



August 30, 2013

Name
Address
City, State, Zip

Dear Participant:

As you are probably aware, the United States Supreme Court has declared unconstitutional provisions of the Defense of Marriage Act (“DOMA”) that prohibited treating same-sex spouses the same as opposite-sex spouses for the purposes of federal law. As a result, the Motion Picture Industry Health Plan (“the Plan”) will, effective immediately, treat same-sex spouses who are legally married under the laws of a state or jurisdiction that recognizes same-sex marriages the same as opposite-sex spouses for all Plan-related purposes, regardless of where the married couple resides. Proof of marriage in the form of a valid marriage certificate may be required.

Because marriage is now an option in those states and jurisdictions where same-sex marriages are recognized, the Plan will cease providing same-sex domestic partner coverage for unmarried Plan participants residing in those states and jurisdictions. Same-sex partners who reside outside such jurisdictions will continue to be eligible for same-sex domestic partner coverage pursuant to the terms of the Plan.

In order to provide affected participants sufficient time to decide whether to marry or make other arrangements, for same-sex domestic partners who are currently receiving benefits from the Plan, the effective date of this change has been deferred to January 1, 2015. For domestic partners who are not currently receiving benefits from the Plan, this change is effective sixty (60) days from the date of this notice, after which date, domestic partner benefits will not be provided to unmarried participants residing in jurisdictions that recognize same-sex marriages. Upon proof of marriage, same-sex spouses will be entitled to participate in the Plan on the same basis as opposite-sex spouses.

If, in the future, a same-sex partner who is receiving benefits would lose coverage because his or her participant partner changes residence to a state that does not recognize same-sex marriages or because the state in which the participant resides changes its law to recognize same-sex marriages, the same-sex couple will have ninety (90) days to become legally married or the dependent will lose coverage at the end of the ninety (90) day period.

THE BOARD OF DIRECTORS