

Notice of Benefit Changes

The following benefit changes modify the Pension Plan Summary Plan Description (SPD) dated December 2019.

Here is a summary of the changes:

1. The Mandatory Retirement age was increased from 70 ½ to 72. This means you have the choice to begin taking your pension at any time between when you are first eligible for it and the later of when you turn 72 or stop actively working.
2. In recognition of the production shutdown of 2020, the Trustees amended the Plan to exclude 2020 for Break-In-Service calculations.



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These changes are described in detail below. Keep this document with your SPD and other important Pension materials.

The Details (Summary of Material Modifications):

1. Pension Plan Amended to Delay Mandatory Pension Distribution Date

In accordance with the Setting Every Community Up for Retirement Enhancement (SECURE) Act signed into law in December 2019, the Trustees agreed to amend the Pension Plan to permit Participants (who are not 5% owners) to delay commencement of their pensions until April 1st following the later of the later year in which the Participant attains age 72 or the calendar year in which the Participant retires (stops working in the motion picture industry). As described on page 18 of the SPD, the prior rule required commencement by April 1st following the later of the calendar year in which the Participant attained age 70½ or the calendar year in which the Participant retired. The new rule is effective for Participants turning age 70½ in and after 2020. If you turned age 70½ in 2019 and retired, you were still required to commence receiving your pension in 2020, under the old rule set forth in the SPD.

2. Pension Plan Amended to Prevent Breaks in Service for Calendar Year 2020

Recognizing the impact of the COVID-19 pandemic and production shutdown, the Trustees amended the Pension Plan to prevent Active Participants from incurring a One-Year Break in Service (defined on page 12 of the SPD) in Calendar Year 2020, if they failed to earn at least \$10,000 in that year. If, but for the amendment, 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 (also defined on page 12 of the SPD).

In other words, the year 2020 will be treated in the same manner as if the \$10,000 threshold were met. Take, for example, a performer with the following earnings pattern:

Year	Pension Wages	Pension Credit Earned?	Break in Service?
2013	\$25,000	Yes	No

SAG·Producers

PENSION PLAN

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2014	\$25,000	Yes	No
2015	\$25,000	Yes	No
2016	\$25,000	Yes	No
2017	\$7,000	No	Yes – Year 1
2018	\$7,000	No	Yes – Year 2
2019	\$7,000	No	Yes – Year 3
2020	\$0	No	Grace Year
2021	\$7,000	No	Yes – Year 4

Even though there have been 5 consecutive years without earning a pension credit, the performer has not incurred a Permanent Break in Service. If the performer earns a Pension Credit in 2022, that performer will gain Limited 5-Year Vesting status. If the performer earns less than \$10,000 in 2022, they will incur a permanent Break in Service at that time.

If you have any questions regarding the changes described in this notice, please contact the Pension Plan.

You should take the time to read this notice carefully and share it with your family. It is very important that you retain this notice, which is intended to serve as a Summary of Material Modification (SMM) to the Pension Plan, with the 2019 SPD, Plan Document and prior notices issued after the SPD. While every effort has been made to make the SMM as complete and as accurate as possible, it does not restate the existing terms and provisions of the Pension Plan other than the specific terms and provisions it is modifying. If any conflict should arise between this summary and the terms of the SPD or the Plan Document (other than with respect to the specific terms and provisions this summary is modifying), or if any point is not discussed in this summary or is only partially discussed, the terms of the applicable SPD and Plan Document will govern in all cases. The Board of Trustees or its duly authorized designee reserves the right, in its sole and absolute discretion, to interpret and decide all matters under the Pension Plan. The Board also reserves the right to amend, modify or terminate the Plan as set forth on page 49 of the SPD.