

AD/UPM RATES - LOW BUDGET SIDELETTER

Rates Effective July 1, 2019 thru June 30, 2020

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|----------------|----------|--|--------------|---------|
| Level 1 | A | For pictures with budgets of \$500,000 or less, initial compensation is negotiable provided the salary paid for any hour of work shall in no event be less than the applicable federal or state minimum wage. | | |
| Level 1 | B | On motion pictures with budgets greater than \$500,000 but equal to or less than \$1,100,000, initial compensation shall be no less than 33% of the minimum weekly salaries in Paragraph 13-101(a) of the BA (see following schedule), provided that the salary paid for any hour of work shall in no event be less than the applicable federal or state minimum wage: | UPM | \$1,894 |
| | | | 1A | \$1,801 |
| | | | Key 2A | \$1,207 |
| | | | All other 2A | \$823 |
| Level 2 | | On motion pictures with budgets greater than \$1,100,000 but equal to or less than \$2,600,000, initial compensation shall be no less than 50% 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. Production Fees for the UPM, 1AD and Key 2nd AD is \$25 per week. Any 2AD hired in addition to the Key 2AD may be paid no less than 50% of the minimum weekly salary for an Add'l 2AD (see following schedule): | UPM | \$2,870 |
| | | | 1A | \$2,730 |
| | | | Key 2A | \$1,829 |
| | | | All other 2A | \$1,051 |
| Level 3 | | On motion pictures with budgets greater than \$2,600,000 but equal to or less than \$3,750,000, initial compensation shall be no less than 60% 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. Production Fees for the UPM and 1AD is \$200 per week; and \$150 per week for the Key 2AD (see the following schedule): | UPM | \$3,444 |
| | | | 1A | \$3,275 |
| | | | Key 2A | \$2,195 |
| | | | All other 2A | \$1,261 |

THEATRICAL LOW BUDGET - AD/UPMS



AD/UPM RATES - LOW BUDGET SIDELETTER

Rates Effective July 1, 2019 thru June 30, 2020

Level 4

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| A | On motion pictures with budgets greater than \$3,750,000 but equal to or less than \$5,500,000, 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), provided that the salary paid for any hour of work shall in no event be less than the federal or state minimum wage: |
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| Rates Effective July 1, 2019 thru June 30, 2020 | UNIT PRODUCTION MANAGER | | FIRST ASSISTANT DIRECTOR | | KEY SECOND ASSISTANT DIRECTOR | | SECOND SECOND ASSISTANT DIRECTOR | | ADDITIONAL SECOND ASSISTANT DIRECTOR | |
|---|-------------------------------|-------|--------------------------------|-------|-------------------------------------|-------|---|-----|---|-----|
| Weekly Studio Salary | \$4,018 | | \$3,828 | | \$2,561 | | \$2,417 | | \$1,471 | |
| Weekly Location Salary | \$5,627 | | \$5,344 | | \$3,578 | | \$3,380 | | \$2,063 | |
| Weekly Production Fee, Studio | \$872 | | \$709 | | \$540 | | \$0 | | \$0 | |
| Weekly Production Fee, Location | \$1,037 | | \$872 | | \$709 | | \$0 | | \$0 | |
| Daily Employment Salary, Studio | \$1,005 | | \$957 | | \$640 | | \$604 | | \$368 | |
| Daily Employment Salary, Location | \$1,407 | | \$1,336 | | \$894 | | \$845 | | \$516 | |
| Daily Employment Production Fee Studio/Location | \$218 | \$259 | \$177 | \$218 | \$135 | \$177 | \$0 | \$0 | \$0 | \$0 |

