



NFL PLAYER BENEFITS

PLAYER CAP PLAN

Summary Plan Description



NFL Player
Capital Accumulation Plan

WWW.NFLPLAYERBENEFITS.COM

NFL Player Capital Accumulation Plan

August 2025

Dear NFL Player,

This booklet gives you a quick summary of the NFL Player Capital Accumulation Plan (Capital Accumulation Plan), which can provide you additional savings for retirement. This booklet is written in plain language and summarizes the Capital Accumulation Plan as of August 2025. You may contact the NFL Player Benefits Office at **800.638.3186** for information about Plan rules for benefits prior to August 2025.

This booklet is not a substitute for the official Capital Accumulation Plan Document, which provides all the details, rules and exceptions. In the event of a conflict between this booklet and the official Capital Accumulation Plan document, the official Capital Accumulation Plan document will be followed. To review the official Plan Document visit nflplayerbenefits.com or contact the NFL Player Benefits Office at **800.638.3186**.

Here you'll learn how to:

Check on and change your investments

Access and manage your account via 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 CAP Board**



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 Capital Accumulation Plan was created in accordance with the 2011 Collective Bargaining Agreement (CBA) between the NFL Players Association and the NFL Management Council.

VISIT NFLPLAYERBENEFITS.COM TO:

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

HOW IT WORKS:

Table of Contents

Your Plan

3

What it is

Who can participate

How it works

4

Money is put in

Money is invested

You become vested

You take the money out

Forms & resources

13

Other information

14

QUESTIONS?

Call the NFL Player Benefits Office **800.638.3186**

HOW IT WORKS:

Your Plan

What it is

The NFL Player Capital Accumulation Plan (Capital Accumulation Plan or Plan) provides eligible Players with additional retirement savings. Unlike the NFL Player Second Career Savings Plan (401(k) Savings Plan), in which you can deposit your own money, your Plan Account (CAP Account) receives money only from Club contributions. The contributions are invested at your direction until you take the money out.

Who can participate

- Active Players with at least one **Credited Season** in a prior Plan Year, and
- Former Players with positive balances in their CAP Accounts.
- Practice Squad Players do not participate in the Plan.



Credited Season

You earn a Credited Season if you are employed as an Active Player (including an injured Player who is otherwise an Active Player) on the date of three or more regular season or post-season NFL games (except the Pro Bowl). Please refer to the Pension Plan Document for more information.

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

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

HOW IT WORKS:

How it works



Money is put in

Your Club puts money into your account if you earn a Credited Season for that Plan Year and have previously earned at least one Credited Season.



Money is invested

You direct the investment of the money in your account.



You become vested

When you are vested, your right to the money in the account cannot be forfeited (or taken away). Generally, you are vested in your CAP Account once you have three Credited Seasons, or are employed as a Player at age 55.



You take the money out

You choose how and when to take your money out beginning as early as age 40, if at least 5 years have passed since your last **Credited Season**.

QUESTIONS?

Call the NFL Player Benefits Office **800.638.3186**

HOW IT WORKS:

Money is put in



Club contributions

This booklet describes Club contributions as of August 2025. You may contact the NFL Player Benefits Office for information about Club contributions prior to this date.

Who is eligible to receive a CAP Contribution?

You are eligible to receive a **CAP Contribution** for each **Plan Year** in which you earn a **Credited Season**, if you then have at least two or more Credited Seasons.

When are CAP Contributions put into your account?

- On or about December 1st if you earn a Credited Season by the 6th week of the regular season.
- By March 31st of the following year if you earn a Credited Season after the 6th week.

Whether CAP Contributions will be made after the 2030 Plan Year depends on future CBAs.

How much is the CAP Contribution?

CAP Contributions depend on the number of Credited Seasons you have earned:

Your number of Credited Seasons	CAP Contribution
1	\$0
2	\$2,500
3	\$2,500
4 or more	\$48,000*

*This amount is \$52,000 for 2025, \$54,000 for 2026, \$60,000 for 2027, \$62,000 for 2028, \$66,000 for 2029, and \$73,000 for 2030. For 2023, this amount was \$47,000.

CAP Contributions are made “before tax,” which means you do not pay taxes on the money when it is put into your account.



CAP Contribution

A Club contribution to the Capital Accumulation Plan on behalf of a Player.

Plan Year

The Plan Year begins on April 1st and ends on the following March 31st.

Credited Season

You earn a Credited Season if you are employed as an Active Player (including an injured Player considered as an Active Player) on the date of three or more regular season or post-season NFL games (except the Pro Bowl). Please refer to the Pension Plan Document for more information.

VISIT NFLPLAYERBENEFITS.COM TO:

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

HOW IT WORKS:

Money is invested



Your Investment Fund Options

The same Investment Fund Options available to participants in the 401(k) Savings Plan are available in the Capital Accumulation Plan. The CAP Board makes these options available to you based on the recommendation of its **investment advisor**.

