

DATE: August 22, 2008
TO: All DGC Members
FROM: Sturla Gunnarsson, DGC President
RE: Changes to the Retirement Savings Plan

At the 2008 Annual General Meeting of the Directors Guild of Canada, we announced plans to change our retirement savings plan. Since then, the national organization has been working with the I.A.T.S.E. to establish a new savings arrangement. The search for a new arrangement was driven by three key factors:

1. higher-than-expected operating costs for our existing plan
2. lower-than-expected savings levels; and
3. an indication from CFTPA that it would stop making retirement savings contributions on behalf of members unless we have a savings plan that restricts the withdrawal of producer contributions.

The National Executive Board (NEB) is pleased to announce the creation of the Canadian Entertainment Industry Retirement Plan (CEIRP) – a savings plan that addresses all three of these issues.

The new plan will go into effect on September 1, 2008. Members of the British Columbia District Council will move to CEIRP on that date. Members from other councils will follow suit on November 1, 2008. As a DGC member, you will receive comprehensive communication describing the new plan and your role. I urge you to review the material as it becomes available.

The creation of CEIRP, which replaces the existing DGC Retirement Savings Plan, is a monumental achievement – one the NEB strongly supports. We believe that moving to a plan that locks in producer contributions (which is what ACTRA, the I.A.T.S.E., and Canadian Actors Equity Association already have) will give us greater leverage to negotiate higher producer contributions in the future. It also offers several other key advantages. For example, it will:

- allow you to receive all of your contributions in one plan, regardless of whether you work under a DGC or an I.A.T.S.E. contract;
- provide enhanced service levels and plan-related communications;
- offer more “user-friendly” investment options;
- include a new spousal RRSP option; and
- give you access to lower investment management fees.

The new plan will be administered by a CEIRP RSP Committee. The NEB has put forward three DGC members to be appointed to that Committee. The appointments of Grace Gilroy, Nathalie LaPorte and Karen Robyn will take effect on September 1, 2008.

If you have questions about our move to CEIRP, contact the membership department at the DGC national office. You can reach the office by phone at 1-800-972-0098 (local call 416-482-6640) or by email at rsp@dgc.ca