wait more than 24 months, the check will be voided automatically and you'll forfeit the full amount.



## What's In It for You?

Vacation checks issued in May 2008 will include all employer contributions for work performed in calendar year 2007 (January 1 through December 31) that are received and processed by the date of the check run, plus or minus interest income and administrative expenses. Any contributions received after the cutoff date will be distributed later in 2008 or in May 2009.

## IN THE PINK?

**This is an important notice for individuals employed under the PINK CONTRACT between IATSE and the League of American Theaters and Producers and certain other agreements that provide for participation in the 401(k) feature of the IATSE Annuity Plan.**

For the 2008 Plan year, you may contribute up to 85% of your salary (subject to certain limitations) earned while you are a participant in the 401(k) portion of the Annuity Plan on a tax-deferred basis, subject to the IRS maximum (\$15,500 for 2008). This contribution, called a *deferred salary contribution*, is completely voluntary and does not affect your employer's obligation to contribute to the Annuity Fund. Those who are age 50 or older as of December 31, 2008, may contribute up to an additional \$5,000 in 2008 as a "catch-up contribution" for a total maximum deferral of \$20,500.

You may elect to start or change these contributions at any time while you are employed under the Pink Contract or any other agreement providing for Annuity Plan 401(k) participation. Any change will take effect as soon as practical after the Fund Office receives a revised Deferred Salary Agreement.

## Who's Eligible?

Participation in the Annuity Plan's 401(k) option is limited to those Plan participants whose employers contribute at least 3% of compensation to the Annuity Fund on their behalf, as required by a collective bargaining or participation agreement, provided that the employer has agreed in its collective bargaining or participation agreement to participate in the Annuity Plan's 401(k) option.

Currently, the Pink Contract requires contributing employers to contribute an amount in excess of 3% of salary (excluding overtime, penalties, per diem or any other additional payments) to the Annuity Fund on behalf of eligible employees. Other employers participating in the 401(k) feature contribute to the Annuity Fund (either weekly or monthly) the amounts set forth in the applicable contract, which will be no less than 3% of compensation. This employer contribution is called a *non-elective contribution*. Both your deferred salary contribution and the employer's non-elective contribution are 100% immediately vested and non-forfeitable and are subject to a combined annual limit set each year by the IRS (for example, \$46,000 in 2008). "Catch-up" contributions for those who are age 50 or older as of December 31, 2008, are not included in the combined annual limit.

## Know the Market (or Talk to Someone Who Does)

The Annuity and 401(k) plans are each a type of retirement program known as a defined contribution plan. This means that the value of your account is subject to fluctuations in the marketplace. As a result, it's important to pay attention to how your money is invested in these plans. Consider your target retirement date, and how your savings may be affected by volatility in the market. Keep in mind that you can change how much you're saving (up to the legal limit) and/or how your savings are invested at any time. To make a change (or for more information), contact Prudential by logging on to their Web site at [www.prudential.com/online/retirement](http://www.prudential.com/online/retirement).





## Receiving a Distribution

You are eligible to receive a distribution from the Annuity Plan if any of the following occurs:

- you retire on or after normal retirement age (65)
- you separate from service with all contributing employers (there is a two-month waiting period if you are between age 55 and 65 and a six-month waiting period if you are under age 55)
- you are permanently and totally disabled (as defined by the Plan).

You are not eligible to receive a distribution from the Plan if you cease to be eligible to make deferred salary contributions but you remain employed by a contributing employer to this Plan.

If you die, the Plan will distribute the balance of your account as a death benefit under the rules of the Plan.

For further information on these contributions or the Plan, refer to your Summary Plan Description. If you do not have a copy, or have any questions about this benefit option, contact the Fund Office or log on to [www.iatsenbf.org](http://www.iatsenbf.org).

Remember, participation in the Annuity Plan's 401(k) feature is voluntary. Regardless of whether you elect to make any deferral salary contributions to the Plan, your employer will continue to make the required non-elective contributions to the Plan on your behalf.

## Pay Attention to Your Pension

If you want an update on the pension credit you've earned under your Pension Plan, simply request a statement from the Fund Office. The only catch...no phone calls please. You must make the request in writing.

### PFEA (But Not Loathing) in Las Vegas and Elsewhere

Be on the lookout for a PFEA notice that we mailed earlier this month. The PFEA Notice (which stands for Pension Funding Equity Act) provides information about the plan's funding status and government guarantees provided by the PBGC (Pension Benefit Guaranty Corporation).

#### For retirees only

If you're a retired participant, you'll soon receive your annual Pension



Verification Form. Be

sure to sign it, have it notarized and return it to us as quickly as possible. If we don't receive the form, your pension checks may be put on hold.

Remember also, you can change the amount of tax being withheld from your pension check at any time by notifying the Fund Office. An annual reminder about your right to do so will be on its way to you soon.

## Supporting Cast

Here's a list of the organizations that support and administer our programs. You can find contact information in the SPDs or link to their Web sites from ours ([www.iatsenbf.org](http://www.iatsenbf.org)).