Level 4

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| B | On motion pictures with budgets greater than \$5,500,000 but equal to or less than \$8,500,000, 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), provided that the salary paid for any hour of work shall in no event be less than the federal or state minimum wage: |
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| Rates Effective July 1, 2019 thru June 30, 2020 | UNIT PRODUCTION MANAGER | | FIRST ASSISTANT DIRECTOR | | KEY SECOND ASSISTANT DIRECTOR | | SECOND SECOND ASSISTANT DIRECTOR | | ADDITIONAL SECOND ASSISTANT DIRECTOR | |
|---|-------------------------------|-------|--------------------------------|-------|-------------------------------------|-------|---|-----|---|-----|
| Weekly Studio Salary | \$4,592 | | \$4,367 | | \$2,926 | | \$2,762 | | \$1,681 | |
| Weekly Location Salary | \$6,430 | | \$6,107 | | \$4,089 | | \$3,862 | | \$2,358 | |
| Weekly Production Fee, Studio | \$996 | | \$810 | | \$617 | | \$0 | | \$0 | |
| Weekly Production Fee, Location | \$1,186 | | \$996 | | \$810 | | \$0 | | \$0 | |
| Daily Employment Salary, Studio | \$1,148 | | \$1,092 | | \$732 | | \$691 | | \$420 | |
| Daily Employment Salary, Location | \$1,608 | | \$1,527 | | \$1,022 | | \$966 | | \$589 | |
| Daily Employment Production Fee Studio/Location | \$249 | \$296 | \$203 | \$249 | \$154 | \$203 | \$0 | \$0 | \$0 | \$0 |

Level 4

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| C | On motion pictures with budgets greater than \$8,500,000 but equal to or less than \$11,000,000, 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), provided that the salary paid for any hour of work shall in no event be less than the federal or state minimum wage: |
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| Rates Effective July 1, 2019 thru June 30, 2020 | UNIT PRODUCTION MANAGER | | FIRST ASSISTANT DIRECTOR | | KEY SECOND ASSISTANT DIRECTOR | | SECOND SECOND ASSISTANT DIRECTOR | | ADDITIONAL SECOND ASSISTANT DIRECTOR | |
|---|-------------------------------|-------|--------------------------------|-------|-------------------------------------|-------|---|-----|---|-----|
| Weekly Studio Salary | \$5,166 | | \$4,913 | | \$3,292 | | \$3,108 | | \$1,891 | |
| Weekly Location Salary | \$7,234 | | \$6,871 | | \$4,600 | | \$4,345 | | \$2,652 | |
| Weekly Production Fee, Studio | \$1,121 | | \$912 | | \$694 | | \$0 | | \$0 | |
| Weekly Production Fee, Location | \$1,334 | | \$1,121 | | \$912 | | \$0 | | \$0 | |
| Daily Employment Salary, Studio | \$1,292 | | \$1,228 | | \$823 | | \$777 | | \$473 | |
| Daily Employment Salary, Location | \$1,809 | | \$1,718 | | \$1,150 | | \$1,086 | | \$663 | |
| Daily Employment Production Fee Studio/Location | \$280 | \$333 | \$228 | \$280 | \$173 | \$228 | \$0 | \$0 | \$0 | \$0 |

THEATRICAL LOW BUDGET - AD/UPMS

AD/UPM - LOW BUDGET SIDELETTER

Effective July 1, 2019 thru June 30, 2020

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|----------------|--|
| TRAVEL: | <p>Coach for (a) non-stop domestic flights of less than 1,000 air miles from departure point to final destination; (b) flights between Los Angeles and Vancouver; or (c) flights of less than 1,000 air miles between the United States and either Toronto or Vancouver. Except as noted above, travel will be business class for non-stop domestic or foreign flights of 1,000 or more miles from departure point to final destination.</p> <p>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 they are employed, then the DGA-covered Employee shall be upgraded to the same class of transportation.</p> |
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EXTENDED WORKDAYS - Levels 1, 2, 3 and 4

