

PRODUCER-WRITERS GUILD OF AMERICA PENSION PLAN

AMENDMENT XXI

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 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 19

Section 19(b)(2) is amended effective January 1, 2008 to read as follows:

“(b) Definitions.

(2) For purposes of this Section 19, an ‘Eligible Retirement Plan’ is an individual retirement account described in Section 408(a) of the Code, an individual retirement annuity described in Section 408(b) of the Code, an annuity plan described in Section 403(a) of the Code, or a qualified trust described in Section 401(a) of the Code, that accepts the Distributee’s Eligible Rollover Distribution. Effective January 1, 2002, an Eligible Retirement Plan shall also mean an annuity contract described in Section 403(b) of the Code and an eligible plan under Section 457(b) of the Code which is maintained by a state, political subdivision of a state, or any agency or instrumentality of a state or political subdivision of a state and which agree to separately account for amounts transferred into such plan from this Plan. However, prior to January 1, 2002, in the case of an Eligible Rollover Distribution to the surviving spouse (or another person listed in the second sentence of (3) below), an Eligible Retirement Plan is limited to an individual retirement account or individual retirement annuity. Effective January 1, 2008, an Eligible Retirement Plan shall also mean a Roth IRA described in Section 408A of the Code for Distributees whose modified adjusted gross income does not exceed \$100,000 and who do not file a separate return as a married individual.”