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

Log on to 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 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
 Target Date 2065 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 prospectus for more information.



Investment Advisor

The CAP 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 CAP Account is invested among the Investment Fund Options:

As directed by you

You may choose from among the Investment Fund Options either online at 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, 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.

Federal trading rules and daily deadlines apply to your fund transfer requests.

Default

If you do not submit a Decision Form or select an Investment Fund Option online, your CAP 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 CAP Board.

Because the Capital Accumulation Plan is intended to be an “ERISA 404(c) Plan,” neither the CAP 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.

Plan expenses

As directed by you

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

VISIT NFLPLAYERBENEFITS.COM TO:

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

HOW IT WORKS: MONEY IS INVESTED

Tracking your investments

In addition to receiving quarterly account statements, you can access the following information anytime through 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 CAP 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).



Need a Decision Form or Fund Transfer Form?

- Get it online at nflplayerbenefits.com
- Contact the NFL Player Benefits Office



Valuation

The fair market value of the Capital Accumulation 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](tel:800.638.3186)

HOW IT WORKS:

You become vested



How to vest

When you are **vested**, your right to the money in the CAP Account cannot be forfeited (or taken away). To become vested in your CAP Account you must –

- Earn three **Years of Service**, or
- Be employed as a Player at age 55.

There are other employment activities that count towards your being vested. For more information about Credited Seasons and being vested, check the Plan Document or contact the NFL Player Benefits Office.

Forfeiture

If you are not vested, you cannot take the money out of the account. The money in your CAP Account will be forfeited immediately at the end of five years if you are not vested and you do not earn a Credited Season or at least 500 **Hours of Service** within any one of those Plan Years.

If your CAP Account is forfeited under this rule, you and your beneficiaries are not entitled to receive it.



Hours of Service

Generally, you earn an Hour of Service for each hour you are paid as an employee of a Club. For more information on what qualifies as an Hour of Service, see the official Plan Document.

Years of Service

Generally, a Year of Service is a Credited Season, or 1,000 Hours of Service if you do not earn a Credited Season.

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

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

HOW IT WORKS:

You take the money out



When you can take the money out

Once you are vested and your CAP Account balance exceeds \$5,000, you are eligible to take money out, after the later of:

- Age 40, or
- Five years after the end of the Plan Year in which you earn your last Credited Season.

If your vested CAP Account balance is \$5,000 or less, you are eligible to take money out before reaching age 40 if at least three Plan Years have passed since you were last paid for an NFL game.

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 73 (if you were born on or after January 1, 1951).

How you can take the money out

If eligible, you can take your money out by submitting a **Distribution Form** to the NFL Player Benefits Office. Once you request a distribution, you cannot revoke that request after the payment has been sent to you.

You have two options for how you take money out of your CAP Account:

- **Single Lump Sum**, or a one-time payment of your entire account balance. You must select this option if your account balance is \$5,000 or less.
- **Partial Lump Sum**, or a payment of a portion of your account balance. You can only receive one partial lump sum payment per **Plan Year**.

We will process your distribution request as soon as administratively practicable. Generally speaking, this means that if you submit a complete distribution application by 12:00 pm Eastern Time on a day that both the financial markets and the NFL Player Benefits Office are open, your account will be valued using that day's closing price(s). Otherwise, your account will be valued using the closing price of the next trading day that the NFL Player Benefits Office is open. Your distribution application is not complete until you have provided all necessary signatures and documentation. Incomplete or invalid applications will delay your distribution and the valuation of your account. You may call the NFL Player Benefits Office for further information at 800.638.3186.

QUESTIONS?

Call the NFL Player Benefits Office **800.638.3186**

HOW IT WORKS: YOU TAKE THE MONEY OUT

Small account balances

If you are eligible to take a distribution from your CAP 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 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.



Need a Distribution Form?

- Contact the NFL Player Benefits Office
- Get it online at nflplayerbenefits.com (fill out and submit directly online)

What happens after you die

After you die, your designated beneficiary will receive the balance in your CAP Account paid in one lump sum. Unless your beneficiary elects to receive a distribution earlier, your CAP Account will be distributed by 60 months after your death.

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.

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

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

HOW IT WORKS: YOU TAKE THE MONEY OUT

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 Capital Accumulation Plan’s model QDRO and procedures.

How this affects your taxes

The tax rules that apply to taking money out of your CAP Account are complex. You should talk with your personal tax advisor to understand exactly how your benefits will be taxed. While the Capital Accumulation 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 Capital Accumulation 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:

- The 401(k) Savings Plan,
- 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 any portion of a lump sum distribution that is rolled over to another eligible account.



Direct Rollover

When you transfer the distribution of one retirement plan to another without suffering tax consequences.

