

DIRECTORS GUILD OF AMERICA

MINIMUM SALARY SCHEDULE

EFFECTIVE:

July 1, 2008 to June 30, 2011



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THEATRICAL MOTION PICTURE MINIMUMS 7/1/08 to 6/30/11

	Rates effective July 1, 2008 to June 30, 2009		Rates effective July 1, 2009 to June 30, 2010		Rates effective July 1, 2010 to June 30, 2011	
	HIGH BUDGET	SHORTS & DOCUMENTARIES	HIGH BUDGET	SHORTS & DOCUMENTARIES	HIGH BUDGET	SHORTS & DOCUMENTARIES
Weekly Salary	\$15,108	\$10,791	\$15,637	\$11,169	\$16,184	\$11,560
Guaranteed Preparation Period	2 Weeks	2 Days	2 Weeks	2 Days	2 Weeks	2 Days
Guaranteed Employment Period	10 Weeks	1 Week + 1 Day	10 Weeks	1 Week + 1 Day	10 Weeks	1 Week + 1 Day
Guaranteed Cutting Allowance	1 Week	0	1 Week	0	1 Week	0
Compensation for Days Worked Beyond Guarantee	\$3,022	\$2,158	\$3,127	\$2,234	\$3,237	\$2,312
Daily Employment Where Permitted	\$3,777	\$2,698	\$3,909	\$2,792	\$4,046	\$2,890

See Low Budget Side Letter for Films with Budgets of \$9.5 Million or Less

DIRECTORS TELEVISION MINIMUMS (7/1/08 - 6/30/09)

Rates Effective July 1, 2008 to June 30, 2009	NETWORK PRIME-TIME (INCLUDES FBC & PAY TELEVISION)				NON-NETWORK, NON-PRIME-TIME			
	1/2 Hour	1 Hour	1-1/2 Hours	2 Hours	1/2 Hour	1 Hour	1-1/2 Hours	2 Hours
PROGRAM RATE	\$21,791	\$37,005	\$61,675	\$103,611	\$9,324	\$18,640	\$27,968	\$38,939
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	\$3,113 day	\$2,467 day	\$2,467 day	\$2,467 day	\$1,554 day	\$1,553 day	\$1,554 day	\$1,622 day
DAILY EMPLOYMENT WHERE PERMITTED	\$3,891 day	\$3,084 day	\$3,084 day	\$3,084 day	\$1,943 day	\$1,942 day	\$1,942 day	\$2,028 day

DIRECTORS TELEVISION MINIMUMS (7/1/08 - 6/30/09)

Rates Effective July 1, 2008 to June 30, 2009	BASIC CABLE MINIMUMS					
	1/2 Hour Dramatic Programs with Budgets equal to or greater than \$476,749 and less than \$1,200,000	1/2 Hour Dramatic Programs with Budgets equal to or greater than \$1,200,000 2nd season or later	1 Hour Dramatic Programs with Budgets equal to or greater than \$893,904 and less than \$2,000,000	1 Hour Dramatic Programs with Budgets equal to or greater than \$2,000,000 2nd season or later	1-1/2 Hour Dramatic Programs with Budgets of \$2,383,744 or More	2 Hour Dramatic Programs with Budgets of \$2,383,744 or More
PROGRAM RATE	\$9,324	\$11,760	\$18,640	\$23,520	\$27,968	\$66,837
GUARANTEED PREPARATION PERIOD	3 days	3 days	6 days	7 days	9 days	15 days
GUARANTEED SHOOTING PERIOD	3 days	4 days	6 days	7 days	9 days	27 days
COMPENSATION FOR DAYS WORKED BEYOND GUARANTEE	\$1,554 day	\$1,680 day	\$1,553 day	\$1,680 day	\$1,554 day	\$1,591 day
DAILY EMPLOYMENT WHERE PERMITTED	\$1,943 day	\$2,100 day	\$1,942 day	\$2,100 day	\$1,942 day	\$1,989 day

DIRECTORS TELEVISION MINIMUMS (7/1/09 - 6/30/10)

Rates Effective July 1, 2009 to June 30, 2010	NETWORK PRIME-TIME (INCLUDES FBC & PAY TELEVISION)				NON-NETWORK, NON-PRIME-TIME			
	1/2 Hour	1 Hour	1-1/2 Hours	2 Hours	1/2 Hour	1 Hour	1-1/2 Hours	2 Hours
PROGRAM RATE	\$22,445	\$38,115	\$63,525	\$106,719	\$9,650	\$19,292	\$28,947	\$40,302
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	\$3,206 day	\$2,541 day	\$2,541 day	\$2,541 day	\$1,608 day	\$1,608 day	\$1,608 day	\$1,679 day
DAILY EMPLOYMENT WHERE PERMITTED	\$4,008 day	\$3,176 day	\$3,176 day	\$3,176 day	\$2,010 day	\$2,010 day	\$2,010 day	\$2,099 day

DIRECTORS TELEVISION MINIMUMS (7/1/09 - 6/30/10)

Rates Effective July 1, 2009 to June 30, 2010	BASIC CABLE MINIMUMS					
	1/2 Hour Dramatic Programs with Budgets equal to or greater than \$476,749 and less than \$1,200,000	1/2 Hour Dramatic Programs with Budgets equal to or greater than \$1,200,000 2nd season or later	1 Hour Dramatic Programs with Budgets equal to or greater than \$893,904 and less than \$2,000,000	1 Hour Dramatic Programs with Budgets equal to or greater than \$2,000,000 2nd season or later	1-1/2 Hour Dramatic Programs with Budgets of \$2,383,744 or More	2 Hour Dramatic Programs with Budgets of \$2,383,744 or More
PROGRAM RATE	\$9,650	\$12,172	\$19,292	\$24,343	\$28,947	\$69,176
GUARANTEED PREPARATION PERIOD	3 days	3 days	6 days	7 days	9 days	15 days
GUARANTEED SHOOTING PERIOD	3 days	4 days	6 days	7 days	9 days	27 days
COMPENSATION FOR DAYS WORKED BEYOND GUARANTEE	\$1,608 day	\$1,739 day	\$1,608 day	\$1,739 day	\$1,608 day	\$1,647 day
DAILY EMPLOYMENT WHERE PERMITTED	\$2,010 day	\$2,174 day	\$2,010 day	\$2,173 day	\$2,010 day	\$2,059 day

DIRECTORS TELEVISION MINIMUMS (7/1/10 - 6/30/11)

Rates Effective July 1, 2010 to June 30, 2011	NETWORK PRIME-TIME (INCLUDES FBC & PAY TELEVISION)				NON-NETWORK, NON-PRIME-TIME			
	1/2 Hour	1 Hour	1-1/2 Hours	2 Hours	1/2 Hour	1 Hour	1-1/2 Hours	2 Hours
PROGRAM RATE	\$23,118	\$39,258	\$65,431	\$109,921	\$9,988	\$19,967	\$29,960	\$41,713
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	\$3,303 day	\$2,617 day	\$2,617 day	\$2,617 day	\$1,665 day	\$1,664 day	\$1,664 day	\$1,738 day
DAILY EMPLOYMENT WHERE PERMITTED	\$4,128 day	\$3,272 day	\$3,272 day	\$3,271 day	\$2,081 day	\$2,080 day	\$2,081 day	\$2,173 day

DIRECTORS TELEVISION MINIMUMS (7/1/10 - 6/30/11)

Rates Effective July 1, 2010 to June 30, 2011	BASIC CABLE MINIMUMS					
	1/2 Hour Dramatic Programs with Budgets equal to or greater than \$476,749 and less than \$1,325,000	1/2 Hour Dramatic Programs with Budgets equal to or greater than \$1,325,000 2nd season or later	1 Hour Dramatic Programs with Budgets equal to or greater than \$893,904 and less than \$2,200,000	1 Hour Dramatic Programs with Budgets equal to or greater than \$2,200,000 2nd season or later	1-1/2 Hour Dramatic Programs with Budgets of \$2,383,744 or More	2 Hour Dramatic Programs with Budgets of \$2,383,744 or More
PROGRAM RATE	\$9,988	\$12,598	\$19,967	\$25,195	\$29,960	\$71,597
GUARANTEED PREPARATION PERIOD	3 days	3 days	6 days	7 days	9 days	15 days
GUARANTEED SHOOTING PERIOD	3 days	4 days	6 days	7 days	9 days	27 days
COMPENSATION FOR DAYS WORKED BEYOND GUARANTEE	\$1,665 day	\$1,800 day	\$1,664 day	\$1,800 day	\$1,664 day	\$1,705 day
DAILY EMPLOYMENT WHERE PERMITTED	\$2,081 day	\$2,250 day	\$2,080 day	\$2,250 day	\$2,081 day	\$2,131 day

PILOT MINIMUMS 7/1/08 to 6/30/09

Rates Effective July 1, 2008 to June 30, 2009	NETWORK PRIME-TIME (INCLUDES FBC & PAY TELEVISION)				NON-NETWORK AND BASIC CABLE			
	1/2 Hour	1 Hour	1-1/2 Hours	2 Hours	1/2 Hour Dramatic Programs (Basic Cable with Budgets of \$476,749 or More)	1 Hour Dramatic Programs (Basic Cable with Budgets of \$893,904 or More)	1-1/2 Hour Dramatic Programs (Basic Cable with Budgets of \$2,383,744 or More)	2 Hour Dramatic Programs (Basic Cable with Budgets of \$2,383,744 or More)
PROGRAM RATE	\$61,675	\$82,231	\$102,783	\$143,902	\$37,005	\$49,339	\$61,670	\$86,341
INCLUDED DAYS	14 days	24 days	34 days	50 days	14 days	24 days	34 days	50 days
COMPENSATION FOR DAYS WORKED BEYOND GUARANTEE	\$4,405 day	\$3,426 day	\$3,023 day	\$2,878 day	\$2,643 day	\$2,056 day	\$1,814 day	\$1,727 day
DAILY EMPLOYMENT WHERE PERMITTED	\$5,507 day	\$4,283 day	\$3,779 day	\$3,598 day	\$3,304 day	\$2,570 day	\$2,267 day	\$2,159 day

PILOT MINIMUMS 7/1/09 to 6/30/10

Rates Effective July 1, 2009 to June 30, 2010	NETWORK PRIME-TIME (INCLUDES FBC & PAY TELEVISION)				NON-NETWORK AND BASIC CABLE			
	1/2 Hour	1 Hour	1-1/2 Hours	2 Hours	1/2 Hour Dramatic Programs (Basic Cable with Budgets of \$476,749 or More)	1 Hour Dramatic Programs (Basic Cable with Budgets of \$893,904 or More)	1-1/2 Hour Dramatic Programs (Basic Cable with Budgets of \$2,383,744 or More)	2 Hour Dramatic Programs (Basic Cable with Budgets of \$2,383,744 or More)
PROGRAM RATE	\$63,525	\$84,698	\$105,866	\$148,219	\$38,115	\$50,819	\$63,520	\$88,931
INCLUDED DAYS	14 days	24 days	34 days	50 days	14 days	24 days	34 days	50 days
COMPENSATION FOR DAYS WORKED BEYOND GUARANTEE	\$4,538 day	\$3,529 day	\$3,114 day	\$2,964 day	\$2,723 day	\$2,117 day	\$1,868 day	\$1,779 day
DAILY EMPLOYMENT WHERE PERMITTED	\$5,672 day	\$4,411 day	\$3,892 day	\$3,705 day	\$3,403 day	\$2,647 day	\$2,335 day	\$2,223 day

PILOT MINIMUMS 7/1/10 to 6/30/11

Rates Effective July 1, 2010 to June 30, 2011	NETWORK PRIME-TIME (INCLUDES FBC & PAY TELEVISION)				NON-NETWORK AND BASIC CABLE			
	1/2 Hour	1 Hour	1-1/2 Hours	2 Hours	1/2 Hour Dramatic Programs (Basic Cable with Budgets of \$476,749 or More)	1 Hour Dramatic Programs (Basic Cable with Budgets of \$893,904 or More)	1-1/2 Hour Dramatic Programs (Basic Cable with Budgets of \$2,383,744 or More)	2 Hour Dramatic Programs (Basic Cable with Budgets of \$2,383,744 or More)
PROGRAM RATE	\$65,431	\$87,239	\$109,042	\$152,666	\$39,259	\$52,343	\$65,425	\$91,600
INCLUDED DAYS	14 days	24 days	34 days	50 days	14 days	24 days	34 days	50 days
COMPENSATION FOR DAYS WORKED BEYOND GUARANTEE	\$4,674 day	\$3,635 day	\$3,207 day	\$3,053 day	\$2,804 day	\$2,181 day	\$1,924 day	\$1,832 day
DAILY EMPLOYMENT WHERE PERMITTED	\$5,842 day	\$4,544 day	\$4,009 day	\$3,817 day	\$3,505 day	\$2,726 day	\$2,405 day	\$2,290 day

PRESENTATIONS (PRIME-TIME DRAMATIC) 7/1/08 to 6/30/11

	Rates Effective July 1, 2008 to June 30, 2009	Rates Effective July 1, 2009 to June 30, 2010	Rates Effective July 1, 2010 to June 30, 2011	MAXIMUM GUARANTEED DAYS
0-15 Minutes	\$22,229	\$23,007	\$23,812	10 days, of which 4 must be consecutive
16-30 Minutes	\$44,463 (or the applicable pilot fee, if less, but in no event less than \$22,229)	\$46,019 (or the applicable pilot fee, if less, but in no event less than \$23,007)	\$47,630 (or the applicable pilot fee, if less, but in no event less than \$23,812)	14 days, of which 6 must be consecutive

The following are minimum compensation rates for Directors of episodes of 1/2-hour or 1-hour prime-time dramatic series whose running times extend beyond the regular time period of a typical episode.

