



NFL PLAYER BENEFITS

PENSION PLAN

Summary Plan Description



**Bert Bell/Pete Rozelle
NFL Player Retirement Plan**

WWW.NFLPLAYERBENEFITS.COM

Bert Bell/Pete Rozelle NFL Player Retirement Plan

October 2021

Dear NFL Player,

This Summary Plan Description (“SPD”) summarizes the Bert Bell/Pete Rozelle NFL Player Retirement Plan (“Pension Plan” or “Plan”), which provides pension benefits to eligible Active and Former National Football League (“NFL”) Players, and survivor benefits to their eligible spouses and family members.

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

The Pension Plan has changed since it was first created. This SPD describes the Plan as of October 2021 for Players who are not Pension Expansion Players. You may contact the NFL Player Benefits Office at **800.638.3186** for information about Plan rules for benefits prior to October 2021 or to receive an SPD summarizing the Pension Plan for Pension Expansion Players. You are a Pension Expansion Player if you (a) were alive on March 15, 2020, (b) earned at least three (3) Credited Seasons, and (c) do not satisfy the conditions to be a “Vested Inactive Player” under the Pension Plan.

Here you'll learn

- **How the Pension Plan provides monthly pension payments** to Vested Players
- **How the Pension Plan may support your beneficiaries** after your death
- **How NFL Player disability benefits relate** to the Pension Plan

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, call the NFL Player Benefits Office at **800.638.3186**.

Sincerely,
The Retirement Board



NFLPlayerBenefits.com

Review your Pension Credits, find out whether you are vested, and learn how to make the most of the benefits and resources available to you as an NFL Player.

The Pension Plan is maintained in accordance with the 2020 Collective Bargaining Agreement between the National Football League Players Association (“NFLPA”) and the National Football League Management Council (“NFLMC”).

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Pension Plan

What it is

The Bert Bell/Pete Rozelle NFL Player Retirement Plan (“Pension Plan” or “Plan”) pays pension benefits to Vested Players (see page 6 for the definition of Vested Player). The Plan also pays survivor benefits to their eligible spouses, children, and, in certain cases, other beneficiaries.



Do you have any Credited Seasons before 1993?

Several features of the Pension Plan are only available to Vested Players with a Credited Season before 1993. Look for this symbol to find out more about those features.

Who participates

You automatically participate in the Pension Plan if you are a Player, which means that you are or were under contract to play football in the NFL (or AFL) and you are or were:

- On an NFL Club's Active, Inactive, Reserve/Physically Unable to Perform, or Reserve/NFI-EL (Nonfootball Injury-Europe League) List, or
- Injured in the course of your NFL employment as a Player and paid under your contract for all or part of the season in which you were injured.

Players who participate in the Plan are not necessarily eligible for Plan benefits. Generally, to be eligible for the Plan benefits described in this SPD you must be a Vested Player. Most Players become vested and build pension benefits by earning **Credited Seasons**. Special rules allow some other former NFL Players to participate in the Pension Plan. You'll learn more about eligibility in the following pages.

If you are receiving Total & Permanent disability benefits based on an application received by the Plan before January 1, 2015, your disability benefits are administered under this Plan. For more information about the Pension Plan and disability benefits, see page 33.

The Pension Plan has been around since 1962 and has changed numerous times since then. This SPD describes the Plan's terms as of October 2021 for Players who are not Pension Expansion Players. Benefits for prior periods are based on prior plans.

A separate SPD for Pension Expansion Players and their spouses is available from the NFL Player Benefits Office at [800.638.3186](tel:800.638.3186) or nflplayerbenefits.com.



Credited Season

Generally, you earn a Credited Season if you are employed as an Active Player (including an injured Player) on the date of three or more regular season or post-season NFL games (except the Pro Bowl). See pages 7-9 for more information including special rules for the 2020 through 2021 seasons.

Active Player

Generally, you are an Active Player if you are obligated to perform football-playing services under a contract with an NFL Club.

Pension Expansion Player

You are a Pension Expansion Player if you (a) were alive on March 15, 2020, (b) earned at least three (3) Credited Seasons, and (c) do not satisfy the conditions to be a "Vested Inactive Player" under the Pension Plan. Although Pension Expansion Players are eligible to receive pension benefits under this Plan, they are not Vested Players as defined in the Plan.

QUESTIONS?

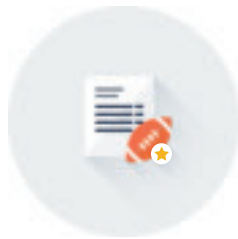
Call the NFL Player Benefits Office [800.638.3186](tel:800.638.3186)

HOW IT WORKS:

How it works



For most Vested Players, at the most basic level, this is how the Pension Plan works:



You earn the right to receive pension benefits (vesting)

After you earn enough Credited Seasons to become a Vested Player, your right to benefits under the Pension Plan cannot be forfeited (or taken away). Some Players vest through “special rules.” If you do not become vested, you are not entitled to pension benefits under the Pension Plan.

Learn more about Credited Seasons and vesting starting on page 6.



You earn pension credits through your playing career

Once vested, your benefit – which will eventually come in the form of pension payments – is determined by your Credited Seasons. You receive pension credits for each Credited Season you earn.

Learn more about how pension credits are calculated on page 9.



When you are eligible, you start receiving pension payments

After your 55th birthday, you can start receiving pension payments. Players with a Credited Season before 1993 are eligible to start receiving payments as early as age 45.

Learn more about pension eligibility on page 15.



Your choices affect how much you receive

Your monthly payment will depend on your pension credits, when you start receiving payments, and which payment option you choose.

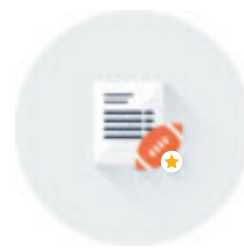
Learn more about the options you have to choose from on page 19.

But there's more to it, including:

- **Survivor benefits** for your spouse, children, and, in certain cases, other beneficiaries. See page 27.
- **Disability benefits** for some Players. See page 32.

HOW IT WORKS: VESTING

Earning the right to pension benefits (vesting)

**If you are a Vested Player, your right to Pension Plan benefits cannot be forfeited (or taken away).**

If you are not vested, you do not have a right to receive a pension benefit under the Pension Plan.

Generally, you are a Vested Player if you are not a Pension Expansion Player and you:

1. Earn three Credited Seasons, including a Credited Season after the 1992 **Plan Year**; or
2. Earn four Credited Seasons, including a Credited Season after the 1973 Plan Year; or
3. Earn five Credited Seasons.

If you satisfy one of the rules above and become a Vested Player, you are eligible for monthly pension benefits described in this SPD, and your spouse may receive benefits if you die before you begin to receive your monthly pension payments.

** Learn more about pre-retirement survivor benefits for spouses on page 27.*

Other ways to become vested

Most Players who vest do so by earning Credited Seasons. You may become vested in other ways, but your benefits are still based on your Credited Seasons. See Appendix A for more details.

**Plan Year**

April 1st to the following March 31st.

QUESTIONS?

Call the NFL Player Benefits Office **800.638.3186**

HOW IT WORKS: VESTING

Earning Credited Seasons

Your pension benefit is based on how many Credited Seasons you earn, and when you earn them. Generally, a Credited Season is an NFL season in which you are employed as an Active Player (including an injured Player who otherwise satisfies the definition of Active Player) on the date of three or more **Games** for your **Club**. See the Plan document for special rules.

As a Player, you also earn a Credited Season in a Plan Year in which any of the following occurs:

- After April 1, 1970, you incur an injury during the Plan Year in the course and scope of your employment by a Club, and pursuant to an injury grievance settlement or an injury settlement waiver for that injury, you are paid by a Club the equivalent of your salary for three or more Games for that Plan Year (or for a number of Games that, when added to your otherwise credited Games for that Plan Year, totals three or more).
- After reporting to at least one official pre-season training camp or official practice session during a Plan Year, you
 - a. die during that same Plan Year, or
 - b. incur a disability during that same Plan Year that subsequently qualifies you for line-of-duty disability benefits under this Pension Plan or the NFL Player Disability & Survivor Benefit Plan (“Disability Plan”), or
 - c. incur a disability during that same Plan Year that subsequently qualifies you for Active Football total and permanent disability benefits or Active Nonfootball total and permanent disability benefits under this Pension Plan or the Disability Plan.
- If, during a Plan Year while under contract as an Active Player with a Club, you are absent from employment in the NFL due to service in the Armed Forces of the United States, and you return as an Active Player. Your return to the NFL must occur after you are eligible for discharge from military service within 90 days (or any longer period prescribed by law) or the opening of your Club’s official pre-season training camp, whichever is later.
- You served in the Armed Forces of the United States during a Plan Year in the table below (generally relating to World War II, the Korean War, and the Vietnam conflict) and, in the year before you entered the Armed Forces, you either played NFL football or signed a contract or similar document with the intent of playing NFL football, and you were alive on the dates in the table below. Under this special rule, you can only earn the number of Credited Seasons you would need to become a Vested Player.


Game

Any regular or post-season NFL game, not including the Pro Bowl.

Club

A member club of the NFL.

HOW IT WORKS: VESTING

For Plan Years:	You were alive on:
April 1, 1941 through March 31, 1947	June 6, 1994
April 1, 1950 through March 31, 1955	May 1, 1996
April 1, 1960 through March 31, 1976	January 13, 2000

- You were on the practice squad for at least eight Games in a single Plan Year, you are otherwise vested, and you otherwise earned a Credited Season for the 2001 Season or later. You can earn only one Credited Season under this special rule during your career.
- For the 2020 and 2021 seasons only, you were
 - » A Higher-Risk Player or a Changed Circumstances Higher-Risk Player who opted out of the 2020 and/or 2021 season(s), as those terms are defined in the Collective Bargaining Agreement, including side letters, between the NFL and NFLPA; or
 - » For the 2020 season only, you were an Active Player and, for the first Game of the regular season, you:
 - Were on a Club's Active, Inactive, Reserve/Injured, Reserve/COVID-19, or Reserve/Physically Unable to Perform List, or
 - Were on a Club's Practice Squad, provided you also were on a Club's Active/Inactive list for at least one regular season Game in the 2020 season, or
 - Were on the Commissioner Exempt list; or
 - Had a Reserve/COVID-19 exemption; or
 - Were on a suspended list for either the League's Drug or Steroid Policy, provided that you were on a Club's Active/Inactive list for at least one regular season Game in the 2020 season.
 - » For the 2020 and 2021 seasons:
 - A Player who did not satisfy these special rules may earn a Credited Season for 2020 and 2021 if he otherwise qualifies for it.
 - A Player is not entitled to a Credited Season for any season in which he voluntarily opts out unless he is a Higher-Risk Player, Changed Circumstances Higher-Risk Player, or otherwise qualifies for a Credited Season before he opts out.

Players can earn no more than one Credited Season during a Plan Year.

* These terms are defined in the Collective Bargaining Agreement, including side letters, between the NFL and NFLPA. Contact the NFL Player Benefits Office for more information.

Your pension benefit increases as you earn more Credited Seasons. If you are not sure how many Credited Seasons you have, visit nflplayerbenefits.com or call the NFL Player Benefits Office

QUESTIONS?

