

DIRECTORS GUILD OF AMERICA, INC. - FILM BASIC AGREEMENT RATES - JULY 1, 2001 - JUNE 30, 2002

DIRECTORS' TELEVISION MINIMUMS								
	NETWORK PRIME TIME (INCLUDES FBC)				NON-NETWORK, NON-PRIME-TIME			
Rates Effective July 1, 2001 to June 30, 2002	1/2 HOUR	1 HOUR	1-1/2 HOURS	2 HOURS	1/2 HOUR	1 HOUR	1-1/2 HOURS	2 HOURS
PROGRAM RATE	\$17,805	\$30,236	\$50,392	\$84,655	\$ 7,472	\$14,938	\$22,413	\$31,204
GUARANTEED PREPARATION PERIOD	3 DAYS	7 DAYS	12 DAYS	15 DAYS	3 DAYS	6 DAYS	9 DAYS	12 DAYS
GUARANTEED SHOOTING PERIOD	4 DAYS	8 DAYS	13 DAYS	27 DAYS	3 DAYS	6 DAYS	9 DAYS	12 DAYS
COMPENSATION FOR DAYS WORKED BEYOND GUARANTEE	\$2,544 DAY	\$2,016 DAY	\$2,016 DAY	\$2,016 DAY	\$1,245 DAY	\$1,245 DAY	\$1,245 DAY	\$1,300 DAY
DAILY EMPLOYMENT WHERE PERMITTED	\$3,179 DAY	\$2,520 DAY	\$2,520 DAY	\$2,520 DAY	\$1,557 DAY	\$1,556 DAY	\$1,556 DAY	\$1,625 DAY

DIRECTORS' BASIC CABLE MINIMUMS				
Rates Effective July 1, 2001 to June 30, 2002	1/2-Hour Dramatic Programs with budgets of \$443,487 or more	1-Hour Dramatic Programs with budgets of \$831,539 or more	1-1/2 Hour Dramatic Programs with budgets of \$2,217,436 or more	2-Hour Dramatic Programs with budgets of \$2,217,436 or more
PROGRAM RATE	\$7,471	\$14,938	\$22,413	\$53,561
GUARANTEED PREPARATION PERIOD	3 DAYS	6 DAYS	9 DAYS	15 DAYS
GUARANTEED SHOOTING PERIOD	3 DAYS	6 DAYS	9 DAYS	27 DAYS
COMPENSATION FOR DAYS WORKED BEYOND GUARANTEE	\$1,245 DAY	\$1,245 DAY	\$1,245 DAY	\$1,275 DAY
DAILY EMPLOYMENT WHERE PERMITTED	\$1,557 DAY	\$1,556 DAY	\$1,556 DAY	\$1,594 DAY

THEATRICAL MOTION PICTURES - DIRECTORS' MINIMUMS

RATES EFFECTIVE JULY 1, 2001 TO JUNE 30, 2002	LOW BUDGET ALL FILMS BUDGETED UP TO \$500,000	MEDIUM BUDGET ALL FILMS BUDGETED \$500,000- \$1,500,000	HIGH BUDGET ALL FILMS BUDGETED OVER \$1,500,000	SHORTS/ DOCUMENTARIES
WEEKLY SALARY	\$7,608	\$8,647	\$12,106	\$8,647
GUARANTEED PREPARATION PERIOD	2 WEEKS	2 WEEKS	2 WEEKS	2 DAYS
GUARANTEED SHOOTING PERIOD	8 WEEKS	10 WEEKS	10 WEEKS	1 WEEK + 1 DAY
GUARANTEED CUTTING ALLOWANCE	1 WEEK	1 WEEK	1 WEEK	0
COMPENSATION FOR DAYS WORKED BEYOND GUARANTEE	\$1,522	\$1,729	\$2,421	\$1,729
DAILY EMPLOYMENT WHERE PERMITTED	\$1,902	\$2,162	\$3,027	\$2,162

UNIT PRODUCTION MANAGERS' & ASSISTANT DIRECTORS' MINIMUMS

UNIT PRODUCTION MANAGER		FIRST ASSISTANT DIRECTOR		KEY SECOND ASSISTANT DIRECTOR		2ND SECOND ASSISTANT DIRECTOR		ADD'L. SECOND ASSISTANT DIRECTOR		RATES EFFECTIVE JULY 1, 2001 TO JUNE 30, 2002
\$3,457		\$3,285		\$2,202		\$2,078		\$1,265		WEEKLY STUDIO SALARY
\$4,841		\$4,595		\$3,077		\$2,906		\$1,775		WEEKLY LOCATION SALARY
\$748		\$608		\$465		\$0		\$0		WEEKLY PRODUCTION FEE, STUDIO
\$893		\$748		\$608		\$0		\$0		WEEKLY PRODUCTION FEE, LOCATION
\$864		\$821		\$551		\$520		\$316		DAILY EMPLOYMENT SALARY, STUDIO
\$1,210		\$1,149		\$769		\$727		\$444		DAILY EMPLOYMENT SALARY, DISTANT LOCATION
\$187	\$223	\$152	\$187	\$116	\$152	\$0	\$0	\$0	\$0	DAILY EMPLOYMENT PRODUCTION FEE STUDIO/LOCATION