QUESTIONS?

Call the NFL Player Benefits Office **800.638.3186**

HOW IT WORKS:

Forms & resources



If you want to	Use this document	Available from
Designate or change a beneficiary	Beneficiary Designation Form	nflplayerbenefits.com or NFL Player Benefits Office
Check your account balance or see your investment performance	Quarterly Account Statement	nflplayerbenefits.com (balance updated daily), or through Statement sent to you quarterly
Change the investment of your future contributions	Decision Form	nflplayerbenefits.com or NFL Player Benefits Office
Change the investment of your existing balances	Fund Transfer Form	nflplayerbenefits.com or NFL Player Benefits Office
Take money out of your account	Distribution Form	nflplayerbenefits.com 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	nflplayerbenefits.com or NFL Player Benefits Office
Know your options after a divorce	Beneficiary Designation Form, or Model QDRO and QDRO Procedures	NFL Player Benefits Office

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

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

HOW IT WORKS:

Other information



Administration and type of plan

The Capital Accumulation Plan is a multiemployer defined contribution plan (a type of retirement plan where the employer makes contributions to individual accounts) subject to the Employee Retirement Income Security Act of 1974, as amended (“ERISA”). It is a tax-qualified retirement plan under the Internal Revenue Code. The Capital Accumulation Plan is administered by the CAP Board, which is a joint Board of Trustees. The CAP 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 CAP Board, the joint Board of Trustees for the Capital Accumulation Plan. Service of legal process also may be made on each individual member of the CAP Board.

Bank Trustee

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

CAP Board

Chairman

Roger Goodell

Management Members

Katie Blackburn

Hymie Elhai

John Spanos

Player Members

Hoby Brenner

Sam McCullum

Robert Smith

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

You can address correspondence to individual CAP Board members, care of the Capital Accumulation Plan here:

Plan Administrator

CAP Board
NFL Player Capital Accumulation Plan
200 Saint Paul St Ste 2420
Baltimore MD 21202

QUESTIONS?

Call the NFL Player Benefits Office **800.638.3186**

OTHER INFORMATION

Union

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

Representative of the employers

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

Employer Identification Number assigned to the CAP Board

47-2135215

Plan number

001

Plan year

Records for the Capital Accumulation 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 Capital Accumulation 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 Capital Accumulation Plan. If there is no CBA in effect, the CAP Board may amend the Capital Accumulation Plan at any time, and may terminate the Capital Accumulation 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 Capital Accumulation Plan. If the Capital Accumulation

Plan is terminated, the value of your account, less any expenses, will be distributed to you.

Plan assets

The Capital Accumulation 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 Capital Accumulation 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 or call or write the NFL Player Benefits Office to request an application form:

NFL Player Capital Accumulation Plan

200 Saint Paul St Ste 2420
Baltimore MD 21202
Attn: CAP 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

VISIT NFLPLAYERBENEFITS.COM TO:

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

OTHER INFORMATION

submitting a written authorization to the NFL Player Benefits Office or accessing the Authorized Representative Designation Form on 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 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 Capital Accumulation 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.

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 CAP 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.

Incapacity

If you are incapacitated so as to be unable to manage your financial affairs, the CAP 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 CAP Board may, in its sole discretion, establish a trust to hold your benefits on your behalf and appoint a trustee for that trust. The Capital Accumulation 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 Capital Accumulation Plan. More information regarding such trusts is available from the NFL Player Benefits Office.

Benefit claim and review procedures

You may submit a claim for benefits under the Capital Accumulation Plan by filing a written claim with the CAP Board. The CAP 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



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 Cash Balance Plan (Cash Balance Plan), NFL Player Second Career Savings Plan (401(k) Savings Plan), NFL Player Annuity Program, NFL Player Tax-Qualified Annuity Plan, NFL Player Disability & Survivor Benefit Plan (Disability Plan), 88 Plan and Gene Upshaw NFL Player Health Reimbursement Account Plan (HRA Plan).

QUESTIONS?

Call the NFL Player Benefits Office **800.638.3186**

OTHER INFORMATION

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,
- 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 CAP 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 CAP 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 CAP 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 CAP Board. The CAP 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 CAP Board meeting following receipt of your request for review. The CAP 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 Capital Accumulation 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:

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

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

OTHER INFORMATION

Receive information about Capital Accumulation Plan benefits.

- Examine without charge at the NFL Player Benefits Office all official Capital Accumulation 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 CAP Board with the 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 Capital Accumulation 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 Capital Accumulation Plan's annual financial report. The CAP 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 CAP 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 Capital Accumulation 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 Capital Accumulation 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 Capital Accumulation Plan. The CAP Board members and certain others with responsibility for managing or operating the Capital Accumulation Plan, called "fiduciaries", have a duty to do their job prudently and in your interest and in the interest of all the other Capital Accumulation 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 CAP 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 CAP Board to provide the material. In addition, the court may impose a fine of up to \$110 a day on the CAP Board, payable to you, unless you did not get the materials because of some reason beyond the control of the CAP 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

QUESTIONS?

