



**NFL PLAYER BENEFITS**

# 401(k) SAVINGS PLAN

Summary Plan Description



**NFL Player  
Second Career Savings Plan**

[WWW.NFLPLAYERBENEFITS.COM](http://WWW.NFLPLAYERBENEFITS.COM)

# NFL Player Second Career Savings Plan

December 2020

## Dear NFL Player,

This booklet gives you a quick summary of the NFL Player Second Career Savings Plan (401(k) Savings Plan), which was created to help you save for retirement. This booklet is written in plain language and summarizes the 401(k) Savings Plan as of December 2020.

It is not a substitute for the official 401(k) Savings Plan Document, which provides all the details, rules and exceptions. In the event of a conflict between this booklet and the official 401(k) Savings Plan document, the official 401(k) Savings Plan document will be followed. To review the official Plan Document, visit [nflplayerbenefits.com](https://nflplayerbenefits.com) or contact the NFL Player Benefits Office at **800.638.3186**.

## Here you'll learn how to:

Boost your retirement savings using the 401(k) Savings Plan

Check on and change your investments

Access and manage your account via [nflplayerbenefits.com](https://nflplayerbenefits.com)

Take money out

Please take the time to read this booklet, share it with your family and keep it in your permanent records. Should you have any questions, don't hesitate to call the NFL Player Benefits Office at **800.638.3186**.

Sincerely,  
The Savings Board



[NFLPlayerBenefits.com](https://NFLPlayerBenefits.com)

Check your account balances and learn how to make the most of the benefits and resources available to you as an NFL Player.

The 401(k) Savings Plan was created in accordance with the 1993 Collective Bargaining Agreement (CBA) between the NFL Players Association and the NFL Management Council, and is maintained in accordance with the 2020 CBA.

VISIT [NFLPLAYERBENEFITS.COM](https://NFLPLAYERBENEFITS.COM) TO:

View your account balance | Change your contributions or investments | Access information and resources

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# Your Plan

## What it is

The NFL Player Second Career Savings Plan (401(k) Savings Plan or Plan) allows eligible Players to save for retirement in a tax-favored way. The contributions are invested until you take the money out. You are **vested** at all times.

## Who can participate

Contributions to the 401(k) Savings Plan can be made by Players on a Club's Practice Squad, Active, Inactive, Reserve/Injured, Reserve/COVID or Physically Unable to Perform lists and, if eligible, are matched by your Club (beginning with the 2024 season). Special rules exist for the 2020 Plan Year; see the Plan document or contact the NFL Player Benefits Office for more information.

Former Players who have a positive balance in their accounts continue to participate in the Plan, but they can't make additional contributions.



### Vested

Your right to all amounts in your account in the 401(k) Savings Plan cannot be forfeited (or taken away).

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# How it works

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## Money is put in

You put money into your account, and, beginning with the 2024 Season, so does your Club if you are eligible.



## Money is invested

You direct the investment of the money in your account.



## You take the money out

Beginning at age 45, you choose how and when to take your money out.

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### QUESTIONS?

Call the NFL Player Benefits Office **800.638.3186**

## HOW IT WORKS:

# Money is put in



If eligible, money is put into your account through your contributions and Club contributions. Let's talk about your contributions first.

## Your contributions

Your contributions are amounts withheld on a **pre-tax basis** from your Club paychecks between October 15th and March 31st (or **other compensation** between these dates) and put into your account. Because this money is put in before taxes are taken out, you will pay less in taxes now and more of your money is available for investment.

### How much can you contribute?

**Up to \$19,500/calendar year, the IRS maximum for 2020.**

This limit may change in future years.

## How do you contribute? There are three ways to contribute:

### 1. Automatic Enrollment

You'll be automatically enrolled in the 401(k) Savings Plan if you:

- Are on a Club's Practice Squad, Active, Inactive, Reserve/ Injured, or Reserve/ Physically Unable to Perform list for at least one game of the regular season or post-season (excluding Pro Bowl); and
- Have not previously filed an election to contribute or not to contribute to the 401(k) Savings Plan

If you're automatically enrolled:

- Beginning with your first paycheck on or after October 15th, 10% of your pre-tax salary will be contributed to your account (up to the IRS limit, which is \$19,500/year for 2020).
- This money will be invested in a Target Date Fund designed to mature within a few years of your 60th birthday.
- These automatic contributions will continue through March 31st, and will also continue from October 15th through March 31st for every season you are employed as a Player (including as a **Practice Squad Player**) by any Club.



#### Pre-Tax Basis

You put money into your account before taxes are taken out, reducing your current taxable income for federal and most state tax purposes.

#### Other Compensation

Football-related bonuses, incentive payments, grievance settlements, injury payments, COVID stipends and deferred compensation if they are considered taxable income.