BASIC CABLE DRAMATIC PROGRAMS: ½-HOUR WITH BUDGETS BETWEEN \$443,487 AND \$665,231 ; 1-HOUR WITH BUDGETS BETWEEN \$831,539 AND \$1,219,590 ; 2-HOUR WITH BUDGETS OF BETWEEN \$2,217,436 AND \$3,880,513 = 83½% OF THE ABOVE RATES

TECHNICAL COORDINATORS

TYPE OF EMPLOYMENT	RATES EFFECTIVE JULY 1, 2001 TO JUNE 30, 2002	DAYS GUARANTEED
½ HOUR	\$2,227	3
TWO ½ HOUR SHOWS (Back-to-Back)	\$3,906	5
WEEKLY	\$3,274	5
DAILY	\$740	1

**PRESENTATIONS
(PRIME-TIME DRAMATIC)**

LENGTH	0-15 MIN.	16-30 MIN.
RATE	\$17,814	\$35,631 (or the applicable pilot fee, if less, but in no event less than \$17,814)
INCLUDED DAYS	10 days, of which 4 must be consecutive	14 days, of which 6 must be consecutive
COMPENSATION FOR DAYS WORKED BEYOND GUARANTEE (DAILY)	\$1,781	\$2,545

STAFFING

The first two 2nd ADs employed are the Key 2nd AD and 2nd 2nd AD. The term “Additional 2nd AD” applies to the subsequent 2nd ADs assigned to a shooting unit. An Additional 2nd AD may only be employed if the Key 2nd AD and 2nd 2nd AD are employed and may perform all the duties of a 2nd AD. The Additional 2nd AD does not receive preparation time, production fees or completion of assignment pay.

In Los Angeles and New York, the Company must employ two 2nd ADs and two Additional 2nd ADs before it may assign other persons (production assistants, etc.) to perform crowd control.

PREPARATION TIME	1ST AD	KEY 2ND AD
15 Min. or less	2 Days	
16-30 Min.	3 Days	1 Day (2 Days if pilot or 1st episode)
31-60 Min.	6 Days	2 Days (3 Days if pilot or 1st episode)
61-90 Min.	10 Days	5 Days
91-180 Min.	15 Days	7 Days
Features	15 Days	7 Days
Shorts	2 Days	1 Day

2nd Units: The 1st AD will receive prep time where 20 or more members of the cast and crew are employed or stunts are to be performed. The prep time is 1 day for 1 or 2 days shooting and 2 days for 3 or more days shooting.

If a Key 2nd AD and 2nd 2nd AD or two Key 2nd ADs are employed on episodic TV programs, neither one is entitled to payment for unworked prep time.

COMPLETION OF ASSIGNMENT PAY

Unit Production Managers, 1st Assistant Directors, Key 2nd Assistant Directors, and 2nd 2nd Assistant Directors (other than those employed on a daily basis for less than 5 days) are entitled to an additional week’s salary upon completion of assignment if employed 2 or more weeks or 2½ days salary if employed less than two week.

For feature films, long-form television and series on distant location, no Completion of

Assignment is paid for a hiatus of at least one week over Christmas/New Years so long as the Employee receives unworked holiday pay for Christmas Day and New Years Day; the hiatus is a maximum of 2 consecutive weeks; if on location the Employer will provide travel to/from location or will provide per diem and housing if the Employer agrees that Employee remain on location.

Technical Coordinators receive 1 week of Completion of Assignment Pay if employed for at least 2 or more 5-day workweeks. If employed for fewer than 2 5-day workweeks, but employed for 5 or more days shall receive completion of assignment pay of 2½ days.

EXTENDED WORKDAY

UPM: Any UPM who works more than 16 hours before being dismissed shall receive an additional day’s salary for each 4 hour period or portion thereof worked beyond 16 hours. Such salary in all cases shall be 1/5 of the studio work week rate and shall be excluded from all other computations.

	WORKDAY BEGINS	WORKDAY ENDS
1st AD	General Crew Call	Camera Wrap (plus travel time on distant location or “bus-to” local location)

Hours Worked:

14+ to 16 Hours - additional ½ day’s salary (does not apply to multi-camera stage shows)

16+ to 20 Hours - another additional ½ day’s salary

20+ Hours - another additional full day’s salary for each 4 hour period or fraction thereof.