Also, Directors of live series that exceed the scheduled running time by more than 3 minutes or that are planned in advance to be longer than the regular time period of a typical episode of the series will be paid no less than the following minimum rates:

SUPERSIZED NETWORK PRIME-TIME (includes FBC & PAY TV) and NETWORK PRIME-TIME DRAMATIC 7/1/08 to 6/30/11

	Rates Effective July 1, 2008 to June 30, 2009		Rates Effective July 1, 2009 to June 30, 2010		Rates Effective July 1, 2010 to June 30, 2011	
	45 Min	75 Min	45 Min	75 Min	45 Min	75 Min
PROGRAM RATE	\$29,398	\$49,340	\$30,280	\$50,820	\$31,188	\$52,345
GUARANTEED EMPLOYMENT PERIOD	10 Days	20 Days	10 Days	20 Days	10 Days	20 Days
DAYS BEYOND GUARANTEE	\$2,940	\$2,467	\$3,028	\$2,541	\$3,119	\$2,617
DAILY EMPLOYMENT (WHERE PERMITTED)	\$3,675	\$3,084	\$3,785	\$3,176	\$3,899	\$3,271

**SUPERSIZED NON-NETWORK OR NON-PRIME-TIME
(includes BASIC CABLE) 7/1/08 to 6/30/11**

	Rates Effective July 1, 2008 to June 30, 2009		Rates Effective July 1, 2009 to June 30, 2010		Rates Effective July 1, 2010 to June 30, 2011	
	45 Min	75 Min	45 Min	75 Min	45 Min	75 Min
PROGRAM RATE	\$13,983	\$23,304	\$14,472	\$24,120	\$14,979	\$24,964
GUARANTEED EMPLOYMENT PERIOD	9 Days	15 Days	9 Days	15 Days	9 Days	15 Days
DAYS BEYOND GUARANTEE	\$1,554	\$1,554	\$1,608	\$1,608	\$1,664	\$1,664
DAILY EMPLOYMENT (WHERE PERMITTED)	\$1,943	\$1,943	\$2,010	\$2,010	\$2,080	\$2,080

SUPERSIZED BASIC CABLE (FOR DIRECTORS OF HIGH BUDGET DRAMATIC PROGRAMS) 7/1/08 to 6/30/11

	Rates Effective July 1, 2008 to June 30, 2009		Rates Effective July 1, 2009 to June 30, 2010		Rates Effective July 1, 2010 to June 30, 2011	
	45 Min with budgets of \$1.2 million or more - 2nd season or later	75 Min with budgets of \$2 million or more - 2nd season or later	45 Min with budgets of \$1.2 million or more - 2nd season or later	75 Min with budgets of \$2.2 million or more - 2nd season or later	45 Min with budgets of \$1.325 million or more - 2nd season or later	75 Min with budgets of \$2.2 million or more - 2nd season or later
PROGRAM RATE	\$17,640	\$25,744	\$18,258	\$26,645	\$18,897	\$27,578
GUARANTEED EMPLOYMENT PERIOD	10 Days	17 Days	10 Days	17 Days	10 Days	17 Days
DAYS BEYOND GUARANTEE	\$1,764	\$1,514	\$1,826	\$1,567	\$1,890	\$1,622
DAILY EMPLOYMENT (WHERE PERMITTED)	\$2,205	\$1,893	\$2,283	\$1,959	\$2,363	\$2,028

**FLTTA: SUPERSIZED NON-NETWORK or NON-PRIME-TIME
DRAMATIC (HIGH BUDGET) 7/1/08 to 6/30/11**

	Rates Effective July 1, 2008 to June 30, 2009		Rates Effective July 1, 2009 to June 30, 2010		Rates Effective July 1, 2010 to June 30, 2011	
	45 Min	75 Min	45 Min	75 Min	45 Min	75 Min
PROGRAM RATE	\$12,590	\$21,187	\$13,031	\$21,929	\$13,487	\$22,697
GUARANTEED EMPLOYMENT PERIOD	9 Days	17 Days	9 Days	17 Days	9 Days	17 Days
DAYS BEYOND GUARANTEE	\$1,399	\$1,246	\$1,448	\$1,290	\$1,499	\$1,335

FLTTA: SUPERSIZED NETWORK PRIME-TIME VARIETY SERIES
(includes FBC & PAY TV) 7/1/08 to 6/30/11

	Rates Effective July 1, 2008 to June 30, 2009		Rates Effective July 1, 2009 to June 30, 2010		Rates Effective July 1, 2010 to June 30, 2011	
	45 Min	75 Min	45 Min	75 Min	45 Min	75 Min
PROGRAM RATE	\$10,470	\$19,923	\$10,836	\$20,620	\$11,215	\$21,342
INCLUDED DAYS (days which need not be consecutive)	7 (2)	12 (3)	7 (2)	12 (3)	7 (2)	12 (3)
DAYS BEYOND GUARANTEE	\$1,496	\$1,660	\$1,548	\$1,718	\$1,602	\$1,779

**FLTTA: SUPERSIZED NON-NETWORK (other than FBC) or
NON-PRIME-TIME VARIETY (HIGH BUDGET) 7/1/08 to 6/30/11**

	Rates Effective July 1, 2008 to June 30, 2009		Rates Effective July 1, 2009 to June 30, 2010		Rates Effective July 1, 2010 to June 30, 2011	
	45 Min	75 Min	45 Min	75 Min	45 Min	75 Min
PROGRAM RATE	\$6,150	\$8,391	\$6,365	\$8,685	\$6,588	\$8,989
INCLUDED DAYS (days which need not be consecutive)	7 (2)	11 (3)	7 (2)	11 (3)	7 (2)	11 (3)
DAYS BEYOND GUARANTEE	\$879	\$763	\$909	\$790	\$941	\$817

**FLTTA: SUPERSIZED NON-NETWORK (other than FBC) or
NON-PRIME-TIME VARIETY - LOW BUDGET 7/1/08 to 6/30/11**

	Rates Effective July 1, 2008 to June 30, 2009		Rates Effective July 1, 2009 to June 30, 2010		Rates Effective July 1, 2010 to June 30, 2011	
	45 Min	75 Min	45 Min	75 Min	45 Min	75 Min
PROGRAM RATE	\$4,093	\$5,248	\$4,236	\$5,432	\$4,384	\$5,622
INCLUDED DAYS	4	5	4	5	4	5
DAYS BEYOND GUARANTEE	\$1,023	\$1,050	\$1,059	\$1,086	\$1,096	\$1,124

ADDITIONAL INFORMATION FOR DIRECTORS

PENSION & HEALTH CONTRIBUTIONS:

Company will contribute 5 1/2% to the Pension Plan and 8 1/2% to the Health Plan. Employee contributes 2 1/2% to the Pension Plan.

PENSION & HEALTH CEILINGS:

Theatrical: Pension ceiling = \$200,000; Health ceiling = \$400,000;
Television - MOW or Mini-series: Pension and Health ceiling = \$200,000;
Television - Episodic: 250% of scale or actual salary, whichever is greater.

WORKED 6th/7th DAYS; WORKED HOLIDAYS:

Directors will be paid 1/5 of their weekly salary plus \$2,710; \$2,805 (7/1/09-6/30/10); \$2,903 (7/1/10-6/30/11) for work on a 7th day in a workweek or on New Year's Day, Presidents' Day, Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the day after Thanksgiving or Christmas Day. If compensation is less than \$2,710 (\$2,805, \$2,903) per day, then they are paid 200% of scale.

If required to work a 6th day in-town, Directors will be paid 150% of actual pro rata daily salary or an additional 200% of scale, whichever is lower.

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 the member can document s/he has been a resident of the area in which employed at least 60 days prior to the first day of employment and the area is not Los Angeles, New York, Toronto or Vancouver.

Television Directors shall designate the production center in which he/she wishes to be employed as a 'local hire'. Upon request of the Employer, the Guild shall grant an automatic and unconditional waiver to each Los Angeles-based episodic series to employ up to 4 directors per season whose designated production center is not Los Angeles and to treat those directors as 'local hires.' Each such episodic series may hire the same director for only one episode per season as a 'local hire.'

NEW MEDIA COVERAGE

COVERAGE

- A. Derivative Productions:** A Director must be employed whenever the BA or FLTTA would require such employment. AD/UPMs on BA-covered productions and AD/SMs on FLTTA-covered productions may be employed as needed.
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- B. Original Productions:** Are covered if the cost of production is over \$15,000 per minute as exhibited, or \$300,000 per single production, or \$500,000 for a series order, whichever is least. A production is also covered if anyone is employed in a DGA-covered category who has previously worked under a DGA agreement.

TERMS OF EMPLOYMENT

- A. Directors:** The terms and conditions of employment for directors are negotiable, except for residuals which are set forth in the Sideletter re: Programs Produced for New Media to the BA and FLTTA and as otherwise specified below. The Director must receive screen credit if anyone else receives credit.
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- B. AD/UPM and AD/SM:** AD/UPMs and AD/SMs may be assigned to derivative productions as part of the employee's regular workday on the source production. Extended workday or overtime payments would be incurred if work extends past the contractual workday. Salary is negotiable for AD/UPMs and AD/SMs employed exclusively for the production of a derivative made for internet or mobile device program.
- Salary is negotiable for AD/UPMs and AD/SMs employed for original productions made for the internet or mobile devices. Except as otherwise specified below, all other terms and conditions of employment are negotiable. AD/UPM QL requirements and AD/SM employment criteria do not apply.
-
- C. Terms Applicable to All DGA-Covered Employees:** Pension and Health contributions must be paid on behalf of all DGA-covered employees.
- Deal Memos must be provided prior to the start of employment.
- The grievance and arbitration provisions of the BA and FLTTA apply.

AD/UPM GENERAL MINIMUMS 7/1/08 to 6/30/09

UNIT PRODUCTION MANAGERS & ASSISTANT DIRECTORS										
Rates Effective July 1, 2008 to June 30, 2009	UNIT PRODUCTION MANAGER		FIRST ASSISTANT DIRECTOR		KEY SECOND ASSISTANT DIRECTOR		2ND SECOND ASSISTANT DIRECTOR		ADDITIONAL SECOND ASSISTANT DIRECTOR	
	Weekly Studio Salary	\$4,313		\$4,100		\$2,748		\$2,594		\$1,578
Weekly Location Salary	\$6,040		\$5,734		\$3,840		\$3,626		\$2,215	
Weekly Production Fee, Studio	\$934		\$759		\$580		\$0		\$0	
Weekly Production Fee, Location	\$1,114		\$934		\$759		\$0		\$0	
Daily Employment Salary, Studio	\$1,078		\$1,025		\$687		\$649		\$395	
Daily Employment Salary, Location	\$1,510		\$1,434		\$960		\$907		\$554	
Daily Employment Production Fee Studio/Location	\$234	\$279	\$190	\$234	\$145	\$190	\$0	\$0	\$0	\$0

ASSOCIATE DIRECTORS (TC)		
TYPE OF EMPLOYMENT	Rates Effective July 1, 2008 to June 30, 2009	DAYS GUARANTEED
1/2 HOUR	\$2,780	3
TWO 1/2 HOUR SHOWS (BACK-TO-BACK)	\$4,875	5
WEEKLY	\$4,086	5
DAILY	\$924	1

BASIC CABLE DRAMATIC PROGRAMS: 1/2-HOUR WITH BUDGETS BETWEEN \$476,749 AND \$665,231; 1-HOUR WITH BUDGETS BETWEEN \$893,904 AND \$1,219,590; 2-HOUR WITH BUDGETS BETWEEN \$2,383,744 AND \$3,880,513 = 83.5% OF THE ABOVE RATES

