SAG·Producers
PENSION PLAN

Summary Plan Description

2026



SAG·Producers
PENSION PLAN



Los Angeles

Business Arts Plaza
Street Address: 3601 West Olive Avenue, Burbank, CA 91505
Mailing Address: P.O. Box 7830, Burbank, CA 91510-7830

(800) 777-4013

www.sagaftraplans.org/sag-pension

Screen Actors Guild-Producers Pension Plan

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To All Participants:

We are pleased to provide you with this 2026 edition of the Summary Plan Description ("SPD"), which describes the benefits available to you and your beneficiaries under the Screen Actors Guild-Producers Pension Plan, amended and restated as of September 1, 2026 (the "Pension Plan" or the "Plan"). This SPD provides information about eligibility and participation requirements, vesting, forms of benefit payment, how to apply for your pension benefit, designating beneficiaries and your rights under the Pension Plan. Please review this information carefully and keep this booklet available for your reference. After reviewing this SPD, if you have any questions regarding the Pension Plan and how any rule affects you and your beneficiaries, please send an email to ParticipantSupport@sagaftraplans.org.

This SPD explains the Pension Plan in effect as of September 1, 2026. If the facts and circumstances of a particular situation must be considered for a time period prior to this, the provisions of the Pension Plan then in effect must be applied. Those provisions may be different from the current Pension Plan provisions. Only the Board of Trustees (or its duly authorized delegate) is authorized to interpret the Pension Plan, in its sole discretion. Information you may receive from the Union, Producers or other Contributing Employers or their representatives cannot alter the provisions or terms of the Pension Plan, nor can it bind the Board of Trustees in interpreting the Pension Plan. Official information about your rights under the Plan must be communicated to you in writing on behalf of the Board of Trustees.

We invite you to visit the Pension Plan's website at www.sagaftraplans.org/sag-pension. There you will find a copy of this SPD plus other supplemental information and updates about the Pension Plan. If you would like a copy of the Plan Document which contains the formal descriptions of the rules and regulations which govern the Pension Plan, you can request a copy in writing from the Plan Office. If you register on the website for Benefits Manager, you will have access to a variety of pension information. You can estimate the amount of pension you may be entitled to receive now or in the future and project future earnings to see how they may affect the amount of your pension.

To ensure that you receive all Pension Plan communications, you must keep us informed of any change in your contact information, especially your email address. You must also ensure that you keep your marital status and Beneficiary designation up to date by logging in to Benefits Manager or filling out the appropriate forms from the website and emailing them to us.

The Pension Plan has been providing retirement benefits to participants and their families and beneficiaries for over 60 years. We are proud of the growth and success of the Pension Plan and believe it will continue to provide a significant measure of retirement security to you and your beneficiaries for many years to come.

Sincerely,

Board of Trustees

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Glossary

Alternate Payee. Any spouse, former spouse, child or other dependent of a Participant who is recognized by a Qualified Domestic Relations Order (QDRO) as having a legal right to receive all, or a portion of, the benefits payable under the Pension Plan with respect to a Participant.

Annuity Starting Date. The date on which benefits first become payable to you or your beneficiaries. In general, your Annuity Starting Date is the first of the month following the date your application is received by the Plan Office and you meet all of the eligibility requirements set forth in this booklet. Annuity Starting Date is also referred to, herein, as Benefit Effective Date.

Beneficiary. A person designated by a Participant to receive benefits in the event of the Participant's death. Beneficiaries can be named prior to initiating pension benefits and/or if the Participant elects either the Five- or Ten-Year Certain payment options. Only Beneficiaries for the Five- or Ten-Year Certain payments can be changed after benefits begin at any time prior to the Participant's death.

Benefits Manager. The online portal maintained by the Pension Plan in conjunction with the SAG-AFTRA Health Plan where Participants can view personalized details relating to Covered Earnings, pension and health benefits. Participants can also view annual statements, run estimates, and see important Pension Plan information.

Break in Service. A period of time during which you do not earn a minimum amount of earnings. A Break in Service can be temporary or permanent depending on how long it lasts and whether or not you are vested in your benefits. A Break in Service before you are vested can result in the cancellation of previously earned Pension Credit, subject to reinstatement if you return to Covered Employment.

Collective Bargaining Agreement. The agreement or agreements between SAG-AFTRA (or the Screen Actors Guild prior to 2012) and Contributing Employers, that include a requirement for Contributing Employers to make contributions to the Plan.

Contingent Annuitant. A person specified by a Participant to be entitled to survivor benefits when participant selects a Joint and Survivor payment option. Both the Participant's and Contingent Annuitant's date of birth will be used to calculate the monthly benefit options payable. Unlike Beneficiaries for the Five- and Ten-Year Certain payments, Contingent Annuitants cannot be changed once benefits have commenced.

Contributing Employer. An employer that is a signatory to a Collective Bargaining Agreement, or an agreement with the Pension Plan, pursuant to which the employer is required to make contributions to the Pension Plan in accordance with the terms of the Trust Agreement (i.e., Covered Earnings).

Covered Earnings. Compensation paid to a Participant and reported to the Plan on your behalf by a Contributing Employer for Covered Employment.

Covered Employment. Services a Participant provides to a Contributing Employer for which the employer is required, under the terms of a Collective Bargaining to make contributions to the Pension Plan on the Participant's behalf.

Earnings Credit. Credit you receive for earnings resulting from Covered Employment, for which contributions are required to be made to the Pension Plan in accordance with the Trust Agreement. Earnings Credit is used to determine your Pension Credit and to determine the amount of your pension benefit.

Participant. An individual who performs Covered Employment for a Contributing Employer and on whose behalf contributions are required to be made to

the Pension Plan under the terms of a Collective Bargaining Agreement or a written agreement with the Pension Plan.

Pension Credit. A unit which measures the amount of time you have worked in Covered Employment. Pension Credit is used to determine your eligibility for benefits and factors into the amount of your benefit.

Pension Plan or Plan. The Screen Actors Guild-Producers Pension Plan.

Plan Office Participant. An employee of the Screen Actors Guild-Producers Pension Plan, upon whose behalf contributions are made to the Pension Plan.

Qualified Domestic Relations Order (QDRO). A Court order providing for all or a specified portion of a Participant's pension benefit to be paid to an Alternate Payee.

Residual Earnings. Compensation for previously performed work (also called "use" or "reuse") with a Contributing Employer with respect to which the Employer is required, under the terms of the Collective Bargaining Agreement, to make contributions to the Pension Plan.

SAG-AFTRA. The Screen Actors Guild-American Federation of Television and Radio Artists (or, prior to March 30, 2012, the Screen Actors Guild ("SAG").

Sessional Earnings. Compensation for new (active) work on set or in the studio with a Contributing Employer with respect to which the Contributing Employer is required, under the terms of the Collective Bargaining Agreement, to make contributions to the Pension Plan.

Sessional Employment. New (active) work with a Contributing Employer with respect to which the Employer is required, under the terms of a Collective Bargaining Agreement, to make contributions to the Pension Plan.

Spouse. The terms "marriage," "married," "legally married," "spouse," or "legal spouse," as used herein, shall have the same meanings as those set forth under applicable law. Pursuant to federal law, this term does not include the individual with whom you have entered into a registered domestic partnership, civil union, or other similar formal relationship not recognized as a marriage under the laws of the state, possession, or territory where such relationship was entered into, regardless of domicile.

Terminal Illness. Whether you have a Terminal Illness is determined by a licensed physician who provides written certification that you have a life expectancy of less than one year. In order to qualify for the Terminal Illness benefit, you must also meet the requirements for Total Disability, except that a Social Security disability benefit award is not required.

Total Disability. In order to qualify for a Disability Pension, you must be Totally Disabled. You will be considered totally disabled only if you have been awarded a Social Security disability benefit and you have an injury or illness which, as determined by the Board of Trustees (or its delegate), prevents you from engaging in any substantial gainful activity and which is expected to last for your lifetime or result in death. It is important to note that the Plan's definition of Total Disability is more stringent than Social Security Administration's definition. You can be deemed disabled by the Social Security Administration but still not meet the Plan's definition of Total Disability.

Trust Agreement. The SAG-Producers Pension Plan Trust Agreement, as most recently amended and restated as of January 1, 2023, and any modification, amendment, extension or renewal thereof.

Union Office Participant. An employee of SAG-AFTRA, upon whose behalf contributions are made or are required to be made to the Pension Plan.

Terms to know:

Please refer to the Glossary on pages 4-5 for definitions of these and other capitalized key terms.

Collective Bargaining Agreement

Contributing Employer

Covered Earnings

Earnings Credit

Pension Credit

Earnings Credit

Earnings Credit is credit for the Covered Earnings paid to you and reported to the Plan on your behalf by a Contributing Employer for Covered Employment. Not all earnings are Covered Earnings. Examples of non-covered earnings include but are not limited to:

- Payments for various penalties and allowances such as meal penalties, payments for rest period violations, traveling, lodging or living expenses, interest or liquidated damages (late fees), reimbursements for special hair or dress, payments for wardrobe damage or reimbursements for the use of a personal automobile or other equipment.
- Payment for services not covered by a SAG-AFTRA Collective Bargaining Agreement, such as producing, directing and writing work.

Earnings Credit is used to determine your Pension Credit which is needed to qualify for a pension. Earnings Credit also determines the amount of your pension. There are limits on the amount of Earnings Credit that is recognized by the Pension Plan.

There are three types of Earnings Credit:

- **Current Service Earnings Credit** - for your employment after January 1, 1961.
- **Military Service Earnings Credit** – for periods you served in U.S. Armed Forces.
- **Prior Service Earnings Credit** - for your employment prior to January 1, 1961.

Current Service Earnings Credit

Employment on and After January 1, 1961

You are entitled to current service Earnings Credit for all Covered Earnings in calendar years after 1960, including residuals, resulting from employment in the motion picture industry or other Covered Employment.

Earnings are credited to the calendar year in which you received the compensation.

Current service Earnings Credit also includes employee deferrals. Current service Earnings Credit shall be credited to the calendar year during which the employment related to such deferrals was performed.

Monitor and Verify Earnings Credit

Since the reported earnings you receive from multiple employers affect your benefits under this Plan, it is critical that you monitor and verify the accuracy of all the earnings reported to the Plan on your behalf.

You will receive a Pension Summary in April or May of each year, showing your

earnings information for the prior calendar year that has been reported to the Plan.

It is very important that you review your earnings information at least annually and report any inconsistencies with your records by logging in to your Benefits Manager account.

Starting January 1, 2028, you have a maximum period of five years from the end of the calendar year in which earnings were (or should have been) paid to you to submit an earnings inquiry to the Plan. Any inquiry should include documentation necessary for staff to research any possible discrepancy. If the Plan does not receive an earnings inquiry from you within this time frame, the Plan's records for the year will be considered final and binding. **One important reason for this deadline is that the older information gets, the more difficult it is for the Plan to verify that the earnings were in fact Covered Earnings. Addressing these issues shortly after work was performed is the best way of ensuring you get credited for all of your covered earnings. The deadline will not apply if your request includes information and documentation that, standing alone, is sufficient for the Plan to verify the earnings without further investigation. The Board of Trustees has the sole and absolute discretion to determine whether the verification of your earnings is sufficient.**

Maximum Current Service Earnings Credit

For calendar years starting on and after January 1, 1989, federal regulations impose a maximum on the amount of current service earnings credit from any one employer that can be recognized in a calendar year.

The maximum is adjusted from time to time by the federal government. For details on the IRS limits in effect during any particular year, you should contact the Pension Department at the Plan.

Military Service Earnings Credit

After December 12, 1994

You are entitled to Military Service Earnings Credit during periods of military service beginning on or after December 12, 1994, provided you meet ***all*** of the following requirements:

1. You have some Sessional Earnings in the 12-month period immediately before your military service.
2. Your military service is with the Armed Services as defined in the Uniformed Services Employment and Reemployment Rights Act of 1994 on a voluntary or involuntary basis.
3. Your discharge is honorable.
4. You return to work (have Sessional Earnings) for a Contributing Employer within one year of your discharge.

You will be credited with Military Service Earnings Credit based on the amount of your Earnings Credit during the 12-month period immediately preceding military service. The amount of such military service earnings will be reduced by the amount of any non-military service Earnings Credit you have during the period of your military service. Such military service earnings will be added to any non-military earnings credited to you prior to, or following, the period of military service. The military service earnings are treated as if they were covered earnings in determining both your eligibility for pension and the amount of pension.

Military Service Earnings Credit is limited to five years of military service, not including periods of military service for training, involuntary active-duty extensions, the period, or where required to complete an initial period of obligated military service.

Example: If you served in the military during the period from January 1, 2022, through June 30, 2022, and your average rate of pay during calendar year 2021 was $1,000 per month, you will be credited with $6,000 of military service earnings – $1,000 for each month of your military service. This is added to any other 2022 current service earnings reported on your behalf after June 30, 2022, and, if the total earnings equal $20,000 or more, you will earn a Pension Credit for 2022, and these earnings will be used to calculate your pension amount.

