

# FAQ

## 2020 CBA & PENSION BENEFITS UNDER THE BERT BELL/PETE ROZELLE NFL PLAYER RETIREMENT PLAN

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*I've heard that monthly pension payments are going to increase. Is that correct?*

Yes. The new CBA increases pension credits for all seasons. Each season before 2012 will be increased to \$550 in total. The credits for seasons from 2012 to 2019 will be increased by 10%. There will be a pension credit of \$836 for each season from 2020 to 2030.

*Does the increase apply to Legacy Credit pensions?*

Yes. If you have Legacy Credits, the increases for those seasons will be added to your Legacy Credits. Increases for all other seasons will be added to your Benefit Credits.

*Can you provide examples of how these pension increases will work?*

Yes. Here are two examples:

- + Player A has four Credited Seasons: 1977, 1978, 1979, and 1980. His total credits will increase from \$1,432 to \$2,200 (a 54% increase). Prior to the new CBA, he had Benefit Credits totaling \$1,000 ( $\$250 \times 4$ ) and Legacy Credits totaling \$432 ( $\$108 \times 4$ ). Under the new CBA, his Benefit Credits will be unchanged, but his Legacy Credits will increase by \$768 to \$1200.
- + Player B has four Credited Seasons: 1993, 1994, 1995, and 1996. Prior to the new CBA, he had Benefit Credits of \$1,452, and no Legacy Credits. Because he has no Legacy Credits, the increase will be added to his Benefit Credits. Under the new CBA his Benefit Credits will increase to \$2,200 (a 51% increase).

*If pension Benefit Credits and Legacy Credits increase, does this mean that monthly disability benefits will also increase?*

No. The increased credits will not apply to disability benefits and will not result in increased disability benefits.

*What if I am already receiving my retirement benefits? Do these increases apply to me?*

Yes. Players in pay status on April 1, 2020 will have their retirement benefits increased in proportion to their existing benefit. This method has been used in prior CBAs.



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---

### *How and when should I expect to receive this increase?*

- Under the new CBA, these increases take effect April 1, 2020. But please be patient. We anticipate it will take up to 6 months for Players to see these increases while we implement these changes, revise the website and forms, and calculate the new benefits.
  - + For certain Players, such as Players with one or more qualified domestic relations orders (QDROs), it may take even longer.
  - + Players currently receiving retirement benefits will receive a retroactive lump sum to make them whole back to April 1, 2020.

### *I have not started my pension benefits yet. How much will my benefit payments be, including the increases?*

Please be patient. It will take time before we are able to calculate benefit payments for individual Players. We estimate that it will take 8 to 12 weeks to update our systems and make sure the calculations are accurate.

### *Does the new CBA also provide for future pension increases?*

Yes. The new CBA provides that the Retirement Plan will be amended after March 31, 2025 to increase the value of each pre-2012 season by either \$25 or \$50, depending on NFL revenues. Players in pay status on April 1, 2025 will have their monthly benefits increased in proportion to the increase in their credits for all seasons.

### *I've heard that eligibility for pension benefits (vesting) has expanded. Will I get a pension, even if I never had one before?*

Yes, if you have at least three Credited Seasons. The new CBA provides that all Players who (1) are not vested now, (2) were alive on March 15, 2020, and (3) have at least three Credited Seasons will become vested and receive a Benefit Credit Pension. (Under the 2011 CBA, Players who played before 1993 needed at least four Credited seasons to be vested.)



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---

*What do I need to know if I'm a Player who just became eligible for a pension under the new 3-Credited-Season vesting rule (i.e., I have 3 Credited Seasons prior to 1993)?*

- Under the 3-Credited-Season Rule, a newly vested Player:
  - + will receive a Benefit Credit of \$550 per Credited Season. If he dies before electing his pension, his surviving spouse, if any, will be eligible to receive a Spouse's Pre-Retirement Death Benefit under Section 7.3 of the Retirement Plan.
  - + cannot receive an Early Payment Benefit or a Life only pension with Social Security Adjustment pension.
  - + will not be eligible for the Surviving Spouse's and Surviving Children's Death Benefit in Section 7.2 of the Retirement Plan, disability benefits, 88 Plan benefits, or any other benefit described in the 2020 CBA.
  - + may need to provide information, such as the name and age of his spouse, if any. This process will take time. You will probably receive a letter asking for information.
- If you are vested under the new 3-Credited-Season rule and you are age 65 or older on April 1, 2020, your benefit will commence effective as of April 1, 2020. If you are vested by this change and you are not age 65 or older on April 1, 2020, you will be able to elect when to start receiving benefits, but not beyond age 65.

*I've heard that the CBA increased the amount and availability of benefits that can be paid to my spouse or survivors when I die. How does this work?*

- This benefit—called the Surviving Spouse's and Surviving Children's Death Benefit, under Section 7.2 of the Retirement Plan—is currently payable when an eligible Player dies before he starts his pension benefit, and he has a surviving spouse or one or more surviving minor children.
- The new CBA increases the monthly benefit and expands the group of family members who may be eligible to receive it. Under the new CBA, if a Player has no surviving spouse or surviving minor children, the Surviving Spouse's and Surviving Children's Death Benefit will be payable for 60 months to his surviving parent(s) (not including step parents), or, if there are no parents, to his living sibling(s).



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- This table compares the benefit from the 2011 CBA to the expanded benefit in the 2020 CBA:

<b>Surviving Spouse's and Surviving Children's Death Benefit</b>		
	<b>Benefit under 2011 CBA</b>	<b>Expanded Benefit under 2020 CBA</b>
Initial Period	48 Months	60 Months
Amount of Initial Period Minimum Monthly Benefit	\$6,000 if Active Player after March 31, 1977 ----- \$9,000 if Active Player after March 3, 1982	\$13,000
Amount of Minimum Monthly Benefit After Initial Period	\$4,400	\$6,000

- IRS rules may force these new/increased Surviving Spouse's and Surviving Children's Death Benefits to be paid from another plan, instead of the Retirement Plan. If that occurs, the total death benefits described here will still be paid, but they may come from two plans instead of just the Retirement Plan.

***Can I expect to see an increase if I am already receiving the Surviving Spouse's and Surviving Children's Death Benefit?***

- Yes. However, these increases are effective only for payments issued in April 2020 and later.
- Please be patient. It will take time to revise the payment amounts, but a retroactive correction will be made where needed.