Call the NFL Player Benefits Office **800.638.3186**

HOW IT WORKS: CALCULATING YOUR PENSION

Calculating your pension



The Pension Plan provides two types of pension benefits, both of which are based on the number of Credited Seasons you earn, and when you earn them:

The Benefit Credit Pension	The Legacy Credit Pension
<p>All Vested Players are entitled to a Benefit Credit Pension.</p>	<p>Only Legacy Eligible Players are entitled to a Legacy Credit Pension.</p> <p>A Legacy Eligible Player is a Vested Player who vested based only on his Credited Seasons before 1993 and was alive on August 4, 2011.</p>

How your Benefit Credit Pension is calculated

For every Credited Season you earn, you receive Benefit Credits. Some Players also receive Special Credits for some Credited Seasons.

Your Benefit Credit Pension is the sum of your Benefit Credits and Special Credits, if any.

- you start receiving payments at “normal retirement age” (typically, the month after your 55th birthday),
- you choose to receive payments for the rest of your life only, and
- no payments are made to a survivor after you die.

You can choose to receive your Benefit Credit Pension at a different time and in a different form to the extent permitted under the Pension Plan. The amount you receive each month will be the actuarial equivalent of your Benefit Credit Pension based on your choices.

If you had commenced your Plan benefit prior to April 1, 2020, special rules apply to adjust your benefit for the increases in the 2020 CBA. Those rules are discussed on page 24.

HOW IT WORKS: CALCULATING YOUR PENSION

Benefit Credits and Special Credits

These are the Benefit Credits and Special Credits for each Credited Season through 2030:

CREDITED SEASON	BENEFIT CREDIT	SPECIAL CREDIT
Before 1982	\$250	\$300
1982 through 1992	\$255	\$295
1993 through 1994	\$265	\$285
1995 through 1996	\$315	\$235
1997	\$365	\$185
1998 through 2011	\$470	\$80
2012 through 2014	\$560	\$56
2015 through 2017	\$660	\$66
2018 and 2019	\$760	\$76
2020 through 2030	\$836	\$0

You are not eligible for a Special Credit for any Credited Season for which you are eligible for a 2020 Legacy Credit.

The above table applies to pension benefits paid on and after April 1, 2020. Payments for prior periods are based on prior versions of the Pension Plan. Credited Seasons will not be earned for the 2031 or later Plan Years unless provided in future Collective Bargaining Agreements.

QUESTIONS?

Call the NFL Player Benefits Office **800.638.3186**

HOW IT WORKS: CALCULATING YOUR PENSION

Example 1

Rick earned five Credited Seasons for the 2010 through 2014 Seasons and is eligible for a Benefit Credit Pension of \$2,948 per month beginning at age 55 and payable for the rest of his life. Below is an illustration of how his Benefit Credit Pension is calculated:



Credited Season Earned	Benefit Credit	Special Credit	Total Benefit Credits
2010	\$470	\$80	\$550
2011	\$470	\$80	\$550
2012	\$560	\$56	\$616
2013	\$560	\$56	\$616
2014	\$560	\$56	\$616
Total	\$2,620	\$328	\$2,948

As noted earlier, the amount of your monthly pension will vary based on when and how you choose to receive it. The available timing and payment forms are described later in this document.

HOW IT WORKS: CALCULATING YOUR PENSION

How your Legacy Credit Pension is calculated

If you are a **Legacy Eligible Player**, you earned 2011 and 2020 Legacy Credits in addition to your Benefit Credits and Special Credits, as shown below:

CREDITED SEASON	2011 LEGACY CREDIT	2020 LEGACY CREDIT
Before 1975	\$124	\$176
1975 through 1981	\$108	\$192
1982 through 1992	\$108	\$187

2011 Legacy Credits, previously known as Legacy Credits, became effective August 1, 2011. 2020 Legacy Credits became effective April 1, 2020.

Your monthly Legacy Credit Pension payment equals the sum of your 2011 and 2020 Legacy Credits, and is in addition to your Benefit Credit Pension. It is the amount you would receive each month if:

- you start receiving payments at “normal retirement age” (typically, the month after your 55th birthday), or as of August 1, 2011, if later.
- you choose to receive payments for the rest of your life only, and
- no payments are made to a survivor after you die.

NOTE: Like the Benefit Credit Pension, the amount of your Legacy Credit Pension will vary depending on when and how you choose to receive it, but will be the actuarial equivalent of your Legacy Credit Pension based on your choices.



Legacy Eligible Player

A Vested Player who vested based solely on Credited Seasons before 1993 and was alive on August 4, 2011.

QUESTIONS?

Call the NFL Player Benefits Office **800.638.3186**

HOW IT WORKS: CALCULATING YOUR PENSION

Example 2

Bill earned 8 Credited Seasons from the 1984 through 1991 Seasons and is eligible for a Legacy Credit Pension beginning at his normal retirement date of \$2,360 per month for the rest of his life. He is also eligible for a Benefit Credit Pension beginning at his normal retirement date of \$2,040 per month for the rest of his life. Below is an illustration of how Bill's Legacy Credit Pension is calculated:



Credited Season Earned	2011 Legacy Credit	2020 Legacy Credit	Total Legacy Credits
1984	\$108	\$187	\$295
1985	\$108	\$187	\$295
1986	\$108	\$187	\$295
1987	\$108	\$187	\$295
1988	\$108	\$187	\$295
1989	\$108	\$187	\$295
1990	\$108	\$187	\$295
1991	\$108	\$187	\$295
Total	\$864	\$1,496	\$2,360

As noted earlier, the amount of your monthly pension will vary based on when and how you choose to receive it. The available timing and payment forms are described later in this document.

Legacy Floor

All Legacy Eligible Players are eligible for the Legacy Floor. The Legacy Floor increases the Benefit Credit Pension of certain Players as follows:

- If you were receiving pension payments as of August 4, 2011, and your monthly pension payment was less than \$600, your Benefit Credit Pension increased to \$600.

HOW IT WORKS: CALCULATING YOUR PENSION

- If you were receiving pension payments as of August 4, 2011, and you elected a Life Only Pension with Social Security Adjustment, your monthly benefit will increase to \$600 when you reach age 62.
- If you were not receiving pension payments as of August 1, 2011, the Legacy Floor ensures that your Benefit Credit Pension is at least \$600 for the Life Only form and Joint and Survivor forms with the Player's spouse as beneficiary.
- The \$600 base is reduced to \$450 if you take an **Early Payment Benefit (EPB)** after August 4, 2011.
- The Legacy Floor takes into account Special Credits, if any. For instance, the Legacy Floor will not apply to you if your monthly Benefit Credit Pension, taking into account your Special Credits, if any, is \$600 or more.

For more information about the Legacy Floor, contact the NFL Player Benefits Office.



Early Payment Benefit (EPB)

Some Players are eligible to receive a portion of their pension early as single lump sum or other available form of payment. See page 18 to learn more about EPBs.

QUESTIONS?

Call the NFL Player Benefits Office **800.638.3186**

HOW IT WORKS: TIMING

Choosing when to receive your pension



When you can start receiving your pension

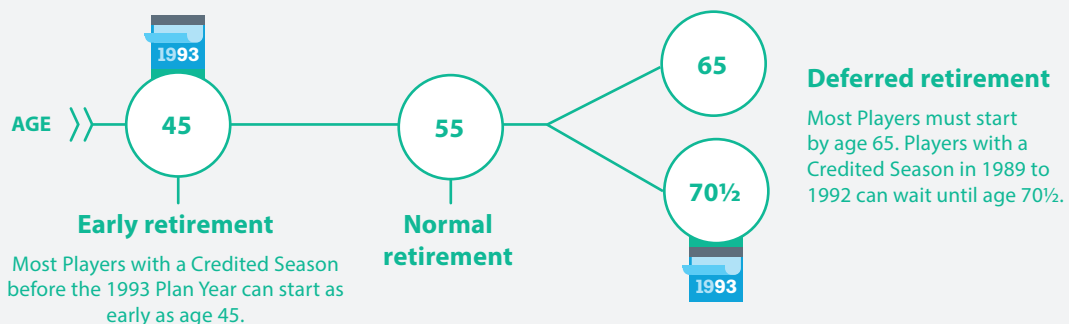
Once you are a Vested Player, you have some important choices to make about when to begin receiving monthly pension payments from the Pension Plan.

Here are some things to keep in mind while you make these decisions. Once you begin receiving monthly pension payments:

- You may no longer be eligible for disability benefits from the Disability Plan if you later become disabled.
- Your spouse and surviving minor children will no longer be eligible for certain pre-retirement survivor benefits under this Plan and the Disability Plan.
- Your election may not be revoked or otherwise altered after your initial pension payment is sent to you.
- Generally, your monthly pension payments will be higher the longer you wait to start them, but you will receive payments over a shorter period.

Starting your pension

Your options depend on your Credited Seasons. See page 16 for details.



HOW IT WORKS: TIMING

Here are the options for when you can begin receiving monthly pension payments. Not all options are available to all Players:

Early retirement

If you have a Credited Season before the 1993 Plan Year, you may choose to begin your monthly pension payments as of the first day of any month between your 45th birthday and your 55th birthday. Generally, you may not elect this option while you are working for a Club—as a coach, for example. If you elect this option, the amount of your monthly pension payment will be less than if you wait until normal retirement age. Essentially, you'll receive smaller payments, but over a longer period.

Normal retirement

As a Vested Player, you are eligible to begin receiving monthly pension payments at your normal retirement date: the first day of the month beginning on or after your 55th birthday.

Deferred retirement

In most cases, the longer you wait to start your monthly pension payments, the larger each payment will be, but you will receive them over a shorter period.

- a. All Players can delay starting monthly pension payments until as late as the first day of the month after their 65th birthday.
- b. If you have a Credited Season in 1989, 1990, 1991, or 1992, you can delay receiving your monthly pension payments until April 1st of the calendar year following the day you reach 70½.

The IRS limits the annual benefit you can receive under the Plan. You may want to contact the NFL Player Benefits Office for information about the IRS limits and how they may affect your monthly benefit payments.



Important note about deferred retirement:

If you don't start your pension payments by age 65 (or, age 70½ if you have a Credited Season in 1989-1992), the Plan will start your payments in the default form (discussed on pages 20-21).

If you have a Legacy Credit Pension, you may start your payments at the same time or after you start your Benefit Credit Pension payments. You cannot start your Legacy Credit Pension before you start your Benefit Credit Pension.

HOW IT WORKS: TIMING

Example

Andy is 55 years old and does not have a Credited Season from 1989 to 1992. Andy can elect to receive both his Benefit Credit Pension and Legacy Credit Pension now. Or, Andy can start his Benefit Credit Pension now and defer his Legacy Credit Pension up to age 65. This will provide him with some funds now and higher Legacy Credit Pension payments when he elects to begin receiving them later. Andy cannot, however, start his Legacy Credit Pension before his Benefit Credit Pension.

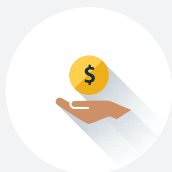
Example

Tom is 63 years old and does not have a Credited Season from 1989 to 1992. Tom can elect to receive or defer both his Benefit Credit Pension and Legacy Credit Pension now. Or, Tom can start his Benefit Credit Pension now and defer his Legacy Credit Pension up to age 65. Tom's Benefit Credit Pension will be actuarially increased starting from when he reached age 55 as a result of the deferred commencement. Tom's Legacy Credit Pension will be actuarially increased starting from his normal retirement date, as a result of the deferred commencement. Tom cannot, however, start his Legacy Credit Pension before his Benefit Credit Pension.