For military service credit prior to December 12, 1994, please see page 9.

Prior Service Earnings Credit

Employment Prior to January 1, 1961

You are entitled to prior service Earnings Credit for all earnings, up to a maximum of $200,000 in any one calendar year prior to 1961, from employment as a performer in the motion picture industry, provided such employment was with a Contributing Employer.

Further details can be found in the Plan Document. Please contact the Plan Office if you have questions on your credits for employment prior to 1961.

Terms to know:

Please refer to the Glossary on pages 4-5 for definitions of these and other capitalized key terms.

Pension Credit

Covered Employment

Covered Earnings

Sessional Earnings

Earnings Credit

Pension Credit

Pension Credits are units that measure the amount of time you have worked in Covered Employment covered by the Plan. A Pension Credit is earned based on your Earnings Credit or your days of Covered Employment. Pension Credits are used in determining your eligibility for benefits, as well as the amount of benefits payable under the Plan.

There are four types of Pension Credits:

- **Prior Service Credit**
- **Current Service Credit**
- **Military Service Credit**
- **Alternative Eligibility Credit**

Current Service Credit

After December 31, 1960

You will be credited with one year of current service credit for each calendar year after December 31, 1960, in which you meet the minimum earnings requirement. The Board of Trustees determine, from time to time, the amount of earnings required to earn a Pension Credit are on the following page:

Special Rule

If your current service earnings in any calendar year before January 1, 1976, resulted solely from residuals and/or deferred payments on which contributions were payable to the Plan, you are entitled to current service credit for such year only if:

- You have a total of at least 10 Pension Credits made up of a combination of prior service credit and current service credit; ***and***
- In each of the years after 1960 that are included in these 10 Pension Credits, you received some Sessional Earnings.

CALENDAR YEARS	ANNUAL EARNINGS REQUIREMENT FOR ONE PENSION CREDIT
1961 - 1990	$2,000
1991 - 1995	$5,000
1996 - 1998	$7,500*
1999 - 2002	$10,000**
2003 - 2008	$15,000
2009	$16,000
2010	$17,000
2011	$18,000
2012 - 2027	$20,000
2028 - 2029	$22,000
2030 and later	$24,000

* If you were age 55 or older and had at least five but less than 10 Pension Credits as of January 1, 1996, you were entitled to continue to earn current service credit at the prior rate (one year equals $5,000) until the earlier of January 1, 2003, or the date you had a total of 10 Pension Credits. After that time, you will earn additional Pension Credits based on the earnings requirement in effect at that time.

** If you had three or more Pension Credits as of January 1, 1999, you were entitled to continue to earn current service credit at the $7,500 rate until the earlier of January 1, 2003, or the date you had a total of 10 Pension Credits. After that time, you will earn additional Pension Credits based on the earnings requirement in effect at that time.

Military Service Credit

Prior to December 12, 1994

If you do not otherwise have 10 years of Pension Credits, you may be granted military service credit for any calendar year after 1939 and prior to 1995 in which you did not earn a prior or current service credit and in which you served in the Armed Forces of the United States.

Military service credit will be granted for a maximum of three years or until you have been credited with 10 years of Pension Credits, whichever is achieved first.

In order to receive credit for military service you must have had some employment and earnings as a performer covered by a Collective Bargaining Agreement in each of the two years before your military service, and your discharge must be other than dishonorable.

On and After December 12, 1994

You will be credited with military service Earnings Credit for years after 1994 as outlined on page 7.

Prior Service Credit

Before January 1, 1961

You will be credited with one year of prior service credit for each calendar year between January 1, 1937, and December 31, 1960, in which you have prior service earnings of $2,000 or more. The maximum number of prior service credits that will be used to calculate your benefits is 20. If you have questions about credits obtained prior to 1961, please contact the Plan Office.

Alternative Eligibility Program Pension Credit

After December 31, 1998

You are entitled to a Pension Credit under the Alternative Eligibility Program for any calendar year after December 31, 1998, in which you do not meet the minimum earnings requirement for a Pension Credit but in which you work a minimum number of days as a performer in Covered Employment. The number of days is a calculated amount that is determined by dividing your total applicable Sessional Covered Earnings by the SAG-AFTRA minimum daily rate in effect at the time of the work, based on the type of work. The number of days required for an Alternative Eligibility Program Pension Credit is as follows:

Pension Credit earned under the Alternative Eligibility Program is used in the same way as other Pension Credit **except that it will *not*** count toward:

- The minimum pension
- Eligibility for Early Retirement Pension
- Eligibility for Disability Pension (occupational or non-occupational)
- Eligibility for the Terminal Illness benefit
- Eligibility for the Senior Performers HRA Plan under the SAG-AFTRA Health Plan (including the Surviving Dependent coverage)

The amount of pension earned with Pension Credits under the Alternative Eligibility Program is calculated in the same way as other pensions — based on your actual Earnings Credit and the benefit formula, except that the minimum pension amount (currently $220 per month) does not apply. This means that if your Earnings Credit produce a monthly pension of less than $220 per month (or such amount as may be the minimum pension amount in the future), you will receive the lesser amount.

CALENDAR YEARS	DAYS OF EMPLOYMENT REQUIREMENT FOR ONE PENSION CREDIT
1999 - 2002	60 days in a calendar year
2003 and later	70 days in a calendar year

Vesting

Vesting means that you have satisfied the service requirements for a pension and will be eligible for a pension once you meet the age and other requirements. Once you are vested, your previously earned Pension Credit(s) cannot be canceled.

You can become vested in three ways:

1. **Ten-Year Vesting** – You are vested once you have accumulated 10 Pension Credits.
2. **Limited Five-Year Vesting** – You are vested once you have accumulated five Pension Credits without a permanent Break in Service and have satisfied the activity test. This type of vesting became effective January 1, 1999.
3. **Normal Retirement Age Vesting** – You are vested once you have attained normal retirement age without a permanent Break in Service.

Ten-Year Vesting

Once you have accumulated 10 or more Pension Credits, you will be eligible for an Early Retirement Pension at age 55 or a Regular Pension any time after reaching age 65. Pension Credits used for Ten-Year Vesting do not need to be consecutive and are not subject to Break in Service rules. However, Pension Credits earned under the Alternative Eligibility Program (see page 10) do not count toward eligibility for an Early Retirement Pension. Accordingly, if some of your 10 Pension Credits were earned under the Alternative Eligibility Program, you will not be eligible for a pension until age 65.

Limited Five-Year Vesting

Once you have accumulated five Pension Credits without a permanent Break in Service and have satisfied the activity test (see page 12), you will be eligible for a pension at age 65.

Break in Service Rule for Limited Five-Year Vesting

If you do not meet a certain minimum earnings requirement in a calendar year, you have a one-year Break in Service. A one-year Break in Service is temporary unless you have so many that the Break in Service becomes permanent. A permanent Break in Service cancels the Pension Credits you previously earned for purposes of Limited Five-Year Vesting. However, any years canceled for the Limited Five-Year Vesting will still count toward Ten-Year Vesting and for other purposes as discussed later.

Terms to know:

Please refer to the Glossary on pages 4-5 for definitions of these and other capitalized key terms.

Annuity Starting Date

Break in Service

Pension Credit

One-Year Break in Service

You have a one-year Break in Service in any calendar year in which you do not meet the following earnings requirement:

1961–1991	$2,000
1992–1995	$2,500
1996–1998	$3,750
1999–2002	$5,000
2003–2008	$7,500
2009	$8,000
2010	$8,500
2011	$9,000
2012 - 2027	$10,000
2028 - 2029	$11,000
2030 or later	$12,000

Note: If an Active Participant would have had a one-year Break in Service in Calendar Year 2020, then 2020 will be disregarded in determining whether the Participant had a permanent Break in Service. If an Active Participant working under TV/Theatrical contracts from 2019-2023 would have had a one-year Break-in-Service in Calendar Year 2023, then 2023 will be disregarded in determining whether the Participant had a permanent Break in Service.

A one-year Break in Service (or a series of one-year Breaks in Service) is temporary unless you have so many that the Break in Service becomes permanent.

Permanent Break in Service

You have a permanent Break in Service if you have **at least five** consecutive one-year Breaks in Service **and** the number of consecutive one-year Breaks in Service equals or exceeds the number of Pension Credits you previously accumulated.

For example, if you have three Pension Credits, you will have a permanent Break in Service if you have five consecutive one-year Breaks in Service.

You can prevent temporary one-year Breaks in Service from becoming a permanent Break in Service by earning a Pension Credit. For example, if you have three Pension Credits and then have three consecutive one-year Breaks in Service, you can avoid a permanent Break in Service by earning one Pension Credit before you have five consecutive one-year Breaks in Service.

If you earn more than the amount necessary to avoid a one-year Break in Service ($10,000 in 2019) but less than the minimum to earn a Pension Credit, the year is not counted as a one-year Break in Service, but it will not cancel or interrupt the count of consecutive one-year Breaks in Service.

The Activity Test for Limited Five-Year Vesting

The activity test requires you to have a certain amount of Covered Earnings (i.e., "activity") on or after January 1, 1999, in order to become vested under the Limited Five-Year Vesting. For example, if you had at least five but less than 10 Pension Credits as of December 31, 1998, you were not automatically vested as of January 1, 1999. The activity test requires that you must first have some additional Covered Earnings in order to become vested.

The activity test applies only if you had five but less than 10 Pension Credits as of December 31, 1998. If you had less than five Pension Credits, this test does not apply to you because you already needed at least one or more years of Pension Credit to become vested under the Limited Five-Year Vesting. If you had 10 or more Pension Credits, you were already vested under the Ten-Year Vesting rule, so the activity test does not apply to you either.

If you had at least five but less than 10 Pension Credits as of December 31, 1998, how much you must earn to satisfy the activity test depends on whether you were active or inactive as of December 31, 1998.

Active Participant: You were considered "active" if you did not have a one-year Break in Service in 1998. To become vested under Limited Five-Year Vesting, an active Participant needs one hour of Sessional Earnings

on or after January 1, 1999, and before incurring a permanent Break in Service.

Inactive Participant: You were considered "inactive" if you had a one-year Break in Service in 1998. To become vested under Limited Five-Year Vesting, an inactive Participant needs to earn one Pension Credit on or after January 1, 1999, and before incurring a permanent Break in Service.

Although a permanent Break in Service generally cancels the Pension Credits you previously earned, if you return to work and subsequently earn five Pension Credits, your earlier Pension Credits will be restored for purposes of calculating your benefit amount.

Normal Retirement Age Vesting

You will become vested once you have attained normal retirement age without a permanent Break in Service.

Normal Retirement Age

If you have some Earnings Credit after January 1, 1988, your normal retirement age is the later of age 65 or the fifth anniversary of the date you began to participate in the Plan.

If you do not have any Earnings Credit after January 1, 1988, your normal retirement age is the later of age 65 or the tenth anniversary of the date you began to participate in the Plan.

Break in Service for Normal Retirement Age Vesting

One-Year Break in Service

As with the Limited Five-Year vesting, a Break in Service rule applies to Normal Retirement Age Vesting, but it is a slightly different rule. Under Normal Retirement Age Vesting, you have a one-year Break in Service in a calendar year in which you do not meet the following earnings requirement shown in the table to the right.

Permanent Break in Service

You had a permanent Break in Service between January 1, 1961, and December 31, 1987, if you had a number of consecutive one-year Breaks in Service that equaled or exceeded the number of Pension Credits previously accumulated. You will have a permanent Break in Service on and after January 1, 1988, if you have at least five consecutive one-year Breaks in Service and the number of consecutive one-year Breaks in Service equals or exceeds the number of Pension Credits previously accumulated. If you have a permanent Break in Service, years of participation before the break are disregarded, and you can only count years of participation after the Break in Service in determining whether you have reached normal retirement age.

You can prevent a series of consecutive one-year Breaks in Service from becoming a permanent Break in Service by earning a Pension Credit. For calendar years after 1998, if you earn more than the amount to avoid a one-year Break in Service, but less than the minimum to earn a Pension Credit, the year is not counted as a one-year Break in Service, but it will not cancel or interrupt the count of previous consecutive one-year Breaks in Service.

1961 – 1991	$2,000
1992 – 1995	$5,000
1996 – 1998	$7,500
1999 – 2002	$5,000
2003 – 2008	$7,500
2009	$8,000
2010	$8,500
2011	$9,000
2012 - 2027	$10,000
2028 - 2029	$11,000
2030 or later	$12,000

Terms to know:

Please refer to the Glossary on pages 4-5 for definitions of these and other capitalized key terms.

