

Spotlight

ON BENEFITS

SUMMER 2022

Board of Trustees Announces New Infertility Benefit Beginning July 1, 2022

The Directors Guild of America Producer Health Plan (“Health Plan”) has partnered with Carrot Fertility (“Carrot”) to offer infertility benefits for covered participants and dependent spouses.

Recognizing the challenges faced by many of our participants pursuing parenthood, the Health Plan’s Board of Trustees is pleased to announce the addition of infertility benefits. Beginning July 1, 2022, the Health Plan will offer coverage to qualified participants and their dependent spouses for medically necessary infertility treatment based upon a medical diagnosis of infertility. An eligible participant and their dependent spouse, if any, may each receive up to a total lifetime maximum benefit of \$30,000 for infertility treatment. The \$30,000 lifetime maximum benefit is an aggregate total of all covered services received from all in-network Carrot providers.

Who qualifies?

To qualify for the new infertility benefit, you must:

- ☐ Be a participant or dependent spouse currently covered under Earned Active, Earned Inactive, Regular Carry-over or related COBRA Continuation coverage with the Health Plan. This excludes participants and spouses on Extended Self-Pay coverage, Retiree coverage or any other self-pay coverage; and
- ☐ Have a diagnosis of infertility for either yourself or your spouse.

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Volume 30 | Number 2 | Summer 2022

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ABOUT THE PLANS

The Pension and Health Plans were created as a result of the Directors Guild of America's collective bargaining agreements with producer associations representing the motion picture, television and commercial production industries. The DGA-Producer Pension and Health Plans are separate from the Directors Guild of America and are administered by a Board of Trustees made up of DGA representatives and Producers' representatives.



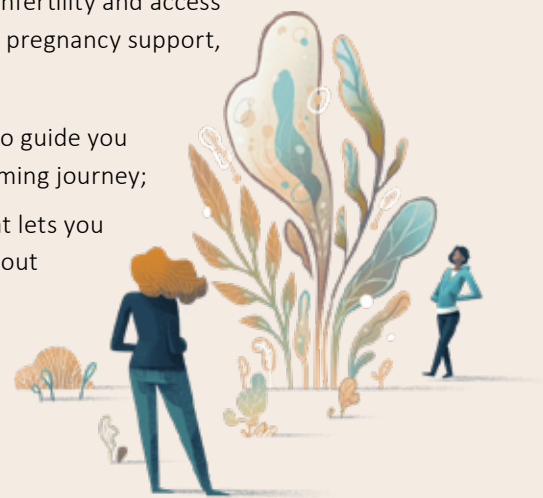
All About the New Infertility Benefits



What's Covered Under the Infertility Benefit?

The new infertility benefit through Carrot provides coverage for medically necessary treatments for a medical diagnosis of infertility and access to infertility, family forming education, and pregnancy support, including:

- ✓ Access to a personalized Carrot Plan to guide you through every step of your family-forming journey;
- ✓ A Carrot Card®, a pre-funded card that lets you pay for eligible care and services without waiting for reimbursement;
- ✓ A dedicated Care Team to help guide your journey;
- ✓ Carrot's network of 3,600+ clinics around the world so you can find the right provider for you;
- ✓ Significant savings on infertility medications through Carrot Rx®;
- ✓ At-home support through Carrot's telehealth platform, including unlimited, free virtual visits with Carrot's team of family-forming experts;
- ✓ Medically necessary testing, diagnostics and treatments, including In vitro fertilization (IVF), Intrauterine insemination (IUI), genetic testing related to infertility, and short-term infertility preservation (for example, short-term egg freezing or semen freezing if scheduled to undergo procedures that may result in loss of fertility, such as radiation or chemotherapy);
- ✓ Mental health and emotional support from experts who specialize in family-forming journeys;
- ✓ A library of expert-produced educational resources, including articles, how-to videos, and dynamic guides;
- ✓ Free consultations at adoption agencies (although adoption services are not a covered benefit. See "What's NOT covered under the infertility benefits?" for details); and





- ✓ Pregnancy support that includes virtual chats with doctors and specialists, on-demand videos to support mindfulness, access to lactation consults, and much more.

