



# NBA PLAYERS' BENEFITS AT-A-GLANCE

## FOR TORONTO RAPTORS PLAYERS WHO ARE CANADIAN TAX RESIDENTS

The NBA Players' Health and Welfare Benefit Plan includes medical, dental and vision coverage for eligible services you receive in the US and Canada. Please refer to your summary of benefits for information about eligible services and your share of the cost of services.

Benefit	When You Are in the US	When You Are a Canadian Resident Obtaining Care in Canada	Who To Contact
<b>Medical Benefits</b> <i>(Benefits For Medical Services And Supplies)</i>	<b>You may visit any provider for medical care:</b> <ul style="list-style-type: none"> <li><b>In-Network:</b> You may visit a healthcare provider in the Cigna Open Access (OAP) Network. The network provider will submit claims to Cigna on your behalf.</li> <li><b>Out-of-Network:</b> If you visit a provider who is not in Cigna's OAP network, you pay for the services and submit a claim to Cigna for reimbursement.</li> </ul>	<b>You may visit any provider for medical care:</b> <ul style="list-style-type: none"> <li>The provincial health care system is considered the primary coverage. Any services not covered by the provincial system may be submitted to Cigna for reimbursement at the out-of-network benefit level.</li> </ul>	<b>NBA Players' Health Service Center:</b> 855-497-6669, Option 1  <b>Cigna Healthcare:</b> 800-244-6224 <a href="http://www.cigna.com">www.cigna.com</a> or <a href="http://www.mycigna.com">www.mycigna.com</a> (These benefits are all insured by Cigna; must register for a myCigna account)  <b>Your Team Benefits Representative</b>
<b>Dental Benefits</b>	<b>You may visit any dentist:</b> <ul style="list-style-type: none"> <li><b>In-Network:</b> You may visit a dentist in the Cigna Dental network. The dentist will submit claims to Cigna on your behalf.</li> <li><b>Out-of-Network:</b> If you visit a dentist who is not in Cigna's network, you pay for the services and submit a claim to Cigna for reimbursement.</li> </ul>	<b>You may visit any dentist:</b> <ul style="list-style-type: none"> <li>You pay for services and submit a claim to Cigna for reimbursement at the out-of-network benefit level.</li> </ul>	<b>NBA Players' Health Service Center:</b> 855-497-6669, Option 1, then Option 3  <b>EyeMed:</b> 866-723-0514 <a href="http://www.eyemedvisioncare.com">www.eyemedvisioncare.com</a>  <b>Your Team Benefits Representative</b>
<b>Eye-Care Benefits</b> <i>(Benefits For Vision Exams And Eyewear)</i>	<b>You may visit any provider:</b> <ul style="list-style-type: none"> <li><b>In-Network:</b> You may visit a provider in EyeMed's Select network. The provider will submit claims to EyeMed on your behalf.</li> <li><b>Out-of-Network:</b> If you visit a provider who is not in EyeMed's network, you pay for the services and submit a claim to EyeMed for reimbursement.</li> </ul>	<b>You may visit any provider:</b> <ul style="list-style-type: none"> <li>You pay for services and submit a claim to EyeMed for reimbursement at the out-of-network benefit level.</li> </ul>	<b>NBA Players' Health Service Center:</b> 855-497-6669, Option 1, then Option 3  <b>EyeMed:</b> 866-723-0514 <a href="http://www.eyemedvisioncare.com">www.eyemedvisioncare.com</a>  <b>Your Team Benefits Representative</b>

## ADDITIONAL BENEFITS DURING YOUR CAREER: **PROTECTION FOR TODAY**

Benefit	How It Works	Who To Contact
<b>Life and Accidental Death &amp; Dismemberment (AD&amp;D) Coverage</b> <i>(Financial Protection In The Event Of Death Or Accidental Loss)</i>	<ul style="list-style-type: none"> <li>Flat \$1,000,000 payable to your beneficiary if you die from any cause while covered.</li> <li>An additional benefit is payable, according to a schedule, if you die or suffer a loss as the result of a covered accident.</li> </ul>	<b>NBA Players' Health Service Center:</b> 855-497-6669, Option 1, then Option 4
<b>Disability Benefit</b> <i>(Financial Protection In The Event Of Disability)</i>	<ul style="list-style-type: none"> <li><b>Eligibility:</b> <ul style="list-style-type: none"> <li>Active players only, so long as the disability occurs while covered and before age 35.</li> </ul> </li> <li><b>Benefits:</b> <ul style="list-style-type: none"> <li>Insured by Houston Casualty Company ("HCC").</li> </ul> </li> </ul>	<b>NBA Players' Health Service Center:</b> 855-497-6669, Option 1, then Option 5