	WORKDAY BEGINS	WORKDAY ENDS
Key 2nd AD & 2nd 2nd AD	At earlier of General Crew Call, Make-up Personnel Call or Hair Dressing Personnel Call	½ hour after camera wrap in studio; 1 hour after camera wrap at “report to” and/or “bus-to” local locations and distant locations (plus travel time to distant location or “bus-to” local location)

Hours Worked:

One 2nd AD assigned to shooting unit:
 In the studio or on a “report to” location: 13+ to 16 hours - additional ½ day’s salary (does not apply to multi-camera stage shows).
 On distant location or “bus-to” location 14+ to 16 hours - additional ½ day’s salary (does not apply to multi-camera stage shows).
 After 16 hours - another additional day’s salary for each 4 hour period or portion thereof worked.
 Two or more 2nd ADs assigned to shooting unit:
 Two or more 2nd ADs who work more than 16 hours before being dismissed shall receive an additional day’s salary for each four hour period or portion thereof worked beyond 16 hours.

WORKWEEK

The studio workweek consists of 7 days with the 6th and 7th days off; the location workweek has the 7th day off only. The start day of the initial workweek must be designated in the deal memo and Employees must be advised of any changes in advance.

For work on the 6th day in the studio workweek, Employees must be paid 150% of their pro-rata daily salary; on the 7th day, Employees must be paid 200% of their pro-rata daily salary (studio) or an additional 1/5th of weekly studio salary (distant location). With certain limited exceptions, Employer must pay the 6th or 7th day premium if the workweek is shifted so that Employees work on a 6th or 7th day.

A studio weekly or daily Employee who works 14 hours & past 1:00 a.m. into a 6th or 7th day will be paid for 6th or 7th day unless the Employee receives a rest period of 33 hours for one day off or a 50 hour rest period for 2 days off .

RESIDENCY

The Guild will provide Employer with documentation of the home address of each member to be hired on location. The Employee may change his/her home address by notifying the Guild in writing; the change will be effective 60 days after the request is received by the Guild; the Employee may not change his/her address more than once in any 12 month period.

The Guild will consider a member’s request to change his/her address outside of the above time period if member can document s/he has been a resident of the area in which employed at least 60 days prior to first day of employment and the area is not Los Angeles, New York, Boston, Chicago, Wilmington (NC), Atlanta, San Francisco, Orlando, Miami, Dallas, Toronto, or Vancouver.

CAPRICIOUS DISCHARGE

Assistant Directors and Unit Production Managers employed on a weekly basis for at least 3 consecutive workweeks should be made aware of problems with their performance at least two days prior to being replaced. If such Employee is replaced other than for cause, without the 2 days notice, s/he shall be entitled to one week plus 2 days salary in addition to any other payments due.

DISCHARGE WITHOUT CAUSE

If the UPM, 1st Assistant Director or Key 2nd Assistant Director is replaced without good cause, the Company must pay 3 weeks completion of assignment pay:

1. If the UPM or AD completed 50% of the episodes in a single television series order, excluding options, of 13 or more episodes or
2. If the UPM or AD completed 50% of the days of principal photography on a theatrical film or a long form television film 90 minutes or longer.

AD/UPM GENERAL INFORMATION

When a UPM, AD or TC furnishes his or her own transportation, he or she shall be entitled to a mileage expense of \$.30 per mile.

The distant location incidental allowance for all UPMs and ADs is \$18.00 per day and is payable at the same time and in the same manner per diem is paid.

Except on distant location, if a UPM, AD or TC starts work on or before 9:00 a.m. and works after 7:30 p.m., he or she shall be paid a dinner allowance of \$22.00 unless dinner is furnished by the Employer commencing no later than 9:00 p.m.

Any UPM, AD or TC is entitled to receive with his or her closing check earned

vacation pay at the rate of 4% of salary paid during the period of employment. Such employees are entitled to another 3.719% of salary as Unworked Holiday pay (subject to an offset of amounts paid for holidays occurring during employment period), payable by check sent to the Employee by April 15 of the year subsequent to the calendar year in which such pay is earned.

CONTRIBUTIONS

Pension-Health

Company will contribute 5½% to the Pension Plan and 7% to the Health Plan. Employee contributes 2½% to the Pension Plan.

DGACA-Assistant Director Training Program

Company will also contribute ½% to Training Plan and DGACA for AD/UPMs employed in L.A. County or on location outside L.A. County when transported by Employer to location.

WORK REPORT NUMBERS

310-289-5300 (Los Angeles)

212-581-0950 (New York)

Ext. 403 (Film)

Ext. 404 (Tape)

312-644-7520 (Chicago)

D.G.A. SAFETY HOTLINE

1-800-DGA-3457