

A warm, close-up photograph of a woman with dark hair smiling and hugging a young child. The woman's eyes are closed in a joyful expression, and the child is looking towards the camera with a slight smile. The background is softly blurred, suggesting an indoor setting with natural light.

# Spotlight

ON BENEFITS

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DGA-PRODUCER  
PENSION & HEALTH

## INSIDE THE SPOTLIGHT

# Spotlight

ON BENEFITS

Volume 33 | Number 2 | Summer 2025

## DGA-PRODUCER PENSION & HEALTH

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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.



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### HAVE YOU MOVED? LET US KNOW.

- ▶ Call our Demographics Department at (323) 866-2200, Ext. 407.
- ▶ Complete a Change of Address form available at [www.dgaplans.org/forms/demographics](http://www.dgaplans.org/forms/demographics).
- ▶ Log into your myPHP portal account and go to My Profile. If you have not yet registered for your free account, visit [www.dgaplans.org/about-myphp](http://www.dgaplans.org/about-myphp) for more information.

# Paid Parental Leave Benefit Becomes Effective July 1, 2025

Reading Time: 11 minutes

Beginning July 1, 2025, the Paid Parental Leave (PPL) benefit will become available to all covered Directors Guild of America–Producer Health Plan participants with qualifying health coverage. PPL is a separately funded benefit that was negotiated by the DGA. The purpose of this benefit is to provide partial income replacement for participants who take leave from employment to bond with their newborn, newly adopted or newly fostered child. The PPL benefit will be available for a 12-month period from the date of birth, adoption or fostership. A qualifying participant can take only one PPL benefit in any 24-month period, even if there are multiple births during this period. To qualify, you must be on Earned Coverage (*i.e.*, Earned Active, Earned Inactive), Regular Carry-Over or COBRA Continuation Coverage at the time

of the qualifying event. Extended Self-Pay Coverage, Total Disability Extension or Retiree Coverages (*i.e.*, Retiree Carry-Over, Certified Retiree) are excluded and not eligible for the PPL benefit. Additionally, the qualifying health coverage must have contributions made on your behalf on either initial compensation or residual compensation by employers that are obligated to contribute for the PPL benefit (currently employers covered by the Basic Agreement or Freelance Live & Tape Television Agreement) during the applicable earnings period. If you have qualifying health coverage, the PPL benefit amount is based on your level of Health Plan coverage at the time of birth, adoption or fostership as shown in the table above.

The PPL benefit is paid weekly for up to 8 weeks, and the weeks do not need to be taken sequentially.

Level of Health Plan Coverage	Weekly PPL Benefit Amount	Maximum Total PPL Benefit Amount
Premier Choice, DGA Gold Premier	\$2,000/week	\$16,000
Choice, DGA Gold Choice, DGA Silver, DGA Bronze	\$1,200/week	\$9,600

CONTINUED ON NEXT PAGE

However, the benefit may be taken only in full week increments (or 7 consecutive days). Although you must have qualifying health coverage under the Health Plan at the time of birth, adoption or fostering of a child, you do not have to maintain your health coverage throughout the leave period.

The PPL benefit application materials will become available on July 1, 2025 by request from the Health Plan office.



## Eligibility

Paid Parental Leave is intended to provide partial income replacement for participants who take leave from employment to bond with their newborn, newly adopted or newly fostered child. To qualify for the PPL benefit, the following requirements must be satisfied:

- ☑ You must have qualifying health coverage under the Health Plan at the time of the child's birth, date of adoption or placement of adoption or fostering. Your qualifying health coverage only needs to be in place at the time of the birth, adoption or placement for adoption or fostering and is not required to be maintained throughout the leave period.
- ☑ The qualifying health coverage may be Earned Coverage (*i.e.*, Earned Active, Earned Inactive), Regular Carry-Over or COBRA Continuation Coverage. Extended Self-Pay Coverage, Total Disability Extension or Retiree Coverages (*i.e.*, Retiree Carry-Over, Certified Retiree) are excluded and not eligible for the PPL benefit.
- ☑ At least some of the qualifying health coverage must have been earned from contributions made on your behalf by employers that are obligated to contribute for the PPL benefit during the applicable earnings period on either initial compensation or residual compensation. Notwithstanding the foregoing, individuals will be eligible for the PPL benefit if the qualifying health coverage on or

after July 1, 2025 was based on an earnings period that began prior to July 1, 2024 for which no PPL contributions were required and included any initial compensation or residual compensation covered under the Basic Agreement or Freelance Live & Tape Television Agreement (FLTТА). Coverage as a result of work performed solely for employers not obligated to contribute to the PPL benefit is deemed ineligible for the PPL benefit.