Pension Credits

Annuity Starting Date

Earnings Credit

Total Disability

Types of Pensions

This section describes the types of pensions available under the Plan and the service, age and other requirements for each. The Plan can tell you about your eligibility and explain the factors that should be considered when you are ready to have your pension commence. The amount of monthly payment for each type of pension will vary according to a number of factors, including your age and the options you select. Information concerning the amount of payment can be found in the section, "Forms of Pension Payment," as well as in this section.

Regular Pension

Eligibility

You are eligible for a Regular Pension if you meet the following requirements:

1. You have attained age 65; and
2. You have at least 10 Pension Credits.

Amount

The Regular Pension is a monthly amount equal to the sum of the ***annual*** prior service benefit plus the ***annual*** current service benefit divided by 12. The amount is rounded to the next higher multiple of $0.50 if it is not already a multiple of $0.50.

Minimum pension: The minimum amount of monthly Regular Pension is currently $220, except that this minimum shall not apply if eligibility is based on Pension Credits earned under the Alternative Eligibility Program. The minimum pension amount is based on the Five-Year Certain form of payment and will be a lower amount if another form of payment is elected.

Maximum pension: The maximum amount of monthly Regular Pension depends on when your pension is effective (your Annuity Starting Date), and, beginning July 1, 2007, it also depends on the amount of Pension Credits you have accumulated as of your Annuity Starting Date.

The maximum pension amount may be increased if the Annuity Starting Date is after normal retirement age, generally, age 65 (see delayed retirement on page 17). The maximum pension amount is based on the Five-Year Certain form of payment and will be reduced if another form of payment is elected.

The minimum and maximum benefits are based on your individual earnings per year as reported to the Plan. The maximum pension amounts are as follows:

ANNUITY STARTING DATE	PENSION CREDITS REQUIRED AS OF THE ANNUITY STARTING DATE	MAXIMUM MONTHLY PENSION
Prior to 1/1/1998	Any number	$4,400
1/1/1998 - 12/31/1998	Any number	$5,000
1/1/1999 - 6/30/2007	Any number	$6,000
7/1/2007 and later	Less than 20	$6,500
	20 - 29	$7,000
	30 - 34	$7,500
	35 or more	$8,000

Annual Current Service Benefit

The annual current service benefit is the greater of the amount determined under **the annual earnings method *or* the average earnings method**. These methods are as follows:

ANNUAL EARNINGS METHOD	AVERAGE EARNINGS METHOD
A. Apply the Earnings Credit for each year of current service credit earned prior to 1996 to the formula in Table 2. B. Apply the Earnings Credit in each year of current service credit earned in 1996, 1997 and 1998 to the formula in Table 3. C. Apply the Earnings Credit in each year of current service credit earned in 1999 through 2009 to the formula in Table 4. D. Apply the Earnings Credit in each year of current service credit earned after 2009 to the formula in Table 5. E. Add the amounts determined in A, B, C and D above. This is your annual current service benefit under the annual earnings method.	A. Determine your average earnings by adding your Earnings Credit in each year of current service credit and dividing by the number of years of current service credit. B. Apply the amount in A to the formula in Table 2, and multiply the result by the total years of current service earned before 1996. C. Apply the amount in A to the formula in Table 3, and multiply the result by the total years of current service earned in 1996, 1997 and 1998. D. Apply the amount in A to the formula in Table 4, and multiply the result by the total years of current service credit earned in 1999 through 2009. E. Apply the amount in A to the formula in Table 5, and multiply the result by the total years of current service credit earned after 2009. F. Add the amounts determined in B, C, D and E. This is your annual current service benefit under the average earnings method.

Table 2

EARNINGS CREDIT	ANNUAL BENEFIT FOR CURRENT SERVICE CREDIT EARNED PRIOR TO 1996
$0 to $2,500	4.57% of Earnings Credit
$2,501 - $5,000	$114.25 plus 4.21% of excess of your Earnings Credit over $2,500
$5,001 - $30,000	$219.50 plus 3.21% of excess of your Earnings Credit over $5,000
$30,001 - $50,000	$1,022.00 plus 1.82% of excess of your Earnings Credit over $30,000
$50,001 - $75,000	$1,386.00 plus 1.54% of excess of your Earnings Credit over $50,000
$75,001 - $100,000	$1,771.00 plus 1.36% of excess of your Earnings Credit over $75,000
$100,001 and over *	$2,111.00 plus 1.19% of excess of your Earnings Credit over $100,000

*Up to the maximum Earnings Credit allowed (see page 7).

Table 3

EARNINGS CREDIT	ANNUAL BENEFIT FOR CURRENT SERVICE CREDIT EARNED IN 1996, 1997 AND 1998
$7,500 - $50,000	$272.50 plus 3.5% of Earnings Credit over $7,500**
$50,001 - $100,000	$1,760.00 plus 2.5% of excess of your Earnings Credit over $50,000
$100,001 and over*	$3,010.00 plus 1.5% of excess of your Earnings Credit over $100,000

*Up to the maximum Earnings Credit allowed (see page 7).

**If you earn a year of Pension Credit based on Earnings Credit of less than $7,500, or if your average earnings are less than $7,500, your annual current service benefit for such credit will be $272.50.

Table 4

EARNINGS CREDIT	ANNUAL BENEFIT FOR CURRENT SERVICE CREDIT EARNED AFTER 1998 AND PRIOR TO 2010
All earnings*	3.5% of all earnings

*Up to the maximum Earnings Credit allowed (see page 7).

Table 5

EARNINGS CREDIT	ANNUAL BENEFIT FOR CURRENT SERVICE CREDIT EARNED IN 2010 AND LATER**
All earnings*	2.0% of all earnings

*Up to the maximum Earnings Credit allowed (see page 7).
**Staff (use defined term) continue to accrue 3.5% of all earnings after 2010.

The formulas for calculating the amount of pension under the Plan are complicated. We will be happy to provide you with estimates of the amount of your pension. Please log in to your Benefits Manager at my.sagaftraplans.org/benmgr/ to view past pension estimates and to generate one for yourself.

Delayed Retirement After Age 65

Your benefit may be increased if your Annuity Starting Date is later than the date on which you reach age 65 and meet the eligibility requirements for a pension. The adjustment is based on actuarial tables. We can provide you with information on how this adjustment will be calculated.

Mandatory Pension Distribution Dates

The Internal Revenue Service requires the Plan to start to distribute pension benefits to certain Participants who have attained age 73 (subject to change periodically by the IRS). These mandatory distribution rules are similar to the distribution rules for IRAs. The date benefits must commence under the IRS rules is called the required beginning date. Your actual required beginning date depends on the year in which you reach age 73 and whether or not you continue working in Covered Employment after that time.

Your required beginning date is April 1 following the later of the calendar year in which you reach age 73 or the calendar year in which you retire. For purposes of this rule only, you are considered to be retired if you are not actually working in the motion picture industry, even if you have sufficient residuals to earn a Pension Credit. We will send you a written notification when you reach your required beginning date.

Early Retirement Pension

If you want to retire before age 65, you may be eligible for an Early Retirement Pension as early as age 55. Monthly payments for an Early Retirement Pension will be lower than for a Regular Pension. The amount of reduction depends on your age when you retire and the age of your Contingent Annuitant if you will be receiving a joint and survivor benefit.

Eligibility

You are eligible for an Early Retirement Pension if you meet the following requirements:

1. You have attained age 55; and
2. You have at least 10 Pension Credits (excluding Pension Credits earned under the Alternative Eligibility Program).

Amount

If you choose to retire early and start receiving an Early Retirement Pension, your payments will be reduced to account for the longer expected payment duration. This reduction is designed to ensure that you receive a similar total amount over your expected lifetime, taking into account the time value of money, as you would have received had you retired at Normal Retirement Age, generally, age 65. The specific calculation for the amount of Early Retirement Pension is as follows:

1. Determine the amount of your Regular Pension (before rounding) which would be payable if you were age 65.
2. Reduce this amount by one-quarter of 1% for each month you are younger than age 65.
3. Round the reduced amount up to the next highest multiple of $0.50 if it is not already a multiple of $0.50.

Example: Let's say you qualify for a Regular Pension of $4,000 per month at age 65, but you decide to retire at age 62. In this case, your benefit would be reduced by one-quarter of 1% (0.25%) for each month you are younger than 65, totaling 36 months. The reduction is 36 months x 0.25%, which equals 9%. Your monthly benefit would be $4,000 minus 9% of $4,000 ($360), resulting in $3,640 per month.

If you retire even earlier, at age 60, the reduction in your benefit would be 60 months x 0.25%, which equals 15%. Therefore, your monthly benefit would be $4,000 minus 15% ($600), resulting in $3,400 per month.

Note: This estimate is based on a Five-Year Certain option and may be reduced if another option is selected.

Disability Pensions

There are two types of disability pensions:

- **A Disability Pension** which applies to all types of Total Disability; and
- **An Occupational Disability Pension** which applies to work-incurred disabilities.

Eligibility for a Disability Pension

You are eligible for a Disability Pension if you meet all of the following conditions:

1. You are Totally Disabled as defined by the Plan (see page 5);
2. You are younger than age 65;
3. You have at least 10 Pension Credits (excluding Pension Credits earned under the Alternative Eligibility Program); and
4. You have at least one Pension Credit in the six-calendar-year period before the date you became Totally Disabled, including the calendar year in which you became Totally Disabled.

Eligibility for Occupational Disability Pension

You are eligible for an Occupational Disability Pension if you meet all of the following conditions:

1. You are Totally Disabled as defined by the Plan (see page 5);
2. You are younger than age 65;
3. You have at least five Pension Credits (excluding Pension Credit earned under the Alternative Eligibility Program);
4. You have at least one Pension Credit in the six-calendar-year period before the date you became Totally Disabled, including the calendar year in which you became Totally Disabled; and
5. Your Total Disability occurred in the course of employment covered by the Plan. This includes a Total Disability caused by an injury which occurred at an audition or rehearsal, during travel to or from location or during preparation for production or production.

Amount

Both types of Disability Pensions are calculated in the same way as the Regular Pension. There is no reduction for age.

Proof of Total Disability

You will need to provide proof that you meet the Plan's definition of Total Disability. This proof includes all of the following:

1. The official determination by the U.S. Social Security Administration that you are entitled to Social Security disability benefits or Supplemental Security Income Disability benefits;.
2. A completed Disability Certification from your doctor, along with any necessary medical evidence, indicating that you meet the Plan's definition of Total Disability. This Disability Certification will be reviewed by the Plan's medical consultant, who will, based on the evidence provided, determine if you meet the Plan's definition of being totally disabled;
3. Copies of your medical records, including results of laboratory tests; **and**
4. For Occupational Disability Pension only, you will need to provide proof that your injury occurred during the course of employment covered by the Plan.

Important: The Pension Plan has stricter criteria for determining Total Disability than the Social Security Administration's definition. This means that you may not be entitled to a Disability Pension from the Plan even if you are receiving Social Security disability benefits.

Disability Pension Annuity Starting Date

If you are eligible and you apply for the benefit, the Annuity Starting Date of your Disability Pension will be the first of the month following the date of disability determined by the Social Security Administration, provided you file your completed application for the Disability Pension with the Plan Office within 90 days of receipt of your Social Security disability award. If you do not file your completed application for a Disability Pension within the 90-day period as described above, your Disability Pension will begin the first of the month following the date on which you submit your completed application for a Disability Pension.

Once you've been awarded Social Security Disability benefits, you may apply for a Disability Pension or Occupational Disability Pension from the Plan. It is important to submit your Social Security Disability award promptly upon receipt to ensure pension payments can start as soon as possible.

Duration of Disability Pension

Payment of a Disability Pension will continue for as long as you remain Totally Disabled, as defined by the Plan, or until you reach 65, at which time your Disability Pension will be converted to a Regular Pension. If you are receiving a Disability Pension and subsequently lose entitlement to Social Security disability benefits or you recover sufficiently to be able to return to work, you must report this to the Plan within 30 days after the date of the notice of discontinuance of Social Security disability benefits or the date of recovery.

Each year, the Plan will contact each disability pensioner to request proof that they are still receiving Social Security disability benefits and continue to meet the Plan's definition of Total Disability. If the disability pensioner has had Sessional Earnings during the year, the Plan will also request information regarding that employment.

If you return to work in employment covered by the Plan after you recover, you can, of course, earn additional Pension Credit that will be added to the Credits you had earned before you became disabled. When you subsequently retire, there will be no reduction in your benefits because of the fact that you received a Disability Pension.

Changing From an Early Retirement Pension to a Disability Pension

Because you may experience a delay between the onset of your Total Disability and the date you are awarded your Social Security disability benefit, you may want to apply for an Early Retirement Pension while you are waiting for Social Security benefits.

