

DIRECTORS GUILD OF AMERICA

Minimum Salary Schedules

Rates Effective July 1, 2004 to June 30, 2005



FREELANCE LIVE AND TAPE TELEVISION AGREEMENT

Directors, Associate Directors Stage Managers & Production Associates



DIRECTORS LIVE AND TAPE TELEVISION MINIMUMS

RATES EFFECTIVE JULY 1, 2004 TO JUNE 30, 2005	DRAMATIC NETWORK PRIME TIME (INCLUDES FBC)					DRAMATIC NON-NETWORK OR NETWORK NON-PRIME-TIME (HIGH BUDGET)					DRAMATIC NON-NETWORK OR NETWORK NON-PRIME-TIME (LOW BUDGET)					NETWORK PRIME-TIME VARIETY SPECIALS (INCLUDES FBC)				NETWORK PRIME-TIME VARIETY SERIES (INCLUDES FBC)				
	0-15 Minutes	16-30 Minutes	31-60 Minutes	61-90 Minutes	91-120 Minutes	0-15 Minutes	16-30 Minutes	31-60 Minutes	61-90 Minutes	91-120 Minutes	0-15 Minutes	16-30 Minutes	31-60 Minutes	61-90 Minutes	91-120 Minutes	0-30 Minutes	31-60 Minutes	61-90 Minutes	Over 90 Minutes	0-15 Minutes	16-30 Minutes	31-60 Minutes	61-90 Minutes	Over 90 Minutes
PROGRAM RATE	\$12,587	\$19,361	\$32,879	\$54,798	\$92,056	\$4,119	\$7,844	\$14,419	\$23,048	\$27,734	\$2,052	\$3,526	\$4,087	\$5,194	\$6,247	\$15,371	\$26,098	\$43,494	\$62,947	\$4,408	\$6,773	\$11,741	\$23,489	\$27,104
INCLUDED DAYS (PARENTHESIS INDICATE INCLUDED DAYS WHICH NEED NOT BE CONSECUTIVE)	4	7(1)	15(2)	25(4)	42(7)	3	6(1)	12(2)	24(4)	24(5)	2	4	5	6	7	10(2)	18(4)	36(8)	48(10)	3	5(1)	9(2)	18(4)	24(5)
COMPENSATION FOR DAYS WORKED BEYOND GUARANTEE (DAILY)	\$3,147	\$2,766	\$2,192	\$2,192	\$2,192	\$1,373	\$1,307	\$1,202	\$960	\$1,156	\$1,026	\$882	\$817	\$867	\$892	\$1,537	\$1,450	\$1,208	\$1,311	\$1,469	\$1,355	\$1,305	\$1,305	\$1,129

NON-NETWORK OR NETWORK NON-PRIME-TIME VARIETY (HIGH BUDGET)					NON-NETWORK OR NETWORK NON-PRIME-TIME VARIETY (LOW BUDGET)				
0-15 Minutes	16-30 Minutes	31-60 Minutes	61-90 Minutes	Over 90 Minutes	0-15 Minutes	16-30 Minutes	31-60 Minutes	61-90 Minutes	Over 90 Minutes
\$2,899	\$4,448	\$6,427	\$8,409	\$11,885	\$2,052	\$3,151	\$4,087	\$5,194	\$6,247
3	6(1)	9(2)	14(4)	18(5)	2	4	5	6	7
\$966	\$741	\$714	\$601	\$660	\$1,026	\$788	\$817	\$866	\$892

VARIETY SEGMENT (LESS THAN 5 MIN. IN LENGTH- ADDITIONAL DIRECTOR)
\$1,576
1

DIRECTORS' BASIC CABLE MINIMUMS			
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
\$7,844	\$14,419	\$23,048	\$59,097
6(1)	12(2)	24(4)	42
\$1,307	\$1,202	\$960	\$1,407

