

**THE EQUITY – LEAGUE 401(k) PLAN
SUMMARY PLAN DESCRIPTION**

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Dear Plan Participants:

The Board of Trustees of the Equity-League 401(k) Plan (“Plan”) is pleased to present you with this Summary Plan Description. It provides you with a general description of your benefits under the Plan and answers some frequently asked questions.

We urge you to read this Summary Plan Description carefully. This Summary Plan Description summarizes the most important features of the Plan. Please understand that no general explanation of a complicated plan document can adequately provide you with all of the details of the Plan. This general explanation does not change or expand the terms of the Plan, and in the event there is any conflict between this summary and the official text of the Plan, the official text of the Plan will govern in all cases. Your rights can be determined only by referring to the official text of the Plan.

As described in more detail in this Summary Plan Description, the Board of Trustees reserves the right, in its sole and absolute discretion, to amend or terminate the Plan at any time and from time to time. As is also described in more detail in this Summary Plan Description, the Board of Trustees retains the sole and absolute discretion to interpret the Plan and to make all determinations regarding the Plan and the benefits payable from the Plan. The Board of Trustees’ decisions shall be final, binding, and conclusive as to all parties.

The Board of Trustees is extremely proud to be involved in the establishment and the administration of this Plan, which we trust you will agree provides some very valuable benefits for you and your family.

Sincerely,

The Board of Trustees of the Equity-League 401(k) Plan

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Introduction

The Equity-League 401(k) Plan is designed to give you an opportunity to save and invest for retirement.

The Plan is maintained through written agreements entered into between the Union, Actors' Equity Association, and the Broadway League (the "League") and other signatory employers. Copies of the agreements can be obtained by writing the Fund Office at 165 W. 46th Street, New York, New York 10036. If you require additional information, you may contact the Retirement Services Department, (212) 869-9380, or toll free at (800) 344-5220.

Some employers are required to contribute up to 3% of each employee's salary (up to a maximum of \$7,500 per week) to the Plan. Currently the Broadway League, Live Nation (formerly known as "Clear Channel") and Disney Theatrical Ventures, Inc. ("Disney") and any other employers bound by the Production Contract are obligated to make a 3% contribution. Employers bound by the LORT and WCLO contracts are required to make employer contributions up to their respected weekly minimum salaries ranging from .5 to 2% depending on the provisions of each contract. You are not required to defer any salary to the Plan to be eligible for these contracts that have a mandatory employer contribution payment. Other participating employers allow employees to defer salary to the Equity-League 401(k) Plan but are not obligated to make any other contribution.

If you choose, you can contribute up to 85% of your pay, subject to certain annual dollar limitations, which are explained on page 2. If your employer does not contribute 3% to the Plan, the Internal Revenue Service may limit the maximum percentage that may be contributed by certain "highly compensated" employees to less than 85%.

The Board of Trustees of the Plan have exclusive authority to control and manage the operation and administration of the Plan. The Board has designated MassMutual as the Plan's custodian. MassMutual can be reached at 1-800-743-5274 or through its website: www.massmutual.com/retire. Information about the investment options provided through MassMutual is in the "Investments" section.

The Equity-League 401(k) Plan is considered a "defined contribution" type of pension plan, as defined by the Employer Retirement Income Security Act of 1974, as amended (ERISA). This booklet (which describes the main features of the Plan) is the "Summary Plan Description" required by ERISA.

Deferring salary to the plan involves investment of your savings and therefore contains an element of investment risk. You and your family should study this booklet and the investment information provided to you carefully before you make your decision as to how much, if any, salary you wish to defer. Neither the Board of Trustees nor the Custodian is empowered to advise you as to how much salary to defer or the manner in which your deferral should be invested.

BECOMING A PARTICIPANT

Eligibility

Employees of a participating employer covered by an agreement which provides for contributions to the Plan are eligible to participate in the Equity-League 401(k) Plan. Other employers bound by collective bargaining agreements with Actors' Equity Association to allow employees to only defer salary to the Plan are also participating employers. For this purpose, Employees of the Union and of the Equity-League Pension, Health and 401(k) Trust Funds are considered eligible Employees effective April 1, 2002.