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| 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. |
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| | Workday Begins | Workday Ends | Hours Worked |
|------------|-------------------|--|--|
| 1AD | General Crew Call | Camera Wrap (plus travel time on distant location or "bus-to" local location). | A 1AD who works more than 14 hours and up to 16 hours before being dismissed shall receive an additional 1/2 day's salary. If such 1AD works more than 16 hours and up to 20 hours before being dismissed, that 1AD shall receive another additional 1/2 day's salary. If such 1AD works beyond 20 hours, that 1AD shall receive another additional full day's salary for each 4 hour period or fraction thereof worked. |

| | Workday Begins | Workday Ends | Hours Worked - One 2AD Assigned to Shooting Unit | Hours Worked - Two or More 2ADs Assigned to Shooting Unit |
|---|--|--|---|--|
| Key 2nd AD & 2nd 2nd AD & Additional 2AD | 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). | <p><u>In the studio or on a "report to" location:</u> Any 2AD who works more than 13 hours and up to 16 hours shall receive an additional 1/2 day's salary. If such 2AD works more than 16 hours and up to 20 hours, that 2AD shall receive another full day's salary. If such 2AD works beyond 20 hours, that 2AD shall receive another day's salary for each 4 hours or portion thereof worked.</p> <p><u>On distant location or "bus-to" location:</u> Any 2AD who works more than 14 hours and up to 16 hours shall receive an additional 1/2 day's salary. If such 2AD works beyond 16 hours, that 2AD shall receive another additional day's salary for each 4 hour period or portion thereof worked beyond 16 hours.</p> | A 2nd AD who works more than 16 hours shall receive an additional day's salary for each 4 hour period or portion thereof worked beyond 16 hours. |

COMPLETION OF ASSIGNMENT ("COA") - Levels 3 and 4

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| UPMs, 1ADs, Key 2nd ADs, and 22ADs | <p>These Employees are entitled to an additional week's salary upon completion of assignment if employed two or more consecutive weeks or 2 1/2 days salary if employed at least five consecutive days but less than two consecutive weeks. COA pay shall be based on actual (including overscale) salary paid, excluding production fee, extended day, and rest period invasion payments, and shall be computed by totaling all compensation earned (including upgrade salaries) and dividing the total thereof by the number of weeks worked.</p> <p>No COA is paid for a hiatus of at least one week over Christmas/New Years so long as (1) the Employee receives unworked holiday pay for Christmas Day and New Years Day; (2) the hiatus is a maximum of two consecutive weeks; and (3) 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.</p> |
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PENSION AND HEALTH CONTRIBUTIONS AND TRAINING PLAN / QUALIFICATIONS LIST CONTRIBUTIONS

Company will contribute 7% to the Pension Plan, 10.5% to the Health Plan; and an additional 0.5% to the Training Plan & DGACA for AD/UPMs employed in L.A. County or on location outside L.A. County when transported by Employer to location. The Employee contributes 2.5% to the Pension Plan which shall be deducted by the Employer from the salary of such Employee. The Employer also contributes 14.5% to the Health Plan on Vacation Pay and Completion of Assignment Pay.