NETWORK PRIME-TIME QUIZ & GAME SHOWS (INCLUDES FBC)				
RATES EFFECTIVE JULY 1, 2004 TO JUNE 30, 2005	0-15 Minutes	16-30 Minutes	31-60 Minutes	61-90 Minutes
PROGRAM RATE	\$2,257	\$3,463	\$4,466	\$5,142
INCLUDED DAYS	2	3	4	5
COMPENSATION FOR DAYS WORKED BEYOND GUARANTEE (DAILY)	\$1,129	\$1,154	\$1,117	\$1,028

NON-NETWORK OR NON-PRIME-TIME QUIZ & GAMES SHOWS			
0-15 Minutes	16-30 Minutes	31-60 Minutes	61-90 Minutes
\$2,147	\$3,301	\$4,260	\$4,897
2	3	4	5
\$1,074	\$1,100	\$1,065	\$979

STRIP DRAMATIC NON-NETWORK OR NON-PRIME-TIME (PER SHOW)		
0-15 Minutes	16-30 Minutes	31-60 Minutes
\$1,304	\$2,004	\$3,494
1	2	3
\$1,304	\$1,002	\$1,165

STRIP VARIETY NON-NETWORK OR NON-PRIME-TIME (5 PER WEEK)			
0-15 Minutes	16-30 Minutes	31-60 Minutes	Over 60 Minutes
\$3,447	\$5,308	\$6,600	\$7,786
3	6	7	8
\$1,149	\$885	\$943	\$973

QUIZ & GAME STRIP NON-NETWORK OR NON-PRIME-TIME (5 PER WEEK)			
0-15 Minutes	16-30 Minutes	31-60 Minutes	Over 60 Minutes
\$3,375	\$5,194	\$6,134	\$7,076
3	6	7	8
\$1,125	\$866	\$876	\$885

PRESENTATIONS (PRIME TIME DRAMATIC TELEVISION)	
0-15 Minutes	16-30 Minutes
\$19,654	\$39,314 (or the applicable pilot fee, if less, but in no event less than \$19,654)
10 days, of which 4 must be consecutive	14 days, of which 6 must be consecutive
\$1,965	\$2,808

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	\$540	\$859	\$1,039	\$1,185	\$1,307	\$1,396	\$1,492
OVER 5 MIN. TO 10 MIN.	\$816	\$1,085	\$1,361	\$1,620	\$1,855	\$2,031	\$2,215
OVER 10 MIN. TO 15 MIN.	\$1,133	\$1,711	\$2,167	\$2,720	\$3,173	\$3,397	\$3,607
OVER 15 MIN. TO 30 MIN.	\$2,720	\$3,612	\$4,064	\$4,647	\$5,194	\$5,638	\$6,086
OVER 30 MIN. TO 45 MIN.	\$2,941	\$3,837	\$4,512	\$5,109	\$5,655	\$6,098	\$6,556
OVER 45 MIN. TO 60 MIN.	\$3,665	\$4,354	\$5,040	\$5,633	\$6,178	\$6,631	\$7,088
Over 60 Min.: Applicable Hour Rate + Rate for each Additional 1/2 hour	\$942	\$750	\$977	\$981	\$987	\$992	\$1,006

