

Glossary

Active participant – A performer who participates in the Retirement Fund and has earned at least \$15,000 in AFTRA-covered earnings or has completed 1,000 hours of service²⁸ with a contributing employer during a 12-consecutive month period. The 12-month periods used to determine initial eligibility are the first 12-month period starting when you began AFTRA-covered employment and each subsequent base year (December 1–November 30).

Actuarial adjustment – An adjustment made to the value of a benefit based upon factors utilized by the Retirement Plan that reflect assumptions regarding interest rates, life expectancy and benefits expected to be paid. For most pension plans, actuarial adjustments are made to the retirement benefits when an individual retires before or after normal pension age.

Actuarially equivalent – The term used to describe two or more annuity options (payment options) under the Retirement Plan when the total benefits expected to be paid over the duration of each option are of equal relative value based upon factors utilized by the Retirement Plan that reflect assumptions regarding interest rates, life expectancy and benefits expected to be paid.

AFTRA – The American Federation of Television and Radio Artists, which merged with the Screen Actors Guild to form SAG-AFTRA effective March 30, 2012.

AFTRA-covered earnings – Gross compensation paid to an active participant by a contributing employer for AFTRA-covered employment as required under a collective bargaining agreement between the employer and SAG-AFTRA (or, prior to March 30, 2012, AFTRA) or an agreement between the employer and the AFTRA Retirement Fund to make contributions to the AFTRA Retirement Fund on the participant's behalf based upon those earnings.

AFTRA-covered employment – Services a performer provides to a contributing employer for which the employer is required under a collective bargaining agreement with SAG-AFTRA or an agreement with the AFTRA Retirement Fund to make contributions to the AFTRA Retirement Fund on the performer's behalf. AFTRA-covered employment also includes employment with SAG-AFTRA (or, for periods prior to March 30, 2012, AFTRA) or one of its locals if SAG-AFTRA (or AFTRA) or the local is required under a

participation agreement with the AFTRA Retirement Fund to make contributions to the AFTRA Retirement Fund on the participant's behalf. Covered employment also includes employment with the AFTRA Retirement Fund.

AFTRA Retirement Fund Number – An identification number assigned to registered performers by the AFTRA Retirement Fund. To locate or confirm your AFTRA Retirement Fund No., refer to any annual Earnings Statement or call Participant Services at (800) 562-4690.

Annuity – A payment made at regular intervals for the lifetime of the participant and which may or may not (depending on the type of annuity) also make payments to another named individual after the participant's death.

Base year – The 12-month period from December 1 through November 30 each year that the Retirement Plan uses to measure a performer's AFTRA-covered earnings and contributions made on the performer's behalf by contributing employers to determine whether or not the performer is entitled to earn additional benefits and, in some cases, whether a performer also earned vesting service.

Beneficiary – The person the Plan determines is entitled to benefits in the event a participant dies.

Contributing employer – Any employer who is required and permitted under the Trust Agreement to contribute to the AFTRA Retirement Fund under the terms of a collective bargaining agreement with SAG-AFTRA (or, prior to March 30, 2012, with AFTRA) or a written agreement with the AFTRA Retirement Fund.

Disability date – The date that a participant becomes totally disabled, as determined by the Social Security Administration, for purposes of determining eligibility for a disability benefit.

Effective date – The date that a participant's retirement officially becomes effective, for the purposes of calculating the participant's pension and beginning to receive the pension benefit.

ERISA – Acronym for the Employee Retirement Income Security Act of 1974, as amended.

Normal retirement age – The later of age 65 or the fifth anniversary of the date on which a performer became an active participant²⁹.

²⁸ If a participant performs non-covered employment for a contributing employer after November 30, 1976 and if such work immediately precedes or follows covered employment that the participant performs for the employer, such contiguous non-covered employment during the same base year shall be counted in determining vesting service. In addition, in determining participation, the required 1,000 hours of service may also be performed in any other employment with a contributing employer that is contiguous (immediately before or after) or concurrent with the participant's covered employment with that employer.

²⁹ There are special rules regarding how to calculate whether you have reached the fifth anniversary of participation. For details, refer to pages 8–10.

Pension credits – If a performer’s AFTRA-covered earnings during a base year meet the minimum required level for that year (see chart on page 12), then the performer earns a pension credit for that year. Pension credits are used to determine the base years in which performers are entitled to earn additional benefits and, in some cases, whether a performer earned vesting service³⁰.

Performer – An individual who performs AFTRA-covered employment for a contributing employer and on whose behalf the contributing employer is required to make contributions to the Retirement Fund³¹.

Qualified Domestic Relations Order (QDRO) – A domestic relations order, usually issued at the time of a divorce, that creates or recognizes the existence of an alternate payee’s right to receive, or assigns to an alternate payee the right to receive, all or a portion of the benefits payable to a participant under the Retirement Plan, and that includes certain information and meets certain other requirements.

Registered performer – A performer who submits a completed Performer Registration Form to the AFTRA Retirement Fund and is assigned an AFTRA Retirement Fund Number. Registering with the AFTRA Retirement Fund allows the AFTRA Retirement Fund to track a performer’s AFTRA-covered earnings and employer contributions in order to notify the performer if or when he or she qualifies for benefits.

Regular annuity – A calculation of a participant’s benefit from the Retirement Plan (excluding any retirement account benefit as described on page 22) which is based on the participant’s AFTRA-covered earnings (prior to May 1, 2009) and employer contributions made on a performer’s behalf (May 1, 2009 and later) in each base year in which a pension credit was earned. The participant’s regular annuity is first calculated as a benefit payable at the normal retirement age (which is age 65, unless the participant became vested after age 65) in the form of the Five Year Certain and Life Annuity, and then adjustments are made for the participant’s age on the date that pension payments begin and the form of benefit payment selected.

Retiree – A vested participant who has begun receiving pension benefits under the Retirement Plan.

SAG-AFTRA – Acronym for the union Screen Actors Guild – American Federation of Television and Radio Artists.

Vested participant – A performer who has met established annual earnings requirements in a sufficient number of base years to earn a non-forfeitable right to a Retirement Plan benefit.

Vesting service – A period of service (measured in years) used to determine when a participant’s benefit becomes non-forfeitable, or vested.

³⁰ Special vesting rules may apply based upon the number of pension credits you accumulate and when you earned them. For details, refer to pages 13–17.

³¹ A shareholder of a corporation that is a contributing employer may be considered a performer if the corporation is duly organized and operating under applicable U.S. and state laws and the shareholder is employed by the corporation to render services pursuant to a collective bargaining agreement. However, a sole proprietor or a partner of a partnership will not be considered a performer.