

PRODUCER-WRITERS GUILD OF AMERICA PENSION PLAN

AMENDMENT V

THIS AMENDMENT is made by the Directors of the Producer-Writers Guild of America Pension Plan and amends the Producer-Writers Guild of America Pension Plan as hereinafter set forth.

W I T N E S S E T H

WHEREAS, Section 1 of Article VI provides that the Producer-Writers Guild of America Pension Plan may be amended by written instrument duly approved and executed by 75% in number of the individual Directors in office at the time; and

WHEREAS, it is desired to amend the Plan.

NOW, THEREFORE, in consideration of the premises, it is mutually understood and agreed that the Producer-Writers Guild of America Pension Plan shall be amended as hereinafter set forth.

ARTICLE II, SECTION 1

Section 1(e)(2) of Article II of the Producer-Writers Guild of America Pension Plan shall be amended to read as follows:

“(2) The following special rules for Employees of CBS covered by and subject to the WGA/CBS National Staff Agreement dated April 2, 2002 (“CBS Agreement”) are effective December 29, 2002.

(A) Temporary employees of CBS.

(i) Every temporary employee of CBS (as defined in the CBS Agreement) who is not participating in the Plan as of December 29, 2002 shall participate in this Plan for the Employee's entire period of service as a temporary employee beginning January 1, 2003 or, if later, the January 1 on or after the temporary employee's date of hire.

(ii) Prior to January 1, 2003, the terms of Section 1(e)(2)(A) of Article II as then in effect shall govern the participation of CBS temporary employees.

(B) Staff employees of CBS shall not participate in the Plan. In accordance with the CBS Agreement, they may participate in a CBS tax-qualified plan even if they declined to participate in this Plan as a temporary employee.

(C) If a CBS Employee's status changes, such Employee's participation hereunder shall be governed by his or her new status, regardless of his or her prior status and regardless of whether such Employee previously participated. For example, if a temporary employee becomes a staff employee, such Employee shall no longer participate, even if such Employee previously participated as a temporary employee."

IN WITNESS WHEREOF, the Directors have executed this Amendment this 16<sup>th</sup> day of December, 2003.

UNION DIRECTORS

EMPLOYER DIRECTORS

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