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## HOW IT WORKS: MONEY IS PUT IN

### You have the right to opt out of automatic enrollment anytime by making an election on [nflplayerbenefits.com](https://nflplayerbenefits.com) or submitting a Decision Form.

You may receive a refund of automatic enrollment contributions, adjusted for investment experience and any fees, but only if you submit an Automatic Enrollment Contribution Return Form **within 90 days** after the date your first automatic enrollment contribution was withheld from your pay. You can obtain that form from the NFL Player Benefits Office. The form provides more details about the return of your automatic enrollment contributions. You may also obtain additional information from the Notice of Automatic Enrollment, available at [nflplayerbenefits.com](https://nflplayerbenefits.com) or by calling the NFL Player Benefits Office. If you receive a refund of automatic enrollment contributions, any matching contributions made to your account will be forfeited.

### 2. Affirmative Elections

Instead of automatic enrollment, you can actively choose a specific percentage or amount of your salary to be contributed to the 401(k) Savings Plan per paycheck between October 15th and March 31st by:

- Making elections through [nflplayerbenefits.com](https://nflplayerbenefits.com) or
- Completing a Decision Form and submitting it to your Club.

### 3. Rollovers

You may roll over all or a portion of your distributions from the NFL Player Tax-Qualified Annuity Plan and the NFL Player Capital Accumulation Plan into the 401(k) Savings Plan if you are vested in these accounts and meet the distribution requirements for these plans.



#### Need to Make an Election?

- Make it online at [nflplayerbenefits.com](https://nflplayerbenefits.com)
- Contact the NFL Player Benefits Office



#### Practice Squad Player

An individual on a practice squad (as such term is defined in Article 33 of the 2020 CBA).

#### Rollovers

When you transfer funds from one retirement plan to another without suffering tax consequences.

## QUESTIONS?

Call the NFL Player Benefits Office [800.638.3186](tel:800.638.3186)

**HOW IT WORKS: MONEY IS PUT IN**

## Club contributions

There are no Club contributions for Plan Years 2020-2023. Club contributions for Plan Years 2024-2030 depend on whether you earn a **Credited Season** as a Player, or earn three (3) **Game Credits** as a Practice Squad Player. These are explained in the sections below.

### Club contributions for Active Players (other than Practice Squad Players)

You are eligible to receive a Club contribution for each Plan Year from 2024-2030 in which you earn a Credited Season:

**Players with Exactly One Credited Season**

In the **Plan Year** when you earn your first Credited Season, you will receive \$1,500 regardless of how much you contribute to the 401(k) Savings Plan.

**Players with Two or More Credited Seasons**

There are two kinds of Club contributions: matching contributions and minimum contributions. These are explained below. You will receive only one of these per Plan Year.

**Matching contributions**

There are no matching contributions for Plan Years 2020-2023. For Plan Years 2024-2030, your Club will give a “2-for-1 match”. This means the Club will contribute two dollars for every dollar you contribute) during the calendar year, up to the following limits:

Plan Years	Maximum Matching Contribution
2024 - 2025	\$34,000
2026 - 2027	\$36,000
2028 - 2030	\$38,000

**Credited Season**

Generally speaking, you earn a Credited Season if you are employed as an Active Player (including an injured Player considered to be an Active Player) on the date of three or more regular season or post-season NFL games (except the Pro Bowl). For the 2020 Season, there are special rules on how you may earn a Credited Season. Please refer to the Pension Plan Document for more information.

**Game Credit**

You earn one Game Credit for every regular season and post-season game (except the Pro Bowl) in which you are a Practice Squad Player or Active Player. You need three (3) Game Credits in a Plan Year to receive a matching Club contribution, as described below.

**Plan Year**

April 1st to the following March 31st.

VISIT [NFLPLAYERBENEFITS.COM](https://NFLPLAYERBENEFITS.COM) TO:

View your account balance | Change your contributions or investments | Access information and resources



**HOW IT WORKS: MONEY IS PUT IN****Minimum contributions**

There are no minimum contributions for Plan Years 2020-2023. For Plan Years 2024-2030, you will receive a minimum contribution if you:

- Do not contribute **any** money to the 401(k) Savings Plan, or
- Are entitled to a matching contribution that is **less** than the minimum contribution shown in the table below.

The amount of the minimum contribution will depend on your number of Credited Seasons.

<b>If you have...</b>	<b>... you receive</b>
Exactly Two Credited Seasons	\$7,200
Three or More Credited Seasons	\$3,600

**Club matching contributions for Practice Squad Players**

There are no matching contributions for Plan Years 2020-2023. You are eligible to receive a Club matching contribution for each **Plan Year** from 2024-2030 in which you earn at least 3 **Game Credits**. You can earn these Game Credits by being a Practice Squad Player only, or through a combination of being both a Practice Squad Player and an Active Player.