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	<ul style="list-style-type: none"> <li>Subject to the Collective Bargaining Agreement, the disability benefit is \$2,500,000 payable to you after a 12-month elimination period during which you remain permanently totally disabled.</li> <li>Must be repaid to HCC if you ever play in another NBA regular season game.</li> </ul>	
<b>Tuition Reimbursement Benefit</b> <i>(Reimburses Eligible Education-Related Costs For Qualifying Education Programs)</i>	<p>The Tuition Reimbursement benefit encourages the growth and development of your skills, abilities, and knowledge off the court by providing reimbursement for eligible academic fees, including textbooks and tuition costs for qualifying education programs. The benefit also covers certain expenses for tutoring and test preparation courses. Eligible players can receive up to:</p> <ul style="list-style-type: none"> <li>\$41,667 per year in tuition reimbursement, with a lifetime maximum benefit of \$125,000 (and an annual usage limitation of \$62,500).</li> <li>A player with three (3) or more years of credited service can choose to use their benefit during or after their playing career.</li> <li>A player with one (1) or two (2) years of credited service must use the benefit while they are playing.</li> </ul>	<p><b>NBA Players' Health Service Center:</b> 855-497-6669, Option 3</p> <p><b>Academic Advisor:</b> 212-655-0977 or email <a href="mailto:academicadvisor@nbpa.com">academicadvisor@nbpa.com</a></p>
<b>HRA Benefit</b>	<ul style="list-style-type: none"> <li>See description below.</li> </ul>	See below.

## POST CAREER BENEFITS: *PROTECTION FOR YOUR FUTURE*

**IMPORTANT NOTE FOR CANADIAN TAX RESIDENTS:** For any period of time during which you are both (i) a resident of Canada for income tax purposes and (ii) employed by the Toronto Raptors, you will not earn any benefits or years of NBA service (as applicable) under the NBA Players' Pension Plan, 401(k) Savings Plan or Post-Career Income Plan and will not earn any contributions under the HRA Benefit. However, you will receive a cash payment (net of applicable taxes) in lieu of any such benefits that you otherwise would have earned. You may be eligible to participate in the NBA Players' Pension Plan, 401(k) Savings Plan, Post-Career Income Plan and HRA Benefit during periods of time in which you are on the roster of a U.S. team.

Benefit	How It Works	Who To Contact
<b>401(k) Savings Plan</b> <i>(A Savings Plan For Retirement)</i>	<ul style="list-style-type: none"> <li>You will be automatically enrolled in the pre-tax 401(k) contribution each year equal to the maximum permitted by law, unless you timely elect otherwise. The maximum contribution for 2024 is \$23,000.</li> <li>For 2024, your team matches 140% of your pre-tax savings (in 2024, a match of \$32,200 for players who contribute the maximum of \$23,000).</li> <li>You can also contribute an additional amount on an after-tax basis.</li> <li>All contributions are credited with investment earnings/losses while in the plan. You select investments from a menu of options.</li> <li>All contributions and investment earnings grow tax-deferred while in the plan.</li> <li>All contributions are always 100% vested.</li> </ul>	<p><b>Voya Financial:</b> 800-584-6001</p> <p><a href="https://voyaretirement.voyaplans.com/eportal/welcome.do">Voyaretirement.voyaplans.com/eportal/welcome.do</a></p>
<b>Pension Plan</b> <i>(A Plan That Provides A Benefit For Retirement)</i>	<ul style="list-style-type: none"> <li>Once you are credited with three years of NBA service, you can receive your normal retirement monthly benefit at age 62 or reduced benefit as early as age 45; a portion of your benefit may be available as a lump sum.</li> <li>In general, you are credited with a year of NBA service for an NBA season during which you are either: <ul style="list-style-type: none"> <li>on the active list, inactive list, or two-way list of any NBA team as of February 2 of that season (excluding players under a 10-day contract), or</li> <li>on the active list of one or more NBA teams for at least 50% of regular season games during that season.</li> </ul> </li> </ul>	<p><b>Zenith:</b> 833 NBA-PLAY (622-7529)</p> <p><a href="mailto:NBAPlayerPension@zenith-american.com">NBAPlayerPension@zenith-american.com</a></p> <p><a href="https://www.mygameplan.com">www.mygameplan.com</a> (for personalized information)</p>



