

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

<b>Fringe Rates Applicable to:</b>					
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	<b>The sum of Sections B + C + D + E</b>	<b>14.50%</b>	<b>15.00%</b>	<b>14.50%</b>
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
<b>Training Society Contribution Maximums:</b> \$1,500 per episode; \$10,000 per season					
<b>IATSE 891 Union Dues:</b> 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.					
<b>Teamsters 155 Union Dues:</b> 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.					
<b>ICG 669 Union Dues:</b> 2% calculated on the sum of sections A + B + C + D.					