Carrot is available in 120+ countries, and services available may vary by geography, and local rules and regulations.

What's **NOT** Covered Under the Infertility Benefit?

The following are examples of infertility treatments and services not covered under the new infertility benefit. Any of the following services must be paid for out of pocket:

- ✗ Infertility treatment provided by a non-Carrot provider;
- ✗ Long-term (1 year or longer) fertility preservation, including elective egg or sperm freezing;
- ✗ Pregnancy-related expenses (which, however, could be covered under the Health Plan's medical benefit. See "Maternity Care" under Article IV, Section 9(m) of the Health Plan Summary Plan Description for details. You may also contact Carrot for more information about covered and non-covered pregnancy support services);
- ✗ Expenses related to surrogacy or adoption;
- ✗ Herbal treatments;
- ✗ Nutrition counseling;
- ✗ General genetic tests; and
- ✗ Physical therapy.

Getting Started with Carrot



It takes just a few simple steps to create your account and get your free Carrot Plan that unlocks your access to additional, exclusive resources.

- 1. Go to www.app.get-carrot.com/signup to create your Carrot account.** Each qualified individual will need to establish their own unique Carrot account to access their infertility benefits. Your online Carrot account will be where you contact your Care Team, track benefit expenditures, update your treatment plan, access Carrot's library of infertility-related information, upload documentation, and more. Carrot accounts can be established only on an individual basis and cannot be linked.
- 2. Explore your online benefit guide and expert-produced resources.** You can check out what's covered in your benefit, connect with a Carrot expert to discuss how to make the most out of your benefit, and access expert-produced articles in the Read & learn library.
- 3. When you are ready, get your free, personalized Carrot plan to unlock your full benefit.** You will be asked a few confidential questions, so Carrot can best support you on your infertility journey. You will receive your free, personalized Carrot Plan shortly thereafter, which will grant access to unlimited virtual chats with the Carrot Care Team of infertility experts.

Beginning August 1, 2022, your Carrot Plan will also grant access to your Carrot Card—your pre-funded debit card (a physical card for U.S. participants and a virtual card for those outside the U.S.) to use on infertility-related care and services. You will need to login to your Carrot account to request your Carrot Card. All approved Carrot Card expenses count towards your \$30,000 lifetime benefit maximum. Your Carrot Card may only be used toward your own individual infertility expenses, meaning that one spouse cannot spend their funds on treatments or supplies for the other spouse. This applies to all expenditures toward your \$30,000 lifetime benefit maximum.





Using the Infertility Benefit

Please note the following important considerations applicable to the infertility benefit:

- **All infertility treatments must be related to a medical diagnosis of infertility to be covered under the Health Plan.**
- **Infertility treatment must be received from in-network Carrot providers to be eligible for coverage.** Infertility treatment received from any provider that is not an in-network Carrot provider is not covered by the Health Plan. Create your Carrot account at www.app.get-carrot.com/signup to find a provider for you from Carrot's vetted network of 3,600+ clinics around the world.
- **The \$30,000 lifetime maximum benefit is an aggregate of all eligible expenses and covered services received from in-network Carrot providers and can be used only on an individual basis.** For married participants, you and your dependent spouse will each have your own \$30,000 lifetime benefit limit to use only toward your individual infertility-related care and services. You can track your benefit expenditures via your individual Carrot account.
- **All claims for reimbursement of infertility treatments must be submitted to Carrot within 90 days of the end of the plan year in which expenses are incurred OR within 30 days after coverage has ended, whichever comes first.**

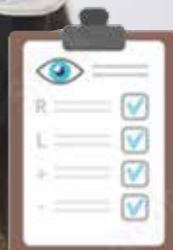
- **Infertility benefits are not subject to deductibles, co-payments, or co-insurance.**
- **All infertility treatment-related prescription drugs must be purchased through Carrot Rx® to be covered under your benefit.** Carrot Rx® offers significant savings on infertility medications, 24/7 clinician support, and free same-day and next-day delivery of infertility medications. You will receive a Carrot Card to download, print and use toward Carrot provider-prescribed infertility medications, supplements and vitamins.