You can learn more about how your timing affects your pension payments and model different payment scenarios at your NFL Player Benefits Website, nflplayerbenefits.com. If you have any questions, call the NFL Player Benefits Office at 800.638.3186.

Another payment option:

The Early Payment Benefit (EPB)



Are you eligible for an EPB?

You can take an EPB if:

1. You are a Vested Player,
2. You have a Credited Season before the 1993 Plan Year,
3. You left NFL Football on or after March 1, 1977,
4. You are not currently receiving a Benefit Credit Pension, and
5. You are not currently working as an **Employee** of a Club.

What is an EPB?

An EPB equals 25% of the value of your Benefit Credit Pension (excluding Special Credits) at the time the EPB is paid to you.

How is an EPB paid?

You can take the EPB in several ways – including as a lump sum payment. If you are married, your spouse must consent to the EPB unless you have it distributed as a Qualified Joint and Survivor Annuity or a Qualified Optional Joint and Survivor Annuity. Your spouse’s consent must be in writing and notarized.

Are there downsides to taking an EPB?

Taking an EPB reduces your Benefit Credit Pension (excluding Special Credits), any disability benefits under this Plan or the Disability Plan, and survivor benefits under this Plan or the Disability Plan that may be payable to you or your beneficiaries at a later date by 25%. Taking an EPB will not reduce your Legacy Credit Pension or Special Credits. Once you take the EPB, you cannot later pay it back or reverse your election.



Employee

You are an Employee when you are employed by a Club as an Active Player. You are also an Employee if you are employed by a Club in any other capacity as long as that employment comes immediately before (for example, on the practice squad), or immediately after (for example, as a coach), without interruption, your employment as an Active Player.

HOW IT WORKS: PAYMENT OPTIONS

Choosing your payment option



Your Pension Plan payments can come in many forms, all of which are described in this section. The amount you receive each month will differ based on what form you choose.

Visit nflplayerbenefits.com to:

- a. See how your payment amounts depend on your choices,
- b. Figure out what you would receive under each option, and
- c. Apply to start receiving pension payments.

You can also call the NFL Player Benefits Office at **800.638.3186** for more information.

Separate Elections for Benefit Credit Pension and Legacy Credit Pension

If you are eligible for the Legacy Credit Pension, you must make separate elections for your Benefit Credit Pension and your Legacy Credit Pension. These pensions can start at the same time or different times, but your Benefit Credit Pension cannot start after your Legacy Credit Pension. You can elect different payment forms for each type of pension too. Some options available for Benefit Credit Pension are not available for the Legacy Credit Pension.



Benefits under the Pension Plan are potentially subject to Qualified Domestic Relations Orders (QDROs). A QDRO is a judgment, decree or order for a retirement plan to pay benefits to a spouse, former spouse, child or other dependent of a participant. See page 30 to learn more about QDROs and the Pension Plan.

HOW IT WORKS: PAYMENT OPTIONS

Forms of Pension Plan payments

Legend



Benefits are paid
after death of Player if
beneficiary is still alive



No payments are
made after death
of Player



Benefits are paid to living
beneficiary if Player dies
before 10 years of payments



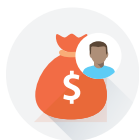
If married,
spousal consent is
required



If married,
spousal consent is not
required



Spousal consent is
required if spouse will
receive less than 50%

**Life Only Pension***(Benefit Credit Pension and Legacy Credit Pension)*

This is the default option if you are single when you start receiving your pension.

You will receive equal monthly pension payments for as long as you live. After you die, no additional benefits will be paid, even if you have a surviving spouse or children. If you are married, you must have your spouse's written, notarized consent to choose this option.



HOW IT WORKS: PAYMENT OPTIONS

**Qualified Joint and Survivor Annuity***(Benefit Credit Pension and Legacy Credit Pension)***This is the default option if you are married when you start receiving your pension.**

You will receive a reduced monthly pension payment during your lifetime. The amount of the reduction is based on the life expectancy of you and your spouse. If you die before your spouse, your spouse will receive 50% of the benefit you were receiving. If your spouse dies first, and you notify the Plan, your monthly pension payment will be increased for the remainder of your life beginning in the month following your spouse's death to the amount it would have been if you had elected a Life Only Pension, and no benefits will be paid after your death. This is called the **Pop-Up Benefit**.

**Example**

You have Benefit Credits totaling \$3,190 and a spouse who is five years younger. You elect to have your pension benefits begin on your 55th birthday in the form of a Qualified Joint and Survivor Annuity. You will receive \$2,960 a month while you are both alive.

If you die before your spouse, your spouse will receive 50% of your monthly pension payment (\$1,480) each month after your death for as long as your spouse lives. If your spouse dies first and you notify the NFL Player Benefits Office, the Pop-up Benefit will increase your payment to \$3,190 per month during the remainder of your lifetime, and no benefits will be paid after your death.

**Qualified Optional Joint and Survivor Annuity***(Benefit Credit Pension and Legacy Credit Pension)*

This form of benefit is like the Qualified Joint and Survivor Annuity, except you will receive a reduced monthly pension payment and your surviving spouse will receive 75%, rather than 50%, of the benefit you were receiving. The Pop-Up Benefit applies to this form of payment as well.

**Pop Up Benefit**

See page 31 for a discussion of the Pop Up Benefit, which increases your pension payments if your spouse dies first.

HOW IT WORKS: PAYMENT OPTIONS

**Life and Contingent Annuitant Pension***(Benefit Credit Pension and Legacy Credit Pension)*

This form of benefit is similar to the Qualified Joint and Survivor Annuity, with two exceptions: (1) you can designate your spouse, parent, child, brother, sister or **dependent** to receive survivor benefits, and (2) you can elect for your survivor to receive 25%, 50%, 75%, or 100% of the monthly pension payment you receive during your life. If you are married, generally, you must have your spouse's written, notarized consent to choose a beneficiary other than your spouse. If your beneficiary is not your spouse and your beneficiary predeceases you, there is no Pop-Up Benefit. Your monthly pension payment for the remainder of your life will remain the same as it was before your beneficiary's death. If your spouse is your beneficiary and your spouse dies first, the Pop-Up Benefit applies.

NOTE: IRS rules may limit the percentage payable to a beneficiary who is not your spouse.

Example

You have Benefit Credits and Legacy Credits totaling \$3,190 and a sister ten years younger. You elect to have both your Benefit Credit Pension and Legacy Credit Pension benefits begin on your 55th birthday in the form of a Life and Contingent Annuitant Pension, and you elect to have 75% of your monthly pension payments paid to your sister if you die first. You will receive \$2,810 a month during your lifetime. After your death, your sister will receive 75% (\$2,108) each month for as long as she lives.

**Life and 10-Year Certain Pension***(Benefit Credit Pension ONLY)*

You will receive monthly Benefit Credit Pension payments for life, with ten years of payments guaranteed. If you die within the first ten years, your beneficiary will continue to receive your monthly pension payments for the remainder of this guaranteed 10-year period. Your monthly pension payment amount will be reduced to provide for the 10-year guarantee. The amount of the reduction depends on your life expectancy when payments begin. If you are married, you must have your spouse's written, notarized consent to choose this option. The Pop-Up Benefit does not apply to this form of payment.

**Dependent**

To be recognized as a dependent by the Pension Plan, the individual must satisfy the definition of "dependent" in United States IRS Code Section 152.

HOW IT WORKS: PAYMENT OPTIONS

Example

You have Benefit Credits totaling \$3,161 and elect the Life and 10-Year Certain Pension beginning at age 55. You will receive a Benefit Credit Pension benefit of \$3,161 each month for your life. If you die after your 65th birthday (10 years after your payments begin), no additional monthly pension payments will be made. However, if you die within the 10-year period after your benefits began, additional monthly pension payments of \$3,161 each month will be paid to your beneficiary until the 10-year period ends.

**Life Only Pension with Social Security Adjustment**

(Benefit Credit Pension ONLY; this option is only available if you have a Credited Season before the 1993 Plan Year)



If you have a Credited Season before the 1993 Plan Year, you are eligible to receive your Benefit Credit Pension in this form. This option is not available for certain Benefit Credits for Credited Seasons before 1959. With this form of payment, you may receive a larger amount than your expected Benefit Credit Pension until you reach age 62—the year you are eligible to receive Social Security benefits. On the first of the month after your 62nd birthday, your payments from the Benefit Credit Pension will be reduced. Generally, the amount is reduced to the point where your estimated Social Security payments and your reduced Benefit Credit Pension payments would roughly equal what you were receiving as Benefit Credit Pension payments before your 62nd birthday. If you are married, you must have your spouse's written, notarized consent to choose this option. The Pop-Up Benefit does not apply to this form of payment.

Example

You have Benefit Credits totaling \$3,190 and elect to have your pension benefits begin on your 55th birthday in the form of a Life Only Pension with Social Security Adjustment. Assume that, when you commence your benefit, your estimated Social Security benefit at age 62 is \$1,665 each month. You will receive \$4,065 each month until age 62. After that, you will receive \$2,400 each month for the rest of your life. The payment amount that you receive from the Pension Plan does not change even if your actual Social Security benefit at age 62 is different than the estimate used to calculate your payment. After your death, no additional benefits will be paid, even if you have a surviving spouse or children at that time.

HOW IT WORKS: PAYMENT OPTIONS



Why are there so many ways to receive Pension Plan payments?

The payment options included as part of the Pension Plan are designed to fit the life and income needs of different Players. Which option is best for you? The answer may depend on your circumstances and goals. For example, a Player who is single but who has a child may elect a Life and Contingent Annuitant Pension. Many married Players may choose the Qualified Joint and Survivor Annuity, but a married Player whose spouse is financially secure may elect a Life Only Pension instead.

If you're not sure what option might be best for you, talk it over with your family members and consider talking to a financial advisor.

Increases for Players Receiving Pension Benefits Prior to April 1, 2020

If you were receiving your Benefit Credit Pension or your Legacy Credit Pension prior to April 1, 2020, the increases in Special Credits and the 2020 Legacy Credits granted under the 2020 CBA are applied to your monthly payments beginning as of April 1, 2020 according to the following rules:

- Your Benefit Credit Pension will continue to be paid in the form you previously elected, and your monthly benefit prior to April 1, 2020 will be increased by the following fraction:

The sum of:	Benefit Credits + Special Credits
	as shown on page 9-10
Divided by:	_____
	Benefit Credits + Special Credits
	immediately prior to April 1, 2020

Example

Harold earned six Credited Seasons for the 1990 through 1995 Seasons and elected a Benefit Credit Pension of \$1,694.48 as a Life Annuity at age 52. The sum of Harold's Benefit Credits and Special Credits prior to the 2020 CBA were \$2,178. The sum of his Benefit Credits and Special Credits under the 2020 CBA is \$3,300.

$$\$1,694.48 \times \frac{\$3,300}{\$2,178} = \$2,567.39$$

QUESTIONS?