Once you are approved for Social Security disability benefit, you may be entitled to change your Early Retirement Pension to a Disability Pension. The change may only be made if you meet all of the requirements for a Disability or Occupational Disability Pension, including satisfaction of the Plan's definition of Total Disability, and the date that the Social Security Administration determines that you are disabled is on or before your Early Retirement Pension Annuity Starting Date. Your request for this change must be made in writing to the Plan, and you must provide a copy of your Social Security disability benefit award, as well as other proof that you meet the Plan's definition of Total Disability. If you meet all of these requirements, your Annuity Starting Date will be determined as described on page 18.

The monthly amount of the Disability Pension will be determined in the same manner as a Regular Pension — that is, there is no reduction for age. If retroactive payments are due as a result of changing from an Early Retirement to a Disability Pension, the retroactive amount is paid in a lump sum.

If you elect to change from an Early Retirement Pension to a Disability Pension, you may also elect to change the form of pension payment you receive. If you are married, you must have your spouse's consent to change your form of pension payment.

Terminal Illness Benefit

Because the Social Security Administration can take up to a year to make a disability determination, it is possible for terminally ill Participants to be left without any pension income during their final months of life. For this reason, the Plan has a Terminal Illness benefit. This benefit provides a lump-sum payment equal to the actuarially determined present value of one-half (½) of the pre-retirement death benefit that would otherwise be payable upon your death.

Eligibility

You are eligible for a Terminal Illness benefit if you meet *all* of the following conditions:

1. You are younger than age 65;

2. You have at least 10 Pension Credits (excluding Pension Credit earned under the Alternative Eligibility Program); and
3. You are Totally Disabled and have a Terminal Illness.

Definitions of Total Disability and Terminal Illness

You will be deemed **Totally Disabled** under the Terminal Illness benefit if you meet the definition of Total Disability on page 5, except that receipt of Social Security disability benefits is not required. You will be considered to have a **Terminal Illness** if a licensed physician certifies, in writing, that you have a life expectancy of less than one year.

Important Rules for the Terminal Illness Benefit:

- If you elect to receive a Terminal Illness benefit, you will not be entitled to receive a Disability Pension.
- If you are married, your spouse must consent to the election of the Terminal Illness benefit.

Amount

The amount of the Terminal Illness benefit is equal to one-half (½) of the pre-retirement death benefit that would otherwise be payable to your spouse or Beneficiary upon your death — that is, four times the amount of the annual current service benefit. The pre-retirement death benefit is described on page 29. This amount is payable in a lump sum.

Upon your death, the Terminal Illness benefit is deducted from the death benefit payable to your Beneficiary. Should you survive to retire on a Regular or Early Retirement Pension, the amount of the monthly pension will be reduced to account for amounts you have received as part of your Terminal Illness benefit.

Vested Pension

Eligibility

You are eligible for a Vested Pension if you satisfy one of the following requirements:

1. You have reached Normal Retirement Age and are an Active Participant at the time or after you reach Normal Retirement Age. You are considered Active for purposes of a normal retirement age Vested Pension in a calendar year in which you earn a current service Pension Credit.
2. You are age 65 and have satisfied the requirements for Limited Five-Year Vesting as described above.

Amount

The amount a Vested Pension is calculated in the same manner as the Regular Pension based on your Pension Credit, except that the $220 minimum monthly pension does not apply. However, if you continue to work and subsequently accumulate a total of 10 Pension Credits, you will then be eligible to convert from a Vested Pension to a Regular Pension as of the first month following the month in which your 10th Pension Credit is earned. At that time, the minimum will apply.

Service Pension

Eligibility

You are eligible for a Service Pension if you meet all of the following requirements:

1. You have attained age 55;
2. You have at least 10 Pension Credits;
3. You have earned at least five Pension Credits as a Plan Office Participant or as a Union Office Participant;
4. The sum of your age and Pension Credits is equal to at least 75;
5. You were not awarded an Early Retirement Pension prior to April 1, 1991; and
6. You were not awarded an Early Retirement Pension under the Screen Actors Guild Retirement Plan prior to January 1, 2004.

Amount

The monthly amount of a Service Pension is calculated in the same manner as a Regular Pension. There is no reduction for age.

Pro Rata Pension

Pro Rata Pensions are provided for Participants who would otherwise be ineligible for a pension because their employment was divided between work creditable under this Plan and work creditable under the Motion Picture Industry Pension Plan. Under a Pro Rata Pension, credit you earned under the Motion Picture Industry Pension Plan is combined with the credit you earned under this Plan for purposes of determining your eligibility for benefits. However, the amount of benefits paid by this Plan will be based only on Pension Credit earned under this Plan. Credit earned under the Motion Picture Industry Pension Plan can also be used to determine eligibility for the death before retirement benefit (see page 28). Credit under the Motion Picture Industry Pension Plan can only be considered for a Pro Rata Pension if it has not been canceled due to a break in service under that Plan.

Eligibility

You are eligible for a Pro Rata Pension if you meet *all* of these requirements:

1. You would be eligible for a Regular, Disability or Early Retirement Pension if your years of credit under the Motion Picture Industry Pension Plan were treated as Pension Credit under this Plan;
2. You have earned at least five years of Pension Credit under this Plan and five years of credit under the Motion Picture Industry Pension Plan; and
3. You have earned at least one year of current service credit under this Plan after January 1, 1992.

Amount

The monthly amount of the Pro Rata Pension is calculated in the same manner as a Regular, Disability or Early Retirement Pension (whichever is applicable) but is based only on the Pension Credit earned under this Plan. No benefit is paid from this Plan for your credits under the Motion Picture Industry Pension Plan.

Annual Prior Service Benefit

The annual prior service benefit is applicable only to benefits earned prior to 1961. Please refer to the Plan Document or call the Plan Office for details.

Notes

Forms of Pension Payment

The Plan provides several forms of pension benefit payment. When you apply for a pension, you will be advised of the amount of payment under each form of pension available to you. You will then be required to select the form of payment you desire.

IMPORTANT: Once you have started to receive pension benefits, you cannot change from one form of pension payment to another, even if additional Covered Earnings are received on your behalf, your marital status changes, or if your spouse or Contingent Annuitant dies before you. There are limited exceptions to this rule for a disability pensioner who recovers from a disability and returns to work or for an early retirement pensioner who converts an Early Retirement Pension to a Disability Pension.

If You Are Married:

The automatic form of payment for married Participants is the Qualified 50% Joint and Survivor benefit. If you choose any other form of benefit or any Option (Five-Year Certain, Ten-Year Certain, Pop-Up, etc.), you and your spouse must reject the 50% Joint and Survivor benefit, and your spouse must consent to your choice of Beneficiary or Contingent Annuitant on the notarized Pension Application.

Five-Year Certain

This is the normal form of benefit payment under the Plan for unmarried Participants. This form of payment provides a monthly pension to you for your lifetime with the guarantee that if you die before receiving 60 monthly pension payments, the remainder of the 60 monthly payments will be paid to your designated Beneficiary. There is no reduction made to the pension amount for electing this form of payment.

If you are married, the Five-Year Certain form of payment is available only if you and your spouse have rejected the Qualified 50% Joint and Survivor Pension.

Example: If you start receiving your benefit and pass away after receiving 10 payments, your designated Beneficiary will receive an additional 50 monthly payments (assuming they survive). No further payments will be made after that.

Terms to know:

Please refer to the Glossary on pages 4-5 for definitions of these and other capitalized key terms.

Spouse

Annuity Starting Date

50% Qualified Joint and Survivor Pension (married couples)

This form of benefit payment with your spouse as the Contingent Annuitant is available only if you are legally married at the time of retirement. If you are not married or want to name a Contingent Annuitant other than your spouse, see the 50%, 75% and 100% Joint and Survivor Options section. This form of payment provides a monthly pension to you for your lifetime and, after your death, a lifetime pension for your surviving spouse. Your surviving spouse will receive monthly benefits equal to 50% of the amount you were receiving when you died. For example, if you were receiving a monthly Qualified 50% Joint and Survivor Pension of $700 per month and you die, your surviving spouse would receive a monthly benefit of $350 per month for the rest of their lifetime.

The Qualified 50% Joint and Survivor Pension provides benefits over two lifetimes. However, the benefit amounts are adjusted accordingly. You will receive lower monthly benefits compared to the Five-Year Certain payment option. The reduction in your benefits is greater if your spouse is much younger, as there is a greater probability that the younger spouse would receive benefits for a longer period of time. The actual monthly pension amount for you and your spouse depends on your respective life expectancies. Please log in to your Benefits Manager account, and run the Estimate Generator under Pension to obtain an estimate of these amounts.

If you are married, your pension will be paid as the Qualified 50% Joint and Survivor Pension. To choose a different option, you and your spouse must complete and sign a notarized statement rejecting the Qualified 50% Joint and Survivor Pension and selecting another form of payment option no more than 180 days prior to the Annuity Starting Date.

Special Rules for the Qualified 50% Joint and Survivor Pension

1. The Qualified 50% Joint and Survivor Pension applies only to your spouse at the time your pension payments start. Should you later remarry due to divorce or the death of your spouse, the benefit will not transfer to a new spouse.
2. Once payments have begun on a Qualified 50% Joint and Survivor Pension, they will continue at the same level even if your spouse should die before you or the marriage should be dissolved, unless you elect the Pop-Up option described on page 25.
3. Payments to the surviving spouse continue for life and are not affected by remarriage.
4. If your spouse dies before you but after your pension payments have begun, all pension payments will stop with your death.

50%, 75% and 100% Joint and Survivor Options

The Plan offers three additional Joint and Survivor Options. These Options provide a lower monthly pension for your lifetime, with 50%, 75% or 100% (based on your choice at retirement), continuing after your death for the lifetime of a Contingent Annuitant chosen by you. Your Contingent Annuitant may be anyone you choose, subject to the limits on age differences explained below and cannot be changed once your pension benefits commence.

Because the Joint and Survivor Options provide benefits over two lifetimes, the benefit amount is reduced from the amount you would receive under the Five-Year Certain form of benefit. The monthly amount of pension payable to you and your Contingent Annuitant is based on the Joint and Survivor Option you elect and the life expectancy of you and your Contingent Annuitant. To obtain an estimate of the amounts payable under these options, please contact the Plan.

Special Rules for the Joint and Survivor Options

1. Election of a Joint and Survivor Option must be made in writing on a form prescribed by the Plan Board of Trustees and filed with the Plan prior to the date the first pension payment is made.
2. If you want to select a Contingent Annuitant who is not your spouse, the availability of the 100% or 75% Joint and Survivor Option may be limited by law. You are not permitted to choose a 100% Joint and Survivor Option with a non-spouse Contingent Annuitant who is more than 19 years younger than you, nor may you choose a 75% Joint and Survivor Option with a non-spouse Contingent Annuitant who is more than 10 years younger than you.
3. A Joint and Survivor Option will take effect only if you and your Contingent Annuitant are both alive on the date when it is otherwise to take effect.
4. Once payments have begun on a Joint and Survivor Option, the reduced payments will continue at the same level. This is true even if your Contingent Annuitant should die before you or, if your Contingent Annuitant is your spouse and you subsequently divorce, or unless you elect a Pop-Up Option described in the following section.
5. Once elected, the Joint and Survivor Option may only be revoked in writing on a form prescribed by the Plan Board of Trustees and filed with the Plan prior to the date the first pension payment is made.

   Exception: The Joint and Survivor Option will automatically be revoked if the Contingent Annuitant dies (or, if the Contingent Annuitant is your spouse, you are divorced) before a pension in the optional form becomes payable. In such event, you may continue the Joint and Survivor Option if, within 90 days of such an event, you designate another Contingent Annuitant and communicate it to the Plan in writing.
6. You may not change your Contingent Annuitant once payments have commenced. This is because the amount of payment is based on your age and the age of the Contingent Annuitant you select at retirement.
7. The Joint and Survivor Option is not payable if it would result in a monthly benefit of less than $30 to you or your Contingent Annuitant.

Pop-Up Option

You may elect the 50% Qualified Joint and Survivor Pension, or the 50%, 75% or 100% Joint and Survivor Options with a "Pop-Up Option."

The Pop-Up Option reduces the monthly amount that would otherwise be payable under the 50% Qualified Joint and Survivor Pension or the 50%, 75% or 100% Joint and Survivor Options. However, it guarantees an increase back to the amount that would have been payable for a Five-Year Certain form of payment option if your spouse or Contingent Annuitant passes away before you. Without the Pop-Up Option, your monthly payment remains the same if your spouse or Contingent Annuitant dies first.

Because the Pop-Up Option provides an additional guarantee, the monthly pension amount is reduced more than it would be under either the Qualified 50% Joint and Survivor Pension or the Joint and Survivor Options without the Pop-Up Option. To obtain an estimate of the monthly amounts, please contact the Plan.