The amount of your matching contribution is two dollars for every dollar you contribute (a “2-for-1 match”) during the calendar year, up to \$1,500.

Practice Squad Players are **not eligible** for a minimum Club contribution.

If you qualify for a Club-matching contribution as a Practice Squad Player and earn a Credited Season in the same Plan Year, you will then be eligible to receive Club contributions, and will receive the highest Club contribution available to you.

**Plan Year**

April 1st to the following March 31st.

**Game Credit**

You earn one Game Credit for every regular season and post-season game (except the Pro Bowl) in which you are a Practice Squad Player or Active Player. You need three (3) Game Credits in a Plan Year to receive a matching Club contribution, as described below.

**QUESTIONS?**

Call the NFL Player Benefits Office **800.638.3186**

## HOW IT WORKS: MONEY IS PUT IN

### Timing of Club Contributions for Plan Years 2024-2030

Club contributions are put into to your Savings Account by December 1st if you:

- Earn a **Credited Season** by the 6th week of the regular season, and
- Have made your own (Player) contributions of at least half of the maximum Club contribution by November 18th.

Otherwise, Club contributions (including those made for Practice Squad Players) are put into your account by March 31st of the following calendar year.

### IRS and CBA Rules on Contributions

The IRS has an annual limit on the amount of total contributions (Player and Club) that can be added to your account during a Plan Year. The limit for the 2020 Plan Year is \$57,000. It may change in future years.

Whether Club contributions will be made after the 2030 Plan Year depends on future collective bargaining agreements (CBAs).



#### Credited Season

Generally speaking, you earn a Credited Season if you are employed as an Active Player (including an injured Player considered to be an Active Player) on the date of three or more regular season or post-season NFL games (except the Pro Bowl). For the 2020 Season, there are special rules on how you may earn a Credited Season. Please refer to the Pension Plan Document for more information.

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## HOW IT WORKS: MONEY IS INVESTED

# Money is invested



## Your Investment Fund Options

The Savings Board makes the following Investment Fund Options available to you based on the recommendation of its **investment advisor**.

The Savings Board may add, remove, or modify these Investment Fund Options at any time.

Log on to [nflplayerbenefits.com](http://nflplayerbenefits.com) or call the NFL Player Benefits Office if you would like more information about the Investment Fund Options before investing (including information about each Option's fees, historical performance, and voting or tender rights).

### Target Date Retirement Funds

Target Date Income Fund  
 Target Date 2020 Fund  
 Target Date 2025 Fund  
 Target Date 2030 Fund  
 Target Date 2035 Fund  
 Target Date 2040 Fund  
 Target Date 2045 Fund  
 Target Date 2050 Fund  
 Target Date 2055 Fund  
 Target Date 2060 Fund

### Index Funds

US Bond Index Fund  
 Total US Equity Index Fund  
 Total International Equity Index Fund

### Multi-Manager & Specialty Funds\*

Stable Value Fund  
 Bond Fund  
 US Large Company Equity Fund  
 US Mid/Small Company Equity Fund  
 Global Equity Fund  
 Total International Equity Fund  
 REIT Index Fund

\*These funds may contain passively invested assets. Please see the summary prospectuses for more information.



#### Investment Advisor

The Savings Board has delegated oversight of these Investment Fund Options to its investment advisor. The investment advisor may change the underlying investments in these Investment Fund Options at any time. You will be notified, and given the right to change your investments, if there is a significant change in the goal or style of any of these Investment Fund Options.

#### QUESTIONS?

Call the NFL Player Benefits Office **800.638.3186**

## HOW IT WORKS: MONEY IS INVESTED

## Making and changing investments

You are able to choose how your account is invested among the Investment Fund Options:

### As directed by you

You may choose from among the 401(k) Savings Plan's Investment Fund Options either online at [nflplayerbenefits.com](https://nflplayerbenefits.com) or by submitting a **Decision Form** to your Club for future contributions.

You also have the right to reallocate your account by initiating a transfer through [nflplayerbenefits.com](https://nflplayerbenefits.com), or by completing a **Fund Transfer Form**. You can change how your money is invested every 31 days. You can request the Fund Transfer Form from the NFL Player Benefits Office, and your completed form should be sent to the NFL Player Benefits Office.

Please note that federal trading rules and daily deadlines apply to your fund transfer requests.

### Default

If you do not submit a Decision Form, your 401(k) Savings Account will be invested in the "default" Investment Fund Option, which is a Target Date Fund designed to mature within a few years of your 60th birthday. The default Investment Fund Option may be changed at any time by the Savings Board.

Because the 401(k) Savings Plan is intended to be an "ERISA 404(c) Plan," neither the Savings Board nor the employees in the NFL Player Benefits Office are responsible for any investment losses that might result from your choices among the Investment Fund Options. Therefore, you should consider your investment choices carefully. You may wish to consult your personal financial advisor.



