

**DIRECTORS GUILD OF AMERICA - FREELANCE LIVE & TAPE TELEVISION AGREEMENT
RATES EFFECTIVE JULY 1, 2001 - JUNE 30, 2002**

	DRAMATIC - NETWORK PRIME-TIME (INCLUDES FBC)				
Rates Effective July 1, 2001 to June 30, 2002	0-15 MIN.	16-30 MIN.	31-60 MIN.	61-90 MIN.	91-120 MIN.
PROGRAM RATE	\$ 11,575	\$17,805	\$30,236	\$50,392	\$84,655
INCLUDED DAYS (PARENTHESIS INDICATE INCLUDED DAYS WHICH NEED NOT BE CONSECUTIVE)	4	7(1)	15(2)	25(4)	42(7)
COMPENSATION FOR DAYS WORKED BEYOND GUARANTEE (DAILY)	\$2,894	\$2,544	\$2,016	\$2,016	\$2,016

DRAMATIC NON-NETWORK OR NETWORK NON-PRIME-TIME (HIGH BUDGET)				
0-15 MIN.	16-30 MIN.	31-60 MIN.	61-90 MIN.	91-120 MIN.
\$ 3,733	\$ 7,110	\$13,069	\$20,889	\$25,135
3	6(1)	12(2)	24(4)	24(5)
\$1,244	\$1,185	\$1,089	\$870	\$1,047

DRAMATIC NON-NETWORK OR NETWORK NON-PRIME-TIME (LOW BUDGET)				
0-15 MIN.	16-30 MIN.	31-60 MIN.	61-90 MIN.	91-120 MIN.
\$1,860	\$3,195	\$3,704	\$4,707	\$5,662
2	4	5	6	7
\$930	\$799	\$741	\$785	\$809

	NETWORK PRIME-TIME VARIETY SPECIALS (INCLUDES FBC)			
Rates Effective July 1, 2001 to June 30, 2002	0-30 MIN.	31-60 MIN.	61-90 MIN.	Over 90 MIN.
PROGRAM RATE	\$14,135	\$23,999	\$39,997	\$57,386
INCLUDED DAYS (PARENTHESIS INDICATE INCLUDED DAYS WHICH NEED NOT BE CONSECUTIVE)	10 (2)	18 (4)	36 (8)	48 (10)
COMPENSATION FOR DAYS WORKED BEYOND GUARANTEE (DAILY)	\$1,414	\$1,333	\$1,111	\$1,196

NETWORK PRIME-TIME VARIETY SERIES (INCLUDES FBC)				
0-15 MIN.	16-30 MIN.	31-60 MIN.	61-90 MIN.	OVER 90 MIN.
\$4,053	\$6,229	\$10,797	\$21,601	\$24,925
3	5(1)	9(2)	18(4)	24(5)
\$1,351	\$1,246	\$1,200	\$1,200	\$1,039

NON-NETWORK OR NETWORK NON-PRIME- TIME VARIETY (HIGH BUDGET)				
0-15 MIN.	16-30 MIN.	31-60 MIN.	61-90 MIN.	OVER 90 MIN.
\$2,628	\$4,031	\$5,825	\$7,621	\$10,772
3	6(1)	9(2)	14(4)	18(5)
\$876	\$672	\$647	\$544	\$598

DIRECTORS' BASIC CABLE MINIMUMS				
	½-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
Rates Effective July 1, 2001 to June 30, 2002				
PROGRAM RATE	\$ 7,110	\$13,069	\$20,889	\$53,561
INCLUDED DAYS (PARENTHESIS INDICATE INCLUDED DAYS WHICH NEED NOT BE CONSECUTIVE)	6(1)	12 (2)	24(4)	42
COMPENSATION FOR DAYS WORKED BEYOND GUARANTEE (DAILY)	\$1,185	\$1,089	\$870	\$1,275