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	<ul style="list-style-type: none"> <li>Your pension benefit grows as you earn additional years of NBA service (subject to IRS maximum benefit limits).</li> <li>For seasons in which you are on the Toronto Raptors' roster, you may accrue a pension benefit under the Toronto Raptors Players' Pension Plan. Any benefit that you may have under the NBA Players' Pension Plan is then offset by your benefit under the Toronto plan. This is intended to provide you with substantially the same total pension benefit that you would have accrued if you had played only for teams in the US.</li> </ul>	
<b>HRA Benefit</b> <i>(A Health Reimbursement Account you can use to Pay for Healthcare Expenses or Obtain Coverage after your NBA Playing Career Ends)</i>	<ul style="list-style-type: none"> <li>When provided for under the Collective Bargaining Agreement, you receive a tax-free contribution to your health reimbursement account (HRA) for each year of NBA service (as described above). The contribution is \$30,000 per season (with a lifetime maximum of \$150,000). You may access your HRA funds only after earning 3 years of NBA service.</li> <li>Tax-free reimbursements of eligible out-of-pocket healthcare costs (e.g., copayments, deductibles, and prescription and over-the-counter drugs) and certain post-career health insurance coverage costs.</li> </ul>	<b>Zenith American Solutions</b> <b>877-864-3522</b> <a href="http://www.zenithflex.com">www.zenithflex.com</a>
<b>Post Career Income Plan</b> <i>(A Plan That Provides Guaranteed Monthly Income Soon After Your NBA Career Ends And Continuing Until Your Pension Begins)</i>	<ul style="list-style-type: none"> <li>The plan provides guaranteed monthly income through insured annuities soon after your NBA career ends (but not before age 30).</li> <li>When provided for under the Collective Bargaining Agreement, you receive a collectively bargained team contribution for each year of NBA service (as described above), a portion of which is tax-deferred.</li> <li>In addition, you may elect to contribute 2%, 5%, 7% or 10% of your eligible pay. Your elective contributions are included in your current taxable income when the contributions are deducted from your salary, and only the earnings portion of the future monthly payments of the annuities purchased with your elective contributions will be taxable when these payments are made to you.</li> <li>You may choose from various annuity payment options, including monthly payments until age 50 or lifetime payments.</li> </ul>	<b>Principal Financial Group:</b> 866-541-6351 <a href="http://principal.com/NBAPlayers">principal.com/NBAPlayers</a>
<b>Retiree Health and Welfare Benefits</b> <i>(Medical, Dental and Vision Benefits For Eligible Retired Players And Their Families)</i>	<ul style="list-style-type: none"> <li>Once you are credited with three years of NBA service, you are eligible for the following benefits if you live in the US:</li> <li><b>Retiree Medical Benefit:</b> Eligible retired players may elect retiree healthcare coverage through UnitedHealthcare® for themselves and, in some cases, their families at no charge to the player for the cost of premiums for such coverage. <ul style="list-style-type: none"> <li>You can use any provider for medical care, although using a UnitedHealthcare® network provider generally reduces your out-of-pocket costs.</li> </ul> </li> <li><b>Retiree Dental Benefit:</b> Retiree dental coverage is offered through Cigna. The cost of this coverage is 100% paid by the retired player.</li> <li><b>Retiree Vision Benefit:</b> Retiree vision coverage is offered through EyeMed. The cost of this coverage is 100% paid by the retired player.</li> </ul>	<b>NBA Players' Health Service Center:</b> 855-497-6669, Option 2

This summary is intended to provide highlights of your benefits. If there is any conflict between this summary and the applicable legal plan document, as amended, the legal plan document, as amended, shall govern at all times.