### Need a Decision Form or Fund Transfer Form?

- Get it online at [nflplayerbenefits.com](https://nflplayerbenefits.com)
- Contact the NFL Player Benefits Office

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## HOW IT WORKS: MONEY IS INVESTED

## Plan expenses

### Investment expenses

Investment expenses, such as investment management fees, are charged to your account and reduce the value of your 401(k) Savings Plan account. Sales expenses, commonly referred to as “front-end loads,” are not paid to acquire 401(k) Savings Plan investments. More information about expenses is posted online and in the official 401(k) Savings Plan Document.

### Administrative expenses

Administrative expenses, such as recordkeeping, audit, legal and custody fees, are paid by Club contributions to the Plan through the 2030 Plan Year. Administrative expenses may be charged to your account beginning in 2031 unless a future CBA requires Clubs to pay these expenses.

## Tracking your investments

In addition to receiving quarterly account statements, you can access the following information anytime through [nflplayerbenefits.com](https://nflplayerbenefits.com) or by calling the NFL Player Benefits Office:

- Your account balance (updated online as of the close of the prior business day),
- Estimated annual operating expenses of each Investment Fund Option,
- Copies of any prospectuses, financial reports, or other materials related to the Investment Fund Options,
- A Summary Prospectus for each Investment Fund Option,
- Value of a share or unit of each Investment Fund Option and the date of the **valuation**,
- Investment performance of each Investment Fund Option,
- Value of your investment in each Investment Fund Option held in your 401(k) Savings Account, and
- A list of the assets comprising the portfolio of each Investment Fund Option and the value of each asset (or the proportion of the investment which it comprises).



#### Valuation

The fair market value of the 401(k) Savings Plan's assets as of the close of the prior business day. Valuations take into account any income, losses, appreciation, depreciation, expenses and distributions.

### QUESTIONS?

Call the NFL Player Benefits Office **800.638.3186**

## HOW IT WORKS: YOU TAKE THE MONEY OUT

# You take the money out



## When you can take the money out

### You are eligible to take money out:

#### Before age 45 if the value of your account is \$5,000 or less, and:

- You take it in one lump sum;
- You've not been paid for an NFL game for three consecutive Plan Years; and
- You're not working for an NFL Club (or affiliate).

#### On or after age 45, if you have more than \$5,000 in your account and are not employed by a Club (or affiliate):

- You are eligible to take money out after you turn age 59½, even if you are working for a Club at that time.
- If you were born on and after July 1, 1949, you can generally wait until age 72 to start taking money out. Otherwise, you have until age 70½.

#### Small account balances:

- If you are eligible to take a distribution from your 401(k) Savings Account, at least one year has passed since you first became eligible, and you have not taken a distribution, then:

#### If your account value is \$1,000 or less...

Your entire account balance will be paid to you in a single lump sum as soon as administratively possible.

#### If your account value is \$5,000 or less (but greater than \$1,000)...

Your entire account balance will be rolled over to an IRA. The amount rolled over will be invested in a manner intended to preserve principal and provide a reasonable rate of return and liquidity. Your IRA will be charged applicable fees; you can withdraw or transfer funds from your IRA. For more information regarding the IRA, call the NFL Player Benefits Office.

### You may have to pay a tax penalty for any amounts withdrawn prior to age 59½.

You are not required to start taking money out until you are age 72 if you were born on and after July 1, 1949. Otherwise, you have until age 70½.

VISIT [NFLPLAYERBENEFITS.COM](https://nflplayerbenefits.com) TO:

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## HOW IT WORKS: YOU TAKE THE MONEY OUT

### How you can take the money out

If you're eligible and have more than \$5,000 in your 401(k) Savings Account, you can take your money out in one of the options listed below by submitting a Distribution Form to the NFL Player Benefits Office. Except for the installment payment option, whatever choice you make may not be revoked after the initial payment has been sent to you.

#### Annuities

Your balance is used to purchase an annuity – a kind of insurance policy that guarantees you monthly benefits during your lifetime (and, if selected, the lifetime of your surviving spouse). You can choose one of the following annuity options and the NFL Player Benefits Office will provide you with an estimate of your monthly payments.

##### **Annuity for Your Life Only**

Monthly benefit during your lifetime. No benefit is paid after your death. If you're married, you can't select an Annuity for Your Life Only unless your spouse waives his or her right to a Qualified Joint and Survivor Annuity by completing the spousal consent section of the Election Form. Any new waiver or change in beneficiary will require a new spousal consent.

##### **Qualified Joint and Survivor Annuity**

Monthly benefit during your lifetime, and after your death, your surviving spouse will receive 50% of the monthly benefit for as long as he or she lives. If your spouse dies first, no amounts will be paid after your death.