If you elect a Pop-Up Option and your spouse or Contingent Annuitant dies, you should send a certified copy of the death certificate to the Plan as soon as possible. The increased (popped-up) monthly benefit amount will become effective as of the first of the month following the date of death. The increased monthly benefit will be payable for your lifetime, and all payments will stop upon your death. However, if you die before receiving a total of 60 monthly payments (including all payments before and after the Pop-Up), the remainder of the 60 monthly payments

will be paid to the Beneficiary you designated when you informed the Plan of the death of your spouse or Contingent Annuitant.

Ten-Year Certain Option

If you are eligible for any type of pension other than a Disability or Occupational Disability Pension, you may elect to receive a Ten-Year Certain Option. This option provides a reduced monthly pension to you for your lifetime, and if you die before receiving 120 pension payments, the remainder of the 120 monthly payments will be paid to your designated Beneficiary.

Payments to your Beneficiary will continue until a total of 120 payments have been made to you and your Beneficiary combined.

Example: You commence your benefit and receive 10 payments, and die within the month in which the 10th payment is made. Your Beneficiary will receive the additional 110 monthly payments, with no benefit due thereafter.

The reduction factor applied to the Ten-Year Certain Option is determined based on your age on the Annuity Starting Date of your pension, according to the table below.

Example: You are age 57 and eligible for a pension in the amount of $600 per month. If you elect the Ten-Year Certain Option, your benefit will be reduced to $586.80 ($600 x 97.80%).

Special Rules for the Ten-Year Certain Option

1. Election of the Ten-Year Certain Option must be made in writing on a form prescribed by the Plan Board of Trustees and filed with the Plan prior to the date the first pension payment is made.
2. Revocation of the Ten-Year Certain Option must be made in writing on a form prescribed by the

AGE OF PARTICIPANT ON ANNUITY STARTING DATE	FACTOR (%)	AGE OF PARTICIPANT ON ANNUITY STARTING DATE	FACTOR (%)
55	98.20%	73	88.55%
56	98.01%	74	87.50%
57	97.80%	75	86.37%
58	97.56%	76	85.19%
59	97.29%	77	83.96%
60	96.98%	78	82.69%
61	96.64%	79	81.41%
62	96.25%	80	80.10%
63	95.81%	81	78.80%
64	95.33%	82	77.49%
65	94.79%	83	76.21%
66	94.20%	84	74.95%
67	93.55%	85	73.72%
68	92.86%	86	72.54%
69	92.12%	87	71.39%
70	91.32%	88	70.29%
71	90.46%	89	69.23%
72	89.54%	90	68.20%

Plan Board of Trustees and filed with the Plan prior to the Annuity Starting Date.

3. The Ten-Year Certain Option is not available if it would result in a monthly pension of less than $30 to you, nor is it available if your life expectancy or the joint life expectancy of you and your Beneficiary is less than 10 years.

Partial Lump-Sum Payment Option

The Partial Lump-Sum Option allows you to receive part of your pension in a lump sum. If you elect this option, you will receive, at retirement, a lump-sum payment equal to 12 times the monthly payment you would have received under the Five-Year Certain form of payment. The partial lump sum represents your first monthly payment. The month after the lump-sum payment is made, the rest of your monthly payments for the rest of your life are based in the form of payment you elect.

You may elect to receive the monthly payments under any form of payment provided by the Plan, but the amount of the monthly payments will be reduced to take into account the lump-sum payment. The amount of reduction is based on actuarial factors in effect at the time the pension first becomes payable.

For example, if you retire at age 65 with a monthly benefit of $1,200 under the Five-Year Certain form of payment, you would receive $14,400 in a lump sum (12 x $1,200) and monthly payments of $1,083.50 thereafter for the rest of your life. If you elect the Qualified 50% Joint and Survivor Pension or any optional form of payment, the monthly payments would be further reduced in accordance with the rules for the form of payment selected.

If you have additional Earnings Credit after the lump sum is paid, your monthly payments will be increased to reflect the additional benefits, but no additional lump-sum payment will be made.

If you are married, your spouse must consent to the election of the Partial Lump-Sum Option.

Lump-Sum Payment of Small Pensions

Regardless of the type of pension you qualify for, if the actuarial value of your lifetime pension is $1,000 or less, your pension will be paid in one lump sum instead of monthly payments. If the actuarial value of your lifetime pension is between $1,000 and $7,000, you may elect to receive a lump-sum payment instead of monthly payments. You will be advised when you apply for a pension whether you are subject to these lump-sum payment provisions. This is only available to you if the lifetime value of your pension is less than $7,000.



Terms to know:

Please refer to the Glossary on pages 4-5 for definitions of these and other capitalized key terms.

Pension Credit

Break in Service

Death Before Retirement Benefits

The following benefits may be payable if you die before retirement benefits have commenced. For these benefits to be distributed according to your wishes, it is important to fill out a Beneficiary Designation Form and keep it updated. Please refer to page 30 for details on designating a Beneficiary.

If you are married, the death benefits you may be eligible for are the Pre-Retirement 50% Joint and Survivor Pension (this is what is paid if one of the other options is not elected), the Pre-Retirement 100% Joint and Survivor Pension (provided your spouse is eligible and elects it), or the Pre-Retirement Death Benefit with your spouse as Beneficiary if your spouse elects it. If you are unmarried, or if you make a valid Beneficiary designation of someone other than your spouse, the death benefit available is the Pre-Retirement Death Benefit. If you are married you will need the written consent of your spouse to waive their right to the Pre-Retirement 50% Joint and Survivor Pension (and, if applicable, the Pre-Retirement 100% Joint and Survivor Pension) and permitting your designation of a different Beneficiary for the Pre-Retirement Death Benefit. This written consent must be provided on the forms provided by the Plan.

Pre-Retirement 50% Joint and Survivor Pension

If you are married and die before retirement but after meeting the service requirements for pension (including a Pro Rata Pension), your spouse will automatically be entitled to the Pre-Retirement 50% Joint and Survivor Pension. This benefit is available even if you do not meet the age requirement for a pension at the time of death.

Unless your spouse waives their right, or, if eligible, elects the Pre-Retirement 100% Joint and Survivor Pension or Pre-Retirement Death Benefit, they will receive the Pre-Retirement 50% Joint and Survivor Pension, regardless of your designated Beneficiary. Please refer to page 30 for details on designating a Beneficiary.

Under the Pre-Retirement 50% Joint and Survivor Pension, your surviving spouse will receive monthly benefits, for life, equal to 50% of the benefits you would have received under the 50% Joint and Survivor Pension, determined as if you had retired on your date of death and survived until your earliest retirement date.

If you have at least 10 Pension Credits on the date of death, your spouse may begin receiving benefits as of the first of the month after you would have reached 55 (or the first of the month after your death, if later).

If you have fewer than 10 Pension Credits, your spouse may begin receiving benefits as of the first of the month after you would have reached 65 (or the first of the month after your death, if later). In all cases, your spouse may elect to defer the commencement of payments, but only until the date you would have reached age 73 had you lived.

IMPORTANT: Your surviving spouse has the option to choose the Pre-Retirement Death Benefit or the Pre-Retirement 100% Joint and Survivor Option, both as described below, within 90 days of receiving written notice from the Plan. The chosen benefit will not be less than the actuarial value of the Pre-Retirement 50% Joint and Survivor Pension. If needed, the amount of the pre-retirement death benefit will be adjusted to equal the actuarial value of the Pre-Retirement 50% Joint and Survivor Pension.

The Pre-Retirement 50% Joint and Survivor Pension is payable only if you and your spouse have been married throughout the one-year period prior to your death.

Pre-Retirement 100% Joint and Survivor Pension

Your surviving spouse may choose to receive the Pre-Retirement 100% Joint and Survivor Pension instead of the Pre-Retirement 50% Joint and Survivor Pension if age and service requirements have been met at the time of death, within 90 days of receiving written notice from the Plan.

The Pre-Retirement 100% Joint and Survivor Pension is payable if you die before retirement but after meeting both the age and service requirements for pension. If selected by your surviving spouse, the monthly amount payable to the surviving spouse is equal to the monthly benefit that you would have received under the 100% Joint and Survivor Option had you retired the day before your death. If this Pre-Retirement 100% Joint and Survivor Pension is selected, no benefits will be paid under the foregoing Pre-Retirement 50% Joint and Survivor Pension or the Pre-Retirement Death Benefit described below.

Benefits to your surviving spouse will start as of the first of the month following your death.

The Pre-Retirement 100% Joint and Survivor Pension is payable only if you and your spouse have been married throughout the one-year period prior to your death.

Pre-Retirement Death Benefit

The following benefits are automatically payable to your Beneficiary if you are not legally married upon your date of death. They are not payable if payments are payable to your spouse under the Pre-Retirement 50% Joint and Survivor Pension or the Pre-Retirement 100% Joint and Survivor Pension, unless your spouse has elected, within 90 days of receiving written notice from the Plan, to receive the Pre-Retirement Death Benefit instead of the Pre-Retirement 50% Joint and Survivor Pension, or Pre-Retirement 100% Joint and Survivor Pension as applicable.

1. **Death before age 65:** If you are under 65 years old and have at least five Pension Credits without a permanent Break in Service (or at least eight Pension Credits total), your Beneficiary will be paid a lump-sum in the amount equal to four times the annual current service benefit earned at the time of death, with a minimum of $1,500. The Beneficiary can choose to receive this benefit in 60 equal monthly installments by making an election within 90 days of receiving written notice from the Plan. The monthly payment amount is determined by dividing the lump-sum payment by 60.

2. **Death after age 65:** If you are age 65 or older and have at least 10 Pension Credits, instead of the benefit described in (1) above, your Beneficiary will be paid 60 monthly payments, each equivalent to the monthly amount of the Regular Pension would have received if you had retired on the date of your death (in the form of a Five-Year Certain payment option). The Beneficiary can choose to receive the death benefit as a single lump-sum payment by making an election within 90 days of receiving written notice from the Plan. The lump-sum payment is calculated by multiplying the monthly payment by 60.

If you are age 65 or older and have at least five Pension Credits without a permanent Break in Service (or at least eight Pension Credits, including Pension Credits before a permanent Break in Service), the lump-sum death benefit described in 1 above will be paid to your Beneficiary. The Beneficiary has the option to choose 60 equal monthly installments instead of the lump-sum payment within 90 days after receiving notice from the Plan. The monthly payment amount is determined by dividing the lump-sum payment by 60.

Designating a Beneficiary

You may designate a Beneficiary to receive any payments due upon your death, that are not automatically payable to your surviving spouse, by completing a Beneficiary Designation Form. You will be asked to list at least one primary and one secondary Beneficiary. However, you may list more if you wish. You may change your Beneficiary at any time prior to commencing your pension benefits by completing a new Beneficiary Designation Form and filing it with the Plan.

If you do not designate a Beneficiary, death benefits will be paid to the first surviving of the following: (1) your spouse, (2) your children, (3) your brothers and sisters, (4) your parents, (5) any other person who is the object of your natural bounty as determined by the Board of Trustees.

Special Note: The Beneficiary you list on the Designation of Beneficiaries Form will not receive the Pension Plan benefits upon your death if your spouse is eligible for the automatic Pre-Retirement 50% Joint and Survivor Pension, regardless of whether they choose the Pre-Retirement Death Benefit.

Please contact the Plan if you have any questions about designating a Beneficiary or changing your Beneficiary designation.

Suspension of Pension Payments for Certain Employment After Retirement

To receive a monthly pension from this Plan before age 65, you must retire and avoid prohibited employment as outlined by the Plan rules. Otherwise, your monthly pension may be suspended as described in this section. You will be notified by the Plan before any suspension of benefits occurs. If you are 65 or older, you can work in any capacity after retirement and still receive your pension.

Retirement

Your pension will be suspended for any month in which you are younger than age 65 and earn Sessional Earnings equal to or exceeding seven times the minimum day payer rate under the Producer–SAG-AFTRA Codified Basic Agreement (TV and Theatrical Agreement), rounded up to the next $100. As of July 1, 2025, the minimum day payer rate is $1,082, subject to change annually. This means your benefit will be suspended if you earn $7,600 (7 days x $1,082 = $7,600, rounded up to the next $100) or more in a calendar month. The minimum day payer rates under the most recent TV and Theatrical Agreements are as follows:

PERIOD	CODIFIED BASIC AGREEMENT MINIMUM DAY PAYER RATE	SESSIONAL EARNINGS LIMIT FOR SUSPENSION
July 1, 2029 – June 30, 2030	$1,402	$9,900
July 1, 2028 – June 30, 2029	$1,361	$9,600
July 1, 2027 – June 30, 2028	$1,321	$9,300
July 1, 2026 – June 30, 2027	$1,283	$9,000
July 1, 2025 – June 30, 2026	$1,246	$8,800
July 1, 2024 – June 30, 2025	$1,204	$8,500
November 9, 2023 – June 30, 2024	$1,158	$8,200
July 1, 2022 - June 30, 2023*	$1,082	$7,600

*Due to the SAG-AFTRA strike, the rate under the 2020 Television and Theatrical contracts continued to be utilized until the new contract was agreed to and work resumed under the new rate structure on November 9, 2023.