Enrollment

If you are employed by an employer bound by a Contract that is required to contribute up to a maximum of 3% to the Plan, you become a participant immediately upon employment. Otherwise, if you are eligible for salary deferrals only, you become a participant if and when you elect to defer salary to the Plan.

You can obtain a Salary Deferral Agreement form from the Fund Office or, in some cases, from participating employers.

CONTRIBUTIONS

Salary Deferral

You may elect to contribute up to 85% of your salary to the Plan. Any salary you defer to the Plan will be held in your "Salary Deferral Account." You are not legally permitted to make Salary Deferral Contributions for any tax year in excess of an amount established by law –\$16,500 for 2011. If you reach this contribution limit before year-end, your Salary Deferral Contribution to the Plan will stop. This annual limit applies to all your combined salary deferral contributions to this Plan and any other salary deferral plan, including any plans maintained by an employer that does not have an agreement with Actors' Equity Association. If your combined deferrals exceed this limit, you must notify the Fund Office, by no later than March 1 of the next year, of any excess amount to be removed from the Plan.

Note that if you are age 50 or older by December 31 of this calendar year, you may defer an additional \$5,500 (total of \$22,000) for 2011.

The percentage and/or amount of your compensation that you are permitted to defer may also be adjusted to ensure that certain requirements of the Internal Revenue Code are satisfied. The Fund will notify you if an adjustment to your deferral election is necessary.

After-Tax Contributions

You may not elect to contribute voluntary After-Tax Contributions under the Plan.

Changing Your Elections

You can change the rate of your salary deferrals or suspend salary deferrals as soon as administratively feasible, by completing and submitting a new Salary Deferral form to your employer.

Employer Contributions

Currently, the League, Disney Theatrical Venture, Live Nation and any other employer who is bound by the Production Contract are obligated to contribute 3% of each employee's salary (up to \$7,500 per week) to the Plan. Employers bound by the LORT and WCLO contracts are required to make employer contributions up to their respected weekly minimum salaries ranging from .5 to 2% depending on the provisions of each contract. Such contributions are held in an "Employer Contribution Account." At this time no other employers are obligated to contribute to the Employer Contribution Accounts.

Canadian Actors employed under the Production Contract who file a designation form and are not eligible for contributions to the Pension Fund will receive an additional 6% contribution to the Plan.

Rollover Contributions

Once you become a Plan participant, you are eligible to "roll over" monies from a qualified retirement plan, 403(b) Plan, 457(b) Plan, or an Individual Retirement Account ("IRA") into the Equity-League 401(k) Plan.

Your Rollover will be placed in a separate account called a "Rollover Account." Amounts will be invested according to your direction. Please contact the Fund Office if you wish to rollover money from such accounts to the Plan.

Compensation

For purposes of the Plan, your compensation includes all your reportable W-2 compensation during a Plan Year, before any Salary Deferral Contributions you elect under the Plan. Compensation in excess of either \$7,500 per week or an annual amount indexed for inflation (\$245,000 for 2011) is ignored for all purposes under the Plan.

VESTING AND FORFEITURES

Vesting

You are always vested 100% in all monies in the Plan -- Salary Deferral Contributions, mandatory 3% Employer Contributions, and Rollover Contributions. This means that you cannot forfeit these amounts for any reason.

ACCESS TO YOUR FUNDS

Withdrawals From Your Rollover Contribution Account

You may withdraw all or part of your Rollover Contribution Account by filing a written request at least 15 days before the proposed withdrawal date. Please request a rollover withdrawal form from the Fund Office.

Withdrawals From Your Salary Reduction and Employer Contribution Account

If you are still employed by a participating employer, you may withdraw all or a portion of money attributable to Salary Deferrals or Employer Contributions once you have attained age 59 ½, by filing a written request at least 15 days before the proposed withdrawal date. Please request a withdrawal form from the Fund Office.