Have additional questions about your Carrot benefit?

Visit www.get-carrot.com/employee-support to connect with the Carrot Care Team. **PH**



More Coverage of Non-Routine Eye Care Services Now Included With Vision Benefits



Examples of Additional Covered Conditions:

- ▶ Redness;
- ▶ Itchiness;
- ▶ Watery eyes;
- ▶ Swollen eyelids;
- ▶ Discomfort or pain; and
- ▶ Recent onset of flashes and floaters.

Beginning July 1, 2022, the Health Plan's vision benefit will cover more non-routine eye care services.

VSP's new Essential Medical Eye Care program (which expands on and replaces the Diabetic Eyecare Plus program) will cover additional exams and services to treat more immediate issues (such as pink eye and sudden changes in vision), as well as monitor ongoing conditions (such as dry eye, diabetic eye disease and glaucoma).

The expanded services will be covered under the same \$20 per visit co-payment as the previous Diabetic Eyecare Plus program and will supplement vision services covered under the Health Plan's medical benefit, which typically covers certain surgical procedures and vision therapies. If your VSP network doctor also participates in the Health Plan's medical network, coordination with your medical coverage may apply.

The chart below compares the Essential Medical Eye Care program to the previous Diabetic Eyecare Plus Program.

Covered Services	Essential Medical Eye Care	Diabetic Eyecare Plus
Covered-in-full retinal screening (digital imaging of the inside of the eye) for VSP members with diabetes who do not have diabetic eye disease.	✓	✓
Fundus photography with interpretation and report and optical coherence tomography (OCT) for members with diabetic eye disease.	✓	✓
Additional medical eye exams to monitor diabetic eye disease, glaucoma, and age-related macular degeneration (AMD).	✓	✓
Additional medical eye exams and diagnostic services for other acute and chronic eye conditions.	✓	Not covered
Treatment and services for dry eye, eye allergies, eye injury, eye infections, and foreign body removal.	✓	Not covered

For more information, visit www.vsp.com, log onto the VSP mobile app, or call VSP Member Services at (800) 428-4833. **PH**



Expired or Unused Medication?

Your Guide to Safe Disposal.

For most people, taking prescription or over-the-counter medications is an essential part of managing your health. But what do you do with leftover medication that is no longer needed or that has expired? While most people just throw unneeded medication in the trash or flush it down the sink or toilet, both could be hazardous, depending on the medication. Medication thrown in the trash may be retrieved and misused, and medication flushed down the sink or toilet can negatively impact the environment.

The best way to dispose of most types of unused or expired medicines (both prescription and over the counter) is through a drug take-back program or home disposal kit. Both are available through the Health Plan's new prescription drug benefit manager, CVS Caremark. Even without those methods, however, there are other options for disposing of your medication safely and securely, even at home.

Medication Disposal Kiosks

The best way to properly dispose of unwanted, unused or expired medication is to take it to a medication disposal collection bin. These are clearly marked, secure bins or kiosks used to collect certain types of medications for safe disposal. Though you will find them most often in pharmacies, including many CVS locations, medication disposal bins may also be found at a sheriff's or police department. To use one, simply bring your unneeded medication to a collection location and drop it into the box - just like putting a letter in a mailbox.



MEDICATION DISPOSAL KIOSKS

are the best way to dispose of most types of unused or expired medications. Kiosks are available at many retail pharmacies. To find one near you, visit: <https://safe.pharmacy/drug-disposal>.

Make sure to note the bin's guidelines on accepted and non-accepted medications.

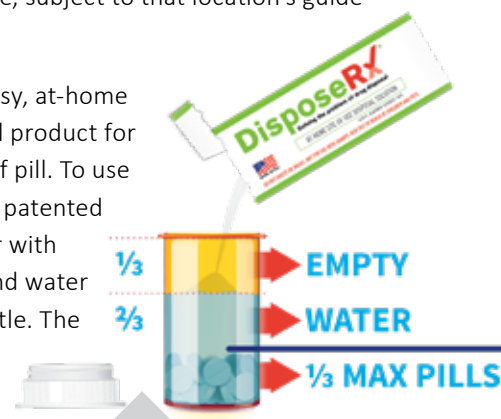
To find a drug disposal kiosk location near you, visit <https://safe.pharmacy/drug-disposal/>. Once you have entered your zip code, the locator tool will display the nearest disposal locations along with the types of medications accepted at each.

