

**Pilots; 1st and 2nd Season Non-Network Series;  
1st and 2nd Season SVOD Series under New Media D(4)(b)  
1st-4th Season Canadian Domestic Series**

<b>Fringe Rates Applicable to:</b>					
"Family Law" Season 4					
Section	Category	Allocation Structure	Union Affiliation		
			IA 891	TEAM 155	ICG 669
A:	<b>Paid Hours</b>	Straight-time, Overtime and Overscale	<b>Paid to Crew</b>		
	<b>Turnaround</b>	Dollars for Turnaround penalty			
	<b>Meal Penalty</b>	Dollars for Meal Penalty time			
B:	<b>Statutory Holiday Pay</b>	Percentage of the total of Section A	<b>3.0% Paid to Crew</b>		
C:	<b>Vacation Pay</b>	Percentage of the total of Section A	<b>4% Paid to Crew</b>		
D:	<b>Pension</b>	Percentage of the total of Section A	1% paid to Crew or Union**	3% paid to Pension Plan	2.5% paid to Union
E:	<b>Health and Benefits</b>	Percentage of the total of Section A	5.5% paid to Union	4% paid to Health Plan	4% paid to Union
F:	<b>Total Fringe Allocation</b>	<b>The sum of Sections B + C + D + E</b>	<b>13.50%</b>	<b>14.00%</b>	<b>13.50%</b>
G:	<b>Supplemental Health Benefits</b>	Flat contribution per day	\$12.00 to Union	\$12.00 to Health Plan	\$12.00 to Union
H:	<b>Training Society Contribution</b>	Flat contribution per hour worked to applicable maximums	N/A		
I:	<b>Union Dues</b>	Union percentage (explanation below)	2% to Union	2% to Union	2% to Union
<b>Training Society Contribution Maximums: N/A</b>					
<b>IATSE 891 Union Dues: 2% calculated on the sum of sections A (including overscale earnings) + B + C + D.</b>					
** Note for Section D: Payroll Companies segregate based upon plan participation.					
<b>Teamsters 155 Union Dues: 2% calculated on gross pay (gross pay = Section A + B + C) for an individual employee and on gross fee (gross fee = Section A + B + C) paid to a Loan-Out Company.</b>					
<b>ICG 669 Union Dues: 2% calculated on the sum of sections A + B + C + D.</b>					