

THE ANIMATION GUILD, LOCAL 839 I. A. T. S. E.

Wage Scales, August 1, 2009-July 31, 2012 (as of November 12, 2009 – based on the Guild’s calculation)

On July 13, 2009, the Animation Guild’s Negotiation Committee reached agreement with the multi-employer bargaining unit on a collective bargaining agreement effective for the period from August 1, 2009 to July 31, 2012, including minimum wage increases of two percent (2%) per year. On September 10, 2009, the Guild membership ratified that agreement.

Immediately following ratification in mid-September, the Guild presented bargaining-unit management representatives with a draft of the new CBA, including the new wage minimums. The attached draft represents those minimums, modified with corrections made by AMPTP representatives.

However, it should be noted that as of November 12, 2009, management has not agreed to or accepted the new CBA language in full, or these minimums in particular. Therefore we cannot represent that these rates will be those that will appear in the final CBA, although we have every reason to believe that our calculations are entirely correct.

At such time as the final language and calculations are agreed to, we will publish the final figures as part of the CBA booklet, which will also appear on this website. This file can be found online at http://www.animationguild.org/Wage_Mins_2009_v1.pdf.

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Wage Scales, August 1, 2009-July 31, 2012

| | Weekly employment* | | | | | | |
|-------------------------|--|--------------------|---------------------|----------|--------------|----------|------------|
| | First period | | Second period | | Third period | | |
| | 8/2/2009-7/31/2010 | 8/1/2010-7/30/2011 | 7/31/2011-7/31/2012 | Hourly | Weekly | Hourly | Weekly |
| | Hourly | Weekly | Hourly | Weekly | Hourly | Weekly | |
| <u>ANIMATION</u> | | | | | | | |
| 21-012 | Animator** | | | | | | |
| 21-032 | Background** | | | | | | |
| 21-042 | Layout** | | | | | | |
| 21-052 | Model Designer** | | | | | | |
| 21-022 | Animation Story Person/Animation Writer** | | | | | | |
| | Production Board*** | | | | | | |
| 21-801 | Staff Comic Strip Story Person and/or Artist | | | | | | |
| | 1st 6 months | \$36.885 | \$1,475.40 | \$37.623 | \$1,504.92 | \$38.375 | \$1,535.00 |
| | 2nd 6 months | \$37.726 | \$1,509.04 | \$38.481 | \$1,539.24 | \$39.251 | \$1,570.04 |
| | Journey | \$39.133 | \$1,565.32 | \$39.916 | \$1,596.64 | \$40.714 | \$1,628.56 |
| | <i>(Subject to right of Producer to request extension -- limited to one six-month extension)</i> | | | | | | |
| 21-112 | Key Assistant Animator | | | | | | |
| | | \$37.503 | \$1,500.12 | \$38.253 | \$1,530.12 | \$39.018 | \$1,560.72 |
| 21-102 | Assistant Animator | | | | | | |
| 21-122 | Assistant Background | | | | | | |
| | Assistant Layout | | | | | | |
| 21-132 | Assistant Model Designer | | | | | | |
| 21-802 | Assistant Staff Comic Strip Story Person and/or Artist | | | | | | |
| | 1st 6 months | \$31.244 | \$1,249.76 | \$31.869 | \$1,274.76 | \$32.506 | \$1,300.24 |
| | 2nd 6 months | \$32.019 | \$1,280.76 | \$32.659 | \$1,306.36 | \$33.312 | \$1,332.48 |
| | Journey | \$33.490 | \$1,339.60 | \$34.160 | \$1,366.40 | \$34.843 | \$1,393.72 |
| | <i>(Subject to right of Producer to request extension -- limited to one six-month extension)</i> | | | | | | |
| 21-142 | Breakdown | | | | | | |
| | 1st year | \$28.627 | \$1,145.08 | \$29.200 | \$1,168.00 | \$29.784 | \$1,191.36 |
| | Journey | \$29.420 | \$1,176.80 | \$30.008 | \$1,200.32 | \$30.608 | \$1,224.32 |

* Minimum scale for daily employees shall be 117.719% (which rate is inclusive of vacation and holiday pay) of the minimum basic hourly rate provided herein for such employee's classification.

** An Animator, Background or Layout person designated by the Producer to be responsible for and supervise the work of others in his classification shall be paid the key rate of 15% above the minimum Journey rate for his classification during such an assignment.

*** Producer agrees to pay to the Production Board classification the key rate of 15% above minimum at all times as provided.