Withdrawals once you have attained age 59 ½ are subject to income tax but are not subject to a federal excise tax on early distribution.

“Hardship” withdrawals defined by the IRS are available under the Plan. Please contact the Retirement Services Department within the Fund Office for additional information.

Termination of Employment

Even if you are not yet age 59 ½, you are entitled to withdraw all or a portion of your Salary Reduction Account and/or Employer Contribution Account if you have not engaged in Covered Employment for twelve or more consecutive months under any collective bargaining agreement allowing for participation under the Plan, regardless of whether or not contributions were elected, for any reason other than death or disability. Please request forms from the Fund Office. Request for withdrawals should be filed at least 15 days prior to the proposed withdrawal date. The application will be submitted to MassMutual once it is established that you have not worked for twelve or more consecutive months.

Withdrawals upon termination of employment are subject to income tax and, if made prior to age 59 ½, may be subject to a federal excise tax on early distribution.

Disability Benefits

If you terminate employment with an Employer before attaining age 59 ½ because you have become totally and permanently disabled, you are entitled to withdraw all or a portion of your Salary Reduction Account and/or Employer Contribution Account from the Plan. You are considered totally and permanently disabled under the Plan if you have received an award from the Social Security Administration that you are totally and permanently disabled. Please request forms from the Fund Office and file requests for withdrawal based on a disability at least 15 days before the proposed withdrawal date.

Disability withdrawals are subject to income tax but are not subject to a federal excise tax on early distribution.

Required Distribution at Age 70 ½

If you terminate employment, you have option of leaving your account in the Plan until age 70 ½. The value of your account will, of course, fluctuate with the changes in the market value of each investment.

If you are actively employed beyond age 70 ½, you may continue to participate in the Equity-League 401(k) Plan. If you choose to continue your participation in the Plan after age 70 ½, your distributions must begin no later than April 1st of the calendar year after the year in which you retire. If you are a 5% or more owner of a participating employer, your distributions must begin no later than April 1st of the calendar year after the calendar participating year in which you reach age 70 ½, whether or not you retire.

The Plan does not currently permit loans.

INVESTMENTS

Your Investment Choices

The Plan has arranged through MassMutual to offer you the opportunity to select from several different investment choices for your contributions. The Fund Office or MassMutual can provide you with current copies of the prospectus describing each investment option upon enrollment and upon request. You can contact MassMutual at 1-800-743-5274 or through its website: www.massmutual.com/retire.

The Board of Trustees can change, eliminate or expand investment choices at its discretion. Because of the different objectives of each investment option, you should give careful consideration before you choose how to invest your contributions. Your account balance will be affected by changes in the market value of each option in which you are invested.

The Equity-League 401(k) Plan is intended to constitute a plan described in Section 404(c) of ERISA — that is, a plan in which the participants themselves exercise control over the investment of the assets in their accounts. As a result, the Trustees of the Plan will not be liable for any losses which are the direct and necessary result of investment instructions given by the participant or beneficiary. The Board of Trustees urges you to read the literature describing each investment option prior to making any investment decision. Remember, you will share in any losses as well in any gains experienced by the option(s) you select.

You can direct the investment of your contributions in increments of one percent of your portfolio to any or all of the investment funds available under the Plan. MassMutual currently offers you 20 investment options:

- Guaranteed Interest Fund
- Manning and Napier Target Income Series
- Manning and Napier Target 2010 Series
- Manning and Napier Target 2020 Series

- Manning and Napier Target 2030 Series
- Manning and Napier Target 2040 Series
- Manning and Napier Target 2050 Series
- EuroPacific Growth (American)
- New Horizons (T Rowe Price)
- Premier Global (OFI)
- Main Street Small Cap Value (OFI)
- Select Aggressive Growth (Sands/Delaware)
- Select Indexed Equity (Northern Trust)
- Select Large Cap Value (Davis)
- Select Mid Cap Growth II (T Row Price)
- Total Return (MFS)
- Total Return (PIMCO)
- Leveraged Company Stock (Fidelity Advisor)
- Government Money Market (Babson Capital)
- Equity Dividend (BlackRock)

If you fail to direct the investment of your Account, the assets will be invested in the Manning and Napier Retirement Target-date option that is appropriate for you, based upon your current age and the assumption that you will retire at age 65. This is the default investment vehicle under the Plan. Please refer to the chart below to determine which T. Rowe Price Retirement Target-date option is applicable for you.

