

**1st and 2nd Season Network Series;  
1st and 2nd Season SVOD Series under New Media D(4)(a)**

**Fringe Rates Applicable to:**

Master Agreement: Article 8.03 (a) First and Second Year of a Network TV Series;  
New Media Article D(4)(a): High Budget SVOD Series consisting of episodes 36-65 minutes in length for a platform with 20M+ subscribers and budgeted at \$4.9M+ CAD per episode.

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	2% paid to Crew or Union**	4% paid to Pension Plan	3.5% 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>14.50%</b>	<b>15.00%</b>	<b>14.50%</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	<b>\$0.05 Paid to BCMPTS</b>		
I:	<b>Union Dues</b>	Union percentage (explanation below)	2% to Union	3% to Union	2% to Union

**Training Society Contribution Maximums:** \$1,500 per episode; \$10,000 per season

**IATSE 891 Union Dues:** 2% calculated on the sum of sections A (including overscale earnings) + B + C + D.

\*\* Note for Section D: Payroll Companies segregate based upon plan participation.

**Teamsters 155 Union Dues:** 3% 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.

**ICG 669 Union Dues:** 2% calculated on the sum of sections A + B + C + D.