- ☑ If you and your spouse both have qualifying health coverage, then each of you is separately eligible for an individual PPL benefit, which can be taken concurrently or separately.
- ☑ The newborn, adopted or fostered child must be new to you. For example, if you adopt the child of a spouse or partner and the child has already lived with you, the PPL benefit would not be available. In addition, you are not entitled to a second PPL benefit if you subsequently adopt a child you were fostering.
- ☑ If there are multiple births, adoptions or foster placements at the same time (*e.g.*, twins, adopting multiple children at once), there is only one PPL benefit.
- ☑ You can take only one PPL benefit in any 24-month period.
- ☑ Dependents of participants are not eligible to receive the PPL benefit.
- ☑ You must not work for any employer during, or be



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paid by any employer for, the period for which the PPL is taken.

## Applying For Paid Parental Leave

To apply for Paid Parental Leave, you must submit the following three items to the Health Plan office:

- ☑ Application Part I – Paid Parental Leave Benefit Payment Request
- ☑ Application Part II – Attestation that you will not perform work for any employer—whether in industry or elsewhere—during the period for which you are receiving the PPL benefit, or be paid by any employer for the period for which you are receiving the PPL benefit
- ☑ Supporting documentation for your child if it was not previously submitted to the Health Plan office (e.g., birth certificate, adoption/fostering documents, and the like)

The PPL benefit application materials will become available on July 1, 2025 at [www.dgaplans.org/ppl](http://www.dgaplans.org/ppl) and by request from the Health Plan office.

**NOTE:** The PPL benefit is coordinated with any income replacement benefit to which you may be entitled under local, state or federal law. You must, therefore, disclose whether you are receiving or will receive any local-, state- or federal-mandated family leave benefits in connection with your child. Under the rules that apply to the PPL benefit, such family leave benefits are offset against the PPL benefit.

You must advise the Health Plan office immediately if, after applying for PPL, you decide to return to work for an employer during (or are going to be paid by an employer for) any portion of the period for which you applied for PPL benefits.

If you lose your qualifying health coverage after your child's birth, adoption or placement for adoption or fostering, the PPL benefit remains available to you.

## Miscellaneous Considerations

- Make sure you use your full 8 weeks of PPL benefit within 12 months of your child's birth, adoption or placement for adoption or fostering.
- The monies distributed via the PPL benefit will not be counted toward earning pension benefits or vesting credit or toward eligibility for health coverage.
- All PPL benefits are subject to applicable tax deductions and withholdings. This is a taxable benefit for which you will receive a W-2.

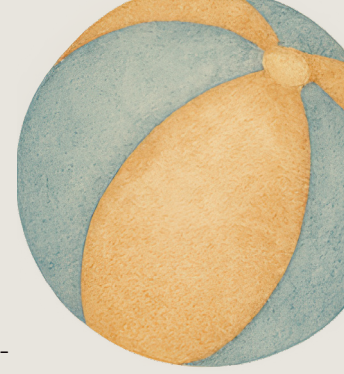
## Payment Duration and Amount

Once you apply for the PPL benefit and the attestation is signed and a determination by the Health Plan office is made that the forms were appropriate and all requirements are met, Health Plan participants on the Premier Choice and DGA Gold Premier Plans will receive \$2,000 per week and those on the Choice, DGA Gold Choice, DGA Silver and DGA Bronze Plans will receive \$1,200 per week for a period of up to 8 weeks.

The PPL benefit may be taken sequentially, or it can be broken into non-consecutive weekly increments. The minimum increment is one week (7 consecutive days). Payment will be made on a weekly basis. The child must be in your home for all the weeks for which payment is made.

For questions, refer to the Frequently Asked Questions on the next page. You may also contact the Health Plan office at (323) 866-2200, Ext. 502, toll-free (877) 866-2200, Ext. 502 or via email at: [Eligibility@dgaplans.org](mailto:Eligibility@dgaplans.org) for assistance.

