

PRODUCER-WRITERS GUILD OF AMERICA PENSION PLAN

AMENDMENT VI

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;

WHEREAS, it is desired to amend the Plan; and

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 follows:

ARTICLE IV, SECTION 5

Paragraph (a) is amended to read as follows, effective January 1, 2003:

“(a) Notwithstanding any provision of the Plan to the contrary, the retirement and death benefits under the Plan may not violate Section 401(a)(9) of the Code and the regulations thereunder, which regulations are incorporated by reference. In accordance with such regulations, if the joint annuitant is not the Participant’s spouse, the Participant may not elect (i) the 100% joint and survivor annuity option (with or without pop-up) if the joint annuitant is more than ten years younger than the Participant; or (ii) the 66-2/3% joint and survivor annuity option (with or without pop-up) if the joint annuitant is more than 24 years younger than the Participant.”

ARTICLE IV, SECTION 10

Paragraph (c) is amended to read as follows, effective for QDROs entered on or after April 1, 2004:

“(c) Benefits that become payable in accordance with a qualified domestic relations order (‘QDRO’), as set forth in subsection (b) above, are subject to the following rule. If the date as of which payments to the Alternate Payee are to commence (‘Commencement Date’) is before the Participant’s Annuity Starting Date, the early retirement factor shall be a reduction of 1/2 of 1% for each month by which the Participant (to the extent benefits are paid over the Participant’s lifetime) or Alternate Payee (to the extent benefits are paid over the Alternate Payee’s lifetime) is younger than age 63 on the Commencement Date.”

IN WITNESS WHEREOF, the Directors have executed this Amendment
this 16th day of March, 2004.

UNION DIRECTORS

EMPLOYER DIRECTORS