Call the NFL Player Benefits Office **800.638.3186**

HOW IT WORKS: PAYMENT OPTIONS

Your Legacy Credit Pension will continue to be paid in the form you previously elected, and your monthly benefit prior to April 1, 2020 will be increased by the following fraction:

The sum of: **Your 2011 Legacy Credits + Your 2020 Legacy Credits**
as shown on page 12

Divided by:

Your Legacy Credits

The sum of:

immediately prior to April 1, 2020

Example

Phillip earned 4 Credited Seasons from the 1970 through 1973 Seasons and elected his Legacy Credit Pension of \$496.00 as a Life Annuity on August 1, 2011. The sum of Phillip's Legacy Credits prior to the 2020 CBA were \$496. The sum of his Legacy Credits under the 2020 CBA is \$1,200.

$$\$496.00 \times \frac{\$1,200}{\$496} = \$1,200.00$$

If you elected an Early Payment Benefit before or after April 1, 2020, you will receive 100% of the benefit increases granted under the 2020 CBA.

In no case will your combined total Benefit Credit Pension and Legacy Credit Pension be less after April 1, 2020 than it was before April 1, 2020.

Those players receiving the Legacy Floor will have their Benefit Credit Pension increased in the same manner as described above.

NOTE: If your spouse dies first, and you notify the Plan, your monthly pension payment will be increased for the remainder of your life beginning in the month following your spouse's death to the amount it would have been if you had elected a Life Only Pension, and no benefits will be paid after your death. This is called the Pop-Up Benefit.

Special considerations – taxes, death, divorce

How Pension Plan benefits affect your taxes

The tax rules that apply to pension payments are complex. You should talk with your personal tax advisor to understand exactly how your benefits will be taxed.

The Pension Plan doesn't provide legal or tax advice, but here are some considerations:

Income tax on benefit payments

In general, each payment will be taxed in the year you receive it unless it is directly rolled over into another eligible account. See below for circumstances where it may be rolled over. Federal and state laws may affect how much is withheld from your benefit payments to meet your tax obligations unless you elect no amount to be withheld. The NFL Player Benefits Office will provide you with additional information on the withholding rules when you choose to receive your benefits.

Rollovers

You may delay paying taxes on any portion of an Early Payment Benefit paid as a lump sum, by making a **direct rollover** of that portion to one of the eligible accounts below:

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

Federal withholding of 20% applies to benefits that are permitted to be rolled over and that are not directly rolled over.

Early payment penalty

If you receive an Early Payment Benefit, paid as a lump sum, you may have to pay an additional federal tax of 10%. You may not have to pay this tax if you roll over the money to an IRA or another tax-favored plan. IRS limits



Direct Rollover

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

SPECIAL CONSIDERATIONS

IRS limits

Under certain circumstances, IRS rules may limit the benefits payable to you under the Pension Plan. These limits provide that an annual pension plan benefit cannot exceed an amount that depends on your age and is adjusted for inflation. For example, the maximum amount payable in 2021 for an individual age 62 is \$230,000 per year (this amount is subject to cost of living adjustments in future years). Please consult the IRS website, www.irs.gov, or contact the NFL Player Benefits Office for the latest benefit maximums.

How the Plan provides benefits for survivors after your death

Spouse's pre-retirement survivor benefit

If you are a Vested Player and you die after April 1, 2020, but before you begin receiving pension benefits, your surviving spouse is eligible for a Spouse's pre-retirement death benefit under this Plan, and your spouse may receive additional survivor benefits under the Disability Plan.

The amount of the Spouse's pre-retirement death benefit equals 50% of what you would have received if you had chosen the Qualified Joint and Survivor Annuity payment option and started receiving pension payments on the later of:

- Your earliest retirement date, which is based on your 45th birthday if you have a Credited Season before 1993, and your 55th birthday otherwise, or
- The day before the date of your death.

Payments will continue for your surviving spouse's lifetime, regardless of remarriage.

The spouse's pre-retirement death benefit is calculated separately for the Benefit Credit Pension and the Legacy Credit Pension. So, if you are a Legacy Eligible Player and you have started your Benefit Credit Pension monthly payments, but not your Legacy Credit Pension monthly payments, the pre-retirement death benefit is based only on your Legacy Credit Pension. If you have not started either benefit, the pre-retirement death benefit is based on both types of pensions.

For your spouse to be eligible for a Legacy Credit Pension pre-retirement death benefit, you must also be a Legacy Eligible Player (i.e., alive on August 4, 2011, and vested based only on your Credited Seasons earned before 1993).

To receive the Spouse's pre-retirement death benefit under this Plan, your surviving spouse (or her representative) must submit a death benefit application. This application can be obtained from the NFL Player Benefits Office.

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 under this Plan and the Disability Plan.

SPECIAL CONSIDERATIONS

Surviving Spouse's and Surviving Children's Benefit

If you are a surviving spouse or surviving minor child of a Player who died prior to April 1, 2020 and you were receiving the Surviving Spouse's and Surviving Children's Benefit prior to April 1, 2020, see Appendix B for information about your benefits.

Special survivor benefits

If a Player who otherwise would have been eligible for Special Credits died before September 1, 2014, and he did not start his Benefit Credit Pension before his death, then the Spouse's pre-retirement death benefit on and after September 1, 2014, will reflect such Special Credits, as if the Player survived to September 1, 2014.

If you die after you begin receiving pension benefits

If you die after you begin receiving pension benefits, monthly benefit payments will continue to be paid only if the form of benefit that you elected provides a survivor benefit.

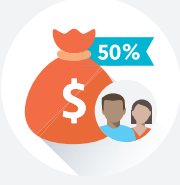



No benefits are payable after your death if, at the time of your death, you were receiving:

- A Life Only Pension
- A Life Only Pension with Social Security Adjustment, or
- A Life and 10-year Certain Pension and ten years of payments have been made.

SPECIAL CONSIDERATIONS

For the other payment options:

If you choose

			
Qualified Joint and Survivor Annuity	Qualified Optional Survivor Annuity	Life and Contingent Annuitant Pension	Life and 10-Year Certain Pension*
<p>Your survivor would be: Your spouse**</p> <p>And would receive: 50% of the benefit you were receiving monthly for life</p>	<p>Your survivor would be: Your spouse**</p> <p>And would receive: 75% of the benefit you were receiving monthly for life</p>	<p>Your survivor would be: Your spouse** or another person that you chose</p> <p>And would receive: A percentage that you selected (either 25%, 50%, 75% or the maximum) of the amount you were receiving monthly for life</p>	<p>Your survivor would be: Your spouse** or another person that you chose</p> <p>And would receive: The payments remaining on the ten-year period</p>

* If ten years of payments had not been made before your death.
** Benefits may be subject to QDROs. See page 30 to learn more about QDROs and the Pension Plan.

Calculating Increased Benefits for Survivors Receiving Certain Benefits as of April 1, 2020

If you are the survivor of a Player who died before April 1, 2020 and you were receiving a Benefit Credit Pension, Legacy Credit Pension, or the Spouse's pre-retirement death benefit as of April 1, 2020, your benefit will increase beginning as of April 1, 2020.

The amount of the increase is the amount that would be paid to you if the Player had lived to April 1, 2020 and been entitled to the benefit. The method described on page 24 above, under the heading **Increases for Players Receiving Pension Benefits Prior to April 1, 2020** will be used to calculate the increase. In no case will your combined total Benefit Credit Pension and Legacy Credit Pension be less after April 1, 2020 than it was before April 1, 2020.

Except as noted above, once you begin receiving pension payments, your survivors will no longer be eligible for the survivor benefits described above.

SPECIAL CONSIDERATIONS

Taxation of survivor benefits

Your beneficiary (spouse or other) generally will be taxed according to federal and state law on any payments received due to your death. The tax rules that apply to these payments are complex. Your surviving spouse (or beneficiary) should talk with a tax advisor to understand exactly how the benefits will be taxed.

How your marital status affects your pension

Federal law requires certain retirement plans, like the Pension Plan, to provide lifetime income to your surviving spouse after your death unless your spouse waives that right (or unless that right has already been awarded to a former spouse under a Qualified Domestic Relations Order (“**QDRO**”)).

Spousal consent rules

If you are married and want to choose any payment option that does not guarantee your spouse survivor annuity benefits of at least 50% of the payments you were receiving, your spouse must provide written, notarized consent.

If you divorce

If your divorce happens before you start receiving pension payments, as part of the divorce proceeding, a judge may issue a QDRO that divides your benefits between you and your former spouse. If a QDRO is in effect on the date of your death, and it treats your former spouse as your surviving spouse for purposes of survivor benefits, your surviving spouse will receive all or part of your survivor benefits as determined under the QDRO. This is true even if you were married to another person on the date of your death.

If you divorce after you start receiving pension payments, the person you named to receive your survivor benefits at the time your payments began, if any, will keep his or her survivor benefits.

An important exception is if your ex-spouse was named to receive survivor annuity benefits and then waives his or her right to these benefits as part of a divorce. In this case, your ex-spouse will be treated as deceased, and your monthly pension payment will increase to the amount that you would have received if you had elected a Life Only Pension. No benefits will be payable after your death. The NFL Player Benefits Office can provide you with a waiver form that you and your ex-spouse can complete. The increase generally will be paid beginning as of the first day of the month following the date that your ex-spouse signs the waiver. You should not delay in providing the waiver to the NFL Player Benefits Office because in no event will the increase be paid retroactively for more than 42 months.



QDRO

A judgment, decree or order for a retirement plan to pay benefits to a spouse, former spouse, child or other dependent of a participant. You may obtain a copy of the Plan's QDRO procedures free of charge from the NFL Player Benefits Office.

QUESTIONS?

Call the NFL Player Benefits Office **800.638.3186**

SPECIAL CONSIDERATIONS

If your spouse dies first

If your spouse dies while you are receiving pension payments, you are eligible to receive a **Pop-Up Benefit** if your pension payments began in one of the following forms:

- A Qualified Joint and Survivor Annuity,
- A Qualified Optional Joint and Survivor Annuity, or
- A Life and Contingent Annuitant Pension with your former spouse named as the contingent annuitant.

The Pop-Up Benefit increases your monthly pension payment to the amount that you would have received if you had elected a Life Only Pension. No benefits will be payable after your death. Once you notify the NFL Player Benefits Office, the increase generally will be paid beginning as of the first day of the month following your spouse's death. You should not delay in notifying the NFL Player Benefits Office of your spouse's death, because in no event will the increase be paid retroactively for more than 42 months.

THE PENSION PLAN AND DISABILITY BENEFITS

The Pension Plan and disability benefits

Before January 1, 2015, the Pension Plan provided two kinds of disability benefits: total and permanent disability (“T&P”) benefits and line-of-duty disability (“LOD”) benefits.

Beginning January 1, 2015, the Pension Plan has no role in applications for T&P benefits or LOD benefits. Applications for these benefits received on or after January 1, 2015 must be made under and following the rules of the Disability Plan.

The Disability Plan

If you were awarded T&P benefits under an application received before January 1, 2015...

...then your T&P benefits are subject to the rules of the Pension Plan...

... and you can learn more about the rules governing your benefit here (in the Pension Plan SPD).

If you were awarded T&P benefits under an application received on or after January 1, 2015...

... then your T&P benefits are subject to the rules of the Disability Plan...

... and you can learn more about the rules governing your benefit in the Disability Plan SPD.

If you have been awarded LOD benefits...

... in general, your benefits are subject to the rules of the Disability Plan...

... and you can learn more about the rules governing your benefit in the Disability Plan SPD.

If you would like to apply for, or have an open application for, T&P or LOD benefits...

... then your application will be decided under the rules of the Disability Plan...