	NON-NETWORK OR NETWORK NON-PRIME TIME VARIETY (LOW BUDGET)				
Rates Effective July 1, 2001 to June 30, 2002	0-15 MIN.	16-30 MIN.	31-60 MIN.	61-90 MIN.	OVER 90 MIN.
PROGRAM RATE	\$1,860	\$2,856	\$3,704	\$4,707	\$5,662
INCLUDED DAYS (PARENTHESIS INDICATE INCLUDED DAYS WHICH NEED NOT BE CONSECUTIVE)	2	4	5	6	7
COMPENSATION FOR DAYS WORKED BEYOND GUARANTEE (DAILY)	\$930	\$714	\$741	\$785	\$809

VARIETY SEGMENTS (LESS THAN 5 MIN. IN LENGTH- ADDITIONAL DIRECTOR
\$1,428
1

PRESENTATIONS (PRIME TIME DRAMATIC TELEVISION)		
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)
INCLUDE D DAYS	10 days, of which 4 must be consecutive	14 days, of which 6 must be consecutive
Compensa tion for days worked beyond Guarantee (Daily)	\$1,781	\$2,545

	NETWORK PRIME-TIME QUIZ & GAME SHOWS (INCLUDES FBC)			
Rates Effective July 1, 2001 to June 30, 2002	0-15 MIN.	16-30 MIN.	31-60 MIN.	61-90 MIN.
PROGRAM RATE	\$2,076	\$3,185	\$4,107	\$4,729
INCLUDED DAYS	2	3	4	5
COMPENSATION FOR DAYS BEYOND GUARANTEE (DAILY)	\$1,038	\$1,062	\$1,027	\$946

NON-NETWORK OR NON-PRIME-TIME QUIZ & GAME SHOWS			
0-15 MIN.	16-30 MIN.	31-60 MIN.	61-90 MIN.
\$1,946	\$2,992	\$3,861	\$4,438
2	3	4	5
\$973	\$997	\$965	\$888

STRIP DRAMATIC NON-NETWORK OR NON-PRIME-TIME (PER SHOW)		
0-15 MIN.	16-30 MIN.	31-60 MIN.
\$1,199	\$1,843	\$3,214
1	2	3
\$1,199	\$922	\$1,071

	STRIP VARIETY NON-NETWORK OR NON-PRIME-TIME (5 PER WEEK)			
Rates Effective July 1, 2001 to June 30, 2002	0-15 MIN.	16-30 MIN.	31-60 MIN.	OVER 60 MIN.
PROGRAM RATE	\$3,125	\$4,811	\$5,982	\$7,056
INCLUDED DAYS	3	6	7	8
COMPENSATION FOR DAYS WORKED BEYOND GUARANTEE (DAILY)	\$1,042	\$802	\$855	\$882

	QUIZ & GAME STRIP NON-NETWORK OR NON-PRIME TIME (5 PER WEEK)			
	0-15 MIN.	16-30 MIN.	31-60 MIN.	OVER 60 MIN.
	\$3,059	\$4,707	\$5,559	\$6,414
	3	6	7	8
	\$1,020	\$785	\$794	\$802

ALL OTHER PROGRAMS	PRIME TIME = 150% OF BELOW RATES						
	1 PER WEEK	2 PER WEEK	3 PER WEEK	4 PER WEEK	5 PER WEEK	6 PER WEEK	7 PER WEEK
PROGRAM RATE							
5 MIN. OR LESS	\$489	\$779	\$942	\$1,073	\$1,185	\$1,265	\$1,353
OVER 5 MIN. TO 10 MIN.	\$739	\$983	\$1,233	\$1,469	\$1,681	\$1,841	\$2,007
OVER 10 MIN. TO 15 MIN.	\$1,027	\$1,551	\$1,964	\$2,466	\$2,876	\$3,078	\$3,270
OVER 15 MIN. TO 30 MIN.	\$2,466	\$3,273	\$3,684	\$4,212	\$4,707	\$5,110	\$5,516
OVER 30 MIN. TO 45 MIN.	\$2,665	\$3,477	\$4,090	\$4,630	\$5,125	\$5,527	\$5,942
OVER 45 MIN. TO 60 MIN.	\$3,322	\$3,946	\$4,568	\$5,105	\$5,599	\$6,010	\$6,424
OVER 60 MIN.: APPLICABLE HOUR RATE + RATE FOR EACH ADDITIONAL ½ HOUR	\$854	\$679	\$886	\$889	\$895	\$900	\$912