AD/UPM GENERAL MINIMUMS 7/1/09 to 6/30/10

UNIT PRODUCTION MANAGERS & ASSISTANT DIRECTORS										
Rates Effective July 1, 2009 to June 30, 2010	UNIT PRODUCTION MANAGER		FIRST ASSISTANT DIRECTOR		KEY SECOND ASSISTANT DIRECTOR		2ND SECOND ASSISTANT DIRECTOR		ADDITIONAL SECOND ASSISTANT DIRECTOR	
	Weekly Studio Salary	\$4,464		\$4,244		\$2,844		\$2,685		\$1,633
Weekly Location Salary	\$6,251		\$5,935		\$3,974		\$3,753		\$2,293	
Weekly Production Fee, Studio	\$967		\$786		\$600		\$0		\$0	
Weekly Production Fee, Location	\$1,153		\$967		\$786		\$0		\$0	
Daily Employment Salary, Studio	\$1,116		\$1,061		\$711		\$671		\$408	
Daily Employment Salary, Location	\$1,563		\$1,484		\$994		\$938		\$573	
Daily Employment Production Fee Studio/Location	\$242	\$288	\$197	\$242	\$150	\$197	\$0	\$0	\$0	\$0

ASSOCIATE DIRECTORS (TC)		
TYPE OF EMPLOYMENT	Rates Effective July 1, 2009 to June 30, 2010	DAYS GUARANTEED
1/2 HOUR	\$2,877	3
TWO 1/2 HOUR SHOWS (BACK-TO-BACK)	\$5,046	5
WEEKLY	\$4,229	5
DAILY	\$956	1

BASIC CABLE DRAMATIC PROGRAMS: 1/2-HOUR WITH BUDGETS BETWEEN \$476,749 AND \$665,231; 1-HOUR WITH BUDGETS BETWEEN \$893,904 AND \$1,219,590; 2-HOUR WITH BUDGETS BETWEEN \$2,383,744 AND \$3,880,513 = 83.5% OF THE ABOVE RATES

AD/UPM GENERAL MINIMUMS 7/1/10 to 6/30/11

UNIT PRODUCTION MANAGERS & ASSISTANT DIRECTORS										
Rates Effective July 1, 2010 to June 30, 2011	UNIT PRODUCTION MANAGER		FIRST ASSISTANT DIRECTOR		KEY SECOND ASSISTANT DIRECTOR		2ND SECOND ASSISTANT DIRECTOR		ADDITIONAL SECOND ASSISTANT DIRECTOR	
Weekly Studio Salary	\$4,620		\$4,393		\$2,944		\$2,779		\$1,690	
Weekly Location Salary	\$6,470		\$6,143		\$4,113		\$3,884		\$2,373	
Weekly Production Fee, Studio	\$1,001		\$814		\$621		\$0		\$0	
Weekly Production Fee, Location	\$1,193		\$1,001		\$814		\$0		\$0	
Daily Employment Salary, Studio	\$1,155		\$1,098		\$736		\$695		\$423	
Daily Employment Salary, Location	\$1,618		\$1,536		\$1,028		\$971		\$593	
Daily Employment Production Fee Studio/Location	\$250	\$298	\$204	\$250	\$155	\$204	\$0	\$0	\$0	\$0

ASSOCIATE DIRECTORS(TC)		
TYPE OF EMPLOYMENT	Rates Effective July 1, 2010 to June 30, 2011	DAYS GUARANTEED
1/2 HOUR	\$2,978	3
TWO 1/2 HOUR SHOWS (BACK-TO-BACK)	\$5,223	5
WEEKLY	\$4,377	5
DAILY	\$989	1

BASIC CABLE DRAMATIC PROGRAMS: 1/2-HOUR WITH BUDGETS BETWEEN \$476,749 AND \$665,231; 1-HOUR WITH BUDGETS BETWEEN \$893,904 AND \$1,219,590; 2-HOUR WITH BUDGETS BETWEEN \$2,383,744 AND \$3,880,513 = 83.5% OF THE ABOVE RATES

SINGLE CAMERA PILOTS, 1st & 2nd SEASON (1/2 HOUR & 1-HOUR EPISODIC) MINIMUMS 7/1/08 to 6/30/09

Rates Effective July 1, 2008 to June 30, 2009	UNIT PRODUCTION MANAGER		FIRST ASSISTANT DIRECTOR		KEY SECOND ASSISTANT DIRECTOR		SECOND SECOND ASSISTANT DIRECTOR		ADDITIONAL SECOND ASSISTANT DIRECTOR	
Weekly Studio Salary	\$4,167		\$3,961		\$2,655		\$2,506		\$1,525	
Weekly Location Salary	\$5,836		\$5,540		\$3,710		\$3,503		\$2,140	
Weekly Production Fee, Studio	\$902		\$733		\$560		\$0		\$0	
Weekly Production Fee, Location	\$1,076		\$902		\$733		\$0		\$0	
Daily Employment Salary, Studio	\$1,042		\$990		\$664		\$627		\$381	
Daily Employment Salary, Location	\$1,459		\$1,385		\$928		\$876		\$535	
Daily Employment Production Fee, Studio/Location	\$226	\$269	\$183	\$226	\$140	\$183	\$0	\$0	\$0	\$0

BASIC CABLE DRAMATIC PROGRAMS: 1/2-HOUR WITH BUDGETS BETWEEN \$476,749 AND \$665,231; 1-HOUR WITH BUDGETS BETWEEN \$893,904 AND \$1,219,590; 2-HOUR WITH BUDGETS BETWEEN \$2,383,744 AND \$3,880,513 = 83.5% OF THE ABOVE RATES

SINGLE CAMERA PILOTS, 1st & 2nd SEASON (1/2 HOUR & 1-HOUR EPISODIC) MINIMUMS 7/1/09 to 6/30/10

Rates Effective July 1, 2009 to June 30, 2010	UNIT PRODUCTION MANAGER		FIRST ASSISTANT DIRECTOR		KEY SECOND ASSISTANT DIRECTOR		SECOND SECOND ASSISTANT DIRECTOR		ADDITIONAL SECOND ASSISTANT DIRECTOR	
Weekly Studio Salary	\$4,313		\$4,100		\$2,748		\$2,594		\$1,578	
Weekly Location Salary	\$6,040		\$5,734		\$3,840		\$3,626		\$2,215	
Weekly Production Fee, Studio	\$934		\$759		\$580		\$0		\$0	
Weekly Production Fee, Location	\$1,114		\$934		\$759		\$0		\$0	
Daily Employment Salary, Studio	\$1,078		\$1,025		\$687		\$649		\$395	
Daily Employment Salary, Location	\$1,510		\$1,434		\$960		\$907		\$554	
Daily Employment Production Fee, Studio/Location	\$234	\$279	\$190	\$234	\$145	\$190	\$0	\$0	\$0	\$0

BASIC CABLE DRAMATIC PROGRAMS: 1/2-HOUR WITH BUDGETS BETWEEN \$476,749 AND \$665,231; 1-HOUR WITH BUDGETS BETWEEN \$893,904 AND \$1,219,590; 2-HOUR WITH BUDGETS BETWEEN \$2,383,744 AND \$3,880,513 = 83.5% OF THE ABOVE RATES

SINGLE CAMERA PILOTS, 1st & 2nd SEASON (1/2 HOUR & 1-HOUR EPISODIC) MINIMUMS 7/1/10 to 6/30/11

Rates Effective July 1, 2010 to June 30, 2011	UNIT PRODUCTION MANAGER		FIRST ASSISTANT DIRECTOR		KEY SECOND ASSISTANT DIRECTOR		SECOND SECOND ASSISTANT DIRECTOR		ADDITIONAL SECOND ASSISTANT DIRECTOR	
Weekly Studio Salary	\$4,464		\$4,244		\$2,844		\$2,685		\$1,633	
Weekly Location Salary	\$6,251		\$5,935		\$3,974		\$3,753		\$2,293	
Weekly Production Fee, Studio	\$967		\$786		\$600		\$0		\$0	
Weekly Production Fee, Location	\$1,153		\$967		\$786		\$0		\$0	
Daily Employment Salary, Studio	\$1,116		\$1,061		\$711		\$671		\$408	
Daily Employment Salary, Location	\$1,563		\$1,484		\$994		\$938		\$573	
Daily Employment Production Fee, Studio/Location	\$242	\$288	\$197	\$242	\$150	\$197	\$0	\$0	\$0	\$0

BASIC CABLE DRAMATIC PROGRAMS: 1/2-HOUR WITH BUDGETS BETWEEN \$476,749 AND \$665,231; 1-HOUR WITH BUDGETS BETWEEN \$893,904 AND \$1,219,590; 2-HOUR WITH BUDGETS BETWEEN \$2,383,744 AND \$3,880,513 = 83.5% OF THE ABOVE RATES

MULTI-CAMERA GENERAL MINIMUMS 7/1/08 to 6/30/09

MULTI-CAMERA UNIT PRODUCTION MANAGERS, ASSISTANT DIRECTORS & ASSOCIATE DIRECTORS												
Rates Effective July 1, 2008 to June 30, 2009	UNIT PRODUCTION MANAGER		FIRST ASSISTANT DIRECTOR		KEY SECOND ASSISTANT DIRECTOR		SECOND SECOND ASSISTANT DIRECTOR		ADDITIONAL SECOND ASSISTANT DIRECTOR		ASSOCIATE DIRECTOR (LINE CUT)	
	Weekly Studio Salary	\$3,915		\$3,721		\$2,585		\$2,450		\$1,501		\$3,542
Weekly Location Salary	\$5,481		\$5,203		\$3,548		\$3,361		\$2,061		\$4,956	
Weekly Production Fee, Studio	\$849		\$688		\$527		\$0		\$0		\$654	
Pro-Rated Production Fee, Studio	\$170/Day		\$138/Day		\$105/Day		\$0		\$0		\$131/Day	
Weekly Production Fee, Location	\$1,010		\$849		\$688		\$0		\$0		\$807	
Pro-Rated Production Fee, Location	\$168/Day		\$142/Day		\$115/Day		\$0		\$0		\$135/Day	
Daily Employment Salary, Studio	\$979		\$930		\$646		\$613		\$375		\$886	
Daily Employment Salary, Location	\$1,370		\$1,301		\$887		\$840		\$515		\$1,239	
Daily Employment Production Fee Studio/Location	\$212	\$253	\$172	\$212	\$132	\$172	\$0	\$0	\$0	\$0	\$164	\$202

ASSOCIATE DIRECTORS (NO LINE CUT)		
TYPE OF EMPLOYMENT	Rates Effective July 1, 2005 to Sept. 30, 2005	DAYS GUARANTEED
3 DAY	\$2,522	3
WEEKLY	\$3,706	5
DAILY	\$924	1

BASIC CABLE DRAMATIC PROGRAMS: 1/2-HOUR WITH BUDGETS BETWEEN \$476,749 AND \$665,231; 1-HOUR WITH BUDGETS BETWEEN \$893,904 AND \$1,219,590; 2-HOUR WITH BUDGETS BETWEEN \$2,383,744 AND \$3,880,513 = 83.5% OF THE ABOVE RATES

MULTI-CAMERA GENERAL MINIMUMS 7/1/09 to 6/30/10

MULTI-CAMERA UNIT PRODUCTION MANAGERS, ASSISTANT DIRECTORS & ASSOCIATE DIRECTORS											ASSOCIATE DIRECTORS (NO LINE CUT)			
Rates Effective July 1, 2009 to June 30, 2010	UNIT PRODUCTION MANAGER		FIRST ASSISTANT DIRECTOR		KEY SECOND ASSISTANT DIRECTOR		SECOND SECOND ASSISTANT DIRECTOR		ADDITIONAL SECOND ASSISTANT DIRECTOR		ASSOCIATE DIRECTOR (LINE CUT)	TYPE OF EMPLOYMENT	Rates Effective July 1, 2005 to Sept. 30, 2005	DAYS GUARANTEED
	Weekly Studio Salary	\$4,052		\$3,851		\$2,675		\$2,536		\$1,554				
Weekly Location Salary	\$5,673		\$5,385		\$3,672		\$3,479		\$2,133		\$5,129	WEEKLY	\$3,836	5
Weekly Production Fee, Studio	\$879		\$712		\$545		\$0		\$0		\$677	DAILY	\$956	1
Pro-Rated Production Fee, Studio	\$176/Day		\$142/Day		\$109/Day		\$0		\$0		\$135/Day			
Weekly Production Fee, Location	\$1,045		\$879		\$712		\$0		\$0		\$835			
Pro-Rated Production Fee, Location	\$174/Day		\$147/Day		\$119/Day		\$0		\$0		\$139/Day			
Daily Employment Salary, Studio	\$1,013		\$963		\$669		\$634		\$389		\$917			
Daily Employment Salary, Location	\$1,418		\$1,346		\$918		\$870		\$533		\$1,282			
Daily Employment Production Fee Studio/Location	\$220	\$261	\$178	\$220	\$136	\$178	\$0	\$0	\$0	\$0	\$169	\$209		

BASIC CABLE DRAMATIC PROGRAMS: 1/2-HOUR WITH BUDGETS BETWEEN \$476,749 AND \$665,231; 1-HOUR WITH BUDGETS BETWEEN \$893,904 AND \$1,219,590; 2-HOUR WITH BUDGETS BETWEEN \$2,383,744 AND \$3,880,513 = 83.5% OF THE ABOVE RATES