Home Disposal Kits

If no medication disposal bins are available near you, another way to properly dispose of unused medications is with a home disposal kit. Home disposal kits usually work by mixing your medication with a neutralizing agent and water, then you can dispose of the container into the trash.

There are several different home disposal kits available, some you can purchase and others you can request free of charge at your pharmacy. CVS, for example, offers one DisposeRx® home disposal kit free upon request in locations without a disposal bin and with every new opioid prescription. Additional kits may be available, subject to that location's guidelines and supply.

DisposeRx® is an easy, at-home medication disposal product for use with any type of pill. To use the kit, you mix the patented DisposeRx® powder with your unused pills and water in the medicine bottle. The mixture turns into a biodegradable gel which can then be disposed of easily and safely at home.



DISPOSERx® is an easy at-home medication disposal product for use with any type of pill. Learn more at www.disposerx.com.

Do It Yourself Disposal Options

If you do not have access to a medication disposal location or home disposal kit like DisposeRx, there are ways to dispose of your unneeded medication at home...with caution. As a last resort, some medications may be safely flushed or thrown away. See more below:

- ▶ **Check the FDA “Flush List” via our website at: www.dgaplans.org/flushable-medications. You should not flush your medicine unless it is on the flush list.**
- ▶ **Check your medication packaging for the manufacturer’s recommended method of disposal.**
- ▶ **Mix, seal and throw the medication in your household trash. You can access the instructions via our website at www.dgaplans.org/non-flushable-medications.**

What about sharps (needle) disposal?

When it comes to sharps—a medical term for tools with sharp points or edges that can puncture or cut skin—proper disposal is somewhat different, as many medication disposal drop-off locations, including CVS locations, do not accept sharps. It is important, however, to dispose of sharps properly as they can injure people and pets, as well as spread serious infections.

To dispose of your sharps, it is recommended that you mail them back to the manufacturer. Return information is usually included in the product packaging. Before returning a sharps container, be sure your medication manufacturer participates in a mail-back program by visiting <https://safeneedledisposal.org/solutions/pharmaceutical-programs/>. Sharps return containers are also available for purchase at many retail pharmacies, including CVS, that provide these containers upon request and free of charge

EXAMPLES OF SHARPS

Needles, syringes, lancets (ex., finger sticks), auto-injectors (ex., EpiPens), infusion sets and connection needles/sets (ex., at-home hemodialysis).



when filling prescriptions for injectable medications.

To learn about the CVS’s sharps return guidelines and to find detailed instructions on how to return sharps, visit: www.dgaplans.org/cvs-sharps-disposal.

Conclusion

If you have questions about CVS’s options for safe medication disposal, contact CVS Customer Relations at (888) 607-4287.**PH**

Manage your DGA pension and health benefits online

The myPHP online benefits portal puts everything you need for managing your pension and health benefits at your fingertips. Visit www.dgaplans.org/myPHP to create your account today.



A myPHP online benefits portal account lets you:

- Check your estimated pension benefits
- Check your Health Plan eligibility status
- Verify your pension and health contributions
- Get Plans' mail delivered electronically
- Upload documents directly to the Plans Office

To register for myPHP, have your Plan ID number ready, and go to www.dgaplans.org/myPHP. Click Register to begin the registration process. For registration support, call (323) 866-2200, Ext. 409, or email myphp-support@dgaplans.org.

Register at: www.dgaplans.org/



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The Plans' Office Has Reopened to Visitors

The Plans are committed to keeping everyone in the office as safe as possible. All visitors are required to complete a COVID-19 screening and show proof of COVID-19 vaccination. Visitors must be up to date with their CDC-recommended vaccinations, including a booster vaccine, if eligible, to gain entry to the Plans' Office. To schedule an in-person meeting with a Plans' representative, call (323) 866-2200, Ext. 0. **PH**