MINIMUM DAILY RATE: NON-PRIME-TIME: \$713/PRIME-TIME: \$1,070

**ASSOCIATE DIRECTOR & STAGE MANAGER MINIMUMS
PRIME-TIME DRAMATIC PROGRAMS**

PRIME-TIME DRAMATIC PROGRAMS			
	ASSOCIATE DIRECTORS	FIRST STAGE MANAGERS	SECOND & ADDITIONAL STAGE MANAGERS
WEEKLY STUDIO RATE	\$3,068	\$2,549	\$2,202
WEEKLY PRODUCTION FEE, STUDIO	\$568	\$534*	0
PRO-RATED AT, DAILY	\$114	\$107*	0
WEEKLY LOCATION RATE	\$4,294	\$3,560	\$3,077
WEEKLY PRODUCTION FEE, LOCATION	\$699	\$695*	0
PRO-RATED AT, DAILY	\$117	\$116*	0
DAILY RATE, STUDIO	\$767	\$637	\$551
DAILY PRODUCTION FEE, STUDIO (DAILY EMPLOYMENT ONLY)	\$142	\$134*	0
DAILY RATE, LOCATION	\$1,074	\$890	\$769
DAILY PRODUCTION FEE, LOCATION (DAILY EMPLOYMENT ONLY)	\$175	\$174*	0
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 = 83 1/2% OF THE ABOVE RATES			

*PRODUCTION FEE PAYABLE TO 1ST STAGE MANAGER ONLY

**COMPLETION OF ASSIGNMENT PAY:
PRIME-TIME DRAMATIC**

ADs & SMs of Prime-Time Dramatic programs are entitled to an additional week's salary upon completion of assignment if employed 2 or more consecutive weeks, or to 2½ days salary if employed less than two weeks, up to a maximum of 6 weeks additional salary in any single production season.

ADs and SMs who work 4 days a week get the same completion of assignment pay as if they

work five days a week. The completion of assignment for an AD or SM employed for 2 or 3 days a week for three or more consecutive weeks is 1/20th of the minimum weekly rate for each day worked during such consecutive weeks, but no more than the weekly salary.

CAPRICIOUS DISCHARGE

All Associate Directors and Stage Managers employed on a weekly basis for at least 3 consecutive workweeks should be made aware of problems with the 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 an AD or Key SM who worked 4 or 5 days per week has completed 50% of the episodes in a single television series order of 13 or more episodes (excluding options) is replaced without good cause, the Company must pay 3 weeks completion of assignment pay. If the replaced AD or Key SM worked 2-3 days week, the company must pay completion of assignment equal to three times 1/20th of the weekly rate for each workday in the consecutive weeks worked, but no more than three times the weekly minimum.

MILEAGE EXPENSE

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

INCIDENTAL ALLOWANCE

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

VACATION/UNWORKED HOLIDAY

Any AD or SM 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. ADs and SMs employed on Prime-Time Dramatic programs are entitled to another 3.719% of salary as Unworked Holiday pay (subject to an offset of amounts paid for Holidays occurring during the 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.

EXTENDED WORKDAY

When ADs and SMs are employed on multi-camera Prime-Time Dramatic programs and work more than 16 hours before being dismissed, they shall receive an additional day's salary for each four hour period or portion thereof worked beyond 16 hours. Such salary in all cases shall be 1/5 of the studio workweek rate and shall be excluded from all other computations.