##### **Qualified Optional Survivor Annuity**

Monthly benefit during your lifetime and, after your death, your surviving spouse will receive 75% of the monthly benefit for as long as he or she lives. If your spouse dies first, no amounts will be paid after your death.

#### Lump sum

##### **Single lump sum payments**

One-time payment of your entire account balance. You must select this option if your account is \$5,000 or less.

##### **Partial lump sum**

You may elect one partial lump sum distribution per Plan Year.

#### Installment payments

Payments over a 10-year period, with 1/10 of the value paid in the first year, 1/9 of the remaining value paid the next year, etc. You can choose at any time to receive the remaining account balance in one lump sum or roll it over.

Contact the NFL Player Benefits Office for more information about your options if your 401(k) Savings Account has \$5,000 or less.



#### Need a Distribution Form or Election Form?

- Get it online at [nflplayerbenefits.com](http://nflplayerbenefits.com)
- Contact the NFL Player Benefits Office

#### QUESTIONS?

Call the NFL Player Benefits Office **800.638.3186**

## HOW IT WORKS: YOU TAKE THE MONEY OUT

### What happens after you die

After you die, your designated beneficiary will receive the balance in your 401(k) Savings Account paid in one lump sum, unless you previously chose an annuity form of distribution.

If you previously chose an annuity form of distribution, monthly benefit payments will be made to your surviving spouse for his or her lifetime after your death. No annuity benefits are payable after your death, however, if you previously chose: (a) a life only form of annuity; or (b) any other form of annuity and your spouse predeceased you.

You may designate a beneficiary by submitting a Beneficiary Designation Form to the NFL Player Benefits Office. If you're married, your spouse is automatically your beneficiary. If you wish to designate someone else, your spouse will need to provide notarized consent.

If no beneficiary designation is on file for you, or if your Beneficiary Designation Form is invalid, the remaining balance will be paid to your surviving spouse. If you do not have a surviving spouse, payment will be made to your estate.

Any person who is convicted, pleads guilty, or pleads no contest in connection with your death will lose his or her right to a death benefit.

### What happens if you are divorced

If you designated your spouse as your beneficiary and are then divorced, that designation will lapse and go back to your original beneficiary whom you named before you were married. Use the Beneficiary Designation Form after a divorce to make sure the proper person is named.

As part of a divorce, a judge may issue a "Qualified Domestic Relations Order" (QDRO) that divides your account between you and your former spouse. If you're involved in a divorce or other domestic action that may result in a QDRO, contact the NFL Player Benefits Office for the 401(k) Savings Plan's model QDRO and procedures.



#### Need a Beneficiary Designation Form or Model QDRO?

- Get it online at [nflplayerbenefits.com](https://nflplayerbenefits.com)
- Contact the NFL Player Benefits Office

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## HOW IT WORKS: YOU TAKE THE MONEY OUT

### How this affects your taxes

The tax rules that apply to taking money out of your 401(k) Savings Plan are complex. You should talk with your personal tax advisor to understand exactly how your benefits will be taxed. While the 401(k) Savings Plan doesn't provide legal or tax advice, here are some general rules:

#### Income tax

No matter how you choose to take your money out, each payment will be taxed in the year you receive it, unless it is rolled over into another eligible account. Federal and state laws may affect how much is withheld from your benefits to meet your tax obligations. The NFL Player Benefits Office will provide you with additional information on the withholding rules when you choose to receive your benefits.

#### Taxation of death benefits

Generally, your beneficiary will be taxed on any 401(k) Savings Plan benefits received after your death, except that the 10% additional tax does not apply regardless of your or your beneficiary's age.

#### Rollovers

You may delay paying taxes on any portion of a lump sum payment by making a **direct rollover** to:

- A traditional IRA, or
- Another tax-favored retirement plan (401(a), 401(k), 403(a), 403(b) or 457(b)) that accepts direct rollovers.

Federal withholding of 20% applies to the portion of your lump sum distribution that is not directly rolled over.

#### Possible additional taxes

If you take payments before age 59½, you may have to pay an additional federal tax of 10%. This tax does not apply to annuity payments or any portion of a lump sum distribution that is rolled over to another eligible account.



#### Direct Rollover

When you transfer funds from one retirement plan to another without suffering tax consequences.