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Wage Scales, August 1, 2009-July 31, 2012

| | Weekly employment* | | | | | |
|--|------------------------------------|------------|-------------------------------------|------------|-------------------------------------|------------|
| | First period 8/2/2009-7/31/2010 | | Second period 8/1/2010-7/30/2011 | | Third period 7/31/2011-7/31/2012 | |
| | Hourly | Weekly | Hourly | Weekly | Hourly | Weekly |
| 21-152 Inbetweener | | | | | | |
| 1st 6 months | \$26.547 | \$1,061.88 | \$27.078 | \$1,083.12 | \$27.620 | \$1,104.80 |
| 2nd 6 months | \$27.314 | \$1,092.56 | \$27.860 | \$1,114.40 | \$28.417 | \$1,136.68 |
| Journey | \$28.312 | \$1,132.48 | \$28.878 | \$1,155.12 | \$29.456 | \$1,178.24 |
| 21-202 Apprentice Layout, Model Designer, Background and Production Board | | | | | | |
| 6 months | \$28.597 | \$1,143.88 | \$29.169 | \$1,166.76 | \$29.752 | \$1,190.08 |
| <i>(Subject to right of Producer to request one six-month extension)</i> | | | | | | |
| 21-232 Blue Sketch | | | | | | |
| 1st year | \$28.050 | \$1,122.00 | \$28.611 | \$1,144.44 | \$29.183 | \$1,167.32 |
| Journey | \$28.855 | \$1,154.20 | \$29.432 | \$1,177.28 | \$30.021 | \$1,200.84 |
| 21-312 Story Sketch | | | | | | |
| 1st year | \$34.634 | \$1,385.36 | \$35.327 | \$1,413.08 | \$36.034 | \$1,441.36 |
| Journey | \$35.167 | \$1,406.68 | \$35.870 | \$1,434.80 | \$36.587 | \$1,463.48 |
| 21-322 Apprentice Animation Story Person and/or Apprentice Story Sketch | | | | | | |
| 1st 6 months | \$28.671 | \$1,146.84 | \$29.244 | \$1,169.76 | \$29.829 | \$1,193.16 |
| 2nd 6 months | \$32.999 | \$1,319.96 | \$33.659 | \$1,346.36 | \$34.332 | \$1,373.28 |
| <i>(Subject to right of Producer to request extension -- limited to one six-month extension)</i> | | | | | | |
| 21-332 Assistant Director | | | | | | |
| 1st 6 months | \$29.796 | \$1,191.84 | \$30.392 | \$1,215.68 | \$31.000 | \$1,240.00 |
| 2nd 6 months | \$32.499 | \$1,299.96 | \$33.149 | \$1,325.96 | \$33.812 | \$1,352.48 |
| 3rd 6 months | \$35.207 | \$1,408.28 | \$35.911 | \$1,436.44 | \$36.629 | \$1,465.16 |
| Journey | \$36.779 | \$1,471.16 | \$37.515 | \$1,500.60 | \$38.265 | \$1,530.60 |
| 21-335 Sheet Timer | | | | | | |
| 1st 6 months | \$29.796 | \$1,191.84 | \$30.392 | \$1,215.68 | \$31.000 | \$1,240.00 |
| 2nd 6 months | \$32.499 | \$1,299.96 | \$33.149 | \$1,325.96 | \$33.812 | \$1,352.48 |
| 3rd 6 months | \$35.207 | \$1,408.28 | \$35.911 | \$1,436.44 | \$36.629 | \$1,465.16 |
| Journey | \$36.779 | \$1,471.16 | \$37.515 | \$1,500.60 | \$38.265 | \$1,530.60 |
| 21-242 Scene Planner | | | | | | |
| 1st year | \$33.404 | \$1,336.16 | \$34.072 | \$1,362.88 | \$34.753 | \$1,390.12 |
| Journey | \$34.793 | \$1,391.72 | \$35.489 | \$1,419.56 | \$36.199 | \$1,447.96 |
| 21-252 Animation Checker | | | | | | |
| 1st 3 months | \$28.050 | \$1,122.00 | \$28.611 | \$1,144.44 | \$29.183 | \$1,167.32 |
| Next 9 months | \$28.855 | \$1,154.20 | \$29.432 | \$1,177.28 | \$30.021 | \$1,200.84 |
| Next 6 months | \$31.244 | \$1,249.76 | \$31.869 | \$1,274.76 | \$32.506 | \$1,300.24 |
| Next 6 months | \$32.081 | \$1,283.24 | \$32.723 | \$1,308.92 | \$33.377 | \$1,335.08 |
| Journey | \$33.490 | \$1,339.60 | \$34.160 | \$1,366.40 | \$34.843 | \$1,393.72 |

* Minimum scale for daily employees shall be 117.719% (which rate is inclusive of vacation and holiday pay) of the minimum basic hourly rate provided herein for such employee's classification.

