1st and 2nd Year TV Series (Off-Network), Pilots and 1st, 2nd and 3rd Year Canadian Domestic TV Series

Fringe Rates Applicable to:

Master Agreement: Article 8.03 (b) Pilots

Supplemental Agreement: Article S3.01, 1st & 2nd Year Off-Network Televison Series, Pilots

Article S3.02 ii) and iii), 1st, 2nd & 3rd Year Canadian Domestic Television.

A: Paid Hours Straight-time, Overtime and Overscale Turnaround Dollars for Turnaround penalty Meal Penalty Dollars for Meal Penalty time B: Statutory Holiday Pay C: Vacation Pay A % of the total of Section "A" Percentage of the total of Section A E: Health and Benefits Percentage of the total of Section A Percentage of the total of Section A Figure 13.25% Total Fringe Allocation The sum of Sections B + C + D + E Supplemental Statutory Dollars for Turnaround penalty Paid to Crew 2.75% Paid to Crew A % Paid to Crew 1% paid to Crew 1% paid to Crew Pension Pension Pension Pension Union* Plan 13.25% 13.75% 13.25% 13.75% 13.25% 13.75% 13.25%	Section	Category	Allocation Structure	Union Affliliation		
A: Turnaround Meal Penalty Dollars for Turnaround penalty Dollars for Meal Penalty time B: Statutory Holiday Pay C: Vacation Pay A** of the total of Section "A" C: Vacation Pay A** of the total of Section "A" C: Pension Percentage of the total of Section A E: Health and Benefits Percentage of the total of Section A Percentage of the total of Section A Figure 1.5% paid to Union Plan Total Fringe Allocation The sum of Sections B + C + D + E Supplemental Supplemental Signal to Union Plan				IA 891	TEAM 155	IA 669
Meal Penalty Dollars for Meal Penalty time				Paid to Crew		
B: Statutory Holiday Pay 2.75% of the total of Section "A" 2.75% Paid to Crev 4% of the total of Section "A" 4% Paid to Crev 2.5% Paid to Crev 4% Paid to Crev 2.5% Paid to Crev 4% Paid to Crev 2.5% Paid to Pension Plan Percentage of the total of Section A 5.5% paid to Union Figure 13.25% 13.75% 13.25% 13.75% 13.25% 13.75% 13.25%	A:					
C: Vacation Pay 4% of the total of Section "A" 4% Paid to Crev D: Pension Percentage of the total of Section A Figure 13.25% 1% Paid to Crev Pension Pension Pension Plan Percentage of the total of Section A Figure 13.25% 13.75% 13.25% 13.75% 13.25% 13.75% 13.25% Paid to Crev Pension Pension Plan Percentage of the total of Section A Figure 13.25% 13.75% 13.25%		Meal Penalty				
D: Pension Percentage of the total of Section A 1% paid to Crew or Union* 2.5% Un	B:	•	2.75% of the total of Section "A"	2.75% Paid to Crew		
Pension Percentage of the total of Section A Crew or Union* Pension Plan Pension Plan Pension Plan Figure 1.5% Pension Plan Sw paid to Union Plan Total Fringe Allocation The sum of Sections B + C + D + E Supplemental Flat contribution per day Pension Plan 5.5% paid to Union Health Plan 13.25% 13.75% 13.25% 13.75% 13.25%	C:	Vacation Pay	4% of the total of Section "A"	4% Paid to Crew		
Figure 12.00 to \$12.00 to	D:	Pension	Percentage of the total of Section A	Crew or	Pension	2.5% paid to Union
C. Supplemental Flat contribution per day \$12.00 to \$12.00 to \$12.	E:		Percentage of the total of Section A	•		4% paid to Union
Flat Contribution bor day	F:	_	The sum of Sections B + C + D + E	13.25%	13.75%	13.25%
	G:		Flat contribution per day		•	\$12.00 to Union
H: I Union Dues I Union percentage (explanation below) 12% to Union I	H:	Union Dues	Union percentage (explanation below)	2% to Union		2% to Union

IATSE 891 Union Dues and notes: 2% calculated the sum of sections A (including overscale earnings) + B + C + D. *Note for Section D: Payroll Companies segregate based upon plan participation.

Teamsters Union Local No.155 Union Dues: of 3% calculated on gross pay (gross pay = Section A + B + C) for an individual employee and on gross fee (gross fee = Section A + B + C) paid to a Loan-Out Company.

IATSE 669 Union Dues: 2% calculated the sum of sections A + B + C + D (all scale earnings only).