<u>Year Participant was Born Range</u>	<u>Appropriate Default Investment</u>
on or before 1939	<i>Manning and Napier Target Income Series</i>
between 1940-1949	<i>Manning and Napier Target 2010 Series</i>
between 1950-1959	<i>Manning and Napier Target 2020 Series</i>
between 1960-1969	<i>Manning and Napier Target 2030 Series</i>
between 1970-1980	<i>Manning and Napier Target 2040 Series</i>
on or after 1980	<i>Manning and Napier Target 2050 Series</i>

Changing Investment Election

Subject to any rules established under the Plan, you may change your investment election with respect to future contributions or transfer existing amounts from one Fund to another. Upon receipt of your first contribution, MassMutual will send you a PIN number. You may use your PIN number to change your investment options by calling 1-800-743-5274, or by logging on to www.massmutual.com/retire.

PAYMENT OF BENEFITS

Form of Benefit Payments

You may elect to receive your benefits under the Plan, in a lump sum payment or payments.

The benefit payment may be taken in cash or, in some circumstances, in the form of a rollover distribution from the Plan to another qualified retirement plan or to an individual retirement account.

Direct Rollovers

If you elect to receive a single lump sum distribution or certain installment payments, the distribution or payments will generally be subject to mandatory 20% income tax withholding. You may, however, request that all or a part of a taxable distribution of your account(s) be rolled over to another employer's tax-qualified plan, an individual retirement account or certain other types of plans that are willing to accept the roll over, provided that the distribution is of a type permitted to be rolled over (most lump sum payments are eligible, but minimum required distributions are not).

Direct rollovers are not subject to income tax withholding. If you elect to receive a taxable distribution rather than requesting a direct rollover, you may still roll all or a portion of the amount you receive over to an individual retirement account or another employer's plan that is willing to accept it within 60 days of receiving it. Contact the Assistant Fund Manager for more information and the necessary forms if you would like to receive a distribution in the form of a direct rollover.

DEATH BENEFIT

If you die before you receive your entire account balance from the Plan, your beneficiary will be entitled to receive benefits in accordance with the following rules:

If You Have A Surviving Spouse

If you have a surviving spouse who did not consent to your designation of another beneficiary, your surviving spouse will be your beneficiary and may elect to receive your Account Balance in a lump sum or lump sums. In most circumstances, your spouse may elect to receive benefits in the form of a rollover distribution.

Any distributions to your surviving spouse will be made or begin as soon as practicable after your death, provided that your surviving spouse may defer commencement of the distribution to a date no later than the date you would have reached age 70-1/2. In the event your spouse dies before a lump sum is paid or installments begin, the distribution will be made in the manner described below to a beneficiary designated by the surviving spouse after your death.

If You Have a Beneficiary Other Than Your Spouse

If you have no surviving spouse and you have designated a beneficiary who survives you or your surviving spouse consented to your designation of another individual who survives you, distributions must generally be completed by December 31 of the calendar year containing the fifth anniversary of your death; however, if distributions begin to your beneficiary before December 31 of the calendar year following the year of your death, such benefits can be paid over the life of the designated beneficiary or over a period not extending beyond the beneficiary's life expectancy. The beneficiary may always elect to receive a lump sum cash payment or payments.