**CONTINUED ON NEXT PAGE**



# Paid Parental Leave Benefit

## Frequently Asked Questions

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### How do I get started?

Once the child is born, adopted, or placed with you for adoption or fostering, contact the Health Plan and let us know you have a new dependent and a PPL benefit package can be sent to you. If you would like, you may also request a PPL benefit package be sent to you prior to the birth, adoption or fostership of your new child. A copy of the application will also be available on the Plans' website at [www.dgaplans.org/ppl](http://www.dgaplans.org/ppl). It is important to note the benefit payments will not be issued until all information, including documentation to verify the new dependent, is provided to the Health Plan.

For questions on how to fill out the application, please contact the Health Plan office at (323) 866-2200, Ext. 502, toll-free (877) 866-2200, Ext. 502 or via email at: [Eligibility@dgaplans.org](mailto:Eligibility@dgaplans.org).

### Do I have to use the PPL benefit immediately?

As long as you have the qualifying health coverage when the child is born to, adopted, or placed for adoption or fostering by you, you have 12 months in which to apply for and receive the PPL benefit. You can start right away or at a time that is more convenient to you. Please keep in mind that the benefit is 8 weeks in duration, you have 12 months to take advantage of the benefit, and it ends after the 12-month period, regardless of whether all weeks have been used. The 12 months to use the PPL benefit begins on the date the child is born to or adopted by you, or placed with you for adoption or fostering.

### If I only want to use a few weeks of the benefit, can I do that?

Yes. You can use all 8 weeks sequentially, or it can be broken into non-consecutive

weekly increments.

### The child's other parent and I are both participants with qualifying Health Plan coverage. Does each of us get an individual PPL benefit?

If you are both participants with qualifying health coverage on the date of the child's birth, adoption, or placement for adoption or fostering, each of you will have your own individual PPL benefit. You can each take your leave payments as you see fit. If you want to have 8 consecutive weeks, then each of you will receive the appropriate payment amount for 8 weeks (\$2,000 per week for participants on Premier Choice and DGA Gold Premier coverage and \$1,200 per week for participants on all other qualifying health coverages). You can use the weeks sequentially or broken into non-consecutive weekly increments. There can be gaps if you need to work or find that this is better for your family.

Please note dependents with Health Plan coverage are not eligible to receive the PPL benefit. If you are a participant with qualifying health coverage and your spouse has dependent coverage under the Health Plan, your spouse is **NOT** eligible for the PPL benefit.

### If I want to take the PPL benefit for a few weeks, then go back to work and then take more weeks when my assignment is done, can I do that?

You can use your 8 weeks of benefits in any order that best suits you. There are three caveats to keep in mind:

1. The PPL benefit begins with the birth, adoption or foster placement of a child. From that date,



you have a 12-month period in which to request some or all of your PPL benefit.

2. If you do not use your entire benefit within the 12-month period, you cannot reclaim the unused weeks at a later date.
3. Each time you seek to renew your PPL benefit payments during the 12-month period, you will have to fill out a new PPL benefit application and attestation form.

### What if I get a residual or some other non-work payment while taking the PPL benefit?

As long as you are not working and the work payment is not for the period for which you are taking leave, you may continue to receive your PPL benefit. Any residual or other similar non-work payments received during the leave period will not impact your PPL benefit.

### Is the PPL benefit taxable?

Yes, the PPL benefit is taxable. Once your application is approved, all federal and state tax information will be collected through an online platform called ADP Workforce Now. **NOTE:** The PPL benefit will only be paid to the individual participant, not to a corporation or other entity.

### If I have, adopt or foster a second child during the PPL benefit period, do I get a second PPL benefit?

There is only one PPL benefit available in any 24-month period. If you have qualifying health coverage at the time of your second child's birth, adoption, or placement for adoption or fostering during the first PPL benefit period, you are eligible to apply for the second PPL benefit 24 months **after** the first PPL benefit period began. You will have 12 months from the date of your second child's birth, adoption, or placement for adoption or fostering to utilize the second PPL benefit. However, the application for the PPL benefit for your second child will not be accepted until 24 months have elapsed since your first child's birth, adoption, or placement for adoption or fostering, and the PPL benefit for your second child must still be taken within 12 months of your second child's birth, adoption, or placement for adoption or fostering.

