

**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**

Fringe Rates Applicable to:

Master Agreement: Article 8.03 (b) Pilots; Supplemental Agreement S3.02(ii) Pilots
 Supplemental Agreement Article S3.01: 1st & 2nd Season Non-Network Series
 New Media Article D(4)(b): High Budget SVOD Series other than those covered by Article D(4)(a)
 Supplemental Agreement Article S3.02(iii) 1st - 4th Seasons Canadian Domestic Series

| Section | Category | Allocation Structure | Union Affiliation | | |
|---------|--------------------------------------|--|------------------------------|-------------------------|--------------------|
| | | | IA 891 | TEAM 155 | ICG 669 |
| A: | Paid Hours | Straight-time, Overtime and Overscale | Paid to Crew | | |
| | Turnaround | Dollars for Turnaround penalty | | | |
| | Meal Penalty | Dollars for Meal Penalty time | | | |
| B: | Statutory Holiday Pay | Percentage of the total of Section A | 3.0% Paid to Crew | | |
| C: | Vacation Pay | Percentage of the total of Section A | 4% Paid to Crew | | |
| D: | Pension | Percentage of the total of Section A | 1% paid to Crew or Union** | 3% paid to Pension Plan | 2.5% paid to Union |
| E: | Health and Benefits | Percentage of the total of Section A | 5.5% paid to Union | 4% paid to Health Plan | 4% paid to Union |
| F: | Total Fringe Allocation | The sum of Sections B + C + D + E | 13.50% | 14.00% | 13.50% |
| G: | Supplemental Health Benefits | Flat contribution per day | \$12.00 to Union | \$12.00 to Health Plan | \$12.00 to Union |
| H: | Training Society Contribution | Flat contribution per hour worked to applicable maximums | \$0.05 Paid to BCMPTS | | |
| I: | Union Dues | Union percentage (explanation below) | 2% to Union | 2% to Union | 2% to Union |

Training Society Contribution Maximums: \$1,500 per episode; \$10,000 per season; No contributions for pilots.

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: 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.

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