#### QUESTIONS?

Call the NFL Player Benefits Office **800.638.3186**

## FORMS &amp; RESOURCES

# Forms & resources



If you want to	Use this document	Available from
Designate or change a beneficiary	Beneficiary Designation Form	<a href="https://nflplayerbenefits.com">nflplayerbenefits.com</a> or NFL Player Benefits Office
Learn more about automatic enrollment	Notice of Automatic Enrollment	<a href="https://nflplayerbenefits.com">nflplayerbenefits.com</a> or NFL Player Benefits Office
Change or make contributions to your account	Decision Form	<a href="https://nflplayerbenefits.com">nflplayerbenefits.com</a> or NFL Player Benefits Office
Check your account balance or see your investment performance	Quarterly Account Statement	<a href="https://nflplayerbenefits.com">nflplayerbenefits.com</a> (balance updated daily), or through Statement sent to you quarterly
Change the investment of your future contributions	Decision Form	<a href="https://nflplayerbenefits.com">nflplayerbenefits.com</a> or NFL Player Benefits Office
Change the investment of your existing balances	Fund Transfer Form	<a href="https://nflplayerbenefits.com">nflplayerbenefits.com</a> or NFL Player Benefits Office
Take money out of your account	Distribution Form	<a href="https://nflplayerbenefits.com">nflplayerbenefits.com</a> or NFL Player Benefits Office
Know how your taxes will be affected	—	Speak directly with your tax accountant or financial advisor
Access the official rules of the plan	Plan Document	<a href="https://nflplayerbenefits.com">nflplayerbenefits.com</a> or NFL Player Benefits Office
Know your options after a divorce	Beneficiary Designation Form, or Model QDRO and QDRO Procedures	NFL Player Benefits Office

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## OTHER INFORMATION

# Other information



## Administration and type of plan

The 401(k) Savings Plan is a multiemployer defined contribution plan (a type of retirement plan where the employer, employee or both can make contributions) that includes a cash or deferred arrangement. The 401(k) Savings Plan is administered by the Savings Board, which is a joint Board of Trustees. The Savings Board has six voting members. Three are selected by the NFL Players Association and three are selected by the NFL Management Council. The Commissioner of the NFL is a nonvoting member.

## Agent for service of legal process

The agent for service of legal process is the Savings Board, the joint Board of Trustees for the 401(k) Savings Plan. Service of legal process also may be made on each individual member of the Savings Board.

## Bank Trustee

BNY Mellon  
Directed Trustee  
One Mellon Center  
500 Grant St  
Pittsburgh PA 15258

## Union

National Football League Players Association  
(NFLPA)  
1133 20th St NW  
Washington DC 20036

## Savings Board

### Chairman

Roger Goodell

### Management Members

Katie Blackburn  
John Spanos  
Steve Underwood

### Player Members

Sam McCullum  
Robert Smith  
Jeff Van Note

The Savings Board has absolute discretion and authority to interpret the 401(k) Savings Plan, review claims for benefits, and decide how the Plan applies in different situations. Any matter on which the Savings Board is deadlocked may be referred to an arbitrator.

You can address correspondence to individual Savings Board members, care of the 401(k) Savings Plan here:

### Plan Administrator

Savings Board  
NFL Player Second Career Savings Plan  
200 Saint Paul St Ste 2420  
Baltimore MD 21202

## QUESTIONS?

Call the NFL Player Benefits Office **800.638.3186**

## OTHER INFORMATION

### Representative of the employers

NFL Management Council (NFLMC)  
345 Park Ave  
New York NY 10154

### Employer Identification Number assigned to the CAP Board

52-1852902

### Plan number

001

### Plan year

Records for the 401(k) Savings Plan are maintained on a Plan Year basis that begins on April 1st and ends on the following March 31st. A Plan Year is identified by the calendar year in which it begins.

### Plan amendment or termination

The 401(k) Savings Plan is maintained under a CBA between the NFLPA and the NFLMC.

While there is a CBA in effect, the NFLPA and the NFLMC, when acting jointly, may amend or terminate the 401(k) Savings Plan. If there is no CBA in effect, the Savings Board may amend the 401(k) Savings Plan at any time, and may terminate the 401(k) Savings Plan if no CBA is in effect for more than one year. However, no amendment may operate to deprive you or your beneficiary of any rights or benefits under the 401(k) Savings Plan. If the 401(k) Savings Plan is terminated, the value of your account, less any expenses, will be distributed to you.

### Plan assets

The 401(k) Savings Plan's assets are held in trust by the Trustee.

### Assignment of benefits

In general, you cannot transfer, assign or pledge your account under the 401(k) Savings Plan. Exceptions include a QDRO and an IRS tax levy.

### Change of address

Be sure to keep the NFL Player Benefits Office informed of your current address.

### How to apply for benefits

Please visit [nflplayerbenefits.com](http://nflplayerbenefits.com) or call or write the NFL Player Benefits Office to request an application form:

### NFL Player Second Career Savings Plan

200 Saint Paul St Ste 2420  
Baltimore MD 21202  
Attn: Savings Board  
800.638.3186

### Receipt of documents

All correspondence, including forms, elections, and other documents that must be submitted or filed with the Plan, are considered "received" when actually received by the NFL Player Benefits Office (not when mailed or otherwise sent).