MULTI-CAMERA GENERAL MINIMUMS 7/1/10 to 6/30/11

MULTI-CAMERA UNIT PRODUCTION MANAGERS, ASSISTANT DIRECTORS & ASSOCIATE DIRECTORS												
Rates Effective July 1, 2010 to June 30, 2011	UNIT PRODUCTION MANAGER		FIRST ASSISTANT DIRECTOR		KEY SECOND ASSISTANT DIRECTOR		SECOND SECOND ASSISTANT DIRECTOR		ADDITIONAL SECOND ASSISTANT DIRECTOR		ASSOCIATE DIRECTOR (LINE CUT)	
	Weekly Studio Salary	\$4,194		\$3,986		\$2,769		\$2,625		\$1,608		\$3,794
Weekly Location Salary	\$5,872		\$5,573		\$3,801		\$3,601		\$2,208		\$5,309	
Weekly Production Fee, Studio	\$910		\$737		\$564		\$0		\$0		\$701	
Pro-Rated Production Fee, Studio	\$182/Day		\$147/Day		\$113/Day		\$0		\$0		\$140/Day	
Weekly Production Fee, Location	\$1,082		\$910		\$737		\$0		\$0		\$864	
Pro-Rated Production Fee, Location	\$180/Day		\$152/Day		\$123/Day		\$0		\$0		\$144/Day	
Daily Employment Salary, Studio	\$1,049		\$997		\$692		\$656		\$402		\$949	
Daily Employment Salary, Location	\$1,468		\$1,393		\$950		\$900		\$552		\$1,327	
Daily Employment Production Fee Studio/Location	\$228	\$271	\$184	\$228	\$141	\$184	\$0	\$0	\$0	\$0	\$175	\$216

ASSOCIATE DIRECTORS (NO LINE CUT)		
TYPE OF EMPLOYMENT	Rates Effective July 1, 2005 to Sept. 30, 2005	DAYS GUARANTEED
3 DAY	\$2,701	3
WEEKLY	\$3,970	5
DAILY	\$989	1

BASIC CABLE DRAMATIC PROGRAMS: 1/2-HOUR WITH BUDGETS BETWEEN \$476,749 AND \$665,231; 1-HOUR WITH BUDGETS BETWEEN \$893,904 AND \$1,219,590; 2-HOUR WITH BUDGETS BETWEEN \$2,383,744 AND \$3,880,513 = 83.5% OF THE ABOVE RATES

MULTI-CAMERA PILOT MINIMUMS 7/1/08 to 6/30/09

MULTI-CAMERA UNIT PRODUCTION MANAGERS, ASSISTANT DIRECTORS & ASSOCIATE DIRECTORS												ASSOCIATE DIRECTORS (NO LINE CUT)			
Rates Effective July 1, 2008 to June 30, 2009	UNIT PRODUCTION MANAGER		FIRST ASSISTANT DIRECTOR		KEY SECOND ASSISTANT DIRECTOR		SECOND SECOND ASSISTANT DIRECTOR		ADDITIONAL SECOND ASSISTANT DIRECTOR		ASSOCIATE DIRECTOR (LINE CUT)		TYPE OF EMPLOYMENT	Rates Effective for Production Between July 1, 2008 & June 30, 2009	DAYS GUARANTEED
Weekly Studio Salary	\$3,783		\$3,595		\$2,498		\$2,367		\$1,450		\$3,422		3 DAY	\$2,437	3
Weekly Location Salary	\$5,296		\$5,027		\$3,428		\$3,247		\$1,991		\$4,788		WEEKLY	\$3,581	5
Weekly Production Fee, Studio	\$820		\$665		\$509		\$0		\$0		\$632		DAILY	\$893	1
Pro-Rated Production Fee, Studio	\$164/Day		\$133/Day		\$102/Day		\$0		\$0		\$126/Day				
Weekly Production Fee, Location	\$976		\$820		\$665		\$0		\$0		\$780				
Pro-Rated Production Fee, Location	\$163/Day		\$137/Day		\$111/Day		\$0		\$0		\$130/Day				
Daily Employment Salary, Studio	\$946		\$899		\$625		\$592		\$363		\$856				
Daily Employment Salary, Location	\$1,324		\$1,257		\$857		\$812		\$498		\$1,197				
Daily Employment Production Fee Studio/ Location	\$205	\$244	\$166	\$205	\$127	\$166	\$0	\$0	\$0	\$0	\$158	\$195			

BASIC CABLE DRAMATIC PROGRAMS: 1/2-HOUR WITH BUDGETS BETWEEN \$476,749 AND \$665,231; 1-HOUR WITH BUDGETS BETWEEN \$893,904 AND \$1,219,590; 2-HOUR WITH BUDGETS BETWEEN \$2,383,744 AND \$3,880,513 = 83.5% OF THE ABOVE RATES

MULTI-CAMERA PILOT MINIMUMS 7/1/09 to 6/30/10

MULTI-CAMERA UNIT PRODUCTION MANAGERS, ASSISTANT DIRECTORS & ASSOCIATE DIRECTORS													
Rates Effective July 1, 2009 to June 30, 2010	UNIT PRODUCTION MANAGER		FIRST ASSISTANT DIRECTOR		KEY SECOND ASSISTANT DIRECTOR		SECOND SECOND ASSISTANT DIRECTOR		ADDITIONAL SECOND ASSISTANT DIRECTOR		ASSOCIATE DIRECTOR (LINE CUT)		
	Weekly Studio Salary	\$3,915		\$3,721		\$2,585		\$2,450		\$1,501		\$3,542	
Weekly Location Salary	\$5,481		\$5,203		\$3,548		\$3,361		\$2,061		\$4,956		
Weekly Production Fee, Studio	\$849		\$688		\$527		\$0		\$0		\$654		
Pro-Rated Production Fee, Studio	\$170/Day		\$138/Day		\$105/Day		\$0		\$0		\$131/Day		
Weekly Production Fee, Location	\$1,010		\$849		\$688		\$0		\$0		\$807		
Pro-Rated Production Fee, Location	\$168/Day		\$142/Day		\$115/Day		\$0		\$0		\$135/Day		
Daily Employment Salary, Studio	\$979		\$930		\$646		\$613		\$375		\$886		
Daily Employment Salary, Location	\$1,370		\$1,301		\$887		\$840		\$515		\$1,239		
Daily Employment Production Fee Studio/ Location	\$212	\$253	\$172	\$212	\$132	\$172	\$0	\$0	\$0	\$0	\$164	\$202	

ASSOCIATE DIRECTORS (NO LINE CUT)		
TYPE OF EMPLOYMENT	Rates Effective for Production Between July 1, 2009 & June 30, 2010	DAYS GUARANTEED
3 DAY	\$2,522	3
WEEKLY	\$3,706	5
DAILY	\$924	1

BASIC CABLE DRAMATIC PROGRAMS: 1/2-HOUR WITH BUDGETS BETWEEN \$476,749 AND \$665,231; 1-HOUR WITH BUDGETS BETWEEN \$893,904 AND \$1,219,590; 2-HOUR WITH BUDGETS BETWEEN \$2,383,744 AND \$3,880,513 = 83.5% OF THE ABOVE RATES

MULTI-CAMERA PILOT MINIMUMS 7/1/10 to 6/30/11

MULTI-CAMERA UNIT PRODUCTION MANAGERS, ASSISTANT DIRECTORS & ASSOCIATE DIRECTORS													
Rates Effective July 1, 2010 to June 30, 2011	UNIT PRODUCTION MANAGER		FIRST ASSISTANT DIRECTOR		KEY SECOND ASSISTANT DIRECTOR		SECOND SECOND ASSISTANT DIRECTOR		ADDITIONAL SECOND ASSISTANT DIRECTOR		ASSOCIATE DIRECTOR (LINE CUT)		
	Weekly Studio Salary	\$4,052		\$3,851		\$2,675		\$2,536		\$1,554		\$3,666	
Weekly Location Salary	\$5,673		\$5,385		\$3,672		\$3,479		\$2,133		\$5,129		
Weekly Production Fee, Studio	\$879		\$712		\$545		\$0		\$0		\$677		
Pro-Rated Production Fee, Studio	\$176/Day		\$142/Day		\$109/Day		\$0		\$0		\$135/Day		
Weekly Production Fee, Location	\$1,045		\$879		\$712		\$0		\$0		\$835		
Pro-Rated Production Fee, Location	\$174/Day		\$147/Day		\$119/Day		\$0		\$0		\$139/Day		
Daily Employment Salary, Studio	\$1,013		\$963		\$669		\$634		\$389		\$917		
Daily Employment Salary, Location	\$1,418		\$1,346		\$918		\$870		\$533		\$1,282		
Daily Employment Production Fee Studio/ Location	\$220	\$261	\$178	\$220	\$136	\$178	\$0	\$0	\$0	\$0	\$169	\$209	

ASSOCIATE DIRECTORS (NO LINE CUT)		
TYPE OF EMPLOYMENT	Rates Effective for Production Between July 1, 2010 & June 30, 2011	DAYS GUARANTEED
3 DAY	\$2,610	3
WEEKLY	\$3,836	5
DAILY	\$956	1

BASIC CABLE DRAMATIC PROGRAMS: 1/2-HOUR WITH BUDGETS BETWEEN \$476,749 AND \$665,231; 1-HOUR WITH BUDGETS BETWEEN \$893,904 AND \$1,219,590; 2-HOUR WITH BUDGETS BETWEEN \$2,383,744 AND \$3,880,513 = 83.5% OF THE ABOVE RATES

ADDITIONAL INFORMATION FOR ADs and UPMs

All single camera production is covered under the Basic Agreement. 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. Article 24 covers new Prime Time multi-camera Dramatic Programs, principal photography of which began on or after February 11, 2002. Live multi-camera dramatic productions are covered under the FLTTA.

SINGLE CAMERA

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 duties of a 2nd AD. The Additional 2nd AD does not receive preparation time, production fees or Completion of Assignment Pay.

PREPARATION TIME

	1st AD	Key 2AD
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 Unit: 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.

MULTI-CAMERA

For shows that are done "film style" (without a line cut), the Company will minimally employ a MC-UPM, MC-First Assistant Director and MC-Key Second Assistant Director. The company may also employ a MC-Second Second Assistant Director and a MC-Additional Second Assistant Director. In addition, if the program is "film style" (no line-cut), the Company may employ an Associate Director. If the program is "tape style" (a program on which a line cut is recorded for purposes of editing and/or delayed broadcast), the Company will employ an Associate Director and may employ a Key Second Assistant Director.

UPM

15 days prior to 1st day of camera blocking on 1st episode of the 1st season of a series;

13 days prior to 1st day of camera blocking on 1st episode of a returning series;

8 day prior to the 1st day camera blocking on a pilot

5 days prior to 1st day of camera blocking on a presentation 16-30 min. in length.

1st AD

3 days; 2 days if there is a line cut.

Key 2A AD

1 day if there is no line cut.

AD

1 day if there is a line cut.

**COMPLETION
OF
ASSIGNMENT**

SINGLE CAMERA

Completion of Assignment Pay is capped at a maximum of six events per production, per season.

Unit Production Managers, 1st ADs, Key 2nd ADs and 2nd 2nd ADs (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 2 1/2 days salary if employed less than two weeks.

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 remains 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 in the aggregate between the commencement or resumption of employment and hiatus or layoff, shall receive completion of assignment pay of 2 1/2 days.

MULTI-CAMERA

There is no cap on the number of Completion of Assignment events.

Except as defined below, Unit Production Managers, 1st ADs, Key 2nd ADs, 2nd 2ADs, and Associate Directors employed on a "tape style" show (where there is a line cut) are entitled to 50% of Completion of Assignment Pay for all hiatus periods or periods of layoffs. The final Completion of Assignment payment for the series or of the employment shall be the full 100%. (Completion of Assignment Pay is one week's salary if employed two or more weeks or 2 1/2 days if employed for fewer than two 5-day workweeks.)

In lieu of Completion of Assignment Pay during hiatus periods, the 1st ADs and Key 2ADs receive 50% hiatus salary including pension & health, vacation and unworked holiday pay and may work during the hiatus so long as they are not required to report to a production office or location on more than 2 days during the hiatus.

Associate Directors employed on a "film style" show (no line cut) (other than those employed on a daily basis for less than 5 days) are entitled to 50% of Completion of Assignment Pay for all hiatus periods or periods of layoff. The final Completion of Assignment payment for the series or of employment shall be the full 100% (Completion of Assignment Pay is one week's salary if employed on a weekly basis for two or more weeks, or 2 1/2 days; salary if employed on a weekly basis for fewer than two 5-day workweeks, but employed for 5 or more days in the aggregate between the commencement or resumption of employment and hiatus or layoff. Those employed on the 3-day basis receive 2 1/2 days' salary if employed for two or more 3-day workweeks).

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 remains on location.