... and you can learn more about application rules and procedures in the Disability Plan SPD.

If you were awarded T&P benefits under an application the Pension Plan received before January 1, 2015, your T&P benefits will continue to be administered under this Plan and subject to the rules of this Pension Plan. LOD benefits generally moved to the Disability Plan.

This portion of the Pension Plan Summary Plan Description addresses issues of interest to the Players who receive T&P benefits under the Pension Plan, such as the amount of T&P benefit payments, the continuation of such payments, and the interaction of T&P benefits and pension benefits.

QUESTIONS?

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

THE PENSION PLAN AND DISABILITY BENEFITS

You can learn more about the Disability Plan or find the Disability Plan Summary Plan Description online at nflplayerbenefits.com. You also can request a copy of the Disability Plan Summary Plan Description by calling the NFL Player Benefits Office.

For Players awarded T&P benefits under an application received before January 1, 2015

Amount of T&P benefits

If you receive T&P benefits in the Active Football, Active Nonfootball, or Inactive A categories, your T&P benefits under the Pension Plan are \$4,000 per month.

If you receive T&P benefits in the Inactive B category, your T&P benefits under the Pension Plan are \$5,000 per month through March 2031, and \$3,334 per month beginning April 2031.

Depending on your Credited Seasons, your T&P benefits may be higher than these minimum amounts. If you receive or have received an Early Payment Benefit, the above amounts generally are reduced by 25%.

Beginning January 1, 2024, most Players who are receiving Inactive A T&P benefits are subject to a Social Security Disability Insurance (“SSDI”) Offset. The only Players excluded from the SSDI Offset are those who are age 65 and older and those who are 88 Eligible Players under the 88 Plan. If the SSDI Offset applies to you, then your monthly Inactive A T&P benefits under the Disability Plan will be reduced by the monthly SSDI payment you received in the prior year, minus government insurance premiums. Your benefits under this Plan will not be reduced, however. The Disability Plan SPD contains detailed rules about the SSDI Offset, including about your obligation to report the amount of your Social Security disability benefits each year to the Plan.

Continuation of T&P benefits

You will continue to receive total and permanent disability benefits as long as:

- You are substantially prevented from or substantially unable to engage in any occupation or employment for pay or profit (unless you incurred your disability during military service); and
- Your disabling condition is permanent, meaning that it has persisted or is expected to persist for at least twelve months from the date of its occurrence, excluding any reasonably possible recovery period.
- You satisfy the process for continuation of benefits described below.
- You remain alive.

The full monthly benefit will be paid for the month in which you first cease to meet these requirements, and no T&P benefit will be paid thereafter.

THE PENSION PLAN AND DISABILITY BENEFITS

Your educational level and prior training will not be considered in determining whether you are unable to work as described above. You will not be found able to work merely because you are employed by the League or an NFL Club; manage personal or family investments; are employed by or associated with a charitable organization; are employed out of benevolence; or receive earned income of up to \$30,000 per year.

This Plan may be amended or terminated as described on page 41.

You also continue to be totally and permanently disabled under the Pension Plan if you receive disability benefits under the Social Security disability insurance program or the Supplemental Security Income program, unless four or more members of the Retirement Board determine, in their discretion, that you are not totally and permanently disabled, despite receiving Social Security disability benefits. Such a determination may be made, for example, if your activities demonstrate that you have the capacity to engage in an occupation or employment.

Effective April 1, 2024, receipt of Social Security Disability Insurance or Supplemental Security Income benefits will no longer establish that a Player qualifies for T&P benefits. Any Player seeking to establish that he continues to be eligible for T&P benefits after April 1, 2024 will be required to establish his eligibility based on medical examinations with Neutral Physicians.

Process for continuation of T&P Benefits

To help the Pension Plan determine whether you continue to be totally and permanently disabled, you must:

- **Submit an executed IRS Form 4506 by November 1 of each year, allowing the Pension Plan to obtain a copy of your annual tax return directly from the IRS.** If you have not filed your annual tax return by that date, you must instead (1) submit a signed statement that you do not intend to file a tax return, and state your total income from all sources for that year, or (2) submit an accounting of your total income from all sources for that year. You are exempt from these requirements if you are age 65 or older by the November 1 deadline.
- **Attend a medical examination with a Neutral Physician if asked to do so.** Every five years, the Pension Plan may refer you for examination with Neutral Physicians. Such examinations may occur more frequently, at the request of three or more voting members of the Retirement Board, but not more often than every six months.
 - a. You must attend any scheduled examinations, unless you provide at least two business days advance notice that you cannot attend. In that case, your examinations will be rescheduled.
 - b. You must attend the rescheduled examinations. If you fail to appear for a scheduled examination without providing two days advance notice, or for a rescheduled examination regardless of advance notice, you will not be eligible to continue to receive T&P benefits.
 - c. When you are referred to one or more Neutral Physicians for examination, you will not be eligible to continue to receive T&P benefits unless at least one Neutral Physician reports that you are totally and permanently disabled.

THE PENSION PLAN AND DISABILITY BENEFITS

- d. Your attendance at these examinations may be waived if circumstances beyond your control preclude your attendance
- If you receive Social Security disability benefits or Supplemental Security Income program benefits each year, the annual income disclosure and medical examination requirements may be waived, unless four or more members of the Retirement Board determine, in their discretion, that you are not totally and permanently disabled, despite receiving Social Security disability benefits.
 - a. You must report any revocation of Social Security Disability benefits or Supplemental Security Income program benefits to the Pension Plan as soon as those benefits are revoked.
 - b. If you fail to do so, your T&P benefits may be terminated retroactive to the date of revocation and your pension benefits under the Pension Plan may be reduced prospectively to recover the overpayment.
 - c. If the cause of revocation is your receipt of T&P benefits under the Pension Plan, your T&P benefits may continue if you meet the above rules relating to annual income disclosure and periodic physical examinations.
- **Inform the Pension Plan immediately if you begin working.** If you fail to do so, your T&P benefits may be terminated retroactive to the date that you began work and your pension benefits under the Pension Plan may be reduced prospectively to recover the overpayment.

Your T&P benefits may be suspended if you fail to submit to a required physical examination or to submit an IRS Form 4506 (Request for Copy of Tax Return) and, if necessary, a signed statement or accounting. You should review the Pension Plan document for specific rules and exceptions. Suspension will continue until such failure is resolved to the satisfaction of the Retirement Board. If such failure is not resolved to the satisfaction of the Retirement Board within one year after you are notified of the consequences of your failure, your total and permanent disability benefits will be terminated. Any subsequent application that you file will be determined under the Disability Plan as a new disability.

If the Disability Initial Claims Committee (“DICC”) deadlocks on the issue of whether you continue to be entitled to T&P benefits, the deadlock will be treated as a deemed denial of your continued eligibility to receive benefits, and you will be notified of that deemed denial. If you appeal to the Retirement Board within 60 days from the date the notice of the deemed denial was mailed to you, your T&P disability benefits will continue to be paid until and unless the Retirement Board determines on appeal that you are no longer entitled to the benefits. If you do not appeal to the Retirement Board within 60 days, T&P benefits will not be paid with respect to any month that begins more than 60 days from the date of the deemed denial. If you later appeal to the Retirement Board (within 180 days of receiving this notice of denial) and the Retirement Board rules in your favor, T&P benefits will be paid retroactively to a date on or after the benefits ceased, as determined by the Retirement Board. If you fail to appeal to the Retirement Board within 180 days of a deemed denial, your T&P benefits will be terminated. Any subsequent application that you file will be determined under the Disability Plan as a new disability.

THE PENSION PLAN AND DISABILITY BENEFITS

You may withdraw a pending appeal if you have not been evaluated by a Neutral Physician on appeal. You must inform the Plan, in writing, of the withdrawal. You may not withdraw a pending appeal after you have been evaluated by a Neutral Physician on appeal or have failed to attend a medical examination in violation of the rules described above.

If your T&P benefits terminate, you may be eligible to apply for benefits from the Disability Plan should you experience a subsequent period of total and permanent disability. The classification and amount of your subsequent disability benefit will be determined without regard to any previous period of total and permanent disability.

Reclassification & Effective Dates

The classification and effective date of your T&P benefits cannot be changed. Requests for reclassification and earlier effective dates will be denied.

Recovery of certain overpayments

If you or a representative submits false information and, as a result, you receive amounts under this Pension Plan or Disability Plan to which you are not entitled, any further benefits payable to you or any beneficiary (including a dependent or alternate payee) under the Pension Plan or Disability Plan will be reduced by the amount of the overpayment from the Pension Plan, plus interest at the rate of 6% per year. Further, in the event you or your representative engage in a deliberate pattern of fraud against the Plan, you could face criminal prosecution outside the Pension Plan by government authorities.

Interaction of T&P benefits and pension benefits

If you were awarded T&P benefits before age 55...

- If your 55th birthday is on or after August 1, 2011, your T&P benefits will be reduced when you reach age 55. The amount of the reduction will be equal to the monthly pension payment you could elect to receive at age 55 if paid in a Life Only Pension form. This reduction applies even if you defer the receipt of your pension payments past age 55.
- If your 55th birthday was before August 1, 2011, your T&P benefits will be reduced when you commence your Benefit Credit Pension and when you commence your Legacy Credit Pension. The amount of the reduction is equal to the monthly pension payment, including increases for delayed commencement, as if paid in a Life Only Pension form when it is started. Your monthly disability benefit may be reduced by more than your actual monthly pension payment if you elect your pension in a form other than a Life Only Pension.
- If you elect to commence your Benefit Credit Pension and/or your Legacy Credit Pension prior to age 55, your T&P benefits will be reduced when you commence your benefits. The amount of the reduction is equal to the monthly pension payment as if paid in a Life Only Pension form when it is started.

THE PENSION PLAN AND DISABILITY BENEFITS

If you were awarded T&P benefits after age 55, but before you elected to receive pension payments...

- If your 55th birthday is on or after August 1, 2011, your T&P benefits will be immediately reduced by the monthly pension payment you are eligible to receive, assuming that you elected to receive your entire benefit in a Life Only Pension form beginning on the date your T&P benefits begin.
- If your 55th birthday was before August 1, 2011, your T&P benefits will be reduced when you actually elect to receive pension payments. The amount of the reduction will depend on your age at the time of your election but will not depend on the form of pension payments you elect.

If you were already receiving monthly pension payments when you are awarded T&P benefits, your T&P benefits would be similarly reduced.

If you receive an Early Payment Benefit, your monthly T&P benefits will be reduced.

If additional Benefit Credits, Legacy Credits, or Special Credits are awarded after the date of the reductions described above, an additional reduction will occur as of the date(s) the additional benefits commence.

If you were receiving a Plan T&P benefit, a Benefit Credit Pension, or a Legacy Credit Pension prior to April 1, 2020, the total payments from this Plan after April 1, 2020 will not be reduced by reason of the increases to Special Credits and Legacy Credits pursuant to the 2020 CBA.

If you have any questions about how your pension payments and T&P benefits intersect, contact the NFL Player Benefits Office.

Incapacity

If you are incapacitated so as to be unable to manage your financial affairs, the Retirement Board may, in its sole discretion direct that your T&P benefits be paid to your legal representative, relative, or other individual for your benefit or otherwise direct that benefits be paid on your behalf. Also, the Retirement Board may, in its sole discretion, establish a trust to hold your benefits on your behalf and appoint a trustee for that trust. The 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 Pension Plan. More information about this type of trust is available from the NFL Player Benefits Office.