**Hospital and Health**  
Empire Blue Cross Blue Shield

**HMOs and PPOs (Plan C)**  
Harvard Pilgrim  
COSVI  
Triple S  
Kaiser Permanente

**Prescription Drug**  
Caremark

**Vision**  
Davis Vision  
Comprehensive Professional Systems  
General Vision Services

**Dental**  
Delta Dental  
A.S.O./S.I.D.S.

**Medical Reimbursement Program (Plan C)**  
A.S.O./S.I.D.S.

**Physical Exam and Hearing Aid Benefit**  
A.S.O./S.I.D.S.

**Life Insurance**  
ULLICO

**Annuity and 401(k)**  
Prudential

## Board of Trustees

	UNION TRUSTEES	EMPLOYER TRUSTEES
Health & Welfare Fund Pension Fund Annuity Fund	Thomas C. Short Brian J. Lawlor Matthew D. Loeb Peter J. Fitzpatrick Deborah A. Reid James B. Wood Daniel DiTolla	Irving W. Cheskin Howard S. Welinsky Jeffrey Ruthizer Carol A. Lombardini Seth Popper Dean Ferris
401(k) Fund	Thomas C. Short Matthew D. Loeb	Carol A. Lombardini Dean Ferris
Vacation Fund	Thomas C. Short James B. Wood	Irving W. Cheskin Jeffrey Ruthizer
<b>EXECUTIVE DIRECTOR</b> Anne J. Zeisler		

We've summarized important plan rules in this newsletter, but we don't intend for these summaries to replace or amend the official plan documents of each of the plans. We will follow the rules of the official plan documents if those rules differ from the summaries in this newsletter.

Set forth below are summary annual statements for each of the five IATSE National Benefit Funds summarizing the information in the Funds' annual statements for 2006. For your convenience we are including the summary for all Funds in this newsletter. However, the fact that all Funds are included does not mean that you participate in all five Funds. Most participants do not. Eligibility and participation in each of the five Funds are governed by the rules of the Funds. For further information, consult the Summary Plan Description or contact the Fund Office.

Once a year, each of our Funds is required to prepare and distribute to participants a summary annual report (SAR). While the language may be dry, the SAR tells a story about performance—financial, that is. Read on for details.

What follows are summaries of annual reports covering January 1, 2006 through December 31, 2006 for the following:

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IATSE 401(k) Fund, EIN 74-3038452, Plan No. 001

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IATSE National Pension Fund, EIN 13-1849172, Plan No. 001

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IATSE National Health & Welfare Fund, EIN 23-7333434, Plan No. 501

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IATSE National Vacation Fund, EIN 23-7345994, Plan No. 501

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IATSE Annuity Fund, EIN 13-3088691, Plan No. 001

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Each annual report has been filed with the Employee Benefits Security Administration, U.S. Department of Labor, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

## IATSE 401(k) Fund

**Basic Financial Statement.** Benefits under the plan are provided through insurance and through a trust fund. Plan expenses were \$131,025. These expenses included \$34,118 in administrative expenses and \$96,907 in benefits paid to participants and beneficiaries. A total of 8,002 persons were participants in or beneficiaries of the plan at the end of the plan year, although not all of these persons had yet earned the right to receive benefits.

The value of plan assets, after subtracting liabilities of the plan, was \$1,547,495 as of December 31, 2006, compared to \$1,081,800 as of January 1, 2006. During the plan year, the plan experienced an increase in its net assets of \$465,695. This increase includes unrealized appreciation and depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year, or the cost of assets acquired during the year. The plan had total income of \$596,720 including employee contributions of \$473,286 and earnings from investments of \$123,434.



## IATSE National Pension Fund

**Basic Financial Statement.** Benefits under the plan are provided through a trust fund. Plan expenses were \$12,940,667. These expenses included \$3,503,658 in administrative expenses and \$9,437,009 in benefits paid to participants and beneficiaries. A total of 10,892 persons were participants in or beneficiaries of the plan at the end of the plan year, although not all of these persons had yet earned the right to receive benefits.

The value of plan assets, after subtracting liabilities of the plan, was \$218,244,261 as of December 31, 2006, compared to \$197,658,731 as of January 1, 2006. During the plan year, the plan experienced an increase in its net assets of \$20,585,530. This increase includes unrealized appreciation and depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year, or the cost of assets acquired during the year. The plan had total income of \$33,526,197 including employer contributions of \$9,458,330, realized gains of \$2,822,796 from the sale of assets, earnings from investments of \$21,139,487, and other income of \$105,584.

**Minimum Funding Standards.** An actuary's statement shows that enough money was contributed to the plan to keep it funded in accordance with the minimum funding standards of ERISA.

## IATSE National Health & Welfare Fund

The Board of Trustees of the IATSE National Health & Welfare Fund has committed itself to pay certain health benefit claims incurred under the terms of the plan.