If you have no surviving spouse and have designated no other surviving individual as your beneficiary, your Account Balance must be completely distributed by December 31 of the calendar year containing the fifth anniversary of your death. Distributions will be made in a lump sum or lump sums cash payment. In such an event, distributions will be made to the following person or persons in the following order of priority:

- (a) Your natural and adopted children and children of deceased children, per stirpes
- (b) Your parents in equal shares
- (c) Your brothers and sisters, and nephews and nieces who are children of deceased brothers and sisters, per stirpes,
- (d) Your estate.

LIMITS ON CONTRIBUTIONS AND FORFEITURES ALLOCATED TO YOUR ACCOUNT

Maximum Benefits & Contribution Limitations

The Internal Revenue Service (IRS) imposes certain limitations on the combined benefits and contributions under qualified retirement and savings plans under this Plan and any plan of your employer in which you participate. These limitations are subject to periodic change by the IRS.

There is a maximum amount of pre-tax contributions you can make in any calendar year from all employers. For the year 2011, this maximum is \$16,500, unless you are 50 or older, in which case the maximum is \$22,000. Please refer to page 2 of this booklet or contact the Fund Office for information about future maximum contribution limits.

Additional IRS rules provide that total contributions to all defined contribution plans cannot exceed 100% of compensation or \$49,000 a year (for 2011), whichever is less. (Rollovers are not subject to this limit.)

The IRS requires that plans such as the Equity-League 401(k) Plan meet a rather complex test ensuring a fair mix of contributions from participants at all levels. To maintain the proper balance, it may be necessary to limit before tax contributions for the higher-paid

participants by adjusting their contributions to a level that will meet IRS standards. If such adjustment is necessary, you will be notified. Any excess contribution will be returned to you at the end of the plan year. Actors employed by League Theaters, Live Nation (formerly known as “Clear Channel”) and Disney Theatrical Ventures, Inc. (“Disney”) or any other employer bound by the Production Contract to contribute 3% to the Plan are not subject to this testing because of the mandatory employer contribution.

TAX GUIDELINES

Tax Considerations

Here are some general guidelines based on current federal income tax laws.

Pre-tax contributions reduce your income in the current year for federal income tax purposes. They are taxed when they are distributed to you. You pay no tax on the investment earnings generated by your Equity-League 401(k) Plan savings while this money stays in the Plan. Earnings are taxed only when they are distributed to you.

Your salary deferrals do not affect any other pay-related employer-sponsored benefits, such as Social Security, or any pension contributions to the Equity-League Pension Plan.

You may delay your tax payment by “rolling over” the payout into an Individual Retirement Account, or another qualified plan. If you do not roll over any “rollover eligible” payout, the IRS requires that 20% of the distribution be withheld for federal income tax. This withholding tax applies to you and your surviving spouse.

A distribution made to you prior to age 59 ½ may be subject to an early distribution federal excise tax of 10% **in addition to** ordinary income tax.

Remember, however, these are only guidelines. Federal tax laws are complex and subject to change. You should consult a tax specialist for specific advice about your personal situation.

ADDITIONAL INFORMATION

Plan Administrator

The Board of Trustees of the Equity-League 401(k) Plan is the Plan Administrator. As such, it has the power, in its sole and absolute discretion, to interpret the Plan, resolve inconsistencies and ambiguities in the Plan and determine, among other things, questions of eligibility and participation. Service of process may be made upon the Board of Trustees of the Equity-League 401(k) Plan.

The Plan is sponsored by Actors’ Equity Association and the participating employers. A complete list of contributing employers can be obtained at the Fund Office, located at 165 W. 46th Street, New York, New York 10036.

You can also get information about whether a particular employer is participating in the Plan. This information can be obtained either by writing the Fund Office at the address above or calling the Retirement Services Department at (212) 869-9380 or toll free (800) 344-5220.

