



MOTION  
PICTURE  
INDUSTRY

PENSION & HEALTH PLANS

P.O. Box 1999, Studio City, California 91614-0999

***PENSION BENEFITS APPENDIX***  
***FORMER EAST COAST***  
***LOCAL 600 (644) PENSION FUND***  
***PARTICIPANTS***

This Appendix is part of your July 2011  
Pension and Individual Account Plans  
Summary Plan Description

The nature and extent of benefits provided by the MPIPP and the rules governing eligibility are determined solely and exclusively by the Directors of the MPIPP, consistent with applicable law. The Directors shall also have full discretion and authority to interpret the Benefits and to decide any factual question related to eligibility for and the extent of benefits provided by the MPIPP, consistent with applicable law.

Employees of the MPIPP have no authority to alter benefits or eligibility rules. Any interpretations or opinions given by employees of the MPIPP are not binding upon the Directors and cannot enlarge or change such benefits or eligibility rules. In accordance with the terms of the Trust Agreement, the Directors reserve the right to change the nature and extent of benefits provided by the MPIPP and to amend the rules governing eligibility at any time, consistent with applicable law.

## **CONTACT MPI**

It is important to keep your contact information up to date with MPI throughout your career. Please contact MPI when you:

- Change your address, phone number or email,
- Become married or divorced,
- Welcome a new child into your family, or
- Have questions about your Pension, IAP or Health Plan benefits.

**Toll-free Participant Services Center**  
**(855) ASK – 4MPI**  
(275-4674)

Change of Address and Beneficiary forms  
can be found on the MPI website.

**[www.mpiphp.org](http://www.mpiphp.org)**

### **Mailing Address**

Please submit all forms and correspondence to:

**Motion Picture Industry Pension & Health Plans**  
**P.O. Box 1999**  
**Studio City, CA 91614-0999**

#### MPI OFFICE LOCATIONS

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11365 Ventura Blvd  
Studio City, CA 91604

New York  
145 Hudson Street, Suite 6A  
New York, NY 10013



***Dear Pension Participant,***

The former Local 666 IATSE Pension and Welfare Funds, and the former Local 600 Pension and Welfare Funds (formerly Local 644), merged with the Motion Picture Industry Pension and Health Plans, effective January 1, 1999.

This Appendix is intended to outline any differences between the MPI Pension Summary Plan Description and your pension benefits. If you were a participant in the Local 600 I.A.T.S.E. Pension Fund (the “600 Plan”) immediately prior to January 1, 1999, this Appendix plus the information contained in the August 2011 MPIPP Summary Plan Description constitute your Summary Plan Description.

If you have any questions about your benefits, please call MPI’s toll-free Participant Services Center at (855) ASK-4MPI (275-4674).

**THE BOARD OF DIRECTORS  
MOTION PICTURE INDUSTRY PENSION AND INDIVIDUAL ACCOUNT PLANS**

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Note for Retirees

If you retired from the Local 600 Plan prior to January 1, 1999, you are continuing to receive your monthly pension check except that it is issued by MPIPP. Except as provided in this notice, unless you return to work, nothing in the merger will affect you.

Note for Vested Participants

If you were vested (meaning your benefits are not forfeitable under the 600 Plan) before the merger date, you will remain vested after the merger.

**1. The 600 Plan Benefit Formula**

The benefit under the 600 Plan was generally equal to the number of your pension credits multiplied by the monthly benefit accrual rate in effect at the time you retire. Immediately prior to the merger in December 1998, it was \$68. For active Participants without a

Break in Service, the Local 600 Plan accrued benefit was increased by 23% effective August 1, 2000, an additional 15% effective August 1, 2003, and an additional 10% effective August 1, 2006. (In accordance with the rules of the 600 Plan, this rate does not apply if you previously had a protracted absence from covered employment unless you later repaired the break. Instead, the rate in effect at the time you left employment applies to service earned before that time.) Participants were credited with pension credits on the basis of days of covered employment on which contributions to the 600 Plan were made.