### Designating a representative

For all types of claims and administrative review of claim denials, you can designate a representative to act on your behalf by submitting a written authorization to the NFL Player Benefits Office or accessing the Authorized Representative Designation Form on [nflplayerbenefits.com](http://nflplayerbenefits.com). You may not designate a representative who is a convicted felon. If you designate a representative to act on your behalf, unless you limit the scope of the representation in writing (or the representation is otherwise

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terminated), the decisions and other notices regarding your claim and/or administrative review of a claim denial will be sent to your representative, and your representative will be allowed to review and obtain copies of your 401(k) Savings Plan records and other relevant information.

### Missing payees

If a benefit is payable to a Player or beneficiary who cannot be found by the NFL Player Benefits Office, the entire benefit of, and amount payable to, that Player or beneficiary will be forfeited at the end of that Plan Year. If the Player or beneficiary subsequently provides accurate contact information to the NFL Player Benefits Office, the amount forfeited will be reinstated, and all amounts then due will be paid to such Player or beneficiary with interest at a reasonable rate.

### Incapacity

If you are incapacitated and unable to manage your financial affairs, the Savings Board may, in its sole discretion, direct that your benefits be paid to your legal representative, relative, or other individual for your benefit or otherwise direct that benefit payments be made on your behalf. In addition, the Savings Board may, in its sole discretion, establish a trust to hold your benefits on your behalf and appoint a trustee for that trust. The 401(k) Savings Plan will pay reasonable expenses of the trust and its trustee. A determination of incapacity and

an establishment of a trust by any of the **NFL Player Plans** will extend to this 401(k) Savings Plan. More information regarding such trusts is available from the NFL Player Benefits Office.

### Failure to exhaust your administrative remedies

If your initial claim for benefits is denied in whole or in part (including a deemed denial) and you fail to request, in a timely manner, review by the Savings Board of the denial under the Plan's review procedures described below, you will have failed to exhaust your administrative remedies. If you fail to exhaust your administrative remedies and later file a legal action in court on your denied benefit claim, the court may dismiss your claim.

### Benefit claim and review procedures

You may submit a claim for benefits under the 401(k) Savings Plan by filing a written claim with the Savings Board. The Savings Board ordinarily will reach a decision on a benefit claim within 90 days after it is submitted, although in some cases the decision may take up to an additional 90 days. You will be notified in writing if the decision time is extended beyond the initial 90-day period. If your claim is denied, in whole or in part, you will be provided a written notice of decision, stating:

- The specific reasons for the denial,
- The specific Plan provisions on which the denial is based,



#### NFL Player Plans

For purposes of this Plan, NFL Player Plans includes the following: Bert Bell/Pete Rozelle NFL Player Retirement Plan (Pension Plan), NFL Player Second Career Savings Plan (401(k) Savings Plan), NFL Player Annuity Program, NFL Player Tax-Qualified Annuity Plan, NFL Player Disability & Neurocognitive Benefit Plan (Disability Plan), 88 Plan and Gene Upshaw NFL Player Health Reimbursement Account Plan (HRA Plan).

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- A description of additional information necessary to perfect your claim and an explanation of why such additional material is necessary, and
- An explanation of the Plan's appeal procedures for seeking review of denied or partially-denied claims, including your right to bring a civil action under ERISA if your claim is denied on review under the Plan's appeal procedures.

If the Savings Board fails to notify you of its decision regarding your claim within the time periods described above, you can elect to treat that failure to respond as a deemed denial of your initial claim, which you may appeal to the Savings Board.

If you receive a notice of a decision that is adverse to you in whole or in part on your claim for benefits that you want reviewed under the Plan's appeal procedures, you must request administrative review (also called administrative appeal) in writing to the Savings Board at the NFL Player Benefits Office within 60 days of receiving the notice of a decision on your claim. You also can request administrative review of a deemed denial of your claim.

During the appeal process, upon request and free of charge, you can have reasonable access to (and copies of) all documents, records, and other information relevant to your claim for benefits, and you also can submit issues and comments in writing to the Savings Board. The Savings Board ordinarily will make a decision with respect to your request for review at its next meeting, or at its second meeting following receipt of your request for review if your request is received less than 30 days before the next meeting. However, if special circumstances exist, such as the need to obtain further clarifying information, the review may be delayed but will be made by no later than the

third Savings Board meeting following receipt of your request for review. The Savings Board will notify you in writing of its decision on review. If the decision on review is adverse to you in whole or in part, the written notice will include:

- The specific reasons for the decision,
- References to the provisions of the 401(k) Savings Plan on which the adverse decision was based,
- A statement of your right, upon request and free of charge, to have access to and copies of all documents, records, and other information relevant to your claim, and
- A statement of your right to bring a civil action under ERISA following an adverse decision on review.