**EXTENDED
WORKDAY**

SINGLE CAMERA

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
1AD	General Crew Call	Camera Wrap (plus travel time on distant location or "bus-to" location location).
Hours Worked: - 14+ to 16 Hours - add 1/2 day's salary (does not apply to multi-camera stage shows) - 16+ to 20 Hours - another additional 1/2 day's salary. - 20+ Hours - another additional full day's salary for each 4 hour period or fraction thereof worked.		
	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	1/2 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 1/2 day's salary (does not apply to multi-camera stage shows). - On distant location or "bus-to" location 14+ to 16 ours - additional 1/2 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 work. 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.		

MULTI-CAMERA

Any UPM, First & 2nd Assistant Director and Associate Director 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 for all other computations

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 including production fee; on the 7th day, Employees must be paid 200% of their pro rata daily salary (studio) including production fee 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 the 6th or 7th day unless the Employee receives a rest period of 33 hours for 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 first day of employment and the area is not Los Angeles, New York, 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 Assistant Director has completed 50% of the episodes in a single television series order, excluding options, of 13 or more episodes or
2. If the UPM or Assistant Director completed 50 % of the days of principal photography on a theatrical film or a long form television film 90 minutes or longer.

WRAP SUPERVISION ALLOWANCE

An allowance of \$50 per day will be paid to the 2nd AD responsible for supervising wrap on a local location, a distant location, or in the studio when loading out to a local location or distant location the following day. The allowance is excluded from all other computations and not subject to Pension and Health contributions.

AD/UPM GENERAL INFORMATION

Except for those employed on pilots, 1-hour series and theatrical motion pictures produced in Los Angeles, when a UPM, Assistant Director, Technical Coordinator or Associate Director furnishes his or her own transportation, he or she shall be entitled to a mileage expense of \$.30 per mile

When a UPM, Assistant Director, Technical Coordinator or Associate Director is employed on pilots, 1-hour series and theatrical motion pictures produced in the Los Angeles area, no mileage is paid for reporting to any point within the 30-mile zone and the Employer's designated 10-mile radius as the zone and the radius are described in the IATSE BA, provided the Employer's designation of the 10-mile radius is made no later than the start of the production in the case of a pilot or theatrical motion picture and no later than the start of each season's production in the case of a 1-hour series.

The distant location incidental allowance for all UPMs and Assistant Directors is \$20.00 per day and is payable at the same time and in the same manner per diem is paid.

	SINGLE CAMERA	MULTI-CAMERA
DINNER ALLOWANCE	Article 13: 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 \$28.00 unless dinner is furnished by the Employer commencing no later than 9:00 P.M.	Article 24: No Dinner Allowance

When a UPM, Assistant Director, or Associate Director is employed on a pilot or during the first production year of a single camera 1-hour or 1/2-hour series, the vacation pay & unworked holiday pay are at 50%.

With the exception of UPMs and Assistant Directors employed on single camera pilots or an episode of a new half-hour or one hour series produced during the first production season, all UPMs, Assistant Directors, Associate Directors or Technical Coordinators are entitled to receive with their 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.

PENSION & HEALTH CONTRIBUTIONS

Company will contribute 5.5% to the Pension Plan and 8.5% to the Health Plan. Employees contribute 2.5% to the Pension Plan

DGACA-ASSISTANT DIRECTOR TRAINING PROGRAM

Company will contribute 0.5% to Training Plan & DGACA for AD/UPMs employed in L.A. County or on location outside L.A. County when transported by Employer to location.

UPM HYPHENATE CONTRIBUTIONS

Theatrical Films: Employers will make contributions on behalf of any UPM who is also employed as a producer based on the salary paid for UPM services, but in no event on an amount less than \$100,000 for the picture. The only exception is in those instances where the producer/UPM is employed solely for the purpose of preparing budgets and/or storyboards.

PENSION & HEALTH PLAN CEILINGS

Theatrical: Pension = \$200,000; Health = \$250,000.

NEW YORK & CHICAGO LOCATION MANAGERS

Location Managers employed to work in the New York Area or Chicago will be employed as 2ADs, except when the Employer engages and transports location manager under the terms of the Local 399 agreement. The QL provisions of BA ¶14-405 will not be required for theatrical and television motion pictures in the New York Area provided the Employer first gives consideration to those on the New York 2nd AD QL who reside within the New York Area as defined (location within a 75-mile radius of Columbus Circle) and have experience managing locations. Chicago area is defined as 75-mile radius from the intersection of State and Madison.

THEATRICAL DIRECTORS - LOW BUDGET SIDELETTER 7/1/08 to 6/30/11

Levels 1 & 2:	On motion pictures with budgets equal to or less than \$2,570,000: The Director's initial compensation, daily rate and preparation time will be subject to negotiation between Employer and the Director.
Level 3:	On motion pictures with budgets greater than \$2,570,000 but equal to or less than \$3,605,000: The Director's initial compensation shall be no less than \$75,000 for a minimum guarantee of 13 weeks. The minimum compensation for a Second Unit Director is \$1,500 per day.
Level 4:	On motion pictures with budgets greater than \$3,605,000 but equal to or less than \$7 million, Directors, including 2nd Unit Directors, may be paid discounted salary no less than 75% of the applicable minimum salary in Article 3 of the BA (as follows):

	Rates Effective July 1, 2008 to June 30, 2009	Rates Effective July 1, 2009 to June 30, 2010	Rates Effective July 1, 2010 to June 30, 2011
Weekly Salary @ 75%	\$11,331	\$11,728	\$12,138
Guaranteed Preparation Period	2 Weeks	2 Weeks	2 Weeks
Guaranteed Employment Period	10 Weeks	10 Weeks	10 Weeks
Guaranteed Cutting Allowance	1 Week	1 Week	1 Week
Compensation for Days Worked Beyond Guarantee	\$2,266	\$2,346	\$2,428
Daily Employment Where Permitted	\$2,833	\$2,932	\$3,035

THEATRICAL DIRECTORS - LOW BUDGET SIDELETTER 7/1/08 to 6/30/11

Level 4B:

On motion pictures with budgets greater than \$7 million but equal to or less than \$9,500,000, Directors, including 2nd Unit Directors, may be paid discounted salary no less than 90% of the applicable minimum salary in Article 3 of the BA (as follows):

	Rates Effective July 1, 2008 to June 30, 2009	Rates Effective July 1, 2009 to June 30, 2010	Rates Effective July 1, 2010 to June 30, 2011
Weekly Salary @ 90%	\$13,597	\$14,073	\$14,566
Guaranteed Preparation Period	2 Weeks	2 Weeks	2 Weeks
Guaranteed Employment Period	10 Weeks	10 Weeks	10 Weeks
Guaranteed Cutting Allowance	1 Week	1 Week	1 Week
Compensation for Days Worked Beyond Guarantee	\$2,719	\$2,815	\$2,913
Daily Employment Where Permitted	\$3,399	\$3,518	\$3,642

AD/UPM RATES - LOW BUDGET SIDELETTER 7/1/08 to 6/30/11

Level 1

A.	For pictures with budgets of less than \$500,000, initial compensation is negotiable provided the salary paid for any hour of work shall in no event be less than the federal or state minimum wage.
B.	On motion pictures with budgets greater than \$500,000 but equal to or less than \$1,030,000, initial compensation shall be no less than 33% of the minimum weekly salaries in Paragraph 13-101(a) of the BA, provided that the salary paid for any hour of work shall in no event be less than the federal or state minimum wage (see following schedule):

	Rates Effective July 1, 2008 to June 30, 2009	Rates Effective July 1, 2009 to June 30, 2010	Rates Effective July 1, 2010 to June 30, 2011
UPM	\$1,423	\$1,473	\$1,525
1A	\$1,353	\$1,401	\$1,450
Key 2A	\$907	\$939	\$972
All other 2A	\$625	\$625	\$625

AD/UPM RATES - LOW BUDGET SIDELETTER 7/1/08 to 6/30/11

Level 2

On motion pictures with budgets greater than \$1,030,000 but equal to or less than \$2,570,000, initial compensation shall be no less than 50% of the minimum weekly salaries in Paragraph 13-101(a) of the BA. Production Fees for all Assistant Directors and Unit Production Managers shall be \$25 per week. Any 2nd Assistant Director hired in addition to the Key may be paid no less than 50% of the minimum weekly salary for an Additional 2nd Assistant Director (see following schedule):

	Rates Effective July 1, 2008 to June 30, 2009	Rates Effective July 1, 2009 to June 30, 2010	Rates Effective July 1, 2010 to June 30, 2011
UPM	\$2,157	\$2,232	\$2,310
1A	\$2,050	\$2,122	\$2,197
Key 2A	\$1,374	\$1,422	\$1,472
All other 2A	\$789	\$817	\$845

AD/UPM RATES - LOW BUDGET SIDELETTER 7/1/08 to 6/30/11

Level 3

On motion pictures with budgets greater than \$2,570,000 but equal to or less than \$3,605,000, initial compensation shall be no less than 60% of the minimum weekly salaries in Paragraph 13-101(a) of the BA. Production Fees for the UPM and 1A is \$200 per week; and \$150 per week for the Key 2A (see the following schedule):

	Rates Effective July 1, 2008 to June 30, 2009	Rates Effective July 1, 2009 to June 30, 2010	Rates Effective July 1, 2010 to June 30, 2011
UPM	\$2,588	\$2,678	\$2,772
1A	\$2,460	\$2,546	\$2,636
Key 2A	\$1,649	\$1,706	\$1,766
All other 2A	\$947	\$980	\$1,014

AD/UPM RATES - LOW BUDGET SIDELETTER 7/1/08 to 6/30/09

**Level
4**

A

On motion pictures with budgets greater than \$3,605,000 but equal to or less than \$5,150,000, initial compensation and production fees shall be no less than 70% of the minimum weekly salaries and production fees in Paragraphs 13-101(a) & (b) of the BA (see following schedule):

Rates Effective July 1, 2008 to June 30, 2009	UNIT PRODUCTION MANAGER		FIRST ASSISTANT DIRECTOR		KEY SECOND ASSISTANT DIRECTOR		SECOND SECOND ASSISTANT DIRECTOR		ADDITIONAL SECOND ASSISTANT DIRECTOR	
Weekly Studio Salary	\$3,019		\$2,870		\$1,924		\$1,816		\$1,105	
Weekly Location Salary	\$4,228		\$4,014		\$2,688		\$2,538		\$1,551	
Weekly Production Fee, Studio	\$654		\$531		\$406		\$0		\$0	
Weekly Production Fee, Location	\$780		\$654		\$531		\$0		\$0	
Daily Employment Salary, Studio	\$755		\$718		\$481		\$454		\$276	
Daily Employment Salary, Location	\$1,057		\$1,003		\$672		\$635		\$388	
Daily Employment Production Fee Studio/Location	\$163	\$195	\$133	\$163	\$133	\$133	\$0	\$0	\$0	\$0

AD/UPM RATES - LOW BUDGET SIDELETTER 7/1/09 to 6/30/10

**Level
4**

A	On motion pictures with budgets greater than \$3,605,000 but equal to or less than \$5,150,000, initial compensation and production fees shall be no less than 70% of the minimum weekly salaries and production fees in Paragraphs 13-101(a) & (b) of the BA (see following schedule):
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Rates Effective July 1, 2009 to June 30, 2010	UNIT PRODUCTION MANAGER		FIRST ASSISTANT DIRECTOR		KEY SECOND ASSISTANT DIRECTOR		SECOND SECOND ASSISTANT DIRECTOR		ADDITIONAL SECOND ASSISTANT DIRECTOR	
Weekly Studio Salary	\$3,125		\$2,971		\$1,991		\$1,880		\$1,143	
Weekly Location Salary	\$4,376		\$4,155		\$2,782		\$2,627		\$1,605	
Weekly Production Fee, Studio	\$677		\$550		\$420		\$0		\$0	
Weekly Production Fee, Location	\$807		\$677		\$550		\$0		\$0	
Daily Employment Salary, Studio	\$781		\$743		\$498		\$470		\$286	
Daily Employment Salary, Location	\$1,094		\$1,039		\$695		\$657		\$401	
Daily Employment Production Fee Studio/Location	\$169	\$202	\$138	\$169	\$105	\$138	\$0	\$0	\$0	\$0