As long as you had at least 12 Pension Credits, you could retire at age 60 without an early retirement reduction.

The plan year under the 600 Plan ended on August 31 while the plan year under the MPIPP ends in late December. In order to merge the Plans, certain rules were adopted to coordinate these provisions.



Participants were credited with pension credits for the period from 9/1/98 until 12/31/98 in accordance with the following rules:

Days of Employment During 9/1/98 to 12/31/98	Credit for Period
0 - 8	0
9 - 16	1/12
17 - 24	1/6
25 - 33	1/4
34 - 49	1/3
50 - 74	1/2
75 - 99	3/4
100 and over	1

## 2. Amendment to Benefit Formula

Effective December 31, 1998, you no longer earned benefits under the 600 Plan rules. Your 600 Plan benefit was limited to your pension credits and benefit earned as of December 31, 1998. The 600 Plan normal retirement benefit earned as of December 31, 1998 is referred to as the “600 Plan Accrual.” Your 600 Plan Accrual will not be taken away from you; you will be entitled to it when you ultimately retire under the terms of the MPIPP. Except for any applicable benefit increases that have been or may in the future be adopted for actives or retirees under MPIPP rules, your 600 Plan Accrual will be frozen as of December 31, 1998.

Effective January 1, 1999, you started earning benefits under the rules of the MPIPP. This benefit you may earn under the MPIPP rules on or after January 1, 1999 is referred to as the “Future Benefit.” When you finally retire, the benefit you are entitled to will be the sum of the 600 Plan Accrual you have earned as of December 31, 1998 plus the Future Benefit you earn after that date. The Future Benefit is described in Part 3 .

## 3. MPIPP Benefit Formula

The benefit formula under the MPIPP is different from the formula under the 600 Plan. The Future Benefit under MPIPP is not based on pension credits. Instead, it is based on Credited Hours—these are generally hours for which contributions are required pursuant to MPIPP. In general, to earn benefits, you must earn a Qualified Year, which is 400 Credited Hours during a Computation Year. In addition, normal retirement under MPIPP is generally at age 65.

The current benefit rate (if you have not incurred a Break in Service) is:<sup>1</sup>

- ▶ The monthly benefit rate for the **first 10 Qualified Years** is \$.03729 per Credited Hour. For example, 1,000 Credited Hours in your seventh Qualified Year will earn a benefit of \$37.29 per month payable at Normal Retirement Age.
- ▶ The monthly benefit rate for the **11<sup>th</sup> to 20<sup>th</sup> Qualified Year** is \$.04972 per Credited Hour. For example, 1,000 Credited Hours in your eleventh Qualified Year will earn a benefit of \$49.72 per month payable at Normal Retirement Age.
- ▶ **After the 20th Qualified Year**, the 400 Credited Hours requirement will no longer apply. Participants will earn benefits even if they accumulate less than 400 Credited Hours in a Computation Year. They will earn at the rate of \$.04972 per Credited Hour. For example, 300 Credited Hours in your twenty-third Year will earn a benefit of \$14.92 per month payable at Normal Retirement Age.



These benefits will be in addition to your 600 Plan Accrual. Your 600 Plan credits will count for determining the rate of Future Benefits you earned.<sup>1</sup> As described above, the benefit rate under MPIPP differs depending on whether you have 10 or more Qualified Years. Thus, if the sum of your Qualified Years after the merger is more than 10, you will start accruing Future Benefits at the higher benefit rate.

The rates described above do not apply to hours before a break in service as described in the MPIPP SPD. Instead, the rate in effect at the time you had a break in service applies to hours before the break. Unlike the 600 Plan, the MPIPP does not allow you to repair a break in service. See Part 4(g) for more information.

#### 4. Other Rules

The MPIPP has been amended to provide a number of additional rules to coordinate the 600 Plan Accrual and Future Benefit.

##### (a) Forms of Benefits

When you retire, you can elect to receive your 600 Plan Accrual in one of the forms available under the 600 Plan — the Joint and Survivor Pension or Life Annuity with 120 months Guarantee. However, the requirement that you be married for one year in order to receive the Joint and Survivor Pension under the 600 Plan will not apply to retirements after 1998.

