

**3rd+ Season Network, Non-Network, and High-Budget SVOD Series;
5th+ Season Canadian Domestic Series**

Fringe Rates Applicable to:					
Master Agreement: Article 8.01 Television					
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	3.5% paid to Crew or Union**	3% paid to Pension Plan	5.5% paid to Union
E:	Health and Benefits	Percentage of the total of Section A	6% paid to Union	7% paid to Health Plan	4% paid to Union
F:	Total Fringe Allocation	The sum of Sections B + C + D + E	16.50%	17.00%	16.50%
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
<p>Training Society Contribution Maximums: \$1,500 per episode; \$10,000 per season</p>					
<p>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.</p>					
<p>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.</p>					
<p>ICG 669 Union Dues: 2% calculated on the sum of sections A + B + C + D.</p>					