The Trustees

The Trustees are the named fiduciaries of the Plan. There are currently ten Trustees, six appointed by the Union and four by participating employers. The address of the Trustees is:

Board of Trustees
Equity-League 401(k) Plan
165 W. 46th Street
New York, NY 10036
Phone: (212) 869-9380 or toll free (800) 344-5220

The current Trustees are:

Union Trustees

Doug Carfrae
Ira Mont
Malcolm Ewen
Francis Jue

Employer Trustees

Paul Libin
Christopher Brockmeyer
George Forbes
Colin Gibson

Trust Fund

All contributions go into a trust fund established for the Plan under the terms of a Trust Agreement. The assets that fund the Plan are held in a trust, which is a legal entity that is separate and distinct from the Union or any of the contributing employers. None of the assets of the Plan can be looked to for the purpose of paying or satisfying any liabilities of the Union or of any contributing employer. Except as may otherwise be provided by law, no part of the Plan assets can ever revert to the Union or any contributing employer.

Additionally, except as may be required or permitted by law, a participant's benefits may not be transferred or assigned or be subject to the claims of any creditors. Benefit payments may be withheld in order to enforce this provision of the Plan or, if a participant is unable to care for his or her affairs, to assure that such payments will be used for the participant and his or her family's benefit.

However, in certain circumstances, a participant's benefits might be required to be paid to his or her spouse, former spouse or child under the terms of a court order called a "Qualified Domestic Relations Order" ("QDRO"). The Fund Office will notify the participant if it receives a QDRO that applies to his or her benefits. The Plan is required to follow the directives set forth in a QDRO. The Plan's procedures for determining

whether a court order is a QDRO are on file at the Fund Office. To obtain a copy of these procedures, please contact the Fund Office.

Plan Expenses

These are the administrative costs and expenses that are associated with the Plan as well as MassMutual's recordkeeping fees.

Plan Identification Numbers

The Plan is identified by the following numbers under Internal Revenue Service rules:

Employer Identification Number	13-4155733
Plan Number	001

Plan Documents

This booklet summarizes only the highlights of the Plan as of January 1, 2011. It does not purport to cover all the details or future changes that may be made or required by law. Complete Plan provisions are provided in the official Plan document and Trust Agreement, which legally govern the operation of the Plan.

These documents, as well as the annual report of Plan operations are available for review by Plan participants, spouses and beneficiaries in the Fund Office during normal working hours. Upon written request copies of these documents will be furnished within 30 days.

Plan Year

The Equity-League 401(k) Plan and its records are maintained on a calendar year basis beginning January 1 and ending December 31 each year.

Government Compliance

The Plan is designed to comply with current laws and regulations. Should it be determined that the Plan is not in compliance with these laws or regulations or should these laws or regulations change in the future, the Trustees may be required to revise the Plan accordingly.

Future of the Plan

The Trustees expect to continue your Plan but reserve the right to change or end it at any time for any reason. If the Plan is amended or terminated, your right to participate in the Plan, as well as the type and amount of benefits provided under the Plan, may change or end completely; provided, however, that you will still be entirely vested in your existing account balance with the Plan.

Denial of Benefits

If you believe that any benefit you are entitled to under the Plan has been denied, either partially or in full, you may file a written claim for benefits, which should be sent to the Plan Administrator.

Within 90 days after receipt of such written notice of claim, the Plan Administrator shall either grant or deny such claim; provided however, that if the Plan Administrator requires additional time to process a claim, it may extend such period upon notification to you prior to the expiration of the initial ninety (90) day period. The notice of extension will indicate the special circumstances requiring the extension of time and the date by which the Plan Administrator expects to make a determination with respect to the claim. If the extension is required due to your failure to submit information necessary to decide the claim, the period for making the determination will be tolled from the date on which the extension notice is sent to you until the date on which you respond to the Plan Administrator's request for information.

If the Fund denies your claim, in whole or in part, you will be given a written notice of denial. The notice will give the specific reasons of the denial, refer to any pertinent Plan provisions on which the denial is based, describe any additional material or information necessary for you to perfect the claim and explain why such material or information is necessary and inform you as to the steps to be taken if you wish to submit your claim for review, including your right to sue if your appeal is denied.