Terms to know:

Please refer to the Glossary on pages 4-5 for definitions of these and other capitalized key terms.

Plan

Sessional Earnings

Pension Credit

Once you stop working in prohibited employment, you must notify the Plan in writing in order for your pension payments to resume within three months at the same amount as before the suspension. At the end of the calendar year of the suspension, your total earnings (including Sessional Earnings and Residual Earnings) will be reviewed.

If your total earnings for the calendar year meet or exceed the minimum earnings required to earn a Pension Credit (i.e., $20,000 for 2026), your pension will be recalculated when you turn 65 based on all the earnings reported in the calendar year in which your benefit was suspended, subject to the Plan's minimum and maximum pension limits. Because the additional benefit is paid at age 65, it will not be reduced for age. However, if your total earnings for the calendar year of the suspension are less than the minimum earnings required for a Pension Credit, the amount of pension that was suspended during that year will be refunded to you.

For example: If you retired on an Early Retirement Pension in 2022 and then earn $7,800 in Sessional Earnings in April 2027, your pension will be suspended for May (or the next available payment). If you did not have enough total earnings to get a Pension Credit during the year 2023, the suspended amount of your pension will be refunded to you. No additional pension accrual will be provided in this case. However, if you work and earn $7,800 in April and you earn an additional $12,200 throughout the rest of the calendar year, you will receive a Pension Credit for the 2023 calendar year, and you will receive an additional benefit accrual for the $20,000 in total earnings, (the minimum to earn a Pension Credit in 2023 - note this will increase to $22,000 starting in 2028 and to $24,000 starting in 2030). This additional benefit will be payable once you turn 65 without a reduction for age, subject to the Plan's minimum and maximum pension amounts.

You must notify the Plan, in writing, within 15 days of engaging in prohibited employment, and we urge you to inform us as soon as possible in advance of your beginning work in prohibited employment. If you do not notify the Plan as required, the Plan will suspend the next monthly payment(s) once it is determined that you have engaged in prohibited employment. We will notify you before your benefit is suspended. Due to the time it takes for earnings to be reported to the Plan and processed, this may be several months after the time of work. You have the right to appeal a benefit suspension by filing a written request for appeal with the Board of Trustees within 60 days of the notice of suspension.

If your pension is suspended, you must advise the Plan when you stopped or will stop working in prohibited employment. If you received pension payments after you started prohibited employment, the Board of Trustees may recoup the overpayment from you, such as by deducting from future pension payment.

The Department of Labor regulations governing suspension of benefits under pension plans may be found by visiting the DOL website at dol.gov and searching Section 2530.203-3 of Title 29 of the Code of Federal Regulations.

Post-Retirement Benefit Accruals

Additional Earnings Before Age 65

If you started to receive an Early Retirement Pension and had your benefits suspended due to prohibited employment, as described above, and you earn enough to earn a Pension Credit, you may be entitled to an increased pension at age 65 based on the Earnings Credit received during the periods of suspension. Please refer to pages 31 - 32 for the specific rules.

Your maximum pension amount will be based only on the Pension Credits used in the calculation of your benefit. If you earned a Pension Credit but your pension was not suspended, that credit will not be included in the calculation of your increased benefit nor will it be used to determine your maximum benefit tier.

If you are unmarried at age 65, the additional benefit will automatically be paid in the Five-Year Certain form, unless you choose to receive it in the same form as your initial Early Retirement Pension. If you are married at age 65 and initially elected the 50% Joint and Survivor Pension, the additional benefits will be paid in that form, unless you decline it and choose the Five-Year Certain form. If you are married at age 65 and initially elected a different form of payment, the additional benefit will be paid as a 50% Joint and Survivor Pension, unless you decline it and choose your previous form of payment. Rejecting the 50% Joint and Survivor Pension for your increased pension amount requires written notarized consent from your spouse.

Additional Earnings After Age 65

If you are age 65 or older, you will be entitled to an increased pension (subject to the maximum pension amount) for additional Earnings Credit on and after your 65th birthday (including Residual Earnings) received after retirement for any calendar year after 1991 in which you have sufficient earnings (including Residual Earnings) for a Pension Credit as outlined on page 8.

The increased pension is calculated annually and is effective January 1.

However, in order to make sure that the Plan has received all of your reported earnings from a calendar year before your pension is adjusted, the actual adjustment will be done midyear. Any increase will be retroactive to January 1. Any additional benefit will be paid in the same form of payment you were previously receiving.

Terms to know:

Please refer to the Glossary on pages 4-5 for definitions of these and other capitalized key terms.

Earnings Credit

Pension Credit

Terms to know:

Please refer to the Glossary on pages 4-5 for definitions of these and other capitalized key terms.

Plan

Pension Credit

Total Disability

How to Apply for Benefits

When you decide to retire, be sure to contact the Plan promptly, and apply for benefits. You will be considered as having applied for a pension only when your **completed notarized application** has been received by the Plan. **Payments cannot begin before the completed application and all other required forms and documents have been received.** Unless you notify the Plan, we will assume that you are still working and that pension benefits are not yet payable to you.

Please note that the Plan requires time to process and approve applications, to ensure things are complete and in good order. This means that in order to receive a payment on your desired start date, you should submit your application at least six weeks in advance and respond promptly to Plan representatives with any identified missing information.

For example: You email your application to ParticipantSupport@sagaftraplans.org on May 27 of the current year, and your application and applicable proof documents are in good order. In that case, the earliest Annuity Start Date you could receive (unless you specified a later date on your application or are not vested or eligible at the time) would be June 1. However, your Annuity Start Date does not mean you will receive payments on this specific date. Rather, payments would be made retroactive back to June 1. In this situation, the first check would likely be received in July.

When you request an application from the Plan, you can also obtain information about your Pension Credits, benefits, options and any other information that will help you to make your decisions and complete the application. Applications and other pension forms are also available on the Plan's website at www.sagaftraplans.org/pensionforms.

Along with your application, you must provide a copy of your passport, Real ID, birth certificate or other proof of your date of birth. If you are married, a copy of your recorded marriage certificate must be provided. If you are applying for a Joint and Survivor Option, your Contingent Annuitant's proof of date of birth must also be submitted. The Board of Trustees reserve the right to require any additional documentation to substantiate your pension application.

Once your pension application has been received and your first check has been issued, you may not change it for any reason, including, but not limited to, a change of marital status, death of a spouse or Contingent Annuitant, the crediting of additional earnings or a change of benefit amount.

If you are making any other claim for benefits under the Plan (including claims for

recovery of benefits under the Plan, enforcing rights under the Plan or clarification with regard to the right to future benefits under the Plan), your claim must be submitted in writing to the Plan.

If You Are Applying for a Disability Pension

For a Disability or Occupational Disability Pension, you must also provide proof that you meet the Plan's definition of Total Disability. This includes a copy of your notice of entitlement to Social Security disability benefits which you receive from the U.S. Social Security Administration and the Disability Certification Form completed by your doctor. Certification forms are available from the Plan. You will be asked to provide copies of additional documentation, including your medical records and laboratory test results.

Application for Death Benefits

If you die before retirement, your surviving spouse or Beneficiary must file an application with the Plan, including a copy of your death certificate for death benefits that may be due (see section on "Death Before Retirement Benefits," beginning on page 28).

If you die after retiring and benefits are due to a Beneficiary or Contingent Annuitant, they must file an application with the Plan before payments can be paid to them.

To make it possible for payments to begin with minimum delay, your spouse, Contingent Annuitant, Beneficiary or a representative should contact the Plan as soon as possible after your death. If any overpayment was made to you (e.g., if you die in May but the June payment was still sent to you), the Plan will collect the overpayment before any survivor benefits can commence, subject to applicable legal requirements.

The Plan will provide information to properly authorized representatives on your eligibility and possible benefits due as a result of your death.

If your application is rejected or any claim for benefits under the Plan is denied in whole or in part, you have the right to appeal to the Board of Trustees. See pages 40 and 41 for details.

Terms to know:

Please refer to the Glossary on pages 4-5 for definitions of these and other capitalized key terms.

Annuity Starting Date

Annuity Starting Dates

The date as of which your pension commences is called your Annuity Starting Date (or Benefit Effective Date).

Pensions are usually effective on the first day of the month after the completed pension application has been received by the Plan. Commencement of payments may be delayed due to administrative processing. However, once payments commence, they will be retroactive to the first of the month following receipt of the completed application (including supporting documents), subject to the retroactive annuity starting date rules for Disability Pension payments as described on page 18.

The Plan is required to provide you with a written notice of all of the optional forms of payment available to you at least 30 days but not more than 180 days immediately preceding your Annuity Starting Date, as determined above. In the event this notice is not timely provided, you will be given the option of electing to have your benefits commence retroactively to the original Annuity Starting Date with interest paid from that date to the date the first check is paid to you or to have your benefits commence prospectively with an actuarial increase to account for the missed payments.

Methods of Receiving Pension Payments

You may elect to receive your monthly pension by having it deposited directly to a domestic checking or savings account or by having a paper check sent via the United States Postal Service to your address on record. The Board of Trustees strongly encourage you to have your checks directly deposited into a bank account to avoid any unexpected delays in delivery or mishaps, such as theft from your mailbox. You can be assured that your pension payment will be in your account by the first of the month and avoid potential delays associated with the mail. Direct deposits cannot be made into any company account or any banking institutions outside of the United States and must be deposited to an account with your name listed as an account owner.

To set up direct deposit, the Plan requires one of the following proofs of account documentation to be submitted along with the Direct Deposit Authorization Form:

- Voided check stating your full name
- Bank statement stating your full name, account type (checking or savings) and full account number
- Document on bank letterhead stating your full name, account type (checking or savings), nine-digit routing number, full account number and a bank representative's signature

You may have your direct deposit sent to a trust account. To be properly set up, the trust account should have your full name as an owner of the account. If your name is not listed on the proof of account, the Plan requires a copy of the trust agreement for review.

If you do not have a domestic bank account and do not want your check sent via the United States Postal Service standard delivery method, you can set up a prepaid debit card option. You are responsible for setting up these accounts on your own, and you should provide the Plan with the required documentation to begin payments to a debit card and you will be responsible for any associated fees.

Terms to know:

Please refer to the Glossary on pages 4-5 for definitions of these and other capitalized key terms.

SAG-AFTRA

Pension Plan Benefits Manager

Visit: **my.sagaftraplans.org/benmgr/** for personalized pension information.

Pensioner Verification

Once you have started to receive your pension, you may receive a verification form from the Plan. The purpose of this verification is to ensure that you are receiving your monthly pension. If you do not complete the form and return it in a timely manner to the Plan, your pension payments will be suspended until the completed form is received. Once the form is received, your pension payments will be retroactively restored.

Be sure to update the Plan any time you relocate.

Qualified Domestic Relations Orders(QDROs)

The Plan is required to pay benefits in accordance with the provisions of a Qualified Domestic Relations Order (QDRO). A Domestic Relations Order (DRO) is a court order which is issued pursuant to a state domestic relations law and which relates to the provision of marital property rights. In order to be considered a QDRO, the order must contain certain specific provisions with respect to the benefits under the Plan. When the Plan receives a DRO or proposed DRO, it follows specific procedures as required by federal law in determining whether the DRO is qualified. The Plan also has model QDROs that are available to Participants and their attorneys along with a copy of the Plan's procedures with respect to QDROs. This information is available free of charge on our website. If you have any questions regarding QDROs, you should contact the Plan.

Please visit www.sagaftraplans.org/pensionforms to find the Plan's model QDRO and QDRO procedures.

Overpayments

If payment of benefits to an individual exceeds the amount of benefits that should have been paid under the terms of the Plan, subject to applicable legal limitations the Board of Trustees is entitled to take any and all actions, in their discretion, that they deem necessary or appropriate to recover the overpayment.

Pension payments may be suspended or denied for failure to promptly, completely and in good faith comply with a request from the Plan Administrator for information or for the willful making of a false statement material to this claim.

Pension Plan Benefits Manager

Visit: **my.sagaftraplans.org/benmgr/** for personalized pension information.



Pension Plan Benefits Manager

Visit: **my.sagaftraplans.org/benmgr/** to view Pension Plan earnings and sign up to go paperless.



How to Appeal a Decision to the Board of Trustees

If your application for pension or death benefits is rejected, or any part of a claim for benefits under the Plan is denied, the Trustees must notify you within 90 days (45 days in the case of a Disability Pension application). The notice must explain the reasons for the denial and outline what you can do to request reconsideration by the Board of Trustees and to justify the claim. There may be special circumstances which will make additional time necessary, in which case the Board may take up to an additional 90 days (30 days in the case of a Disability Pension application). However, the Board must notify you of the delay and the reasons for it.