### Does this new rule require my employer to give me time off if I have a child?

No. **PH**



## CVS Updates Its List of Covered Medications Effective July 1, 2025

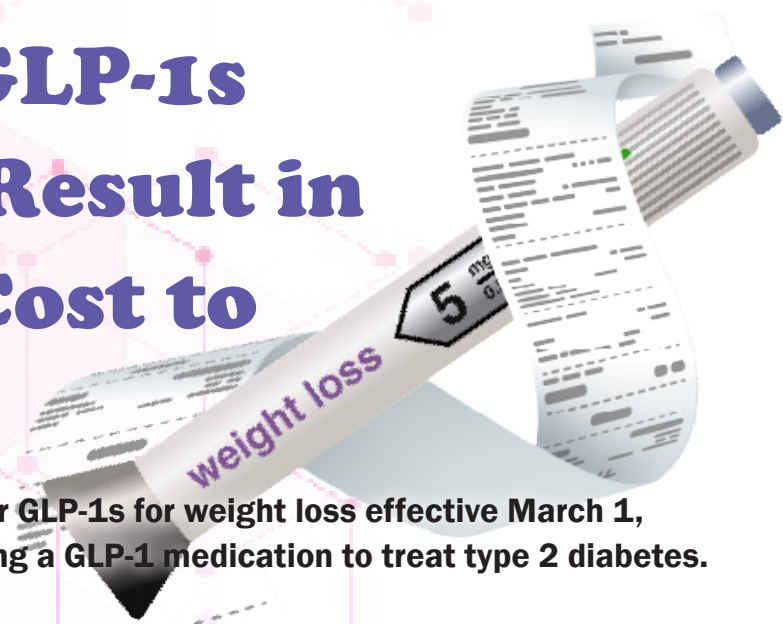
**E**ffective July 1, 2025, CVS Caremark is updating its list of covered medications, referred to as its formulary. Changes to the formulary determine which medications are covered by the Health Plan and how much you pay out-of-pocket for prescriptions.

If you are currently taking a medication that will be excluded from the updated formulary, CVS Caremark should have already mailed you a letter

with information on alternatives. It is good practice for all covered Health Plan participants to review the updated formulary for any status changes (e.g., step therapy requirements) or exclusions to your current medications.

The complete list of excluded medications along with preferred alternatives is available at [www.dgaplans.org/formulary](http://www.dgaplans.org/formulary). **PH**

# Cash Prices for GLP-1s for Weight Loss Result in Same or Lower Cost to Participants



**Board of Trustees ends Health Plan coverage for GLP-1s for weight loss effective March 1, 2025. Changes do not impact participants taking a GLP-1 medication to treat type 2 diabetes.**

Reading Time: 2 minutes

As utilization and interest in GLP-1s for weight loss continue to climb, manufacturers have begun offering discounted, cash prices for these products that are the same as or lower than the Health Plan's Lifestyle Drugs co-payment tier and do not require prior authorization or enrollment in a weight management program. These direct-to-consumer discounts, while not available to the Health Plan, are accessible for GLP-1 patients who are paying out-of-pocket. Over the past year, the Health Plan's Board of Trustees has made several changes to its coverage of GLP-1 medications in an effort to manage the continuously increasing costs of covering these popular and expensive drugs.

## Coverage of GLP-1s Terminated Effective March 1, 2025

The Health Plan's Board of Trustees determined to end coverage of GLP-1s prescribed for weight management effective March 1, 2025 and grandfathered participants currently taking a covered GLP-1 for weight loss. Health Plan participants whose coverage for GLP-1s solely for weight loss was previously grandfathered will continue to have their medications covered until July 9, 2025.

Non-GLP-1 weight loss medications will continue to be covered, subject to the Health Plan's Lifestyle Drugs

co-payment tier and other prescription drug coverage rules.

## Partnership with Flyte Terminated as of July 9, 2025

Effective July 9, 2025, the Health Plan will terminate its partnership with Flyte Medical. On that date, all current Flyte enrollments will be canceled, and any services received from Flyte will no longer be covered under the Health Plan. If you wish to continue your Flyte enrollment after July 9, 2025, you may do so at your own cost.