AD/UPM RATES - LOW BUDGET SIDELETTER 7/1/10 to 6/30/11

**Level
4**

A	On motion pictures with budgets greater than \$3,605,000 but equal to or less than \$5,150,000, initial compensation and production fees shall be no less than 70% of the minimum weekly salaries and production fees in Paragraphs 13-101(a) & (b) of the BA (see following schedule):
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Rates Effective July 1, 2010 to June 30, 2011	UNIT PRODUCTION MANAGER		FIRST ASSISTANT DIRECTOR		KEY SECOND ASSISTANT DIRECTOR		SECOND SECOND ASSISTANT DIRECTOR		ADDITIONAL SECOND ASSISTANT DIRECTOR	
Weekly Studio Salary	\$3,234		\$3,075		\$2,061		\$1,945		\$1,183	
Weekly Location Salary	\$4,529		\$4,300		\$2,879		\$2,719		\$1,661	
Weekly Production Fee, Studio	\$701		\$570		\$435		\$0		\$0	
Weekly Production Fee, Location	\$835		\$701		\$570		\$0		\$0	
Daily Employment Salary, Studio	\$809		\$769		\$515		\$486		\$296	
Daily Employment Salary, Location	\$1,132		\$1,075		\$720		\$680		\$415	
Daily Employment Production Fee Studio/Location	\$175	\$209	\$142	\$175	\$109	\$142	\$0	\$0	\$0	\$0

AD/UPM RATES - LOW BUDGET SIDELETTER 7/1/08 to 6/30/09

**Level
4**

B

On motion pictures with budgets greater than \$5,150,000 but equal to or less than \$7,000,000, initial compensation and production fees shall be no less than 80% of the minimum weekly salaries and production fees in Paragraphs 13-101(a) & (b) of the BA (see following schedule):

Rates Effective July 1, 2008 to June 30, 2009	UNIT PRODUCTION MANAGER		FIRST ASSISTANT DIRECTOR		KEY SECOND ASSISTANT DIRECTOR		SECOND SECOND ASSISTANT DIRECTOR		ADDITIONAL SECOND ASSISTANT DIRECTOR	
Weekly Studio Salary	\$3,450		\$3,280		\$2,198		\$2,075		\$1,262	
Weekly Location Salary	\$4,832		\$4,587		\$3,072		\$2,901		\$1,772	
Weekly Production Fee, Studio	\$747		\$607		\$464		\$0		\$0	
Weekly Production Fee, Location	\$891		\$747		\$607		\$0		\$0	
Daily Employment Salary, Studio	\$863		\$820		\$550		\$519		\$316	
Daily Employment Salary, Location	\$1,208		\$1,147		\$768		\$725		\$443	
Daily Employment Production Fee Studio/Location	\$187	\$223	\$152	\$187	\$116	\$152	\$0	\$0	\$0	\$0

AD/UPM RATES - LOW BUDGET SIDELETTER 7/1/09 to 6/30/10

**Level
4**

B

On motion pictures with budgets greater than \$5,150,000 but equal to or less than \$7,000,000, initial compensation and production fees shall be no less than 80% of the minimum weekly salaries and production fees in Paragraphs 13-101(a) & (b) of the BA (see following schedule):

Rates Effective July 1, 2009 to June 30, 2010	UNIT PRODUCTION MANAGER		FIRST ASSISTANT DIRECTOR		KEY SECOND ASSISTANT DIRECTOR		SECOND SECOND ASSISTANT DIRECTOR		ADDITIONAL SECOND ASSISTANT DIRECTOR	
Weekly Studio Salary	\$3,571		\$3,395		\$2,275		\$2,148		\$1,306	
Weekly Location Salary	\$5,001		\$4,748		\$3,179		\$3,002		\$1,834	
Weekly Production Fee, Studio	\$774		\$629		\$480		\$0		\$0	
Weekly Production Fee, Location	\$922		\$774		\$629		\$0		\$0	
Daily Employment Salary, Studio	\$893		\$849		\$569		\$537		\$327	
Daily Employment Salary, Location	\$1,250		\$1,187		\$795		\$751		\$459	
Daily Employment Production Fee Studio/Location	\$193	\$231	\$157	\$193	\$120	\$157	\$0	\$0	\$0	\$0

AD/UPM RATES - LOW BUDGET SIDELETTER 7/1/10 to 6/30/11

**Level
4**

B On motion pictures with budgets greater than \$5,150,000 but equal to or less than \$7,000,000, initial compensation and production fees shall be no less than 80% of the minimum weekly salaries and production fees in Paragraphs 13-101(a) & (b) of the BA (see following schedule):

Rates Effective July 1, 2010 to June 30, 2011	UNIT PRODUCTION MANAGER		FIRST ASSISTANT DIRECTOR		KEY SECOND ASSISTANT DIRECTOR		SECOND SECOND ASSISTANT DIRECTOR		ADDITIONAL SECOND ASSISTANT DIRECTOR	
Weekly Studio Salary	\$3,696		\$3,514		\$2,355		\$2,223		\$1,352	
Weekly Location Salary	\$5,176		\$4,914		\$3,290		\$3,107		\$1,898	
Weekly Production Fee, Studio	\$801		\$651		\$497		\$0		\$0	
Weekly Production Fee, Location	\$954		\$801		\$651		\$0		\$0	
Daily Employment Salary, Studio	\$924		\$879		\$589		\$556		\$338	
Daily Employment Salary, Location	\$1,294		\$1,229		\$823		\$777		\$475	
Daily Employment Production Fee Studio/Location	\$200	\$239	\$163	\$200	\$124	\$163	\$0	\$0	\$0	\$0

AD/UPM RATES - LOW BUDGET SIDELETTER 7/1/08 to 6/30/09

**Level
4**

C

On motion pictures with budgets greater than \$7,000,000 but equal to or less than \$9,500,000, initial compensation and production fees shall be no less than 90% of the minimum weekly salaries and production fees in Paragraphs 13-101(a) & (b) of the BA (see following schedule):

Rates Effective July 1, 2008 to June 30, 2009	UNIT PRODUCTION MANAGER		FIRST ASSISTANT DIRECTOR		KEY SECOND ASSISTANT DIRECTOR		SECOND SECOND ASSISTANT DIRECTOR		ADDITIONAL SECOND ASSISTANT DIRECTOR	
Weekly Studio Salary	\$3,882		\$3,690		\$2,473		\$2,335		\$1,420	
Weekly Location Salary	\$5,436		\$5,161		\$3,456		\$3,263		\$1,994	
Weekly Production Fee, Studio	\$841		\$683		\$522		\$0		\$0	
Weekly Production Fee, Location	\$1,003		\$841		\$683		\$0		\$0	
Daily Employment Salary, Studio	\$970		\$923		\$618		\$584		\$355	
Daily Employment Salary, Location	\$1,359		\$1,290		\$864		\$816		\$498	
Daily Employment Production Fee Studio/Location	\$210	\$251	\$171	\$210	\$131	\$171	\$0	\$0	\$0	\$0

AD/UPM RATES - LOW BUDGET SIDELETTER 7/1/09 to 6/30/10

**Level
4**

C

On motion pictures with budgets greater than \$7,000,000 but equal to or less than \$9,500,000, initial compensation and production fees shall be no less than 90% of the minimum weekly salaries and production fees in Paragraphs 13-101(a) & (b) of the BA (see following schedule):

Rates Effective July 1, 2009 to June 30, 2010	UNIT PRODUCTION MANAGER		FIRST ASSISTANT DIRECTOR		KEY SECOND ASSISTANT DIRECTOR		SECOND SECOND ASSISTANT DIRECTOR		ADDITIONAL SECOND ASSISTANT DIRECTOR	
Weekly Studio Salary	\$4,018		\$3,820		\$2,560		\$2,417		\$1,470	
Weekly Location Salary	\$5,626		\$5,342		\$3,577		\$3,378		\$2,064	
Weekly Production Fee, Studio	\$870		\$707		\$540		\$0		\$0	
Weekly Production Fee, Location	\$1,038		\$870		\$707		\$0		\$0	
Daily Employment Salary, Studio	\$1,004		\$955		\$640		\$604		\$367	
Daily Employment Salary, Location	\$1,406		\$1,335		\$894		\$844		\$516	
Daily Employment Production Fee Studio/Location	\$218	\$259	\$177	\$218	\$135	\$177	\$0	\$0	\$0	\$0

AD/UPM RATES - LOW BUDGET SIDELETTER 7/1/10 to 6/30/11

**Level
4**

C	On motion pictures with budgets greater than \$7,000,000 but equal to or less than \$9,500,000, initial compensation and production fees shall be no less than 90% of the minimum weekly salaries and production fees in Paragraphs 13-101(a) & (b) of the BA (see following schedule):
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Rates Effective July 1, 2010 to June 30, 2011	UNIT PRODUCTION MANAGER		FIRST ASSISTANT DIRECTOR		KEY SECOND ASSISTANT DIRECTOR		SECOND SECOND ASSISTANT DIRECTOR		ADDITIONAL SECOND ASSISTANT DIRECTOR	
Weekly Studio Salary	\$4,158		\$3,954		\$2,650		\$2,501		\$1,521	
Weekly Location Salary	\$5,823		\$5,529		\$3,702		\$3,496		\$2,136	
Weekly Production Fee, Studio	\$901		\$733		\$559		\$0		\$0	
Weekly Production Fee, Location	\$1,074		\$901		\$733		\$0		\$0	
Daily Employment Salary, Studio	\$1,040		\$988		\$662		\$625		\$380	
Daily Employment Salary, Location	\$1,456		\$1,382		\$925		\$874		\$534	
Daily Employment Production Fee Studio/Location	\$225	\$268	\$183	\$225	\$140	\$183	\$0	\$0	\$0	\$0

LOW BUDGET GENERAL RULES

LOW BUDGET SIDE LETTER	No Vacation Pay	No Unworked Holiday Pay	Completion of Assignment: None for Levels 1 & 2	Dinner Allowance: None if Employer provides meals, including "walking meals"	Distant Location Per Diem: No less than SAG or IA
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Travel:	Levels 1 & 2: Coach for all flights	Levels 3 & 4: Coach for domestic flights of 3 hours or less scheduled flight time; 5 hours or less for foreign. Business for flights of longer duration, unless someone from the shoot flies in a preferable class, then travel will be the same.
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EXTENDED WORKDAYS

Levels 1, 2 and 3	
1A	A 1A who works more than 14 hours before being dismissed shall receive an additional 1/4 day's pay for each 2 hours, or portion thereof, worked in excess of 14 hours.
2A	A 2A who works more than 13 hours, if there is only one 2A, or more than 16 hours if there are 2 or more 2As, shall receive 1/4 day's pay for each 2 hours, or portion thereof, worked.

FLTTA: MINIMUMS FOR DIRECTORS 7/1/08 to 6/30/09

	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)				
Rates Effective July 1, 2008 to June 30, 2009	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
PROGRAM RATE	\$14,168	\$21,791	\$37,005	\$61,675	\$103,611	\$4,659	\$8,871	\$16,308	\$26,066	\$31,367	\$2,320	\$3,988	\$4,622	\$5,875	\$7,065
Included Days (Parenthesis indicates 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
Compensation for days worked beyond guarantee (Daily)	\$3,542	\$3,113	\$2,467	\$2,467	\$2,467	\$1,553	\$1,478	\$1,359	\$1,086	\$1,307	\$1,160	\$997	\$924	\$979	\$1,009

FLTTA: MINIMUMS FOR DIRECTORS 7/1/08 to 6/30/09

	NETWORK PRIME-TIME VARIETY SERIES (INCLUDES FBC)					NON-NETWORK OR NETWORK NON-PRIME-TIME VARIETY (HIGH BUDGET)					NON-NETWORK OR NETWORK NON-PRIME-TIME VARIETY (LOW BUDGET)				
Rates Effective July 1, 2008 to June 30, 2009	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
PROGRAM RATE	\$4,985	\$7,660	\$13,279	\$26,566	\$30,655	\$3,279	\$5,030	\$7,270	\$9,511	\$13,442	\$2,320	\$3,564	\$4,622	\$5,875	\$7,065
Included Days (Parenthesis indicates included days which need not be consecutive)	3	5(1)	9(2)	18(4)	24(5)	3	6(1)	9(2)	14(4)	18(5)	2	4	5	6	7
Compensation for days worked beyond guarantee (Daily)	\$1,662	\$1,532	\$1,475	\$1,476	\$1,277	\$1,093	\$838	\$808	\$679	\$747	\$1,160	\$891	\$924	\$979	\$1,009

FLTTA: MINIMUMS FOR DIRECTORS 7/1/08 to 6/30/09

	NETWORK PRIME-TIME VARIETY SPECIALS (INCLUDES FBC)				VARIETY SEGMENTS
Rates Effective July 1, 2008 to June 30, 2009	0-30 Minutes	31-60 Minutes	61-90 Minutes	Over 90 Minutes	(Less than 5 min. in length by an add'l. director)
PROGRAM RATE	\$17,384	\$29,516	\$49,190	\$71,190	\$1,782
Included Days (Parenthesis indicates included days which need not be consecutive)	10(2)	18(4)	36(8)	48(10)	1
Compensation for days worked beyond guarantee (Daily)	\$1,738	\$1,640	\$1,366	\$1,483	

