

PRODUCER-WRITERS GUILD OF AMERICA PENSION PLAN

AMENDMENT VIII

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 I of Article VI provides that the Producer-Writers Guild of America Pension Plan may be amended by a 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 follows:

ARTICLE IV, SECTION 4

Paragraph (a)(2) is amended to read as follows, effective January 1, 2000:

“A benefit payable for the Participant’s life, provided that a minimum of 120 monthly payments will be paid to the Participant or his Beneficiary. This optional form of benefit shall provide a reduced monthly benefit payable to the Participant and the Beneficiary. The amount of the reduced benefit shall be determined by multiplying the monthly retirement benefit otherwise payable by the appropriate percentage for the Participant’s age at retirement in accordance with the following table.

<u>Age of Participant at Retirement</u>	<u>Percentage</u>
52	98.5%
53	98.4
54	98.2
55	98.0
56	97.8
57	97.6
58	97.3
59	97.0
60	96.7
61	96.3
62	95.9
63	95.4
64	94.8
65	94.2
66	93.6
67	92.9
68	92.1
69	91.3
70	90.5
71	89.6
72	88.6
73	87.6
74	86.5
75	85.3”

ARTICLE IV, SECTION 4

Paragraph (a)(4)(B)(i) is amended to read as follows, effective January 1, 2000:

“Multiply the estimated Social Security benefit payable to the Participant at the expected commencement date of his Social Security benefit by the factor for the Participant’s age on his retirement date in accordance with the following table.

<u>Age of Participant On Effective Date</u>	<u>Factor</u>	
	<u>Social Security Payable at 62</u>	<u>Social Security Payable at 65</u>
52	.3886	.2810
53	.4241	.3066
54	.4635	.3351
55	.5071	.3670
56	.5558	.4022
57	.6101	.4414
58	.6708	.4853
59	.7390	.5346
60	.8156	.5900
61	.9021	.6525
62	-	.7232
63	-	.8035
64	-	.8951

The factor in the above table shall be replaced by the corresponding factor based on the interest and mortality assumptions specified in Article IV, Section 11(c), if the latter factor produces a greater benefit.

Months as well as years of attained age shall be taken into account, and the factor for each month in excess of an attained age shall be interpolated from the table.”

IN WITNESS WHEREOF, the Directors have executed this Amendment this 22<sup>nd</sup> day of June, 2004.

UNION DIRECTORS

EMPLOYER DIRECTORS

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---