MINIMUM DAILY RATE: NON-PRIME-TIME: \$787/PRIME-TIME: \$1,181

ASSOCIATE DIRECTOR AND STAGE MANAGER MINIMUMS - PRIME-TIME DRAMATIC PROGRAMS

PRIME-TIME DRAMATIC PROGRAMS			
RATES EFFECTIVE JULY 1, 2004 TO JUNE 30, 2005	ASSOCIATE DIRECTORS	FIRST STAGE MANAGERS	SECOND & ADDITIONAL STAGE MANAGERS
WEEKLY STUDIO RATE	\$3,385	\$2,812	\$2,430
WEEKLY PRODUCTION FEE, STUDIO	\$627	\$589*	0
PRO-RATED AT, DAILY	\$125	\$118*	0
WEEKLY LOCATION RATE	\$4,738	\$3,928	\$3,395
WEEKLY PRODUCTION FEE, LOCATION	\$770	\$766*	0
PRO-RATED AT, DAILY	\$128	\$128*	0
DAILY RATE, STUDIO	\$846	\$703	\$608
DAILY PRODUCTION FEE, STUDIO (DAILY EMPLOYMENT ONLY)	\$157	\$147*	0
DAILY RATE, LOCATION	\$1,185	\$982	\$849
DAILY PRODUCTION FEE, LOCATION (DAILY EMPLOYMENT ONLY)	\$193	\$192*	0
BASIC CABLE DRAMATIC PROGRAMS: 1/2-HOUR WITH BUDGETS BETWEEN \$443,487 AND \$665,231; 1-HOUR WITH BUDGETS BETWEEN \$831,539 AND \$1,219,590; 2-HOUR WITH BUDGETS BETWEEN \$2,217,436 AND \$3,880,513 = 83 1/2% OF THE ABOVE RATES.			

* PRODUCTION FEE PAYABLE TO 1ST STAGE MANAGER ONLY

Live Multi-camera dramatic productions are covered under the FLTTA

The 'Interim Settlement Agreement' covers NEW Prime Time Multi-camera Dramatic Programs, principal photography of which begins on or after February 11, 2002.

Programs that were in production prior to February 11, 2002 remain under the terms and conditions of the BA or FLTTA agreement in effect on that date.

All single camera productions will be covered under the Basic Agreement.

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 2 1/2 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 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 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.	1/2 hour after camera rehearsal or taping in studio or report to local location; 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."

WORK REPORT NUMBERS:
 Los Angeles: 310-289-5300 / 800-421-4173
 Chicago: 312-644-7520/888-600-6975
 New York: 212-581-0950/800-356-3754 - ext. 403 (Film) • ext. 404 (Tape)
DGA SAFETY HOTLINE: 1-800-DGA-3457

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DIRECTORS GUILD OF AMERICA

Minimum Salary Schedules
Rates Effective: July 1, 2004 to June 30, 2005

FREELANCE LIVE AND TAPE TELEVISION AGREEMENT

Directors, Associate Directors, Stage Managers & Production Associates

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

continued:

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 14+ to 16 hours - additional 1/2 day's salary **SM** 13+ to 16 hours - additional 1/2 day's salary
 16+ to 20 hours - another 1/2 day's salary 14+ to 16 hours on "bus to" or distant location - additional 1/2 day's salary
 20+ hours - another additional full day's salary 16+ - another additional full day's salary for each 4-hour period or fraction thereof.

CONTRIBUTIONS - Pension & Health

Company will contribute 5 1/2% to the Pension Plan and 7-1/2% to the Health Plan. Employee contributes 2 1/2% 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, Toronto, or Vancouver.

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

RATES EFFECTIVE JULY 1, 2004 TO JUNE 30, 2005	ASSOCIATE DIRECTOR	STAGE MANAGER	ASSOCIATE DIRECTOR/STAGE MANAGER COMBINATION (WHERE PERMITTED)
DAILY, 8 HOURS	\$494	\$451	\$707
WEEKLY, 40 HOURS	\$2,184	\$2,016	
DAILY FLAT (12 HOURS)	\$664	\$616	\$965
WEEKLY FLAT	\$2,919	\$2,700	
OVERTIME: Daily 8, Daily Flat & Weekly Flat Weekly 40	\$92.63 \$81.90	\$84.56 \$75.60	\$132.56

ALL PRIME-TIME ENTERTAINMENT ADs and SMs - \$56.75 Production Fee for all camera blocking & taping days.

ALL NON-PRIME-TIME ENTERTAINMENT ADs and SMs - \$18.25 Production Fee for each camera blocking & taping day worked up to a maximum of \$47.00 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 5 1/2% to the Pension Plan and 7 1/2% to the Health Plan. Employee contributes 2 1/2% 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 additional payment of 1/2 time for each hour of invasion, computed in 1/4 hour segments. For Employees employed on daily flat or weekly flat basis, the additional payment shall be an amount equal to 1/3 of the applicable overtime rate computed in 1/4 hour segments.

WORK REPORT NUMBERS:

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