Transition rules

If you were awarded T&P benefits based on an application received by the Plan before September 1, 2011, the rules in existence before September 1, 2011, will govern your awards, applications, and



NFL Player Plans

For purposes of this Plan, NFL Player Plans includes the following: NFL Player Disability & Survivor Benefit Plan (Disability Plan), NFL Player Second Career Savings Plan (401(k) Savings Plan), NFL Player Capital Accumulation Plan (CAP Plan), NFL Player Annuity Program, NFL Player Tax-Qualified Annuity Plan, 88 Plan, and the Gene Upshaw NFL Player Health Reimbursement Account Plan.

THE PENSION PLAN AND DISABILITY BENEFITS

appeals. In this case, if your T&P benefits stop for some reason, you will not be eligible for benefits under the rules in effect as of September 1, 2011. If your benefits stop for any reason, you must apply for disability under the Disability Plan to receive more disability benefits.

Line-of-Duty Disability (“LOD”) Benefits

Effective January 1, 2015, all LOD benefits are paid by the Disability Plan (regardless of the date the application is received), unless as of November 12, 2014, you elected to have those benefits rolled over directly into an IRA or eligible retirement plan. In that case, your LOD benefits will continue to be paid by the Pension Plan for as long as you continue to be entitled to them.

You may be required to submit to physical reexamination to remain eligible for LOD benefits under the rules for physical examination, described on pages 34-35. If the Disability Initial Claims Committee or the Retirement Board determines that your disability no longer qualifies as a “substantial disablement,” your benefits will stop.

FORMS & RESOURCES

Forms & resources



If you want to	Use this document	Available from
Find out what Credited Seasons you have earned	Annual Benefit Statement or nflplayerbenefits.com	Your credits are listed on nflplayerbenefits.com or look out for your annual benefit statement from the NFL Player Benefits Office
Apply for a Credited Season	Credited Season Application Form	nflplayerbenefits.com or the NFL Player Benefits Office
Start receiving Benefit Credit Pension payments	Benefit Credit Pension Application	nflplayerbenefits.com or the NFL Player Benefits Office
Start receiving Legacy Credit Pension payments	Legacy Credit Pension Application	nflplayerbenefits.com or the NFL Player Benefits Office
Access the official provisions of the Pension Plan	Bert Bell/Pete Rozelle NFL Player Retirement Plan Document	nflplayerbenefits.com or the NFL Player Benefits Office
Know how your taxes will be affected	—	Speak directly with your tax accountant or financial advisor
Know your options after a divorce	Model QDRO and QDRO Procedures	NFL Player Benefits Office

Other information



Source of funding

All contributions toward the cost of the Pension Plan are made to a trust fund by the member Clubs of the NFL. All contributions are used to provide the benefits under the Pension Plan or to pay for investment management and administrative costs.

Type of plan

The Pension Plan is a multiemployer defined benefit pension plan that also provides disability and survivor benefits. The Pension Plan is administered by the Retirement Board, which is a joint Board of Trustees. The Retirement Board has six voting members, three of whom are selected by the NFLPA and three of whom are selected by the NFLMC. The Commissioner of the NFL is a nonvoting member and the Chairman.

Retirement Board

Chairman

Roger Goodell

Management Members

Katie Blackburn

Hymie Elhai

John Spanos

Player Members

Hoby Brenner

Sam McCullum

Robert Smith

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

You can address correspondence to individual Retirement Board members, care of the Pension Plan at the address listed below. The day-to-day administration of the Pension Plan, on behalf of the Retirement Board, occurs at the address of the Plan Administrator below:

Plan Administrator

Retirement Board

Bert Bell/Pete Rozelle NFL Player Retirement Plan
200 Saint Paul St Ste 2420

Baltimore MD 21202

Agent for service of legal process

The agent for service of legal process is the Retirement Board, the joint Board of Trustees for the Pension Plan. Service of legal process also may be made on each individual member of the Retirement Board.

Disability Initial Claims Committee

One member of the Disability Initial Claims Committee is appointed by the NFLMC; one member is appointed by the NFLPA. The final member is a medical professional jointly designated by the NFLPA and NFLMC.

OTHER INFORMATION

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

Representative of the employers

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

Employer Identification Number assigned to the Retirement Board

13-6043636

Plan number

001

Plan year

The Plan Year 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 Retirement Board intends to continue the Pension Plan indefinitely. Nevertheless, the voting members of the Retirement Board have the power, by majority vote, to terminate or generally amend the Pension Plan at any time, subject to certain limitations stated in the Pension Plan document, and subject to the provisions of the CBA. The NFLPA and the NFLMC, when acting jointly, also have the power

to generally amend or terminate the Pension Plan. However, no amendment may reduce the value of any pension benefit already earned and otherwise payable under the Pension Plan. The official Pension Plan document contains more specific rules regarding amendment or termination of the Pension Plan.

In the event of Pension Plan termination, you will not earn any further benefits under the Pension Plan. However, the benefits that you have already earned will become vested, that is, nonforfeitable, to the extent your benefits can be funded by the Pension Plan assets allocated to such benefits. If there are not enough assets to pay for all the benefits described in the Pension Plan after providing for the expenses of termination, the remaining assets will be allocated as required by law. If there are more than enough assets available to pay the expenses of termination and fund all of the benefits described in the Pension Plan, the remaining surplus may be distributed to Players or their beneficiaries.

Plan assets

The Pension Plan's assets are held in trust by BNY Mellon, as trustee, and are invested at the direction of the Retirement Board and the independent investment managers appointed by the Retirement Board. No assets will be used for any purpose other than to pay benefits to Players (or their families, beneficiaries or dependents), or to pay the costs of administering the Pension Plan.

Assignment of benefits

In general, you cannot transfer, assign or pledge your benefits under the Pension Plan. Exceptions include a Qualified Domestic Relations Order and an IRS tax levy.

OTHER INFORMATION

Change of address

Be sure to keep the NFL Player Benefits Office informed of your current address. You can update your address on nflplayerbenefits.com.

How to apply for benefits

You can apply to receive benefits online at nflplayerbenefits.com. You can also call or write to the NFL Player Benefits Office to request an application form:

Bert Bell/Pete Rozelle NFL Player Retirement Plan

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

Receipt of documents

All correspondence, including forms, elections, and other documents that must be submitted or filed with the Pension Plan are deemed received only when received by the Pension Plan—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. 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 Pension 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 administrative remedies

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

Pension Plan - Benefit claim and review procedures

The Pension Plan provides two sets of claims procedures. One set of procedures and rules applies to claims relating to disability benefits paid under this Pension Plan. The other set of procedures and rules applies to all other benefit claims (for example, claims for pension benefits

QUESTIONS?

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

OTHER INFORMATION

or Credited Seasons).

Benefit claim and review procedures - Disability benefits

This section describes the Pension Plan's procedures for (1) disability benefit determinations and (2) administrative review (also called administrative appeals) of adverse disability benefit determinations.

Disability benefit determinations are generally made by the two members of the Plan's Disability Initial Claims Committee who are not medical professionals. The member who is a medical professional will cast the deciding vote only if the other two members are deadlocked over a medical aspect of your case. If, however, the member who is a medical professional determines that the medical evidence is either inconclusive or insufficient, he or she will abstain from voting and the resulting deadlock will be treated as a deemed denial. You will be notified of this deemed denial, which you may then appeal to the Retirement Board. See the section above entitled "Process for continuation of T&P benefits," for a discussion as to what may happen if you are currently receiving total and permanent disability benefits and, upon reevaluation, you receive a deemed denial as to whether you continue to be entitled to total and permanent disability benefits.

The Disability Initial Claims Committee has absolute discretion and authority to interpret the Pension Plan and to make factual determinations when it makes disability benefit determinations. The Disability Initial Claims Committee ordinarily will reach a decision on a claim for disability benefits within 45 days after it is received, although in some cases the decision may be delayed for up to two additional 30-day extension periods. You will be notified in writing

if the decision time is extended beyond the initial 45-day period or beyond the first 30-day extension period. If the extensions are necessary because the Disability Initial Claims Committee needs additional information from you to decide your claim, you will be given at least 45 days to provide the specified information, and any time periods during which the Disability Initial Claims Committee is waiting for you to provide the additional information do not count for purposes of computing the 30-day extension periods.

If the Disability Initial Claims Committee makes a disability benefit determination that is adverse to you in whole or in part, you will receive a written notice of decision in a culturally and linguistically appropriate manner, as set forth in 29 CFR Section 2560.503-1(o), which will set forth:

1. the specific reason(s) for the adverse determination;
2. reference to the specific Plan provisions on which the adverse determination is based;
3. a description of additional material or information, if any, needed to perfect the claim and the reasons such material or information is necessary;
4. a description of the Plan's review procedures and the time limits applicable to such procedures, including a statement of the claimant's right to bring a civil action under ERISA section 502(a) following an adverse determination on review;
5. any internal rule, guideline, protocol, or other similar criterion relied on in making the determination (or state that such rules, guidelines, protocols, standards, or other similar criteria do not exist);
6. if the determination was based on a scientific or clinical exclusion or limit, an explanation of the scientific or clinical judgment for the determination, applying the terms of the

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Plan to your circumstances (or state that such explanation is available free of charge upon request);

7. a discussion of the decision, including an explanation of the basis for disagreeing with or not following the views of (a) medical professionals treating you and vocational professionals who evaluated you, (b) medical or vocational experts whose advice was obtained on behalf of the Plan in connection with your adverse benefit determination, without regard to whether the advice was relied upon in making the benefit determination, or (c) Social Security Administration disability determinations presented by you to the Plan; and
8. a statement that you are entitled to receive, upon request and free of charge, reasonable access to, and copies of, all documents, records, and other information relevant to the claim for benefits.

If the Disability Initial Claims Committee fails to notify you of its decision regarding your claim for disability benefits 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 Retirement Board.

If you receive an adverse disability benefit determination that you want reviewed under the Pension Plan's appeal procedures, you must request administrative review (also called administrative appeal) in writing to the Retirement Board at the NFL Player Benefits Office within 180 days of receiving the notice of decision. You also can request administrative review of a deemed denial.

During the administrative review process, upon request and free of charge, you can have reasonable access to (and copies of)

all documents, records, and other relevant information about your disability benefits, and you also can submit issues and comments in writing to the Retirement Board.

You will receive, free of charge, any new or additional evidence considered, relied upon, or generated by or on behalf of the Plan on review, as soon as possible and sufficiently in advance of the date on which the notice of adverse benefit determination on review is required to be provided, so that you have a reasonable opportunity to respond prior to that date. You will also receive, free of charge, any new or additional rationale for the denial of the claim that arises during the review, as soon as possible and sufficiently in advance of the date on which the notice of adverse benefit determination on review is required to be provided, so that you have a reasonable opportunity to respond prior to that date.

In making its decision on review, the Retirement Board will take into account all available information, regardless of whether it was available or presented to the Disability Initial Claims Committee, and will afford no deference to the determination made by the Disability Initial Claims Committee.

Neutral, board-certified physicians serve as Medical Advisory Physicians to the Retirement Board. These doctors evaluate the medical aspects of certain disability applications.