THEATRICAL LOW BUDGET - AD/UPMS

AD/UPM INFORMATION - LOW BUDGET SIDELETTER

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| Low Budget Terms | Level 1(a) (≤ \$500k) | Level 1(b) (> \$500k but ≤ \$1.1m) | Level 2 (> \$1.1m but ≤ \$2.6m) | Level 3 (> \$2.6m but ≤ \$3.75m) |
|---|---|---|---|--|
| Production Fee | Not Required | Not Required | UPM = \$25/wk; 1AD & Key 2AD = \$25/wk | UPM & 1AD = \$200/wk; Key 2AD = \$150/wk |
| Studio: Work on 6th or 7th day | Work week is 5 days. 6th & 7th days each paid at straight time (1/5 of weekly rate for weekly employees) | Work week is 5 days. 6th & 7th days each paid at straight time (1/5 of weekly rate for weekly employees) | Work week is 5 days. 6th & 7th days each paid at straight time (1/5 of weekly rate for weekly employees) | Work week is 5 days. 6th day paid at straight time. 7th day paid at 150% of straight time |
| Distant Location: Work on 6th or 7th day | Work week is 5 days. 6th & 7th days each paid at straight time (1/5 of weekly rate for weekly employees) | Work week is 5 days. 6th & 7th days each paid at straight time (1/5 of weekly rate for weekly employees) | Work week is 5 days. 6th & 7th days each paid at straight time (1/5 of weekly rate for weekly employees) | Work week is 5 days. 6th day paid at straight time. 7th day paid at 150% of straight time |
| Rest Period | Yes, per BA 13-116 | Yes, per BA 13-116 | Yes, per BA 13-116 | Yes, per BA 13-116 |
| Vacation Pay Fringe of 4% | Not Required | Not Required | Not Required | Not Required |
| Holiday Work | Paid at 200% of day rate if work on DGA Holiday; no pay for not working DGA Holiday w/in workweek | Paid at 200% of day rate if work on DGA Holiday; no pay for not working DGA Holiday w/in workweek | Paid at 200% of day rate if work on DGA Holiday; no pay for not working DGA Holiday w/in workweek | BA 13-113 applies (e.g., 200% of day rate or additional 1/5 of the studio rate when on distant location if work DGA Holiday; paid for not working DGA Holiday w/in workweek) |
| Unworked Holiday Pay Fringe of 3.719% | Not Required | Not Required | Not Required | Not Required |
| Completion of Assignment Pay (COA) (summary, next page) | Not Required | Not Required | Not Required | Yes. BA 13-103 & 13-104 apply |
| Dinner Allowance | \$30 payment unless Employer provides dinner meal (including "walking meal") as per BA13-216 | \$30 payment unless Employer provides dinner meal (including "walking meal") as per BA13-216 | \$30 payment unless Employer provides dinner meal (including "walking meal") as per BA13-216 | \$30 payment unless Employer provides dinner meal (including "walking meal") as per BA13-216 |
| Distant Location Housing | Accommodations shall be first class or best available | Accommodations shall be first class or best available | Accommodations shall be first class or best available | Accommodations shall be first class or best available |
| Per Diem on Distant Location | No less than the higher of SAG or IA (e.g., \$60/day) | No less than the higher of SAG or IA (e.g., \$60/day) | No less than the higher of SAG or IA (e.g., \$60/day) | No less than the higher of SAG or IA (e.g., \$60/day) |
| Incidental Allowance on Distant Location | Not Required | Not Required | Not Required | Not Required |
| Mileage | \$0.30 cents/mile; however, no mileage in Los Angeles 30-mile zone unless any other cast or crew receive it | \$0.30 cents/mile; however, no mileage in Los Angeles 30-mile zone unless any other cast or crew receive it | \$0.30 cents/mile; however, no mileage in Los Angeles 30-mile zone unless any other cast or crew receive it | \$0.30 cents/mile; however, no mileage in Los Angeles 30-mile zone unless any other cast or crew receive it |
| 2AD Wrap Allowance | Not Required | Not Required | Not Required | Not Required |
| Minimum Prep Time | Negotiable, but no less than what is needed | Negotiable, but no less than what is needed | Not less than 7 days for 1AD and 3 days for Key 2AD unless additional days are needed or negotiated | Not less than 10 days for 1AD and 5 days for Key 2AD unless additional days are needed or negotiated |
| Aircraft Flight & Underwater Work Allowance for 1ADs & 2ADs | Not Required | Not Required | Not Required | Yes, per BA 13-210 & 13-211 (\$180/flight & \$180/dive or descent) |

THEATRICAL LOW BUDGET - AD/UPMS

AD/UPM INFORMATION - LOW BUDGET SIDELETTER (continued)