Additionally, effective immediately, enrollment in the Flyte weight management program will no longer be required to obtain prescriptions for weight loss medications. You may obtain prescriptions for covered weight loss medications (non-GLP-1s) from your own, non-Flyte physician, subject to Health Plan rules.

## Where to Save on GLP-1s and Other Weight Loss Medications

To help lower medication costs, certain manufacturer's coupons and savings card programs are available for GLP-1s and other weight loss medications. For a list of various discount savings, visit [www.dgaplans.org/saveonweightloss](http://www.dgaplans.org/saveonweightloss). **PH**

# NEW in myPHP: Track Your Progress Toward Your Annual Deductible, Out-of-Pocket Limits and More

Reading Time: 1 minute

Recent upgrades to myPHP give subscribers 24/7 access to even more information that can help you manage your out-of-pocket medical costs and plan your future Health Plan coverage.

## What's New?

Your myPHP account now offers the following information about your status with the Health Plan:

- How much you've paid toward your annual deductible
- Progress toward your annual network and non-network out-of-pocket limits
- Total accrued Earned Coverage Years, a key determinant of your eligibility for Extended Self-Pay and Certified Retiree coverage\*

- Total accrued Regular Carry-Over Bank balance\*
- Total accrued Retiree Carry-Over Credits\*
- Your Certified Retiree Coverage Effective Date\*

Items marked with an asterisk (\*) will appear only if applicable. To view the new information, go to your Health Eligibility and Health Claims tabs.

## Haven't Subscribed Yet?

MyPHP is open to all DGA Plans' participants and their dependents ages 18 and over. Subscribing takes only minutes.

For more information about the benefits of a myPHP online benefits portal account, including how to subscribe and go paperless, visit [www.dgaplans.org/about-myPHP](http://www.dgaplans.org/about-myPHP). **PH**

Explore new Eligibility and Claims features in myPHP!

**Health Eligibility Tab**

Welcome JOHN SMITH | Home | My Profile | Contact Us | Help | Log Off

Index | Contributions | Pension | **Health Eligibility** | Health Claims | Documents and Forms

**Current Status: COVERED**

Your Plan: Choice Gold – Med, Rx, Vision, Delta Dental DPO  
 Coverage Type: Earned  
 Covered By: JOHN SMITH  
 Benefit Start: 04/01/2025  
 Benefit Stop: 03/31/2026

**Future Status: COVERED**

Your Plan: Premier Gold – Med, Rx, Vision, Delta Dental DPO

**Premiums and Transactions**

Billing Type: Dependent Coverage  
 Balance Total: \$ 0.00  
 Balance Due Date:  
 Last Payment Received: \$780.00

**Accrued Credits**

Earned Coverage Years: 35  
 Regular Carry-Over Bank: \$350,000.00  
 Retiree Carry-Over Credits: 27  
 Certified Retiree Coverage Effective Date: 2/2/2013

**Other Medical Coverage**

You do not have an up-to-date Coordination of Benefits Summary.

Plan Name: Medicare  
 Start Date: 3/1/2016

**Health Claims Tab**

Contact Us | Help

Index | Contributions | Pension | **Health Claims**

**Calendar Year Claims Accumulators**

Deductible: \$925.00 / \$925  
 Family Deductible: \$650.00 / \$975  
 In-network Out-of-pocket Maximum: \$140.87 / \$1,000  
 Out-of-Network Out-of-pocket Maximum: \$0.00 / \$12,500  
 \*Note: Claims are generally subject date.

**Claims History for JOHN SMITH**

Show 10 entries

Claim #	Date of Service	Processed Date	Insured By	Status	Explanation Benefits
43001109862	11/11/2023	11/13/2023	Jane Smith 12886089	Released	
2501367839	01/06/2025	01/13/2025	Jane Smith 12886089	Released	BURL Medical 47.56 42.63 4.74
2502488955	01/06/2025	01/04/2025	Jane Smith 12886089	Released	BURL Medical 422.32 23.11 2.56

**The Calendar Year Claims Accumulators section tracks the amount you and your family have paid toward your annual deductible and out-of-pocket limits for network and non-network allowed expenses. Amounts are updated each weekday. NOTE: Out-of-pocket limit amounts vary by coverage plan.**