FLTTA: MINIMUMS FOR DIRECTORS 7/1/08 to 6/30/09

	NETWORK PRIME-TIME QUIZ & GAME SHOWS (INCLUDES FBC)				NON-NETWORK OR NON-PRIME-TIME QUIZ & GAME SHOWS			
Rates Effective July 1, 2008 to June 30, 2009	0-15 Minutes	16-30 Minutes	31-60 Minutes	61-90 Minutes	0-15 Minutes	16-30 Minutes	31-60 Minutes	61-90 Minutes
		\$2,553	\$3,916	\$5,051	\$5,816	\$2,427	\$3,733	\$4,819
INCLUDED DAYS	2	3	4	5	2	3	4	5
Compensation for Days Worked Beyond Guarantee (Daily)	\$1,277	\$1,305	\$1,263	\$1,163	\$1,214	\$1,244	\$1,205	\$1,108

FLTTA: MINIMUMS FOR DIRECTORS 7/1/08 to 6/30/09

	STRIP DRAMATIC Non-Network or Non-Prime-Time (Per show)			STRIP VARIETY Non-Network or Non-Prime-Time (5 Per week)				STRIP QUIZ & GAME Non-Network or Non-Prime-Time (5 Per week)			
	0-15 Minutes	16-30 Minutes	31-60 Minutes	0-15 Minutes	16-30 Minutes	31-60 Minutes	Over 60 Minutes	0-15 Minutes	16-30 Minutes	31-60 Minutes	Over 60 Minutes
Rates Effective July 1, 2008 to June 30, 2009	\$1,426	\$2,191	\$3,819	\$3,899	\$6,003	\$7,464	\$8,807	\$3,816	\$5,875	\$6,938	\$8,003
INCLUDED DAYS	1	2	3	3	5	7	8	3	6	7	8
Compensation for Days Worked Beyond Guarantee (Daily)	\$1,426	\$1,095	\$1,273	\$1,300	\$1,201	\$1,066	\$1,101	\$1,272	\$979	\$991	\$1,000

FLTTA: MINIMUMS FOR DIRECTORS 7/1/08 to 6/30/09

	ALL OTHER PROGRAMS		PRIME-TIME = 150% OF BELOW RATES				
Rates Effective July 1, 2008 to June 30, 2009	1 per week	2 per week	3 per week	4 per week	5 per week	6 per week	7 per week
5 Min. or Less	\$611	\$972	\$1,175	\$1,341	\$1,478	\$1,578	\$1,687
Over 5 Min. to 10 Min	\$922	\$1,229	\$1,539	\$1,833	\$2,098	\$2,298	\$2,504
Over 10 Min. to 15 Min.	\$1,281	\$1,934	\$2,451	\$3,077	\$3,588	\$3,842	\$4,079
Over 15 Min. to 30 Min.	\$3,077	\$4,085	\$4,596	\$5,256	\$5,875	\$6,376	\$6,884
Over 30 Min. to 45 Min.	\$3,326	\$4,340	\$5,103	\$5,778	\$6,396	\$6,896	\$7,416
Over 45 Min. to 60 Min.	\$4,145	\$4,926	\$5,700	\$6,370	\$6,987	\$7,500	\$8,017
Over 60 Min: Applicable Hour Rate + Rate for each Additional 1/2 Hour	\$1,065	\$849	\$1,104	\$1,108	\$1,117	\$1,123	\$1,137

MINIMUM DAILY RATE: NON-PRIME-TIME: \$890/ PRIME-TIME: \$1,335

FLTTA: MINIMUMS FOR DIRECTORS 7/1/09 to 6/30/10

	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)				
Rates Effective July 1, 2009 to June 30, 2010	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
PROGRAM RATE	\$14,593	\$22,445	\$38,115	\$63,525	\$106,719	\$4,822	\$9,181	\$16,879	\$26,978	\$32,465	\$2,401	\$4,128	\$4,784	\$6,081	\$7,312
Included Days (Parenthesis indicates 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
Compensation for days worked beyond guarantee (Daily)	\$3,648	\$3,206	\$2,541	\$2,541	\$2,541	\$1,607	\$1,530	\$1,298	\$1,124	\$1,353	\$1,201	\$1,032	\$957	\$1,013	\$1,045

FLTTA: MINIMUMS FOR DIRECTORS 7/1/09 to 6/30/10

	NETWORK PRIME-TIME VARIETY SERIES (INCLUDES FBC)					NON-NETWORK OR NETWORK NON-PRIME-TIME VARIETY (HIGH BUDGET)					NON-NETWORK OR NETWORK NON-PRIME-TIME VARIETY (LOW BUDGET)				
Rates Effective July 1, 2009 to June 30, 2010	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
PROGRAM RATE	\$5,159	\$7,928	\$13,744	\$27,496	\$31,728	\$3,394	\$5,206	\$7,524	\$9,844	\$13,912	\$2,401	\$3,689	\$4,784	\$6,081	\$7,312
Included Days (Parenthesis indicates included days which need not be consecutive)	3	5(1)	9(2)	18(4)	24(5)	3	6(1)	9(2)	14(4)	18(5)	2	4	5	6	7
Compensation for days worked beyond guarantee (Daily)	\$1,720	\$1,586	\$1,527	\$1,528	\$1,322	\$1,131	\$868	\$836	\$703	\$773	\$1,201	\$922	\$957	\$1,013	\$1,045

FLTTA: MINIMUMS FOR DIRECTORS 7/1/09 to 6/30/10

	NETWORK PRIME-TIME VARIETY SPECIALS (INCLUDES FBC)				VARIETY SEGMENTS
Rates Effective July 1, 2009 to June 30, 2010	0-30 Minutes	31-60 Minutes	61-90 Minutes	Over 90 Minutes	(Less than 5 min. in length by an add'l. director)
PROGRAM RATE	\$17,992	\$30,549	\$50,912	\$73,682	\$1,844
Included Days (Parenthesis indicates included days which need not be consecutive)	10(2)	18(4)	36(8)	48(10)	1
Compensation for days worked beyond guarantee (Daily)	\$1,799	\$1,697	\$1,414	\$1,535	

FLTTA: MINIMUMS FOR DIRECTORS 7/1/09 to 6/30/10

	NETWORK PRIME-TIME QUIZ & GAME SHOWS (INCLUDES FBC)				NON-NETWORK OR NON-PRIME-TIME QUIZ & GAME SHOWS			
Rates Effective July 1, 2009 to June 30, 2010	0-15 Minutes	16-30 Minutes	31-60 Minutes	61-90 Minutes	0-15 Minutes	16-30 Minutes	31-60 Minutes	61-90 Minutes
		\$2,642	\$4,053	\$5,228	\$6,020	\$2,512	\$3,864	\$4,988
INCLUDED DAYS	2	3	4	5	2	3	4	5
Compensation for Days Worked Beyond Guarantee (Daily)	\$1,321	\$1,351	\$1,307	\$1,204	\$1,256	\$1,288	\$1,247	\$1,146

FLTTA: MINIMUMS FOR DIRECTORS 7/1/09 to 6/30/10

	STRIP DRAMATIC Non-Network or Non-Prime-Time (Per show)			STRIP VARIETY Non-Network or Non-Prime-Time (5 Per week)				STRIP QUIZ & GAME Non-Network or Non-Prime-Time (5 Per week)			
	0-15 Minutes	16-30 Minutes	31-60 Minutes	0-15 Minutes	16-30 Minutes	31-60 Minutes	Over 60 Minutes	0-15 Minutes	16-30 Minutes	31-60 Minutes	Over 60 Minutes
Rates Effective July 1, 2009 to June 30, 2010	\$1,469	\$2,257	\$3,934	\$4,035	\$6,213	\$7,725	\$9,115	\$3,950	\$6,081	\$7,181	\$8,283
INCLUDED DAYS	1	2	3	3	5	7	8	3	6	7	8
Compensation for Days Worked Beyond Guarantee (Daily)	\$1,469	\$1,128	\$1,311	\$1,345	\$1,243	\$1,104	\$1,139	\$1,317	\$1,013	\$1,026	\$1,035

FLTTA: MINIMUMS FOR DIRECTORS 7/1/09 to 6/30/10

	ALL OTHER PROGRAMS		PRIME-TIME = 150% OF BELOW RATES				
Rates Effective July 1, 2009 to June 30, 2010	1 per week	2 per week	3 per week	4 per week	5 per week	6 per week	7 per week
5 Min. or Less	\$632	\$1,006	\$1,216	\$1,388	\$1,530	\$1,633	\$1,746
Over 5 Min. to 10 Min.	\$954	\$1,272	\$1,593	\$1,897	\$2,171	\$2,378	\$2,592
Over 10 Min. to 15 Min.	\$1,326	\$2,002	\$2,537	\$3,185	\$3,714	\$3,976	\$4,222
Over 15 Min. to 30 Min.	\$3,185	\$4,228	\$4,757	\$5,440	\$6,081	\$6,599	\$7,125
Over 30 Min. to 45 Min.	\$3,442	\$4,492	\$5,282	\$5,980	\$6,620	\$7,137	\$7,676
Over 45 Min. to 60 Min.	\$4,290	\$5,098	\$5,900	\$6,593	\$7,232	\$7,763	\$8,298
Over 60 Min: Applicable Hour Rate + Rate for each Additional 1/2 Hour	\$1,102	\$879	\$1,143	\$1,147	\$1,156	\$1,162	\$1,177

MINIMUM DAILY RATE: NON-PRIME-TIME: \$921/ PRIME-TIME: \$1,382

FLTTA: MINIMUMS FOR DIRECTORS 7/1/10 to 6/30/11

	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)				
Rates Effective July 1, 2010 to June 30, 2011	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
PROGRAM RATE	\$15,031	\$23,118	\$39,258	\$65,431	\$109,921	\$4,991	\$9,502	\$17,470	\$27,922	\$33,601	\$2,485	\$4,272	\$4,951	\$6,294	\$7,568
Included Days (Parenthesis indicates 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
Compensation for days worked beyond guarantee (Daily)	\$3,758	\$3,303	\$2,617	\$2,617	\$2,617	\$1,664	\$1,584	\$1,456	\$1,163	\$1,400	\$1,243	\$1,068	\$990	\$1,049	\$1,081

FLTTA: MINIMUMS FOR DIRECTORS 7/1/10 to 6/30/11

	NETWORK PRIME-TIME VARIETY SERIES (INCLUDES FBC)					NON-NETWORK OR NETWORK NON-PRIME-TIME VARIETY (HIGH BUDGET)					NON-NETWORK OR NETWORK NON-PRIME-TIME VARIETY (LOW BUDGET)				
Rates Effective July 1, 2010 to June 30, 2011	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
PROGRAM RATE	\$5,340	\$8,205	\$14,225	\$28,458	\$32,838	\$3,513	\$5,388	\$7,787	\$10,189	\$14,399	\$2,485	\$3,818	\$4,951	\$6,294	\$7,568
Included Days (Parenthesis indicates included days which need not be consecutive)	3	5(1)	9(2)	18(4)	24(5)	3	6(1)	9(2)	14(4)	18(5)	2	4	5	6	7
Compensation for days worked beyond guarantee (Daily)	\$1,780	\$1,641	\$1,581	\$1,581	\$1,368	\$1,171	\$898	\$865	\$728	\$701	\$1,243	\$955	\$990	\$1,049	\$1,081

FLTTA: MINIMUMS FOR DIRECTORS 7/1/10 to 6/30/11

	NETWORK PRIME-TIME VARIETY SPECIALS (INCLUDES FBC)				VARIETY SEGMENTS
Rates Effective July 1, 2010 to June 30, 2011	0-30 Minutes	31-60 Minutes	61-90 Minutes	Over 90 Minutes	(Less than 5 min. in length by an add'l. director)
PROGRAM RATE	\$18,622	\$31,618	\$52,694	\$76,261	\$1,909
Included Days (Parenthesis indicates included days which need not be consecutive)	10(2)	18(4)	36(8)	48(10)	1
Compensation for days worked beyond guarantee (Daily)	\$1,862	\$1,757	\$1,464	\$1,589	

FLTTA: MINIMUMS FOR DIRECTORS 7/1/10 to 6/30/11

	NETWORK PRIME-TIME QUIZ & GAME SHOWS (INCLUDES FBC)				NON-NETWORK OR NON-PRIME-TIME QUIZ & GAME SHOWS			
Rates Effective July 1, 2010 to June 30, 2011	0-15 Minutes	16-30 Minutes	31-60 Minutes	61-90 Minutes	0-15 Minutes	16-30 Minutes	31-60 Minutes	61-90 Minutes
		\$2,734	\$4,195	\$5,411	\$6,231	\$2,600	\$3,999	\$5,163
INCLUDED DAYS	2	3	4	5	2	3	4	5
Compensation for Days Worked Beyond Guarantee (Daily)	\$1,367	\$1,398	\$1,353	\$1,246	\$1,300	\$1,333	\$1,291	\$1,187

