

**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: | 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 | 2% paid to Crew or Union** | 4% paid to Pension Plan | 3.5% 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 | 14.50% | 15.00% | 14.50% |
| 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 | 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. | | | | | |