### Limitation on actions

You may not commence a legal action in a court on a benefit claim denial or partial denial more than 42 months from the date of the final decision on your claim.

If you do file a legal action after this period has expired, the court may dismiss your claim.

### Your ERISA rights

You are entitled to certain rights and protections under the Employee Retirement Income Security Act of 1974, as amended (ERISA).

ERISA provides that all Plan Participants are entitled to:

#### Receive information about 401(k) Savings Plan benefits.

- Examine without charge at the NFL Player Benefits Office all official 401(k) Savings Plan documents, including the 1993, 2011, and 2020 CBAs and any extensions thereto, a copy of the latest annual report (Form 5500 Series) filed by the Savings Board with the

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US Department of Labor (and available at the Public Disclosure Room of the Employee Benefits Security Administration), and a copy of the updated Summary Plan Description. You can get copies of these 401(k) Savings Plan Documents if you ask in writing. The NFL Player Benefits Office may charge you a reasonable fee for copies of these documents, except for the Summary Plan Description.

- Receive a summary of the 401(k) Savings Plan's annual financial report. The Savings Board is required by law to give you a copy of this Summary Annual Report every Plan Year.
- Obtain by written request a statement telling you when you have a right to receive a distribution, and the total amount of your account balance under the Plan. The Savings Board must provide this statement free of charge, but only once per year.
- Obtain by written request to the NFL Player Benefits Office a complete list of employers and employee organizations sponsoring the 401(k) Savings Plan. The list also is available for examination at the NFL Player Benefits Office. In addition, you may obtain by written request to the NFL Player Benefits Office information as to whether a particular employer or employee organization is a 401(k) Savings Plan sponsor and, if so, the sponsor's address.

### Prudent actions by Plan fiduciaries

In addition to creating rights for Plan Participants, ERISA imposes duties upon the people who are responsible for the operation of the 401(k) Savings Plan. The Savings Board members and certain others with responsibility for managing or operating the 401(k) Savings Plan, called "fiduciaries" of the 401(k) Savings Plan, have a duty to do their job prudently and in your interest and in the interest of all the other 401(k) Savings Plan participants and

beneficiaries. No one – neither your employer, your union, nor any other person – may terminate your employment or in any way discriminate against you to prevent you from obtaining a retirement benefit or exercising your rights under ERISA.

### Enforce your rights

If your claim for a benefit is denied in whole or in part, you have the right to receive a written explanation of the reason for the denial. You have the right to have the Savings Board review and reconsider your claim. And under ERISA, there are steps you can take to exercise these rights.

For instance, if you ask for copies of the above materials from the NFL Player Benefits Office and do not receive them within 30 days, you can file suit in a federal court. In such a case, the court may require the Savings Board to provide the material. In addition, the court may impose a fine of up to \$110 a day on the Savings Board, payable to you, unless you did not get the materials because of some reason beyond the control of the Savings Board.

If you have a claim for benefits that is denied or ignored in whole or in part, you may file suit in a state or federal court. In addition, if you disagree with the Plan's decision or lack thereof concerning the qualified status of a domestic relations order, you may file a suit in federal court. If it should happen that the 401(k) Savings Plan fiduciaries misuse the 401(k) Savings Plan's money, or you are discriminated against for asserting your rights, you may seek assistance from the US Department of Labor. You may file a suit in a federal court. The court will decide who should pay court costs and legal fees. If the court decides in your favor, it may order the

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person you have sued to pay these court costs and legal fees. If you lose, the court may order you to pay these court costs and legal fees if, for example, it finds your claim is frivolous.

### **Assistance with your questions**

If you have any questions about your 401(k) Savings Plan, you should contact the Savings Board by writing or calling the NFL Player Benefits Office. If you have any questions about this Summary Plan Description or about your rights under ERISA, or if you need assistance in obtaining documents from the Plan Administrator, you should contact the nearest office of the Employee Benefits Security Administration, US Department of Labor, listed in your telephone directory, or the Division of Technical Assistance and Inquiries, Employee Benefits Security Administration, US Department of Labor, 200 Constitution Avenue, NW, Washington, DC 20210. You also can obtain certain publications about your rights and responsibilities by calling the publications hotline of the Employee Benefits Security Administration.

### **No PBGC insurance**

Benefits under the 401(k) Savings Plan are not insured by the Pension Benefit Guaranty Corporation (PBGC). PBGC insurance protection is not available to “defined contribution” plans such as this 401(k) Savings Plan

### **Disclaimer**

This summary is intended to describe in general terms the essential features of your 401(k) Savings Plan. Every effort has been made to make sure that the information contained in this summary is correct; however, in the case of any discrepancy, the provisions of the actual 401(k) Savings Plan and Trust will govern. Your rights to benefits can be determined only by official action of the Savings Board.

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