FLTTA: MINIMUMS FOR DIRECTORS 7/1/10 to 6/30/11

	STRIP DRAMATIC Non-Network or Non-Prime-Time (Per show)			STRIP VARIETY Non-Network or Non-Prime-Time (5 Per week)				STRIP QUIZ & GAME Non-Network or Non-Prime-Time (5 Per week)			
	0-15 Minutes	16-30 Minutes	31-60 Minutes	0-15 Minutes	16-30 Minutes	31-60 Minutes	Over 60 Minutes	0-15 Minutes	16-30 Minutes	31-60 Minutes	Over 60 Minutes
Rates Effective July 1, 2010 to June 30, 2011	\$1,513	\$2,325	\$4,052	\$4,176	\$6,430	\$7,995	\$9,434	\$4,088	\$6,294	\$7,432	\$8,573
INCLUDED DAYS	1	2	3	3	5	7	8	3	6	7	8
Compensation for Days Worked Beyond Guarantee (Daily)	\$1,513	\$1,162	\$1,351	\$1,392	\$1,286	\$1,142	\$1,179	\$1,363	\$1,049	\$1,062	\$1,072

FLTTA: MINIMUMS FOR DIRECTORS 7/1/10 to 6/30/11

	ALL OTHER PROGRAMS		PRIME-TIME = 150% OF BELOW RATES				
Rates Effective July 1, 2010 to June 30, 2011	1 per week	2 per week	3 per week	4 per week	5 per week	6 per week	7 per week
5 Min. or Less	\$654	\$1,041	\$1,259	\$1,437	\$1,584	\$1,690	\$1,807
Over 5 Min. to 10 Min	\$987	\$1,317	\$1,649	\$1,963	\$2,247	\$2,461	\$2,683
Over 10 Min. to 15 Min.	\$1,372	\$2,072	\$2,626	\$3,296	\$3,844	\$4,115	\$4,370
Over 15 Min. to 30 Min.	\$3,296	\$4,376	\$4,923	\$5,630	\$6,294	\$6,830	\$7,374
Over 30 Min. to 45 Min.	\$3,562	\$4,649	\$5,467	\$6,189	\$6,852	\$7,387	\$7,945
Over 45 Min. to 60 Min.	\$4,440	\$5,276	\$6,107	\$6,824	\$7,485	\$8,035	\$8,588
Over 60 Min: Applicable Hour Rate + Rate for each Additional 1/2 Hour	\$1,141	\$910	\$1,183	\$1,187	\$1,196	\$1,203	\$1,218

MINIMUM DAILY RATE: NON-PRIME-TIME: \$953/ PRIME-TIME: \$1,430

PRIME-TIME DRAMATIC PROGRAM MINIMUMS 7/1/08 to 6/30/09

Rates Effective July 1, 2008 to June 30, 2009	ASSOCIATE DIRECTORS	FIRST STAGE MANAGERS	SECOND & ADDITIONAL STAGE MANAGERS
WEEKLY STUDIO RATE	\$3,830	\$3,180	\$2,748
WEEKLY PRODUCTION FEE, STUDIO	\$709	\$667*	\$0
PRO-RATED AT DAILY	\$142	\$133*	\$0
WEEKLY LOCATION RATE	\$5,358	\$4,442	\$3,840
WEEKLY PRODUCTION FEE, LOCATION	\$871	\$866*	\$0
PRO-RATED AT DAILY	\$145	\$144*	\$0
DAILY RATE, STUDIO	\$958	\$795	\$687
DAILY PRODUCTION FEE, STUDIO (DAILY EMPLOYMENT ONLY)	\$177	167*	\$0
DAILY RATE, LOCATION	\$1,340	\$1,111	\$960
DAILY PRODUCTION FEE, LOCATION (DAILY EMPLOYMENT ONLY)	\$218	\$217*	\$0

BASIC CABLE DRAMATIC PROGRAMS: 1/2-hour with budgets between \$476,749 and \$665,231; 1-hour with budgets between \$893,904 and \$1,219,590; 2-hour with budgets between \$2,383,744 and \$3,880,513 = 83.5% of the above rates.

*PRODUCTION FEE PAYABLE TO 1ST STAGE MANAGER ONLY

PRIME-TIME DRAMATIC PROGRAM MINIMUMS 7/1/09 to 6/30/10

Rates Effective July 1, 2009 to June 30, 2010	ASSOCIATE DIRECTORS	FIRST STAGE MANAGERS	SECOND & ADDITIONAL STAGE MANAGERS
WEEKLY STUDIO RATE	\$3,964	\$3,291	\$2,844
WEEKLY PRODUCTION FEE, STUDIO	\$734	\$690*	\$0
PRO-RATED AT DAILY	\$147	\$138*	\$0
WEEKLY LOCATION RATE	\$5,546	\$4,597	\$3,974
WEEKLY PRODUCTION FEE, LOCATION	\$901	\$896*	\$0
PRO-RATED AT DAILY	\$150	\$149*	\$0
DAILY RATE, STUDIO	\$991	\$823	\$711
DAILY PRODUCTION FEE, STUDIO (DAILY EMPLOYMENT ONLY)	\$184	\$173*	\$0
DAILY RATE, LOCATION	\$1,387	\$1,149	\$994
DAILY PRODUCTION FEE, LOCATION (DAILY EMPLOYMENT ONLY)	\$225	\$224*	\$0

BASIC CABLE DRAMATIC PROGRAMS: 1/2-hour with budgets between \$476,749 and \$665,231; 1-hour with budgets between \$893,904 and \$1,219,590; 2-hour with budgets between \$2,383,744 and \$3,880,513 = 83.5% of the above rates.

*PRODUCTION FEE PAYABLE TO 1ST STAGE MANAGER ONLY

PRIME-TIME DRAMATIC PROGRAM MINIMUMS 7/1/10 to 6/30/11

Rates Effective July 1, 2010 to June 30, 2011	ASSOCIATE DIRECTORS	FIRST STAGE MANAGERS	SECOND & ADDITIONAL STAGE MANAGERS
WEEKLY STUDIO RATE	\$4,103	\$3,406	\$2,944
WEEKLY PRODUCTION FEE, STUDIO	\$760	\$714*	\$0
PRO-RATED AT DAILY	\$152	\$143*	\$0
WEEKLY LOCATION RATE	\$5,740	\$4,758	\$4,113
WEEKLY PRODUCTION FEE, LOCATION	\$933	\$927*	\$0
PRO-RATED AT DAILY	\$156	\$155*	\$0
DAILY RATE, STUDIO	\$1,026	\$852	\$736
DAILY PRODUCTION FEE, STUDIO (DAILY EMPLOYMENT ONLY)	\$190	178*	\$0
DAILY RATE, LOCATION	\$1,435	\$1,190	\$1,028
DAILY PRODUCTION FEE, LOCATION (DAILY EMPLOYMENT ONLY)	\$233	\$232*	\$0

BASIC CABLE DRAMATIC PROGRAMS: 1/2-hour with budgets between \$476,749 and \$665,231; 1-hour with budgets between \$893,904 and \$1,219,590; 2-hour with budgets between \$2,383,744 and \$3,880,513 = 83.5% of the above rates.

*PRODUCTION FEE PAYABLE TO 1ST STAGE MANAGER ONLY

MINIMUMS FOR PROGRAMS OTHER THAN PRIME-TIME DRAMATIC PROGRAMS 7/1/08 to 6/30/09

Rates Effective July 1, 2008 to June 30, 2009	ASSOCIATE DIRECTOR	STAGE MANAGER	ASSOCIATE DIRECTOR/ STAGE MANAGER COMBINATION (WHERE PERMITTED)
DAILY, 8 HOURS	\$559	\$510	\$800
WEEKLY, 40 HOURS	\$2,472	\$2,279	
DAILY FLAT (12 HOURS)	\$751	\$697	\$1,092
WEEKLY FLAT	\$3,302	\$3,053	
OVERTIME: Daily 8, Daily Flat & Weekly Flat	\$104.81	\$95.63	\$150
OVERTIME: Weekly 40	\$92.70	\$85.46	

ALL PRIME-TIME ENTERTAINMENT ADs and SMs - \$64.00 Production Fee for all camera blocking & taping days

ALL NON-PRIME-TIME ENTERTAINMENT ADs and SMs - \$20.50 Production Fee for each camera blocking & taping day worked up to a maximum of \$53.25 per week.

MINIMUMS FOR PROGRAMS OTHER THAN PRIME-TIME DRAMATIC PROGRAMS 7/1/09 to 6/30/10

Rates Effective July 1, 2009 to June 30, 2010	ASSOCIATE DIRECTOR	STAGE MANAGER	ASSOCIATE DIRECTOR/ STAGE MANAGER COMBINATION (WHERE PERMITTED)
DAILY, 8 HOURS	\$579	\$528	\$828
WEEKLY, 40 HOURS	\$2,559	\$2,359	
DAILY FLAT (12 HOURS)	\$777	\$721	\$1,130
WEEKLY FLAT	\$3,418	\$3,160	
OVERTIME: Daily 8, Daily Flat & Weekly Flat	\$108.56	\$99.00	\$155.25
OVERTIME: Weekly 40	\$95.96	\$88.46	

ALL PRIME-TIME ENTERTAINMENT ADs and SMs - \$66.25 Production Fee for all camera blocking & taping days

ALL NON-PRIME-TIME ENTERTAINMENT ADs and SMs - \$21.25 Production Fee for each camera blocking & taping day worked up to a maximum of \$55.00 per week.

MINIMUMS FOR PROGRAMS OTHER THAN PRIME-TIME DRAMATIC PROGRAMS 7/1/10 to 6/30/11

Rates Effective July 1, 2010 to June 30, 2011	ASSOCIATE DIRECTOR	STAGE MANAGER	ASSOCIATE DIRECTOR/ STAGE MANAGER COMBINATION (WHERE PERMITTED)
DAILY, 8 HOURS	\$599	\$546	\$857
WEEKLY, 40 HOURS	\$2,649	\$2,442	
DAILY FLAT (12 HOURS)	\$804	\$746	\$1,170
WEEKLY FLAT	\$3,538	\$3,271	
OVERTIME: Daily 8, Daily Flat & Weekly Flat	\$112.31	\$102.38	\$160.69
OVERTIME: Weekly 40	\$99.34	\$91.58	

ALL PRIME-TIME ENTERTAINMENT ADs and SMs - \$68.50 Production Fee for all camera blocking & taping days

ALL NON-PRIME-TIME ENTERTAINMENT ADs and SMs - \$22.00 Production Fee for each camera blocking & taping day worked up to a maximum of \$57.00 per week.

ADDITIONAL INFORMATION REGARDING THE FLTTA

Live Multi-camera productions are covered under the FLTTA.

Basic Agreement Article 24 covers New Prime-time Multi-camera Dramatic programs, principal photography of which began on or after February 11, 2002.

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

COMPLETION OF ASSIGNMENT PAY: PRIME-TIME DRAMATIC

ADs and 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 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 receive the same completion of assignment as if they worked 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 a 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 any other payments due.

DISCHARGE WITHOUT CAUSE: PRIME-TIME DRAMATIC

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 per week, the company must pay Completion of Assignment Pay 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: PRIME-TIME DRAMATIC

The distant location incidental allowance is \$20.00 per day and is payable at the same time and in the same manner as per diem is paid.

VACATION PAY

All ADs and SMs are 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.

UNWORKED HOLIDAY PAY: PRIME-TIME DRAMATIC

ADs and SMs employed on Prime-Time Dramatic Programs are entitled to receive 3.719% of salary as unworked holiday pay (subject to an offset of amounts 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: PRIME-TIME DRAMATIC

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."

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
	16+ to 20 hours - another 1/2 day's salary
	20+ hours - another additional full day's salary for each 4-hour period or fraction thereof.

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

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 the first day of employment and the area is not Los Angeles, New York, Toronto or Vancouver.

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.

REST PERIOD (Other than Prime-Time Dramatic)

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 and computed in 1/4 hour segments.

PENSION & HEALTH CONTRIBUTIONS

Company will contribute 5.5% to the Pension Plan and 8.5% to the Health Plan. Employee contributes 2.5% to the Pension Plan

PREPARATION TIME:

Length of Program	# of Programs on Which Continuing Employment is Assigned	Guaranteed Preparation Days Per Program	
		AD	SM
15 Min or Less		1 Day each	1 Day each
16 - 30 Min.	1	3 Days each	2 Days each
	2 or More	2 Days each	1 Day each
31 - 60 Min.	1	5 Days each	3 Days each
	2 or More	3 Days each	2 Days each
Over 60 Min.		5 Days each	5 Days each

Preparation time shall be guaranteed only to the first assigned AD and SM.

The Guild agreed it shall not unreasonably deny requests for waivers of preparation time requirements on network prime time variety series and specials, and non-network and non-prime time variety programs. The Company shall apply for the waiver not less than 10 days prior to commencement of the work.

WORK REPORT NUMBERS

Los Angeles	310-289-5300	800-421-4173
New York	212-581-0950	800-356-3754
	Film: Ext 403	Tape: Ext. 404
Chicago	312-644-7520	888-600-6975

DGA SAFETY HOTLINE: 1-800-DGA-3457