

PENSION & HEALTH CONTRIBUTIONS:

Company will contribute 5.5% to the Pension Plan and 10.5% to the Health Plan. Employee contributes 2.5% 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 \$3,066 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 \$3,066 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.'

TRAVEL:

Coach air for domestic flights of less than 1,000 air miles when the flight is non-stop from departure to final destination. Employer must provide elevated coach class travel when available. Also included are flights between Los Angeles & Vancouver and flights that are less than 1,000 miles between the U.S. and Vancouver or the U.S. and Toronto. All other flights shall be business class when available. If not available then first class.

If an employee covered under this Agreement is traveling on the same flight as another employee employed on the same production by the same Employer and the other employee is entitled to travel in a higher class of transportation pursuant to the minimum terms of the collective bargaining agreement under which he/she is employed, then the DGA-covered employee shall be upgraded to the same class of transportation.

Baggage fees and in-flight meals for coach class air travel shall be reimbursed provided that a request for reimbursement with appropriate receipts is submitted within 30 days after the flight.