**Insurance Information.** The plan has contracts with Harvard Pilgrim Health Care, Union Labor Life Insurance Company, Davis Vision, Pacificare Life & Health Insurance Co., Empire Blue Cross Blue Shield, Guardian Life Insurance Company, Kaiser Permanente, Triple-S, and Cooperativa De Seguros De Vida De PR, to pay HMO, vision, life insurance, temporary disability, health, prescription drug, PPO, stop-loss, mental health and dental claims incurred under the terms of the plan. The total premiums paid for the plan year ending December 31, 2006, were \$4,845,246.

**Basic Financial Statement.** The value of plan assets, after subtracting liabilities of the plan, was \$32,883,373 as of December 31, 2006, compared to \$37,724,529 as of January 1, 2006. During the plan year, the plan experienced a decrease in its net assets of \$4,841,156. This decrease includes unrealized appreciation and depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year, or the cost of assets acquired during the year. During the plan year, the plan had total income of \$65,290,065 including employer contributions of \$53,758,689, employee contributions of \$8,523,396, realized losses of \$10,865 from the sale of assets, earnings from investments of \$2,689,943, and other income of \$328,902.

Plan expenses were \$70,131,221. These expenses included \$3,347,049 in administrative expenses and \$66,784,172 in benefits paid to participants and beneficiaries.

## IATSE National Vacation Fund

The Board of Trustees of the IATSE National Vacation Fund has committed itself to pay vacation benefits as provided under the terms of the plan.

**Basic Financial Statement.** The value of plan assets, after subtracting liabilities of the plan, was \$3,124,273 as of December 31, 2006, compared to \$3,126,715 as of January 1, 2006. During the plan year, the plan experienced a decrease in its net assets of \$2,442. This decrease includes unrealized appreciation and depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year, or the cost of assets acquired during the year. During the plan year, the plan had total income of \$3,316,343 including employer contributions of \$3,202,676, realized gains of \$22,417 from the sale of assets, and earnings from investments of \$91,250.

Plan expenses were \$3,318,785. These expenses included \$263,294 in administrative expenses and \$3,055,491 in benefits paid to participants and beneficiaries.

## Your Rights to Additional Information

You have the right to receive a copy of the full annual report for any of the Funds, or any part thereof, on request. The items listed below are included in the reports:

	401(k) Fund	Pension Fund	Health & Welfare Fund	Vacation Fund	Annuity Fund
An accountant's report	x	x	x	x	x
Financial information	x	x	x	x	x
Information on payments to service providers		x	x	x	x
Assets held for investment	x	x	x	x	x
Insurance information, including sales commissions paid by insurance carriers	x		x		x
Information regarding any common or collective trusts, pooled separate accounts, master trusts or 103-12 investment entities in which the plan participates	x		x		x
Actuarial information regarding the funding of the plan		x			
Transactions in excess of 5% of the plan assets				x	

To obtain a copy of a full annual report, or any part thereof, write or call the office of the Executive Director, IATSE National Benefit Funds, 417 Fifth Avenue, 3rd Floor, New York, NY 10016, (212) 580-9092. The charge to cover copying costs will be:

- **401(k) Fund:** \$7.50 for the full annual report or \$0.25 per page for any part thereof
- **Pension Fund:** \$39.50 for the full annual report or \$0.25 per page for any part thereof
- **Health & Welfare Fund:** \$17.25 for the full annual report or \$0.25 per page for any part thereof
- **Vacation Fund:** \$4.75 for the full annual report or \$0.25 per page for any part thereof
- **Annuity Fund:** \$116.25 for the full annual report or \$0.25 per page for any part thereof

## IATSE Annuity Fund

**Basic Financial Statement.** Benefits under the plan are provided through insurance and through a trust fund. Plan expenses were \$10,013,578. These expenses included \$1,202,205 in administrative expenses and \$8,811,373 in benefits paid to participants and beneficiaries. A total of 60,890 persons were participants in or beneficiaries of the plan at the end of the plan year, although not all of these persons had yet earned the right to receive benefits.

The value of plan assets, after subtracting liabilities of the plan, was \$249,334,252 as of December 31, 2006, compared to \$208,981,481 as of January 1, 2006. During the plan year, the plan experienced an increase in its net assets of \$40,352,771. This increase includes unrealized appreciation and depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year, or the cost of assets acquired during the year. The plan had total income of \$50,366,349 including employer contributions of \$30,213,982, employee contributions of \$1,988,775, earnings from investments of \$17,764,776, rollovers of \$211,316, and other income of \$187,500.

## Other Information

You also have the right to receive from the Fund Office, on request and at no charge, a statement of the assets and liabilities of the plans and accompanying notes, or a statement of income and expenses of the plans and accompanying notes, or both. If you request a copy of the full annual report, these two statements and accompanying notes will be included as part of that report. The charges to cover copying costs given above do not include a charge for the copying of these portions of the report because these portions are furnished without charge.

You also have the legally protected right to examine the annual report at the main office of the Funds at 417 Fifth Avenue, 3rd Floor, New York, NY 10016 and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: Public Disclosure Room, Room N-1513, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210.