On single-camera Prime-Time Dramatic programs on camera rehearsal and taping days only

WORKDAY BEGINS

WORKDAY ENDS

AD	General Crew Call	End of Camera Wrap
SM	Earlier of talent, make-up personnel, hairstyling personnel call or general crew call.	½-hour after camera rehearsal or taping in studio or 1 hour after end of camera rehearsal or taping on distant location or “bus to” local location.

Actual travel time shall be added for “bus-to’s” and distant location, but not for “report to’s”.

When any combination of 3 ADs or SMs are employed and work more than 16 hours before being dismissed, they shall receive an additional day’s salary for each four hour period or portion thereof worked beyond 16 hours. Such salary in all cases shall be 1/5 of the studio workweek rate and shall be excluded from all other computations.

When fewer than any combination of 3 ADs or SMs are employed:

AD

SM

- | | |
|--|--|
| 14+ to 16 hours - additional ½ day’s salary | 13+ to 16 hours - additional ½ day’s salary |
| 16+ to 20 hours - another ½ day’s salary | 14+ to 16 hours worked on “bus to” or distant location - additional ½ day’s salary |
| 20+ hours - another additional full day’s salary for each 4-hour period or fraction thereof. | 16+ - another additional full day’s salary for each 4-hour period or fraction thereof. |

CONTRIBUTIONS - PENSION & HEALTH

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

PREPARATION TIME:

Freelance Associate Directors and Stage Managers of dramatic and variety programs shall be guaranteed preparation time of not less than:

LENGTH OF PROGRAM	# OF PROGRAMS ON WHICH CONTINUING EMPLOYMENT IS ASSIGNED	GUARANTEED PREPARATION DAYS PER PROGRAM	
		AD	SM
15 MIN, OR LESS		1 DAY	1 DAY

16-30 MIN.	1 2 OR MORE	3 DAYS 2 DAYS each	2 DAYS 1 DAY each
31-60 MIN.	1 2 OR MORE	5 DAYS 3 DAYS each	3 DAYS 2 DAYS each
OVER 60 MIN.		5 DAYS	5 DAYS

PREPARATION TIME SHALL BE GUARANTEED ONLY TO THE FIRST ASSIGNED ASSOCIATE DIRECTOR AND STAGE MANAGER.

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.

ASSOCIATE DIRECTOR & STAGE MANAGER MINIMUMS

PROGRAMS OTHER THAN PRIME-TIME DRAMATIC PROGRAMS

	ASSOCIATE DIRECTOR	STAGE MANAGER	ASSOCIATE DIRECTOR/STAGE MANAGER COMBINATION (WHERE PERMITTED)
DAILY, 8 HOURS	\$448	\$409	\$641
WEEKLY, 40 HOURS	\$1,979	\$1,827	
DAILY FLAT (12 HOURS)	\$602	\$558	\$874
WEEKLY FLAT	\$2,645	\$2,446	
OVERTIME: Daily 8, Daily Flat & Weekly Flat;	\$84.00	\$76.69	\$120.19
Weekly 40	\$74.21	\$68.51	

ALL PRIME-TIME ENTERTAINMENT ADs and SMs - \$51.50 Production Fee for all camera blocking & taping days.

ALL NON-PRIME-TIME ENTERTAINMENT ADs and SMs - \$17.00 Production Fee for each camera blocking & taping day worked up to a maximum of \$42.50 per week.

DEAL MEMOS:

ADs or SMs of Prime-Time Entertainment Programs and ADs or SMs employed for 5 days or more on other types of programs will have employment confirmed in written memo.

VACATION:

4% of gross compensation.

CONTRIBUTIONS - PENSION & HEALTH:

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

REST PERIOD:

ADs and SMs working in conjunction with taping unit or live broadcast are entitled to 9 hour rest period. If rest period is less than 9 hours the ADs and SMs shall be entitled to addnl. payment of ½ time for each hour of invasion, computed in 1/4 hour segments. For Employees employed on daily flat or weekly flat basis, the addnl. payment shall be an amount equal to 1/3 of the applicable overtime rate computed in 1/4 hour segments.

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