The forms of benefit available under the MPIPP will only apply with respect to your Future Benefit. The forms of benefit under the MPIPP are a life annuity benefit, a qualified joint & 50% survivor annuity benefit, a joint and 100% survivor annuity benefit, a joint & 50% pop-up annuity benefit, a 100% pop-up annuity benefit, and a 10-year certain and life annuity benefit. In general, the only beneficiary allowed under any of these forms is your spouse, except that under the 10-year

certain and life annuity, you may elect to have either your spouse or children as beneficiary. For participants retiring in 2009 and thereafter, the qualified joint & 75% survivor annuity form of benefit is available with respect to both the 600 Plan Accrual and the Future Benefit. These rules are described in your MPIPP Summary Plan Description.

##### (b) Early Retirement

The early retirement rules under the 600 Plan will continue to apply to your 600 Plan Accrual. The early retirement provisions in MPIPP will apply only to your Future Benefit.

There is one exception to these rules. If you qualify for an unreduced early retirement benefit under the MPIPP, you will be entitled to your 600 Plan Accrual and Future Benefit unreduced for early retirement.

##### (c) Vesting

A 5-year cliff vesting schedule will apply to both your 600 Plan Accrual and your Future Benefit if you have one or more vested hours after December 25, 1999. Otherwise, a 10-year cliff vesting schedule will apply.

##### (d) Qualified and Vesting Years

For most purposes, such as determining your vesting, eligibility for early retirement and eligibility for disability, you receive prior credit for your service under the 600 Plan prior to 1999. (However, you will not receive any Future Benefit with respect to the credit or service you earned under the 600 Plan.) In general, your vested years and qualified years will be the greater of the actual credits you earned under the 600 Plan or the amount of years that you would have earned had the MPIPP rules been in effect (under the MPIPP

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1. While the credit or service you earned under the 600 Plan before the merger will count for determining the rate of the Future Benefits you earn (and, as described in this Notice, for a variety of other purposes), you will not be given any Future Benefits for this service. For example, assume you had 10 Pension Credits and 1500 credited days of service under the 600 Plan as of December 31, 1998. You will keep your 600 Plan Accrual for the 10 years of pension credit, but you will not receive any Future Benefit with respect to these 10 years. However, your Future Benefit for work after the merger will be earned at the rate applicable for 11 or more Qualified Years, since the 600 Plan Service is counted for this purpose.



rules, you will earn a year if you have 400 or more hours in that year). In general, your days of employment under the 600 Plan will be converted into hours at the rate of 12 hours/day. You also receive credit for your service under MPIPP after 1998.

Notwithstanding the above, in general, you are only entitled to 1-1/3 years for the period from 9/1/98 until 12/31/99.

**(e) Disability and Pre-retirement Death Benefits**

The rules in the 600 Plan regarding disability benefits and pre-retirement death benefits no longer apply after 1998. Thus, in order to be eligible for a disability benefit or pre-retirement death benefit after 1998, you need to qualify under the MPIPP rules. If you qualify, both the Future Benefit and 600 Plan Accrual will be paid in accordance with these rules. Of course, any pre-retirement death benefit or a disability benefit in pay status under the 600 Plan as of December 31, 1998 will remain in effect as long as you remain eligible for that benefit.

**(f) Benefit Suspension Rules**

Both the 600 Plan and MPIPP have rules providing for a suspension of benefits if you retire and come back to work. On or after January 1, 1999, the MPIPP rules apply to the 600 Plan Accrual and Future Benefit. These MPIPP rules also apply to 600 Plan members who previously retired.

**(g) Break in Service Rules**

Both the 600 Plan and MPIPP also have break in service rules which apply for at least two purposes:

- (1) determining whether or not you are entitled to any benefit rate increases (generally you are not entitled to a benefit increase for service prior to a break) and
- (2) determining whether your prior service is forfeited if you leave employment before you are vested. Under the 600 Plan, these breaks may be referred to as “protracted absences from employment” or “one year breaks” or “permanent breaks.”