**The Accrued Credits section lists items affecting your eligibility for future Health Plan coverage, including your total Earned Coverage Years, Carry-Over bank balance and Retiree Carry-Over Credits balance. NOTE: Items are displayed only if applicable.**

**DON'T FORGET:** In myPHP, you can also submit important Plans documents, view EOBs and more.

# Do You Know These Six Things About Sunscreen?

Reading Time: 4 minutes

As the official start of summer nears with its longer, brighter days, so does the need to protect your skin from the sun's harmful UV rays. Prolonged sun exposure, even on cloudy days, can leave your skin dry, burned and in danger of melanoma and other types of skin cancer.

One of the most effective ways to help protect your skin and health is to apply sunscreen before and during sun exposure. Yet, many people skip this step before heading outdoors or don't use sunscreen in a way that maximizes its benefits. Keep reading to test your sunscreen knowledge of six important tips and facts you may not know.

## 1. Sunscreen Should Be Applied to Your Lips and Ears

When applying sunscreen, many people often forget smaller areas on their body like their feet, lips and ears. However, these areas, even when covered by hair or clothing, are also vulnerable to sunburn, and when unprotected, put you at risk of dryness, cold sores, blisters and skin cancer.

To protect your feet and ears, apply sunscreen with SPF 30 or higher. To protect your lips, apply lip balm or lipstick with SPF 30 or higher and reapply every two to three hours.

## 2. Use Lotion for a Base and Spray for Touch Ups

It may not be a surprise that aerosolized sunscreen sprays do not give you full control of coverage during their application. Lotion, on the other hand, allows you to see it when it's applied to ensure it is evenly distributed and layered. This increases the lotion's effectiveness and makes it a good base for sun protection. Sunscreen spray can be conveniently used for periodic touch-ups after your initial application of sunscreen lotion.

When deciding on aerosolized sunscreen or lotion, you should also consider whether mineral or chemical

sunscreen is best for you. Mineral sunscreen is thicker in texture and remains on the surface of your skin to reflect and scatter UV rays away. Chemical sunscreen, however, absorbs the sun's rays and converts them into non-damaging heat before releasing them from your skin. Read number 6 "Only 1 in 4 Sunscreens Are Safe and Effective" for more information on sunscreen formulas.

## 3. No Sunscreen Product is Actually Waterproof

Sun protection is important when engaging in water sports and outdoor exercise, but all sunscreens, including those labeled water resistant, wash off after 40 to 80 minutes of sweat and water exposure. Re-application is necessary, so follow the instructions on the bottle for when to reapply.

## 4. Protect Your Head with Sunscreen for Your Scalp and Hair

During the summer months, many hope to achieve a sun kissed hairstyle, but what most don't know is the damage that produces this look. Prolonged sun exposure dehydrates your hair and scalp and can cause breakage and premature graying. For protection, cover your head with an umbrella, wear a hat or scarf, and use the many sunscreen products specifically made for

hair and scalp such as powder sunscreen and scalp and hair sunscreen mist.

### 5. Sunscreen Helps Prevent Heat Strokes

According to the American Medical Association, more than 60,000 people visit the emergency room for heat-related illness each year. Heat stroke occurs when your body overheats due to prolonged sun exposure in a hot environment. Sunburn, a common side effect of sun exposure, negatively affects your body's ability to cool down. Thus, applying sunscreen every two hours reduces your chances of both sunburn and heat-related illnesses.

### 6. Only 1 in 4 Sunscreens Is Safe and Effective

According to an annual sunscreen guide published by the Environmental Working Group (EWG), a non-profit organization that analyzes more than 2,000 sunscreens each year for their safety and effectiveness, it

is important to pay close attention to what goes into the sunscreens you use. The chemicals used in some sunscreens can be absorbed into the skin, where they can remain for weeks even after a single application and cause hormonal and reproductive issues in both men and women. These chemicals also can make their way into the water supply and oceans, where they can damage already fragile coral reefs and marine life. Be sure to avoid sunscreens with chemicals like oxybenzone and homosalate, which can appear in both chemical and mineral-based sunscreens. For a full list of chemicals to avoid and a guide with sunscreen recommendations for all ages, visit the EWG's website at [www.ewg.org/sunscreen](http://www.ewg.org/sunscreen).