If you wish to appeal a denial of benefits, you may do so by filing a written appeal to the Board of Trustees:

Board of Trustees
Equity-League 401(k) Trust Fund
165 W. 46th Street
New York, NY 10036

No appeal will be considered unless such an appeal is in writing. In addition, no appeal will be considered if it is made more than 60 days after receipt by you of a written notice of denial of a claim.

The Trustees will consider your appeal at the next meeting of the Trustees, unless your notice of appeal is received less than 30 days prior to the next meeting, in which case the Trustees may consider your appeal at the following meeting. If there are special circumstances necessitating an extension, the Board of Trustees may render its decision at the third regularly scheduled meeting following receipt of the request. Written notice will be given to you prior the commencement of any extension. The notice will describe the special circumstances requiring the extension, and will inform you of the date as of which the determination will be made. If the extension is required due to your failure to submit information necessary to decide the claim, the period for making the determination will be tolled from the date on which the extension notice is sent to you until the date on which you respond to the Board of Trustees' request for information.

You may submit for consideration by the Trustees such additional information as you deem necessary or appropriate.

You will be informed of the decision on the appeal within 5 days after the meeting. The decision on the appeal shall be made in writing and shall include specific reasons for the decision, including specific references to pertinent Plan provisions on which the decision is based and inform you of your right to sue if your appeal is denied. The decision of the Trustees shall be final.

Your Rights Under ERISA

Participants in the Equity-League 401(k) Plan are entitled to certain rights and protections under the Employee Retirement Income Security Act of 1974 (ERISA). These rights apply to all retirement plans, including yours. According to law, you are entitled to:

- ❑ **Examine** without charge at the Fund Office, all Plan documents, including insurance contracts and copies of all documents filed by the Plan with the U.S. Department of Labor. These include detailed annual reports and Plan descriptions.
- ❑ **Get copies** of all Plan documents and other Plan information if you ask for these in writing. The Trustees may make a reasonable charge for the copies.
- ❑ **Receive a summary** of the Plan's annual financial report. The Board of Trustees is required by law to give you a copy of this report every year.
- ❑ **Obtain a statement** telling you whether you have the right to receive a benefit at your normal retirement date, and, if so, what your benefit would be if you stopped working right now. If you do not have a right to a pension benefit right now, the statement will tell you how many more years you will have to work until you do. You have to ask for this statement in writing. The Plan must provide this statement free of charge. You have the right to have such a statement once a year.

In addition to outlining your rights as a Plan participant, ERISA imposes duties upon the people who are responsible for the administration of the Plan. The people who administer the Plan are called fiduciaries. They have a duty to do their job prudently and in your interest and in the interest of all the other Plan members and beneficiaries. No one, including an employer, your union, or any other person, may fire you or otherwise discriminate against you in any way to prevent you from obtaining a pension benefit or exercising your rights under ERISA.

If your claim for a pension benefit is denied, in whole or in part, you have right to know why this was done, to obtain copies of documents relating to the decision without charge, and to appeal any denial, all within certain time schedules.

Under ERISA, there are steps you can take to enforce these rights. For instance, if you request materials from the Trustees and do not receive them within 30 days, you may file suit in federal court. In such a case, the court may require the Trustees to provide the

materials and pay you up to \$110 a day until you receive them, unless they were not sent because of reasons beyond the control of the Trustees.

If you have a claim for a benefit which is denied in whole or in part, you may file suit in a state or federal court. If you disagree with the Plan's decision or failure to make a decision concerning the status of a qualified domestic relations order, you may file a suit in federal court. If it should happen that the Plan fiduciaries misuse the Plan's money, or if you are discriminated against for asserting your rights, you may seek assistance from the U.S. Department of Labor, or you may file suit in a federal court. The court will decide who should pay court costs and legal fees. If you are successful, the court may order the person you have sued to pay these costs and fees. If you lose or if the court finds that your claim is frivolous, the court may order you to pay these costs and fees.

PBGC Insurance

Benefits under the Equity-League 401(k) Plan are not insured by the Pension Benefit Guaranty Corporation (PBGC) because the law does not provide for plan termination insurance for these types of plans.