Call the NFL Player Benefits Office **800.638.3186**

OTHER INFORMATION

thereof concerning the qualified status of a domestic relations order, you may file a suit in federal court. If it should happen that the Capital Accumulation Plan fiduciaries misuse the Capital Accumulation 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 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 the Capital Accumulation Plan, you should contact the CAP 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 Capital Accumulation Plan are not insured by the Pension Benefit Guaranty Corporation (PBGC). PBGC insurance protection is not available to "defined contribution" plans such as this Capital Accumulation Plan.

Disclaimer

This summary is intended to describe in general terms the essential features of your Capital Accumulation 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 Capital Accumulation Plan Document will govern. Your rights to benefits can be determined only by official action of the CAP Board.

VISIT NFLPLAYERBENEFITS.COM TO:

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

The following "Online Security Tips" are a publication of the United States Department of Labor and are not a term of this Plan. These tips were published to reduce risk of fraud and loss in retirement accounts.

EMPLOYEE BENEFITS SECURITY ADMINISTRATION UNITED STATES DEPARTMENT OF LABOR

ONLINE SECURITY TIPS

You can reduce the risks of fraud and the loss of personal data and assets from your health, welfare, or retirement account by following these basic rules:

• REGISTER, SET UP AND ROUTINELY MONITOR YOUR ONLINE ACCOUNT

- Maintaining online access to your retirement account allows you to protect and manage your investment.
- Regularly checking your health/retirement account reduces the risk of fraudulent account access.
- Failing to register for an online account may enable cybercriminals to assume your online identify.

• USE STRONG AND UNIQUE PASSWORDS/PASSPHRASES

- Don't use common passwords.
- Don't use letters and numbers in sequence (no "abc", "567", etc.).
- Don't write passwords down.
- Consider using a secure password manager to help create and track passwords.
- Use 14 or more characters.
- Change passwords annually, or if there's a security breach.
 - » National Institute of Standards and Technology guidance suggests favoring longer passwords/passphrases instead of requiring regular and frequent password resets
- Don't share, reuse, or repeat passwords.

• USE MULTI-FACTOR AUTHENTICATION

- Multi-Factor Authentication (also called two-factor authentication) requires a second credential to verify your identity (for example, entering a code sent in real-time by text message or email).

• KEEP PERSONAL CONTACT INFORMATION CURRENT

- Update your contact information when it changes, so you can be reached if there's a problem.
- Select multiple communication options.

• CLOSE OR DELETE UNUSED ACCOUNTS

- The smaller your on-line presence, the more secure your information. Close unused accounts to minimize your vulnerability.
- Sign up for account activity notifications.

• BE WARY OF FREE WI-FI

- Free Wi-Fi networks, such as the public Wi-Fi available at airports, hotels, or coffee shops pose security risks that may give criminals access to your personal information.
- A better option is to use your cellphone or home network.



ONLINE SECURITY TIPS

• BEWARE OF PHISHING ATTACKS

- Phishing attacks aim to trick you into sharing your passwords, account numbers, and sensitive information, and gain access to your accounts. A phishing message may look like it comes from a trusted organization, to lure you to click on a dangerous link or pass along confidential information.
- Common warning signs of phishing attacks include:
 - » A text message or email that you didn't expect or that comes from a person or service you don't know or use.
 - » Spelling errors or poor grammar.
 - » Mismatched links (a seemingly legitimate link sends you to an unexpected address). Often, but not always, you can spot this by hovering your mouse over the link without clicking on it, so that your browser displays the actual destination.
 - » Shortened or odd links or addresses.
 - » An email request for your account number or personal information (legitimate providers should never send you emails or texts asking for your password, account number, personal information, or answers to security questions).
 - » Offers or messages that seem too good to be true, express great urgency, or are aggressive and scary.
 - » Strange or mismatched sender addresses.
 - » Anything else that makes you feel uneasy.

• USE ANTIVIRUS SOFTWARE AND KEEP APPS AND SOFTWARE CURRENT

- Make sure that you have trustworthy antivirus software installed and updated to protect your computers and mobile devices from viruses and malware. Keep all your software up to date with the latest patches and upgrades. Many vendors offer automatic updates.

• KNOW HOW TO REPORT IDENTITY THEFT AND CYBERSECURITY INCIDENTS

- The FBI and the Department of Homeland Security have set up valuable sites for reporting cybersecurity incidents:
 - » <https://www.fbi.gov/file-repository/cyber-incident-reporting-united-message-final.pdf/view>
 - » <https://www.cisa.gov/reporting-cyber-incidents>



