

**ARTICLE 13B.        401(k) Plan Feasibility Study**

A committee shall be established consisting of representatives of the Producers, the IATSE and the Basic Crafts Unions to conduct a study of the feasibility of establishing a 401(k) plan funded solely by

employee salary deferrals for participants in the Motion Picture Industry Pension Plan. In particular, the study is to focus on the following:

(a) Whether the establishment and administration of the 401(k) plan will cause the Producers to incur increased costs.

(b) Whether the Motion Picture Industry Pension and Health Plan would be able to administer the 401(k) plan as a separate plan.

(c) Whether the 401(k) plan is likely to or can be structured to satisfy all legal requirements for 401(k) plans (*e.g.*, Will it satisfy non-discrimination testing requirements? What are the consequences if it does not?)

The committee will convene as soon as reasonably practical. In the event that the IATSE chooses not to participate in the study, then the study shall be conducted solely with the Basic Crafts Unions and the AMPTP.