Rates Effective July 1, 2019 thru June 30, 2020

| Low Budget Terms | Level 4(a) (> \$3.75m but ≤ \$5.5m) | Level 4(b) (> \$5.5m but ≤ \$8.5m) | Level 4(c) (> \$8.5m but ≤ \$11m) |
|---|--|--|--|
| Production Fee | 70% of BA minimums for UPM, 1AD & Key 2AD | 80% of BA minimums for UPM, 1AD & Key 2AD | 90% of BA minimums for UPMs, 1AD & Key 2AD |
| Studio: Work on 6th or 7th day | Work week is 5 days. BA 13-112(a) applies (e.g., 6th day paid add'l 150% of day rate or 1/5 of weekly rate, and 7th day add'l 200% of day rate or 1/5 of weekly rate) | Work week is 5 days. BA 13-112(a) applies (e.g., 6th day paid add'l 150% of day rate or 1/5 of weekly rate, and 7th day add'l 200% of day rate or 1/5 of weekly rate) | Work week is 5 days. BA 13-112(a) applies (e.g., 6th day paid add'l 150% of day rate or 1/5 of weekly rate, and 7th day add'l 200% of day rate or 1/5 of weekly rate) |
| Distant Location: Work on 6th or 7th day | Work week is 6 days. BA 13-112(b) & 13-101(b) apply (e.g., 7th day paid add'l 1/5 of studio weekly rate; prod fee add'l 1/6 location wkly prod fee) | Work week is 6 days. BA 13-112(b) & 13-101(b) apply (e.g., 7th day paid add'l 1/5 of studio weekly rate; prod fee add'l 1/6 location wkly prod fee) | Work week is 6 days. BA 13-112(b) & 13-101(b) apply (e.g., 7th day paid add'l 1/5 of studio weekly rate; prod fee add'l 1/6 location wkly prod fee) |
| Rest Period | Yes, per BA 13-116 | Yes, per BA 13-116 | Yes, per BA 13-116 |
| Vacation Pay Fringe of 4% | Not Required | Not Required | Yes, at 4% per BA 13-601 |
| Holiday Work | BA 13-113 applies (e.g., 200% of day rate or additional 1/5 of the studio rate when on distant location if work DGA Holiday; paid for not working DGA Holiday w/in workweek) | BA 13-113 applies (e.g., 200% of day rate or additional 1/5 of the studio rate when on distant location if work DGA Holiday; paid for not working DGA Holiday w/in workweek) | BA 13-113 applies (e.g., 200% of day rate or additional 1/5 of the studio rate when on distant location if work DGA Holiday; paid for not working DGA Holiday w/in workweek) |
| Unworked Holiday Pay Fringe of 3.719% | Not Required | Not Required | Yes, at 3.719% per BA 13-115 |
| Completion of Assignment Pay (COA) (summary, next page) | Yes. BA 13-103 & 13-104 apply | Yes. BA 13-103 & 13-104 apply | Yes. BA 13-103 & 13-104 apply |
| Dinner Allowance | \$30 payment unless Employer provides dinner meal (including "walking meal") as per BA13-216 | \$30 payment unless Employer provides dinner meal (including "walking meal") as per BA13-216 | \$30 payment unless Employer provides dinner meal (including "walking meal") as per BA13-216 |
| Distant Location Housing | Accommodations shall be first class or best available | Accommodations shall be first class or best available | Accommodations shall be first class or best available |
| Per Diem on Distant Location | No less than the higher of SAG or IA (e.g., \$60/day) | No less than the higher of SAG or IA (e.g., \$60/day) | No less than the higher of SAG or IA (e.g., \$60/day) |
| Incidental Allowance on Distant Location | Not Required | Not Required | \$22/day on distant location and travel days |
| Mileage | \$0.30 cents/mile; however, no mileage in Los Angeles 30-mile zone unless any other cast or crew receive it | \$0.30 cents/mile; however, no mileage in Los Angeles 30-mile zone unless any other cast or crew receive it | \$0.30 cents/mile; however, no mileage in Los Angeles 30-mile zone unless any other cast or crew receive it |
| 2AD Wrap Allowance | Not Required | Not Required | \$57/day as per BA13-118 |
| Minimum Prep Time | Not less than 15 days for 1AD and 7 days for Key 2AD unless additional days are needed or negotiated | Not less than 15 days for 1AD and 7 days for Key 2AD unless additional days are needed or negotiated | Not less than 15 days for 1AD and 7 days for Key 2AD unless additional days are needed or negotiated |
| Aircraft Flight & Underwater Work Allowance for 1ADs & 2ADs | Yes, per BA 13-210 & 13-211 (\$180/flight & \$180/dive or descent) | Yes, per BA 13-210 & 13-211 (\$180/flight & \$180/dive or descent) | Yes, per BA 13-210 & 13-211 (\$180/flight & \$180/dive or descent) |