Medical Advisory Physicians will not be the same physician (or subordinate physician) who was consulted during the initial determination. Three members of the Retirement Board may require the Medical Advisory Physician to make a final and binding determination if the Retirement Board is deadlocked with respect to a medical decision as to whether you are substantially

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prevented from or substantially unable to engage in any occupation or employment for remuneration or profit. Any such designated physician will have full and absolute discretion, authority and power to decide such medical issues. In all other respects, including the interpretation of the Plan and the decision as to whether the claimant is entitled to benefits, the Retirement Board will retain its full and absolute discretion. Upon request, the Retirement Board will identify the medical experts whose advice was obtained in connection with an adverse benefit determination, without regard to whether the advice was relied upon in making the benefit determination.

The Retirement Board ordinarily will make a decision on 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 Retirement Board meeting following receipt of your request for review. The Retirement 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:

1. state the specific reason(s) for the adverse determination;
2. reference the specific Plan provision(s) on which the adverse determination is based;
3. state that you are entitled to receive, upon request and free of charge, reasonable access to, and copies of, all documents, records, and other information relevant to the claim for benefits;
4. state that you have the right to bring an action under ERISA section 502(a) and identify

the statute of limitations applicable to such action, including the calendar date on which the limitations period expires;

5. disclose any internal rule, guidelines, or protocol relied on in making the determination (or state that such rules, guidelines, protocols, standards, or other similar criteria do not exist); if the determination was based on a scientific or clinical exclusion or limit, contain an explanation of the scientific or clinical judgment for the determination, applying the terms of the Plan to your circumstances (or state that such explanation is available free of charge upon request); and
6. discuss the decision, including an explanation of the basis for disagreeing with or not following the views of (a) medical professionals treating you and vocational professionals who evaluated you, (b) medical or vocational experts whose advice was obtained on behalf of the Plan in connection with your adverse benefit determination, without regard to whether the advice was relied upon in making the benefit determination, or (c) Social Security Administration disability determinations presented by you to the Plan.

You may request a written explanation of any alleged violation of these claims procedures. Any such request should be submitted to the Plan in writing; it must state with specificity the alleged procedural violations at issue; and it must be received by the Plan no more than 30 days following your receipt of a decision on the pending application or appeal, as applicable. The Plan will provide an explanation within 10 days of the request.

Benefit claim and review procedures - All claims other than disability claims

This section describes the Pension Plan's

OTHER INFORMATION

procedures for (1) initial benefit determinations of all types other than disability, and (2) administrative review (also called administrative appeals) of benefit determinations of all types other than disability.

The Retirement Board ordinarily will reach a decision within 90 days after the claim is received, 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 for non-disability benefits 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 Pension 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 Pension 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 Pension Plan's appeal procedures.

If the Retirement Board fails to notify you of its decision regarding your claim within the 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 Retirement Board.

If you receive a notice of decision that is adverse to you in whole or in part on your claim for non-disability benefits that you want reviewed under the Pension Plan's appeal procedures, you must request administrative review (also called administrative appeal) in writing to the

Retirement Board at the NFL Player Benefits Office within 60 days of receiving the notice of 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 Retirement Board. The Retirement 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 Retirement Board meeting following receipt of your request for review. The Retirement 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 reason for the decision,
- references to the provisions of the Pension 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 start a legal action in a court on a

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benefit claim denial or partial denial more than 42 months from the date of the final decision on your claim.

If you do file such a legal action after this limitation 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 Pension Plan participants are entitled to:

Receive information about your Pension Plan benefits:

- Examine without charge at the NFL Player Benefits Office all official Pension Plan documents, including the 1993 and 2011 CBAs, a copy of the latest annual report (Form 5500 Series) filed by the Retirement Board with the U.S. Department of Labor, and a copy of the updated Summary Plan Description. You can get copies of these 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 Pension Plan's annual financial report. The Retirement Board is required by law to give you a copy of this Summary Annual Report every Plan Year.
- Obtain by written request a statement of your benefits under the Pension Plan once each year at no cost to you. This statement will show whether or not you are vested. If you are vested, the statement will show the benefit you will receive at your normal retirement date (age 55). If you are not vested, the statement will tell you how many more years you must work in the NFL to become vested. You must request this statement in writing, and it is required to be provided only once per

year.

- Obtain by written request to the NFL Player Benefits Office a complete list of Employers and employee organizations sponsoring the Pension 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 Pension Plan sponsor and, if so, the sponsor's address.

Prudent actions by Plan fiduciaries

In addition to creating rights for Pension Plan participants, ERISA imposes duties upon the people who are responsible for the operation of the Pension Plan. The Retirement Board members and certain others with responsibility for managing or operating the Pension Plan—called “fiduciaries”—have a duty to do their jobs prudently and in your interest and in the interest of all the other Pension 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 Pension Plan 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 Retirement 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 case,

the court may require the Retirement Board to provide the material. In addition, the court may impose a fine of up to \$110 a day on the Retirement Board, payable to you, unless you did not get the materials because of some reason beyond the control of the Retirement 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 Pension Plan's decision or lack thereof concerning the qualified status of a domestic relations order, you may file a suit in federal court. If the Retirement Board fiduciaries misuse the Retirement Board's money, or you are discriminated against for asserting your rights, you may seek assistance from the U.S. Department of Labor. You may file 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 Pension Plan, you should contact the Retirement 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, U.S. Department of Labor, listed in your telephone directory, or the Division of Technical Assistance and Inquiries, Employee Benefits Security Administration, U.S. 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.

PBGC insurance

Your pension benefits under this multiemployer plan are insured by the Pension Benefit Guaranty Corporation ("PBGC"), a federal insurance agency. A multiemployer plan is a collectively bargained pension arrangement involving two or more unrelated employers, usually in a common industry.

Under the multiemployer plan program, the PBGC provides financial assistance through loans to plans that are insolvent. A multiemployer plan is considered insolvent if the plan is unable to pay benefits (at least equal to the PBGC's guaranteed benefit limit) when due.

The maximum benefit that the PBGC guarantees is set by law. Under the multiemployer program, the PBGC guarantee equals a participant's Years of Service multiplied by (1) 100% of the first \$132 of the annual benefit rate accrual and (2) 75% of the next \$396. The PBGC's maximum guarantee limit is \$429 per Year of Service. For example, the maximum annual guarantee for a retiree with 10 Years of Service would be \$4,290.

The PBGC guarantee generally covers:

- Normal and early pension benefits;
- Disability benefits if you become disabled before the plan becomes insolvent; and
- Certain benefits for your survivors.

The PBGC guarantee generally does not cover:

- Benefits greater than the maximum guaranteed amount set by law;
- Benefit increases and new benefits based on plan provisions that have been in place for fewer than five years at the earlier of (a) the

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date the plan terminates or (b) the time the plan becomes insolvent;

- Benefits that are not vested because you have not worked long enough;
- Benefits for which you have not met all of the requirements at the time the plan becomes insolvent; and
- Non-pension benefits, such as health insurance, life insurance, certain death benefits, vacation pay, and severance pay.

For more information about the PBGC and the benefits it guarantees, ask the NFL Player Benefits Office or contact the PBGC's Technical Assistance Division, 1200 K Street, NW, Suite 930, Washington, DC 20005-4026, or call 202.326.4000 (not a toll-free number). TTY/TDD users may call the federal relay service toll-free

at 1.800.877.8339 and ask to be connected to 202.326.4000. Additional information about the PBGC's pension insurance program is available through the PBGC's website on the Internet at <http://www.pbgc.gov>.

Disclaimer

This summary is intended to describe in general terms the essential features of the Pension Plan. Every effort has been made to make sure that the information contained in this summary is correct; however, in case of any discrepancy, the provisions of the actual Bert Bell/Pete Rozelle NFL Player Retirement Plan and Trust will govern. Your rights to benefits can be determined only by official action of the Disability Initial Claims Committee or the Retirement Board.

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Call the NFL Player Benefits Office **800.638.3186**

Glossary

Active Player

You are an Active Player if (1) you are obligated to perform football-playing activities under a contract with an NFL Club, or (2) for purposes of qualifying for total and permanent disability benefits, you are no longer obligated to perform football-playing services under a contract with an NFL Club, but you are within the period beginning when your last contract expired or you were terminated for any reason, and ending on the later of the July 15th following the beginning of the period or the first day of pre-season training camp.

Club

A member club of the NFL.

Credited Season

Generally, a Credited Season is an NFL season in which you are employed as an Active Player (including an injured Player who otherwise satisfies the definition of Active Player) on the date of three or more Games for your Club. See the Plan document for special rules.

As a Player, you also earn a Credited Season in a Plan Year in which any of the following occurs:

- After April 1, 1970, you incur an injury during the Plan Year in the course and scope of your employment by a Club, and pursuant to an injury grievance settlement or an injury settlement waiver for that injury, you are paid by a Club the equivalent of your salary for three or more Games for that Plan Year (or for a number of Games that, when added to your otherwise credited Games for that Plan Year, totals three or more).
- After reporting to at least one official pre-season training camp or official practice session during a Plan Year, you
 - a. die during that same Plan Year, or
 - b. incur a disability during that same Plan Year that subsequently qualifies you for line-of-duty disability benefits under this Pension Plan or the Disability Benefit Plan, or
 - c. incur a disability during that same Plan Year that subsequently qualifies you for Active Football total and permanent disability benefits or Active Nonfootball total and permanent disability benefits under this Pension Plan or the Disability Plan.

- If, during a Plan Year while under contract as an Active Player with a Club, you are absent from employment in the NFL due to service in the Armed Forces of the United States, and you return as an Active Player. Your return to the NFL must occur after you are eligible for discharge from military service within 90 days (or any longer period prescribed by law) or the opening of your Club's official pre-season training camp, whichever is later.
- You served in the Armed Forces of the United States during a Plan Year in the table below (generally relating to World War II, the Korean War, and the Vietnam conflict) and, in the year before you entered the Armed Forces, you either played NFL football or signed a contract or similar document with the intent of playing NFL football, and you were alive on the dates in the table below. Under this special rule, you can only earn the number of Credited Seasons you would need to become a Vested Player.

For Plan Years:	You were alive on:
April 1, 1941 through March 31, 1947	June 6, 1994
April 1, 1950 through March 31, 1955	May 1, 1996
April 1, 1960 through March 31, 1976	January 13, 2000

- You were on the practice squad for at least eight Games in a single Plan Year, you are otherwise vested, and you otherwise earned a Credited Season for the 2001 Season or later. You can earn only one Credited Season under this special rule during your career.
- For the 2020 and 2021 seasons only, you were
 - » A Higher-Risk Player or a Changed Circumstances Higher-Risk Player who opted out of the 2020 and/or 2021 season(s), as those terms are defined in the Collective Bargaining Agreement, including side letters, between the NFL and NFLPA; or
 - » For the 2020 season only, you were an Active Player and, for the first Game of the regular season, you:
 - Were on a Club's Active, Inactive, Reserve/Injured, Reserve/COVID-19, or Reserve/Physically Unable to Perform List, or
 - Were on a Club's Practice Squad, provided you also were on a Club's Active/Inactive list for at least one regular season Game in the 2020 season, or
 - Were on the Commissioner Exempt list; or
 - Had a Reserve/COVID-19 exemption; or
 - Were on a suspended list for either the League's Drug or Steroid Policy, provided that you were on a Club's Active/Inactive list for at least one regular season Game in the 2020 season.