If you disagree with the decision, a request for review (appeal) must be made within 60 days (180 days in the case of a claim with respect to a Disability Pension). The request must be in writing and state the reasons for disputing the Plan's decision. Send your request to the Plan along with copies of whatever substantiating evidence you may have.

The Board of Trustees has delegated the authority to investigate and decide appeals to the Benefit Appeals Committee. Appeals will usually be decided by the date of the meeting of the Benefit Appeals Committee that immediately follows the Plan's receipt of an appeal but may take until the second or third meeting if special circumstances make additional time necessary. You will be notified of the appeal decision in writing.

In considering an appeal, the Benefit Appeals Committee has the sole and absolute discretion to interpret the terms of the Plan, and to decide matters concerning both the eligibility for, and the amount of benefit, due under the Plan. The decision of the Benefit Appeals Committee with respect to the appeal shall be final and binding upon all parties, including the claimant.

You are required to exhaust these internal review procedures before seeking judicial review of the denial. Your right to judicial review is described elsewhere in this SPD on page 50. If you have exhausted these procedures and disagree with the Benefit Appeals Committee upon review, you have the right to bring an action in federal court under Section 502(a) of ERISA. However, no legal action may be commenced or maintained against the Plan more than 90 days after the

Plan provides its written decision on appeal.

If your Disability Pension claim is denied and you appeal, the review will follow these additional rules:

- Someone other than the person who originally denied your request for a Disability Pension will review your appeal. The determination will be made on the basis of the record, including any additional documents and comments submitted by you.
- A health care professional who was not consulted in the review your initial claim and who is not a subordinate of the original reviewer who has appropriate training and experience in a field of medicine relevant to the nature of your claim for disability will be consulted.
- Before a final denial on review, the Plan will provide you, free of charge and as soon as possible, any new or additional evidence considered, relied upon, or generated in connection with your claim. You will have a reasonable opportunity to respond before the final decision is issued.
- The review will identify any medical or vocational experts whose advice was obtained in connection with the denial, whether or not their advice was relied upon.



Pension Plan Benefits Manager

Visit: **my.sagaftraplans.org/benmgr/** for personalized pension information.



Website, Email and Benefits Manager

www.sagaftraplans.org/sag-pension

Website information

The website contains important general information about the Pension Plan, including the current Pension Plan SPD, Notice of Benefit Changes (Summary of Material Modifications), benefit summary information, forms, and links to retirement-related websites.

Email

If you have an email address on file with the Pension Plan, you will receive important Plan information, including the SPD, Annual Funding Notice, Notices of Benefit Changes and other non-personalized documents via email, saving trees and saving you from papercuts and clutter. Any notice sent to you via email will also tell you how to opt out of receiving official Plan notices and documents if you wish to receive disclosures in paper form. If you opt out of email, you will automatically receive paper copies of any required documents.

Benefits Manager

If you register for a Benefits Manager account, you will also be able to receive personalized information online. This includes the ability to create real-time benefit estimates that give you an estimate of the benefits you may be entitled to receive at retirement, including the ability to project earnings into the future to see what your benefit may be under different work and earnings scenarios. You can also review the earnings reported to the Plan on your behalf and see copies of your annual Earnings Summaries.

Some Questions and Answers About the Plan

Who administers the Plan?

The Pension Plan is administered by the Board of Trustees, which is made up equally of representatives of SAG-AFTRA and of producers of theatrical motion pictures, television motion pictures, television commercials, public television, and interactive media projects ("Producers"). The actions of the Board of Trustees in administering the SAG-Producers Pension Trust Fund (the "Trust Fund") are governed by a Trust Agreement. The Trust Agreement provides that all money paid into the Trust Fund or earned by the Trust Fund can be used only for the purpose of providing benefits for the Plan Participants and their beneficiaries and for reasonable expenses incurred in the administration of the Plan.

The Board of Trustees have the exclusive right, power and authority, in their sole and absolute discretion, to administer, apply and interpret the Plan and any other Plan documents and to decide all matters arising in connection with the operation or administration of the Plan. All determinations and interpretations made by the Board of Trustees with respect to any matter arising under the Plan and any other Plan documents shall be conclusive and binding upon SAG-AFTRA, the Producers, the Participants, Pensioners and Beneficiaries and all individuals having or claiming to have any right or interest under the Plan.

While this SPD is intended to provide an overview of the benefits available from the Plan, for complete information, refer to the Plan Document. In the event of any inconsistency between the Plan Document and this SPD, the Plan Document governs. The Plan Document is available on request by sending an email through your Benefits Manager or to ParticipantSupport@sagaftraplans.org. The Board of Trustees may amend the Plan from time to time. The Board of Trustees will make every effort to ensure that Participants are informed of any material changes in the Plan.

Who is covered by the Plan?

Individuals who perform Covered Employment for a Contributing Employer and on whose behalf contributions are required to be made to the Pension Plan under the terms of a Collective Bargaining Agreement or a written agreement with the Pension Plan. This employment must generally be considered Covered Employment under the Plan in order for you to receive credit under the Plan for your work. The Plan also covers employees of the SAG-Producers Pension Plan, SAG-AFTRA and the SAG-AFTRA Foundation.

Pension Plan Benefits Manager

Visit: **my.sagaftraplans.org/benmgr/** for personalized pension information.

You must report earnings you believe should have been credited to you by the end of the fifth calendar year after the year you believe the earnings were or should have been paid. If you do not, the Plan's records will be final and binding on you.

How will I know the amount of earnings credited to me each year?

You will be sent a Pension Summary after the close of the calendar year showing the total earnings reported to the Plan by all of the Contributing Employers by whom you were employed during the prior calendar year. This report is generally distributed during April or May. For this reason, it is important that the Plan is advised of any changes in your permanent address or your email. It is critical that you review your Pension Summary each year. If you see that earnings are missing from your Pension Summary, you should, within five years of the date you have been or should have been paid, log in to your Benefits Manager to report missing earnings.

Do Social Security benefits affect the pensions provided under this Plan in any way?

No. The benefits under this Plan are in addition to benefits paid under Social Security.

Does my pension affect unemployment compensation benefits?

It is possible that your pension benefits from this Plan may affect your eligibility for, or amount of, unemployment compensation benefits. You should check with your local Employment Development Department or other state unemployment office.

May pension benefits be assigned?

No, with limited exceptions. The Pension Plan must comply with a lien from the Internal Revenue Service. In addition, the Plan is required by federal law to pay benefits in accordance with a Qualified Domestic Relations Order (QDRO). In the event you are in the process of a divorce, you should carefully consult with your attorney about the effect of the divorce on your or your spouse's benefits. Refer to page 38 for additional information. Please have your attorney contact the Plan should they have any questions about the Plan or your benefits.

Will federal income taxes be withheld from pension payments?

Your pension is considered income and applicable state and federal tax rules will apply. The tax laws require that the Pension Plan withhold federal income tax from certain monthly benefits unless you elect, in writing, not to have the tax withheld. The amount and form of the benefit generally determines whether or not automatic withholding applies. However, if you live outside the United States, different withholding rules may apply. If benefits are paid in a lump sum or in fixed installments over a period of less than 10 years, you may elect in writing to directly transfer your benefits into an Individual Retirement Account ("IRA") or another qualified retirement plan that accepts rollovers, in which case there will be no withholding of federal income tax. If your payments are not directly transferred, the Plan is required to withhold 20% of the payment for taxes, even if you subsequently elect to roll them over to an IRA. If the payment is made to your spouse, Contingent Annuitant or a designated Beneficiary, different withholding and rollover rules may apply.

Some Participants will not owe federal income tax on their pension benefits because their total taxable income determines whether they must pay federal income tax. At the time you retire, you will be given complete and detailed information about federal income tax withholding on your retirement benefits.

However, the Plan cannot provide tax advice, and you are encouraged to consult with your tax advisor before making any withholding or rollover decisions.

Can I roll over my pension payments into an IRA?

If benefits are paid in a lump sum or in fixed installments over a period of less than 10 years, you may elect to roll over your benefits to an IRA or other qualified retirement plan that accepts rollovers. It is your responsibility to contact the anticipated financial institution receiving the rollover request to be sure rollover funds are acceptable. Special rules apply to pensioners aged 72 or older and to certain death benefits. Please contact the Plan for details.

Checklist: Things for You to Do

If You Move

Keep the Plan informed of any change in your mailing and email addresses to ensure that you receive our communications. Our address, phone numbers and website are on page 51. You may change your address online through your Benefits Manager account by filing a new Participant Information Form.

The Pension Plan, the AFTRA Retirement Fund and SAG-AFTRA are all separate entities. You must notify these entities separately of any change of address.

If Your Marital Status Changes

Inform the Plan. See the sections on the 50% Joint and Survivor Pension and other options affected by your marital status. If you are getting a divorce, your former spouse may be entitled to receive a portion of your pension payments. Under federal law, the Board of Trustees must comply with any order issued by the state divorce court that is a QDRO. If you or your attorney have any questions or would like assistance before a QDRO is finalized, please contact the Plan. See page 38 for more information on QDROs. The Plan does not give legal advice.

If You Are Thinking About Retirement

Log in to your Benefits Manager account to run an estimate of your benefits. Obtain the information you need, and file your application as soon as possible ahead of your anticipated retirement date. You will need copies of certain documents, such as your birth certificate and marriage certificate. The Pension Application will state what items you will need.

Check Your Options

There may be special rules in connection with the various forms of pension payment provided by the Plan. If in doubt, contact the Plan.

Keep Your Records

The accuracy and completeness of the records of your work is an important factor in determining eligibility. You can protect yourself by checking the work records you receive. Try to keep pay vouchers, payroll check stubs and other evidence of employment you may receive until you are sure you have been credited for that

Pension Plan Benefits Manager

Visit: **my.sagaftraplans.org/benmgr/** for personalized pension information.

work. You can periodically request the Social Security Administration to provide you with a detailed wage statement which shows, by year of employment, the name of your employers and your earnings as noted in their records. This record is very useful for the Plan in verifying your Pension Credits, although it does not show whether your employment was covered by a Collective Bargaining Agreement. Please remember, if you believe not all of your earnings are reflected in your Pension Summary and wish to challenge the amount, you must do so no later than the end of the fifth calendar year after the year for which you believe the earnings should have been paid.

Designate a Beneficiary

For the protection of the person or persons you want to receive the Plan's death benefits, be sure that you have designated a Beneficiary in writing, on the Beneficiary Designation Form provided by the Plan, and submit this Form to the Plan. Remember to keep your Beneficiary designations up to date. If your Beneficiary should die before you, or for any other reason you want to change your choice, you should promptly inform the Plan and update your Beneficiary designation.

Plan Documents

This Summary Plan Description (SPD) is available on the Plan's website at: sagaftraplans.org/sag-pension/spd. When changes are made to the SPD, a Summary of Material Modifications (also referred to as Notice of Benefit Changes) will be disseminated with copies available on the Plan's website.

The full Pension Plan document can also be requested by contacting the Plan Office.

Additional Questions? Visit Your Benefits Manager on the Website, or Ask the Plan

You should contact the Plan about any questions you have regarding the Plan and your rights and benefits under it. You can also check on your Pension Credit and get an estimate of your monthly pension in your Benefits Manager account online. Remember, only information in writing, signed on behalf of the Board of Trustees, is considered binding on the Board of Trustees, and Plan subject to the provisions set forth in the Pension Plan Document.

You may also download Pension Plan forms on the Plan's website: www.sagaftraplans.org/sag-pension.

Information Required by the Employee Retirement Income Security Act of 1974 (ERISA)

Information required by Section 102(b) of ERISA:

1. **The name, type of administration, and type of Plan:**

   Screen Actors Guild - Producers Pension Plan collectively bargained multiemployer jointly trusteed defined benefit plan.

2. **Internal Revenue Service Plan identification number and Plan Number:**

   The Employer Identification Number (EIN) issued to the Board of Trustees is: 95-6031814. The Plan Number is: 001.

3. **Agent for Service of Legal Process:**

   Legal process may be served on the Trustees or the Chief Executive Officer at either address listed in item 4.

4. **Name and address of the administrator:**

   Board of Trustees
   Screen Actors Guild-Producers Pension Plan
   Business Arts Plaza

   Mailing Address:
   P.O. Box 7830
   Burbank, CA 91510-7830

   Street Address:
   3601 West Olive Avenue,
   Burbank, CA 91505

5. **Names and addresses of the Trustees:**

Union Trustees	Employer Trustees
Amy Aquino	Allan Linderman
Arianna Ozzanto	Christine Manna
Barry Gordon	David Weissman
Daryl Anderson	Diane P. Mirowski
David Jolliffe	Greg Hessinger
Duncan Crabtree-Ireland	Kim Stevens
Jim Bracchitta	Kristina Fredericks
John Carter Brown	Lara Unger
John T. McGuire	Marc Sandman
Leigh French	Michael Isselin
Linda Powell	Paul Muratore
Michael Pniewski	Riddhi Patel
Michelle Hurd	Robert W. Johnson
Ned Vaughn	Russell Wetanson
Ray Rodriguez	Sheldon Kasdan
Rebecca Lish	Stacy K. Marcus
Richard Masur	Ted Sinclair
Tom Choi	Yeerik Moy

All Trustees may be contacted by writing to the Burbank Plan Office.