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Wage Scales, August 1, 2009-July 31, 2012

| | | Weekly employment* | | | | | |
|---|--|------------------------------------|------------|-------------------------------------|------------|-------------------------------------|------------|
| | | First period 8/2/2009-7/31/2010 | | Second period 8/1/2010-7/30/2011 | | Third period 7/31/2011-7/31/2012 | |
| | | Hourly | Weekly | Hourly | Weekly | Hourly | Weekly |
| <u>INK AND PAINT (Inking, Special Effects, Painters)</u> | | | | | | | |
| 21-412 | Assistant Supervisor (Ink and Paint, Xerox, Color Model or Paint Lab) | | | | | | |
| | 1st 6 months | \$28.735 | \$1,149.40 | \$29.310 | \$1,172.40 | \$29.896 | \$1,195.84 |
| | 2nd 6 months | \$29.442 | \$1,177.68 | \$30.031 | \$1,201.24 | \$30.632 | \$1,225.28 |
| | Journey | \$30.431 | \$1,217.24 | \$31.040 | \$1,241.60 | \$31.661 | \$1,266.44 |
| 21-422 | Inker | | | | | | |
| | 1st month | \$24.996 | \$999.84 | \$25.496 | \$1,019.84 | \$26.006 | \$1,040.24 |
| | Next 6 months | \$26.357 | \$1,054.28 | \$26.884 | \$1,075.36 | \$27.422 | \$1,096.88 |
| | Next 6 months | \$27.077 | \$1,083.08 | \$27.619 | \$1,104.76 | \$28.171 | \$1,126.84 |
| | Journey | \$28.027 | \$1,121.08 | \$28.588 | \$1,143.52 | \$29.160 | \$1,166.40 |
| 21-442 | Ink Checker | | | | | | |
| | 1st year | \$28.461 | \$1,138.44 | \$29.030 | \$1,161.20 | \$29.611 | \$1,184.44 |
| | Journey | \$28.980 | \$1,159.20 | \$29.560 | \$1,182.40 | \$30.151 | \$1,206.04 |
| 21-452 | Special Effects | | | | | | |
| | 1st year | \$28.461 | \$1,138.44 | \$29.030 | \$1,161.20 | \$29.611 | \$1,184.44 |
| | Journey | \$28.980 | \$1,159.20 | \$29.560 | \$1,182.40 | \$30.151 | \$1,206.04 |
| 21-453 | Head Special Effects | | | | | | |
| | | \$29.796 | \$1,191.84 | \$30.392 | \$1,215.68 | \$31.000 | \$1,240.00 |
| 21-500 | Color Modelist | | | | | | |
| | 1st 6 months | \$27.357 | \$1,094.28 | \$27.904 | \$1,116.16 | \$28.462 | \$1,138.48 |
| | 2nd 6 months | \$28.088 | \$1,123.52 | \$28.650 | \$1,146.00 | \$29.223 | \$1,168.92 |
| | Journey | \$29.125 | \$1,165.00 | \$29.708 | \$1,188.32 | \$30.302 | \$1,212.08 |
| 21-501 | Color Stylist | | | | | | |
| | 1st 3 months | \$28.050 | \$1,122.00 | \$28.611 | \$1,144.44 | \$29.183 | \$1,167.32 |
| | Next 9 months | \$28.855 | \$1,154.20 | \$29.432 | \$1,177.28 | \$30.021 | \$1,200.84 |
| | Next 6 months | \$31.244 | \$1,249.76 | \$31.869 | \$1,274.76 | \$32.506 | \$1,300.24 |
| | Next 6 months | \$32.081 | \$1,283.24 | \$32.723 | \$1,308.92 | \$33.377 | \$1,335.08 |
| | Journey | \$33.490 | \$1,339.60 | \$34.160 | \$1,366.40 | \$34.843 | \$1,393.72 |
| 21-522 | Painter | | | | | | |
| | 1st month | \$24.996 | \$999.84 | \$25.496 | \$1,019.84 | \$26.006 | \$1,040.24 |
| | Next 6 months | \$25.981 | \$1,039.24 | \$26.501 | \$1,060.04 | \$27.031 | \$1,081.24 |
| | Next 6 months | \$26.732 | \$1,069.28 | \$27.267 | \$1,090.68 | \$27.812 | \$1,112.48 |
| | Journey | \$27.821 | \$1,112.84 | \$28.377 | \$1,135.08 | \$28.945 | \$1,157.80 |
| 21-542 | Xerox Processor | | | | | | |
| | 1st 3 mos | \$24.996 | \$999.84 | \$25.496 | \$1,019.84 | \$26.006 | \$1,040.24 |
| | 2nd 12 mos | \$27.191 | \$1,087.64 | \$27.735 | \$1,109.40 | \$28.290 | \$1,131.60 |
| | Journey | \$27.821 | \$1,112.84 | \$28.377 | \$1,135.08 | \$28.945 | \$1,157.80 |
| 21-552 | Key Xerox Processor | | | | | | |
| | | \$28.172 | \$1,126.88 | \$28.735 | \$1,149.40 | \$29.310 | \$1,172.40 |

