

**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:      | <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 | <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; 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:** 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.