



Eligibility Rules for Designated Participants of Certain Employers

The following eligibility rules apply to you if you are:

- 1 not covered by a collective bargaining agreement and hired on or after January 1, 2022 by one of the following employers:

Motion Picture Industry Pension & Health Plans, any Union, Alliance of Motion Picture and Television Producers, Motion Picture Association of America, The Entertainment Industry Foundation, First Entertainment Credit Union, Contract Services Administration Trust Fund, CSATF, LLC, Directors Guild of America Contract Administration, or the Directors Guild—Producer Training Plan; or

- 2 represented by OPEIU Local 174 and hired on or after January 1, 2023 by the Motion Picture Industry Pension & Health Plans.

You will begin your health care coverage through the Motion Picture Industry Health Plan (“Plan”) on the first of the month following the first 30 days of employment, and health benefits will end on the last day of the month in which employment terminates. This applies both to full-time employees and part-time employees who qualify for health benefits under the rules established by their employer.

For employees for whom this change applies, this provision replaces the current Participant Eligibility section (see page 6) of the *Motion Picture Industry Health Plan Summary Plan Description for Active Participants*.

Employees hired prior to the applicable effective date and employees who have current Plan benefits at the time of hire because they previously met the minimum eligibility requirement under the rules in effect prior to the applicable effective date remain subject to the Participant Eligibility section of the *Motion Picture Industry Health Plan Summary Plan Description for Active Participants*.

Please note these eligibility provisions of the Plan do not impact your Motion Picture Industry Pension Plan, Motion Picture Industry Individual Account Plan and/or your retiree health eligibility, if applicable, through the Motion Picture Industry Health Plan.

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