

**AMENDMENT NUMBER TWELVE  
TO THE  
I.A.T.S.E. ANNUITY PLAN  
(Revised and Restated as of January 1, 2014)**

**WHEREAS**, Section 8.12 of the I.A.T.S.E. Annuity Plan (the “Plan”) provides that the Trustees may amend the Plan at any time;

**WHEREAS**, the Board recognizes that in light of the current WGA and SAG/AFTRA strikes in the motion picture and television industry (“Strikes”), opportunities to work in Covered Employment under collective bargaining agreements affected by the Strikes are limited to nonexistent for the immediately foreseeable future;

**WHEREAS**, the ordinary waiting periods under the Plan to receive a distribution following termination of employment for Participants under age 65 would cause an undue burden on the affected Participants and are unnecessary to demonstrate separation of service due to the Strikes;

**WHEREAS**, pursuant to the SECURE 2.0 Act, Plan Participants who reach age 72 in calendar year 2023 or later are not required to take their first required minimum distribution until the April 1 of the calendar year following the calendar year in which they reach age 73, rather than age 72 under prior law;

**WHEREAS**, the Board wishes to amend the Plan to permit Participants to delay taking the required minimum distribution until age 73; and

**WHEREAS**, the Board wishes to increase the account threshold for distributions to be paid only in a lump sum from \$5,000 to \$7,000 for distributions after December 31, 2023 as permitted under the SECURE 2.0 Act,

**NOW, THEREFORE**, the Plan, most recently restated as of January 1, 2014, is hereby amended as follows:

1. Effective January 1, 2023, Section 1.26 (“Required Beginning Date”) is amended to add an additional final paragraph to read as follows:

Effective January 1, 2023, for those who attain age 72 on or after that date, “Required Beginning Date” shall mean the April 1 of the calendar year following the calendar year in which the Participant attains age 73.

2. Effective July 31, 2023, a new subsection (h) is added to Section 7.02 (“Employee Eligibility Requirements and Benefits”) to read as follows:

(h) Separation of Service for Certain Motion Picture/Television Employees:

A Participant who:

- (i) has worked under a motion picture/television collective bargaining agreement affected by the 2023 WGA and SAG/AFTRA strikes in the motion picture and television industry (“Strikes”) (including but not limited to the agreements set forth in Plan Section 11.06(a)(1), (3), and (8), one-off Agreements for individual motion picture and television productions (e.g. East Coast Council and other regional Area Standards Agreements, Multi-

camera single production agreements, etc.), home plans or Pay Cable Agreements) between January 1, and June 30, 2023 and whose work has been affected by the Strikes (as verified by attestation),

- (ii) attests (on a form provided by the Plan Administrator for such purpose) that they have ceased working in Covered Employment, and
- (iii) submits an application postmarked by December 31, 2023, or such later date approved by the Trustees,

shall, be deemed to have separated from service and entitled to receive up to his or her total Account Balance as if they had separated from service pursuant to Section 7.02(a) or (b).

- 3. Effective for distributions on and after January 1, 2024, Sections 7.04(a)(1) and (b), 7.11(d) and 8.04 are amended to replace “\$5,000” with “7,000” where it appears.
- 4. Effective January 1, 2023, Section 7.09(b)(2)(i) (“Required Minimum Distribution;” “Time and Manner of Distribution”), is amended to modify the parenthetical to read as follows:

(age 72 if the Participant would have turned age 70 ½ between January 1, 2020 and June 30, 2021; age 73 if the Participant would have turned age 72 on or after January 1, 2023).

**IN WITNESS WHEREOF**, the undersigned Co-Chairs hereby signify by their signatures below the adoption of this Amendment to the Annuity Plan by motion at a meeting of the Board duly called on September 14, 2023.

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UNION TRUSTEE, CO-CHAIR

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EMPLOYER TRUSTEE, CO-CHAIR

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Date: \_\_\_\_\_

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Date: \_\_\_\_\_