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» For the 2020 and 2021 seasons:

- A Player who did not satisfy these special rules may earn a Credited Season for 2020 and 2021 if he otherwise qualifies for it.
- A Player is not entitled to a Credited Season for any season in which he voluntarily opts out unless he is a Higher-Risk Player, Changed Circumstances Higher-Risk Player, or otherwise qualifies for a Credited Season before he opts out.

Players can earn no more than one Credited Season during a Plan Year.

If you have any questions about your Credited Seasons, contact the NFL Player Benefits Office at **800.638.3186**.

Dependent

To be recognized as a dependent by the Pension Plan, the individual must satisfy the definition of “dependent” in United States IRS Code Section 152.

Disability Plan

NFL Player Disability & Survivor Benefit Plan

Early Payment Benefit (EPB)

Equal to 25% of the value of the Player’s Benefit Credit Pension (excluding Special Credits) at the time the EPB is paid. Not all Players are eligible to take an EPB. See page 18 for a full description.

Employee

You are an Employee if you are employed by an NFL Club as an Active Player, or if you are otherwise employed by an NFL Club or an affiliate of an NFL Club (that is, an entity in a controlled group with, under common control with, or in an affiliated service group with, an NFL Club) and your employment immediately precedes or immediately follows, without interruption, employment as an Active Player.

Game

Any regular or post-season NFL game, not including the Pro Bowl.

Hour of Service

An Hour of Service is any hour for which you, as an Employee, are paid or entitled to payment (including hours for which back pay is either awarded or agreed to by an NFL Club). In general, an Hour of Service is also any hour that you are not working but are paid or entitled to payment from an NFL Club due to vacation, holiday, illness, incapacity (including disability), layoff, jury duty, military duty or leave of absence. However, you will not earn more than 501 Hours of Service for any single continuous period of paid time during which you were not working. Also, you cannot earn Hours of Service for time you

do not work but are paid solely as a result of workers' compensation, unemployment compensation, or disability insurance laws, or as reimbursement for medical or medically related expenses. If your first Hour of Service is after March 31, 2010, you will be credited at all times with 10 hours of service for each day in which you complete at least one Hour of Service.

Legacy Eligible Player

A Vested Player who vested solely based on Credited Seasons before 1993 and was alive on August 4, 2011.

Minor Children

A child will be considered to be a minor child until he or she reaches age nineteen (or, age twenty-three if in college), or continuously if the child has a mental or physical incapacity that started before age nineteen (or, age twenty-three if in college), and if, before reaching age 19 (or, age twenty-three if in college), the child (1) is eligible for and receives disability benefits under either the Social Security disability insurance program or Supplemental Security Income program due to such incapacity, or (2) is under a state law guardianship due to such incapacity. Survivor benefits paid to an adult child will cease upon revocation of such child's Social Security disability benefits or guardianship.

Neutral Physician

A physician assigned by the Disability Plan to examine you and report on your condition. Neutral Physicians are jointly designated by the NFLMC and the NFLPA. They certify that their opinions will be provided without bias for or against any Player. Because they receive a flat fee for their services, their compensation does not depend on whether their opinions favor or disfavor an award of benefits.

Participant

A Participant is an individual who receives benefits from the Pension Plan, including an alternate payee under a QDRO.

Pension Expansion Player

You are a Pension Expansion Player if you (a) were alive on March 15, 2020, (b) earned at least three (3) Credited Seasons, and (c) do not satisfy the conditions to be a "Vested Player".

Plan Year

April 1st to the following March 31st.

Player

You are a Player if you are or were employed under a contract by an NFL Club to play football in the League.

Pop-Up Benefit

Increased pension payments under certain payment options if your designated beneficiary is your spouse and they die before you.

Qualified Domestic Relations Order

A judgment, decree or order for a retirement plan to pay benefits to a spouse, former spouse, child or other dependent of a participant.

Survivor Credits

Survivor Credits are the sum of a Player's Benefit Credits, 2011 Legacy Credits, and Special Credits. For periods on and after April 1, 2020, Survivor Credits also include 2020 Legacy Credits.

Vested Inactive Player

A Vested Inactive Player is a Vested Player who is not an Active Player.

Vested Player

A Player is a Vested Player if he:

- Earns five Credited Seasons;
- Earns four Credited Seasons, including one after the 1973 Plan Year;
- Earns three Credited Seasons, including one after the 1992 Plan Year;
- After the 1975 Plan Year, is an Employee on his Normal Retirement Date;
- After receiving T&P disability benefits under Article 5 of this Plan or Article 3 of the Disability Plan, is found to no longer qualify for such benefits;

A Player may also be a Vested Player if he is an Employee of an NFL Club and has certain Years of Service. Such a Player will only be eligible for the Benefit Credit Pension and Spouse's pre-retirement death benefit. These cases are unusual. For more information, contact the NFL Player Benefits Office.

A Pension Expansion Player is not a Vested Player.

Years of Service

You earn a Year of Service if you are an Employee during a Plan Year and you complete at least 1,000 Hours of Service or earn a Credited Season. However, you do not determine whether you have 1,000 Hours of Service by simply adding together each actual Hour of Service. Instead, you count your 1,000 Hours of Service as follows (without regard to whether you actually complete more or less than the number of Hours of Service in the day or month indicated):

- From July 1st through January 31st, you get 10 Hours of Service for each day you complete one Hour of Service;

- From February 1st through June 30th, you get 190 Hours of Service for each calendar month in which you complete at least one Hour of Service; and,
- If your first Year of Service is after March 31, 2010, you are credited with ten Hours of Service for each day in which you complete one Hour of Service in every month.

Note that if you have a Credited Season for a Plan Year, you will receive credit for a Year of Service even if you complete less than 1,000 Hours of Service in that Plan Year. You cannot be credited for more than one Year of Service with respect to any Plan Year.

Appendix A —Special Ways to Become Vested

You may become a Vested Player under special vesting rules. These special vesting rules do not increase your Benefit Credit Pension or Legacy Credit Pension, or make you eligible for the special surviving spouse and children's benefit discussed starting on page 27.

Vesting by way of service as an Employee

Vesting as an Employee depends on your **Years of Service**. You earn a Year of Service during a Plan Year if you are an Employee and you complete at least 1,000 **Hours of Service** or earn a Credited Season.

Counting Hours of Service. Your Hours of Service are counted using special rules regardless of whether you actually complete more or fewer hours.

If you had an Hour of Service before April 1, 2010: For any period (before or after April 1, 2010) from July 1st through the following January 31st, you will be credited with 10 Hours of Service on each day you complete at least one Hour of Service as an Employee. For any Period (before or after April 1, 2010) from February 1st through the following June 30th, you will be credited with 190 Hours of Service in any month that you complete at least one Hour of Service as an Employee.

If your first Hour of Service is on or after April 1, 2010: You will be credited with 10 Hours of Service for each day in which you complete at least one Hour of Service as an Employee

Vesting by way of special rules

If you first entered the League before 2012, you are a Vested Player based on special rules if you:

- Were an Employee after March 31, 1976, and you have at least ten Years of Service;
- Were an Employee after the 1988 Plan Year and have at least four Years of Service, at least one of which occurred after the 1988 Plan Year and was a Year of Service in which you did not earn a Credited Season;
- Were an Employee after the 1992 Plan Year and have at least three Years of Service, at least one of



Years of Service

You earn a Year of Service if you are an Employee during a Plan Year and you complete at least 1,000 Hours of Service or earn a Credited Season. Exceptions apply. Learn more about Years of Service on page 55.

Hours of Service

An Hour of Service is any hour for which you are paid or entitled to payment as an Employee for the performance of duties, or for reasons other than the performance of duties, such as vacation. Exceptions apply. Learn more about Hours of Service on page 53.

which occurred after the 1992 Plan Year and was a Year of Service in which you did not earn a Credited Season;

- Earned four Credited Seasons, none of which were after the 1973 Season, and you were alive on June 1, 1998; or
- Received total and permanent disability (“T&P”) benefits under this Plan or the Disability Plan, and your T&P benefits have been terminated.

If you first earned an Hour of Service in or after the 2012 Plan Year, you are vested by way of the special rules only if you earn at least five Years of Service.

You only get one Year of Service for any Plan Year, even if you earned both a Credited Season and 1,000 Hours of Service in that Plan Year.

Example

If you were first employed in 2012 as a Player for two Credited Seasons and immediately thereafter were hired by a Club as a coach or front office employee, and you remained so employed for another three years, you would have a vested right to a pension under the Pension Plan based on five Years of Service, even though you had only two Credited Seasons. The amount of your pension would be based only on the Benefit Credits for your two Credited Seasons.

Appendix B —

Player deaths prior to April 1, 2020, if the Player had not begun receiving pension benefits

The surviving spouse of a Player who (1) died prior to April 1, 2020 and (2) had not begun receiving pension benefits before the date of death may choose between the Spouse's pre-retirement death benefit described on page 27 above or the Surviving Spouse's and Surviving Children's Benefit. The surviving Spouse is not allowed to receive both benefits, however. If there is no eligible surviving spouse, the Player's surviving minor children may receive the Surviving Children's Benefit.

To qualify for the Surviving Spouse's and Surviving Children's Benefit, the Player must have been, at the time of his death:

- a. An Active Player, or
- b. Entitled to disability benefits under this Plan or the Disability Plan, or
- c. An Inactive Vested Player who became vested based solely on Credited Seasons.

If payable, the monthly amount of this benefit will be either 50% of the Player's Survivor Credits or \$4,400 – whichever is greater. For the first 48 months following the Player's death, the minimum amount of this benefit is increased as follows:

- \$6,000 if the Player was an Active Player any time from April 1, 1977 through March 31, 1982; or
- \$9,000 if the Player was an Active Player after March 31, 1982.

This benefit is paid monthly starting as of the first day of the month after the Player's death.

If the Player was married on the date of his death, payment is made to his surviving spouse. If there was no surviving spouse, his surviving minor children, if any, may receive the payments. If the Player did not have a surviving spouse or surviving minor children on the date of death, these benefits are not payable.

Payments to a surviving spouse will continue until he or she dies or remarries.



Upon the surviving spouse's death or remarriage, payment of this benefit will be divided equally among the Player's surviving minor children, if any is eligible for Survivor Credits. Survivor Credits are the sum of a Player's Benefit Credits, Special Credits, and 2011 Legacy Credits. For payments on and after April 1, 2020, Survivor Credits also include the Player's 2020 Legacy Credits, as if he had lived to April 1, 2020.

In the case of a surviving Spouse receiving the Spouse's pre-retirement death benefit as of April 1, 2020, the benefit will increase as of April 1, 2020 as if the Player had been alive on April 1, 2020, in the same manner as described on page 24 above.

Any person who is convicted, pleads guilty, or pleads no contest in connection with the Player's death will lose his or her right to a death benefit under this Plan.



ONLINE SECURITY TIPS

You can reduce the risk of fraud and loss to your 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 retirement account reduces the risk of fraudulent account access.
- Failing to register for an online account may enable cybercriminals to assume your online identity.

• USE STRONG AND UNIQUE PASSWORDS

- Don't use dictionary words.
- Use letters (both upper and lower case), numbers, and special characters.
- Don't use letters and numbers in sequence (no "abc", "567", etc.).
- Use 14 or more characters.
- Don't write passwords down.
- Consider using a secure password manager to help create and track passwords.
- Change passwords every 120 days, or if there's a security breach.
- 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.

• 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>