**\*BONUS:** *Do you avoid sunscreen due to its chalky appearance? Sunscreen is available in the traditional white hue but also tinted shades for various skin tones. Check in-store and online retailers for sunscreen options for all skin tones.* **PH**

## Have New Contact Information? Tell Us.

Every year, directors and beneficiaries become eligible for pension or health benefits with the DGA-Producer Pension and Health Plans, but some are unaware of it because the Plans office cannot immediately locate them due to outdated information. Don't let this be you.

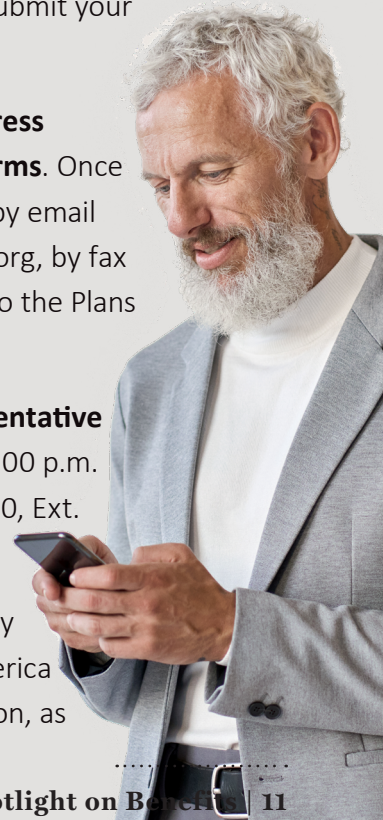
Be sure to keep your information with the Plans up to date so you don't miss out on important benefits and communications. If you have recently moved, had a change of mailing address or have a new phone number, it is quick and simple to submit these updates to the Plans' Demographics Department. You can:

- **Create a myPHP online benefits portal account.** You may submit an address change electronically (no form needed) through the myPHP benefits portal. To create an account, go to [www.dgaplans.org/myPHP](http://www.dgaplans.org/myPHP).

[www.dgaplans.org/myPHP](http://www.dgaplans.org/myPHP) > My Profile to submit your address change.

- **Download a Change of Address Form from [dgaplans.org/forms](http://www.dgaplans.org/forms).** Once completed, return the form by email to [demographics@dgaplans.org](mailto:demographics@dgaplans.org), by fax to (323) 866-2389 or mail it to the Plans office.
- **Call a Demographics representative** Monday-Friday, 8:30 a.m. - 5:00 p.m. Pacific Time at (323) 866-2200, Ext. 407.

Keep in mind you must separately notify the Directors Guild of America of any changes in your information, as it is a separate entity. **PH**



# DGA-PRODUCER PENSION & HEALTH

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LOS ANGELES, CALIFORNIA 90036  
ADDRESS SERVICE REQUESTED

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*your benefits information •  
at your fingertips • wherever you are*



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[www.dgaplans.org](http://www.dgaplans.org)

[www.dgaplans.org/about-myPHP](http://www.dgaplans.org/about-myPHP)

## Employer Pension Contributions Increased from 8.5% to 8.75% of Compensation, with the Additional 0.25% Allocated to the Basic Plan Effective July 1, 2025

**A**s determined by the Basic Agreement and FLTTA, effective July 1, 2025, pension contributions for signatory employers will increase by 0.25%. This increase brings the Pension Plans' employer contribution rate to 8.75% of compensation.

For the first \$150,000 in compensation, the entirety of the 0.25% contribution increase will be allocated to the Basic Plan to further support funding and paying promised benefits from the Basic Plan.

The allocation of the new 8.75% employer pension contribution rate between the Basic and Supplemental Plans will change as follows effective July 1, 2025:

- 8.75% of the first \$20,000 in compensation to the Basic Plan (previously 8.5%)
- 6.55% from \$20,001 up to \$150,000 in compensation to the Basic Plan (previously 6.3%)
- 2.2% from \$20,001 up to \$150,000 in compensation to the Supplemental Plan (no change)
- 8.75% of compensation in excess of \$150,000 to the Supplemental Plan (previously 8.5%)

For more information on these changes, refer to the March 2025 Pension Plans Summary Plan Description and its updates. **PH**