



SUMMER 2023

# MPI



## Participant Assistance Available

August 31, 2023

Dear Business Agent:

The purpose of this email is to inform you of the steps MPI has taken to help Participants and dependents affected by the WGA and SAG-AFTRA strikes. Feel free to share the following with your members.

### No-Cost COBRA for Certain Benefit Periods

Participants currently enrolled in MPI’s Active Health Plan, excluding certain groups of nonaffiliate employees,<sup>1</sup> will be granted up to six months of no-cost COBRA coverage when a minimum number of worked and banked hours have been attained at the end of the Qualifying Period as set forth below:

For Participants with a Qualifying Period of	No-Cost COBRA Benefit Period	Number of Months of No-Cost COBRA That is Granted	Hours Requirement for Granting No-Cost COBRA
February 19, 2023 – August 26, 2023	November 1, 2023 – April 30, 2024	6 months	132 worked and/or banked hours combined, but less than the 400 worked and/or banked hours combined in the Qualifying Period
March 26, 2023 – September 23, 2023	December 1, 2023 – May 31, 2024	6 months	65 worked and/or banked hours combined, but less than the 400 worked and/or banked hours combined in the Qualifying Period
April 23, 2023 – October 21, 2023	January 1, 2024 – June 30, 2024	6 months	0 worked and/or banked hours combined, but less than the 400 worked and/or banked hours combined in the Qualifying Period

No-cost shall mean that the COBRA premiums will be waived during the applicable Benefit Period; however, payment of the premiums otherwise due for Active Health Plan coverage will be required.

Lastly, Participants who are eligible for this benefit will be contacted by mail by MPI approximately 30 days before their loss of health coverage through MPI. As a reminder, a COBRA election form must be timely completed.

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## Individual Account Plan Hardship Withdrawal Will Be Available on September 1, 2023

Beginning September 1, 2023, Participants who are vested in the Motion Picture Industry Individual Account (“IAP” or “Plan”) as of the year ended December 2022 will be able to apply for a one-time special early withdrawal of an elected amount of need of up to 20% of their 2022 IAP account balance not to exceed a maximum dollar limit of \$20,000. This hardship withdrawal is available to Participants with a minimum account balance of \$1,000 through December 31, 2022.

This is a one-time hardship withdrawal provision. Participants who are requesting the maximum available amount of \$20,000 will be allowed to “gross up” their withdrawal to account for federal and state tax withholdings (i.e., Participants are able to withdraw up to \$20,000, excluding federal and state tax withholdings). The distribution paid under this benefit will be paid in a single lump sum and not as an annuity.

This distribution is subject to regular federal income tax and any state tax in your state of residence. However, any tax withholding is optional.

When filing tax returns, this distribution is subject to 10% federal early withdrawal penalty if the participant is under age 59 1/2 during the year of the distribution. This distribution is subject to an additional 2.5% penalty tax for California residents if the participant is under age 59 1/2 during the year of the distribution. Participants should consult with their tax advisors about their potential tax liability.

If a Participant’s IAP account balance is \$5,000 or higher and the Participant is married, then spousal consent is required before a hardship withdrawal will be permitted. Spousal consent requires witness of a spouse’s signature in the presence of a notary public or a Plan representative.

IAP hardship withdrawal applications will be reviewed by Plan staff and approved for processing within 30 days of receipt of the application and all supporting documentation.

Participants must apply for this one-time special withdrawal by December 31, 2023. More information about this program and withdrawal applications will be on the MPI website on Friday, September 1, 2023.

Sincerely,

**David Asplund**  
**Chief Executive Officer**

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<sup>1</sup>Nonaffiliate employees of 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 hired on or after January 1, 2022.