For periods on or after January 1, 1999, the various break rules in the 600 Plan no longer apply. Instead, the MPIPP rules are in effect and apply to both your 600 Plan Accrual and Future Benefit. In general, you will incur a break in service under the MPIPP rules if you have a period of two consecutive plan years with less than 200 vested hours in each year. (See your MPIPP SPD for more information regarding the various break in service rules.) Your service under the 600 Plan prior to 1999 will be considered for this purpose to determine if you have a break.

Thus, if you are not vested and have a forfeiture on or after January 1, 1999 under the MPIPP rules, you will forfeit both your 600 Plan Accrual and the Future Benefit you earned up until the forfeiture. If you had a forfeiture under the 600 Plan before 1999, the 600 Plan Accrual earned before the break remains forfeited.

In addition, if there are subsequent benefit increases that apply to the 600 Plan Accrual, and you have a protracted absence under the 600 Plan rules (prior to 1999) or a break in service under the MPIPP rules (after 1998), you will not be entitled to any increase with respect to the 600 Plan Accrual or Future Benefit earned before the break.

Finally, the 600 Plan had certain rules which allowed you to repair your earlier protracted absences so that you would be entitled to future benefit rate increases. There are no repair rules under the MPIPP. You had until August 31, 1999 to repair any protracted absence. For this purpose, the 600 Plan repair rules applied and your hours from 1/1/99 to 8/31/99 would have been converted to days at the rate of 12 hours per day. On or after September 1, 1999, you are no longer able to repair any prior absence.

**(h) Other Rules**

In general, all other rules of the MPIPP apply after January 1, 1999. For example, MPIPP requires you to give notice of retirement at least two complete calendar months in advance. These rules apply to you after 1998. The various election rules to elect a form of benefit under the MPIPP also apply. The



late retirement rules under MPIPP also apply, except that your late retirement 600 Plan Accrual will not be less than the amount you would have received if you had retired on December 31, 1998.

(i) **Cameramen Who Participated in Both the 600 Plan and MPIPP Prior to 1999**

A number of special rules apply to you if you participated in both the MPIPP and the 600 Plan prior to 1999. You retain all benefits you have earned under both plans as of January 1, 1999. Essentially, your benefits will be equal to the 600 Plan Accrual you earn under the 600 Plan prior to 1999 plus all of the benefits you earn under the MPIPP both before and after the merger. The benefit you earned under MPIPP prior to 1999 is considered part of your Future Benefit and is subject to all of the applicable MPIPP rules.

In addition, certain special rules apply for purposes of calculating your service. In general, the rules in paragraph 4(d) will apply; you are also entitled to credit for your service under the MPIPP prior to 1999. However, you are not entitled to duplicate service for purposes of determining if you have a vesting year or qualified year. In other words, if you earn a year of credit in 1995 under both the MPIPP and the 600 Plan, you are not entitled to two years of credit for purposes of computing vesting or qualified years. In addition, your service under MPIPP and the 600 Plan cannot be combined to determine if you have a vesting year or qualified year or break in service.

**5. Individual Account Plan**

The enclosed SPD for the MPIPP also contains a summary for the Motion Picture Industry Individual Account Plan (the "IAP"). Beginning January 1, 1999, you are eligible to participate in the IAP. However, the Local 600 Annuity Fund will not be merged into the IAP.

For most purposes under the IAP, such as determining your vesting, eligibility for early retirement and eligibility for disability, you will receive prior credit for your service under the 600 Plan prior to 1999. However, to the extent the IAP provides any actual allocations of contributions based on prior service, your prior service will not count.

The Local 600 Annuity Fund was terminated on or about January 1, 1999. After the termination of the Annuity Fund, you received a notice of the balance in your account and you were notified of your options (to receive a distribution or rollover the money). At that time, you were given the option to roll your lump sum benefit into the IAP. If you rolled your lump sum into the IAP, it is governed by the rules and regulations of the IAP.

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