6. **Description of circumstances which may result in disqualification, ineligibility, denial or loss of benefits:**

   a. If a pensioner returns to employment prohibited by the Plan, the pensioner must inform the Board of Trustees, in writing, within 15 days of their return to work.

   b. A pensioner is generally not eligible to receive a pension benefit until the first day of the month following the date on which they file an application for a pension with the Plan.

   c. Pension payments may be suspended or denied

for failure to promptly, completely and in good faith comply with a request from the Plan administrator for information or for the willful making of a false statement material to this claim.

d. If a pensioner receiving a Disability Pension loses entitlement to their Social Security disability benefit or is no longer Totally Disabled as defined by the Plan, the pensioner must inform the Board of Trustees, in writing, within 30 days of the date they receive notice from the Social Security Administration or no longer meet the Plan's definition of Total Disability.

e. If your Employer is no longer required to make contributions to the Plan on your behalf (e.g., because it withdraws from the Plan), even if you continue working for that Employer, you will no longer earn benefits based on your continued work.

7. **The provisions governing the authority of the Board of Trustees to terminate or amend the Plan:**

The Pension Plan may be amended at any time by the Board of Trustees, consistent with the provisions of the Trust Agreement. However, no amendment may decrease the accrued benefit of any Participant except as necessary to maintain compliance with the provisions of, or to meet the requirements of, federal law.

The Board of Trustees has the right, in its sole and absolute discretion to discontinue or terminate this Pension Plan in whole or in part. In the event of termination, the rights of all affected Participants to benefits then accrued, to the extent funded, shall be 100% vested.

8. **Plan termination insurance:**

Your pension benefits under this multiemployer plan are insured by the Pension Benefit Guaranty Corporation ("PBGC"), a federal insurance agency. A multiemployer plan is a collectively bargained pension arrangement involving two or more unrelated employers, usually in a common industry.

Under the multiemployer plan program, the PBGC provides financial assistance through loans to plans that are insolvent. A multiemployer plan is considered insolvent if the plan is unable to pay benefits (at least equal to the PBGC's guaranteed benefit limit) when due.

The maximum benefit that the PBGC guarantees is set by law. Under the multiemployer program, the PBGC guarantee equals a Participant's years of service multiplied by (1) 100% of the first $11 of the monthly benefit accrual rate and (2) 75% of the next $33. The PBGC's maximum guarantee limit is $35.75 per month times a Participant's years of service. For example, the maximum annual guarantee for a retiree with 30 years of service would be $12,870.

The PBGC guarantee generally covers: (1) normal and early retirement benefits; (2) disability benefits if you become disabled under the rules of the Plan before the Plan becomes insolvent; and (3) certain benefits for your survivors.

The PBGC guarantee generally does not cover: (1) benefits greater than the maximum guaranteed amount set by law; (2) benefit increases and new benefits based on plan provisions that have been in place for fewer than five years at the earlier of (i) the date the plan terminates or (ii) the time the plan becomes insolvent; (3) benefits that are not vested because you have not worked long enough; (4) benefits for which you have not met all of the requirements at the time the Plan becomes insolvent; and (5) non-pension benefits, such as health insurance, life insurance, certain death benefits, vacation pay and severance pay.

For more information about the PBGC and the benefits it guarantees, ask your Plan administrator, or contact the PBGC's Technical Assistance Division, 1200 K Street, NW, Suite 930, Washington, DC

20005-4026, or call 202-326-4000 (not a toll-free number). TTY/TDD users may call the federal relay service toll-free at 800-877-8339 and ask to be connected to 202-326-4000. Additional information about the PBGC's pension insurance program is available through the PBGC's website on the internet at http://www.pbgc.gov.

9. **Source of financing of the Plan and identity of any organization through which benefits are provided:**

All financing of the Plan is done through contributions to the SAG-Producers Pension Plan Trust Fund made by Producers in accordance with a Collective Bargaining Agreement and by other Contributing Employers in accordance with an agreement with the Plan. The Plan will provide you, upon written request, information as to whether a particular Producer is contributing to this Plan for services of the type covered under a Collective Bargaining Agreement. Benefits are provided from the Trust Fund's assets, which are accumulated under the provisions of the Collective Bargaining Agreements and the Trust Agreement and held in the Trust Fund for the purpose of providing benefits to Participants and defraying reasonable administrative expenses.

Northern Trust Company has been designated as the Corporate Co-Trustee to the Plan. Please contact the Plan Office for the full list of investment managers.

10. **Recordkeeping period:**

Calendar year.

Statement of ERISA rights:

As a Participant in the SAG-Producers Pension Plan, you are entitled to certain rights and protections under the Employee Retirement Income Security Act of 1974 ("ERISA"). ERISA provides that all Participants shall be entitled to:

Receive Information About Your Plan and Benefits

Examine, without charge at the Plan, all documents governing the Plan, including Collective Bargaining Agreements, and a copy of the latest annual report (Form 5500 series) filed by the Plan with the U.S. Department of Labor and available at the Public Disclosure Room of the Pension and Welfare Benefit Administration.

Obtain, upon written request to the Chief Executive Officer, copies of documents governing the operation of the Plan, including Collective Bargaining Agreements and copies of the latest annual report (Form 5500 series) and updated Summary Plan Description.

Receive the Annual Funding Notice that provides information regarding the financial health of the Plan, including descriptions of the Board of Trustees' funding and investment policies and the allocation of the Plan's investments at the close of the prior calendar year.

Obtain a statement telling you whether you have a right to receive a pension at normal retirement age and, if so, what your benefit would be at normal retirement age if you stop working now. If you do not have a right to a pension, the statement will tell you how many more years you have to work to get a right to a pension. This statement must be requested in writing and is not required to be given more than once every 12 months. The Plan must provide the statement free of charge. The Plan will provide this information to the extent it is able to, based on available records.

Prudent Actions by Plan Fiduciaries

In addition to creating rights for Participants, ERISA imposes duties upon the people who are responsible for the operation of the employee benefit plan. The people who operate your plan, called "fiduciaries" of the plan, have a duty to do so prudently and in the interest of you and other plan Participants and beneficiaries. No one, including your employer, your union, or any other person, may fire you or otherwise discriminate against you in any way to prevent you from obtaining a pension

benefit or exercising your rights under ERISA.

Enforce Your Rights

If your claim for a pension benefit is denied in whole or in part, you have the right to know why this was done, to obtain copies of documents relating to the decision without charge, and to appeal any denial, all within certain timeframes.

Under ERISA, there are steps you can take to enforce your rights set forth above. For instance, if you request a copy of plan documents or the latest annual report from the Plan and do not receive them within 30 days, you may file suit in a federal court. In such a case, the court may require the administrator of the Plan to provide the materials and pay up to $110 a day until you receive the materials, unless the materials were not sent because of reasons beyond the control of the Plan administrator. If you have a claim for benefits which is denied or ignored, in whole or in part, you may file suit in a state or federal court, provided you have appealed the denial. In addition, no legal action may be commenced or maintained against the Plan more than 90 days after the Board of Trustees' written decision on appeal has been provided. The Board of Trustees' written decision on appeal will be deemed to have been provided on the fifth business day following the postmark date, if mailed, or the date of delivery, if personally delivered or delivered by facsimile. A copy of the Statement of ERISA Rights, which shall constitute written notice of this 90-day limitations period, shall be provided to the applicant along with the written notification of the Board of Trustees' decision on appeal. In addition, if you disagree with the Plan's decision or lack thereof concerning the qualified status of a domestic relations order, you may file suit in federal court. If it should happen that the Plan fiduciaries misuse the Plan's money, or if you are discriminated against for asserting your rights, you may seek assistance from the U.S. Department of Labor, or you may file suit in a federal court. The court will decide who should pay court costs and legal fees. If you are successful, the court may order payment of these costs and fees by the entity you have sued. If you lose, the court may order you to pay these costs and fees, for example, if it finds your claim frivolous.

Assistance With Your Questions

If you have any questions about your Plan, you should contact the Pension Department. If you have any questions about this statement or about your rights under ERISA, or if you need assistance in obtaining documents from the Pension Department, you should contact the nearest office of the Pension and Welfare Benefits Administration, U.S. Department of Labor, listed in your telephone directory or the Office of Outreach, Education, and Assistance, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue, NW, Washington, DC 20210. You may also obtain certain publications about your rights and responsibilities under ERISA by calling the publications hotline of the Employee Benefits Security Administration.

The preceding Summary Plan Description (SPD) was prepared to explain as clearly as possible your rights and benefits and other important features of your Pension Plan. Every effort has been made to assure the accuracy of the summary. However, we must emphasize that nothing in this summary is intended to change in any way the actual written provisions of the Pension Plan Document.

In the event a dispute arises, your rights will be determined in accordance with the text and the procedures prescribed in the Pension Plan Document, which can be obtained by contacting the Plan Office.

The legal rules that govern the administration and your rights under the Plan are contained in the Plan's Trust Agreement and Pension Plan Document. In the event of any conflict between the Trust Agreement and Pension Plan Document and this SPD (or any other written or oral communication), the Trust Agreement and/or Pension Plan Document takes precedence.

Only the Board of Trustees is authorized to interpret the Plan. Neither SAG-AFTRA nor any employee nor producer nor any of their representatives are authorized to interpret the Plan or to act as an agent of the Board of Trustees.

If you have any questions about the Pension Plan, visit your Benefits Manager account on the Plan website,

or contact the Plan directly. The staff has up-to-date information on the operation of the Plan and on your rights and responsibilities under it. The staff is available to help you with any question. Information from other sources is not official and may not be correct.

Official communications of the Pension Plan must be in writing, signed on behalf of the full Board of Trustees.

Further information and application forms can be obtained from the following Plan Office:

Los Angeles

Business Arts Plaza
Street Address: 3601 West Olive Avenue,
Burbank, CA 91505
Mailing Address: P.O. Box 7830,
Burbank, CA 91510-7830

Phone: (800) 777-4013

Website: www.sagaftraplans.org/sag-pension

Benefits Summary

TYPES OF PENSION	AGE REQUIREMENT	SERVICE REQUIREMENT
Regular Pension	65	10 Pension Credits
Early Retirement Pension	55	10 Pension Credits
Disability Pension	Younger than 65	10 Pension Credits, at least 1 Pension Credit in the 6-year period immediately preceding disability
Occupational Disability	Younger than 65	5 Pension Credits, at least 1 Pension Credit in the 6-year period immediately preceding disability
Terminal Illness Benefit	Younger than 65	10 Pension Credits
Normal Retirement Age Vested Pension	65	5th or 10th anniversary of participation without a permanent Break in Service
Limited Five-Year Vested Pension	65	5 Pension Credits without a permanent Break in Service
Service Pension	55	10 Pension Credits, at least 5 Pension Credits as a Plan Office or Union Office Participant. Age plus service must be at least 75.

FORMS OF PENSION	PAYMENT DESCRIPTION
Five-Year Certain	Payable to the pensioner for life with the guarantee that if the pensioner dies before receiving 60 monthly payments, the remaining monthly payments are paid to the Beneficiary.
Ten-Year Certain	Payable to the pensioner for life with the guarantee that if the pensioner dies before receiving 120 monthly payments, the remaining monthly payments are paid to the Beneficiary.
Qualified 50% Joint and Survivor Pension	Payable to the pensioner for life and, upon the pensioner's death, 50% of the monthly amount is payable to the surviving spouse for life.
50%, 75% and 100% Joint and Survivor Options	Payable to the pensioner for life and, upon the pensioner's death, 50%, 75% or 100% (whichever you elect at retirement) of the monthly amount is payable to the Contingent Annuitant for life.
Pop-Up Option	Available with the 50% Joint and Survivor Pension or the 50%, 75% or 100% Joint and Survivor Options. If the spouse or Contingent Annuitant dies before the pensioner, the pensioner's monthly benefit reverts to the Five-Year Certain form.
Partial Lump-Sum Option	An initial lump-sum payment equal to 12 monthly pension payments is made. Subsequent monthly pension payments (in a reduced amount that reflects the lump-sum payment) are paid in any of the above forms, as elected by the pensioner.

Additional eligibility requirements and information on the amount of monthly pensions can be found in the preceding material. Most forms of payment are subject to reduction based on the age of the pensioner and, in some cases, the age of the pensioner's spouse or Contingent Annuitant. If you have any questions or would like estimates of your pension amount, please contact the Plan Office.

Notes

SAG·Producers
PENSION PLAN



Los Angeles

Business Arts Plaza
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