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Wage Scales, August 1, 2009-July 31, 2012

| | Weekly employment* | | | | | |
|--|------------------------------------|------------|-------------------------------------|------------|-------------------------------------|------------|
| | First period 8/2/2009-7/31/2010 | | Second period 8/1/2010-7/30/2011 | | Third period 7/31/2011-7/31/2012 | |
| | Hourly | Weekly | Hourly | Weekly | Hourly | Weekly |
| <u>CHECKERS</u> | | | | | | |
| 21-562 Xerox Checker | | | | | | |
| 1st year | \$28.461 | \$1,138.44 | \$29.030 | \$1,161.20 | \$29.611 | \$1,184.44 |
| Journey | \$28.980 | \$1,159.20 | \$29.560 | \$1,182.40 | \$30.151 | \$1,206.04 |
| 21-572 Animation Stock Librarian | | | | | | |
| 1st 6 months | \$27.222 | \$1,088.88 | \$27.766 | \$1,110.64 | \$28.321 | \$1,132.84 |
| 2nd 6 months | \$27.909 | \$1,116.36 | \$28.467 | \$1,138.68 | \$29.036 | \$1,161.44 |
| Journey | \$28.980 | \$1,159.20 | \$29.560 | \$1,182.40 | \$30.151 | \$1,206.04 |
| 21-632 Production Final Checker/Mark-Up | | | | | | |
| 1st 6 months | \$27.222 | \$1,088.88 | \$27.766 | \$1,110.64 | \$28.321 | \$1,132.84 |
| 2nd 6 months | \$27.909 | \$1,116.36 | \$28.467 | \$1,138.68 | \$29.036 | \$1,161.44 |
| Journey | \$28.980 | \$1,159.20 | \$29.560 | \$1,182.40 | \$30.151 | \$1,206.04 |
| 21-633 Head Final Ckr | \$29.796 | \$1,191.84 | \$30.392 | \$1,215.68 | \$31.000 | \$1,240.00 |
| 21-652 Paint Checker | | | | | | |
| 1st 6 months | \$26.547 | \$1,061.88 | \$27.078 | \$1,083.12 | \$27.620 | \$1,104.80 |
| 2nd 6 months | \$27.314 | \$1,092.56 | \$27.860 | \$1,114.40 | \$28.417 | \$1,136.68 |
| Journey | \$28.312 | \$1,132.48 | \$28.878 | \$1,155.12 | \$29.456 | \$1,178.24 |
| 21-672 Picture Set-Up | | | | | | |
| 1st year | \$28.050 | \$1,122.00 | \$28.611 | \$1,144.44 | \$29.183 | \$1,167.32 |
| Journey | \$28.940 | \$1,157.60 | \$29.519 | \$1,180.76 | \$30.109 | \$1,204.36 |
| 21-682 Scan Checker | | | | | | |
| 1st 6 months | \$25.858 | \$1,034.32 | \$26.375 | \$1,055.00 | \$26.903 | \$1,076.12 |
| 2nd 6 months | \$26.571 | \$1,062.84 | \$27.102 | \$1,084.08 | \$27.644 | \$1,105.76 |
| Journey | \$27.534 | \$1,101.36 | \$28.085 | \$1,123.40 | \$28.647 | \$1,145.88 |
| 21-692 Cel Service | | | | | | |
| 1st 6 months | \$25.736 | \$1,029.44 | \$26.251 | \$1,050.04 | \$26.776 | \$1,071.04 |
| 2nd 6 months | \$26.407 | \$1,056.28 | \$26.935 | \$1,077.40 | \$27.474 | \$1,098.96 |
| Journey | \$27.250 | \$1,090.00 | \$27.795 | \$1,111.80 | \$28.351 | \$1,134.04 |
| 21-722 Mix and Match | | | | | | |
| 1st year | \$26.861 | \$1,074.44 | \$27.398 | \$1,095.92 | \$27.946 | \$1,117.84 |
| Journey | \$27.926 | \$1,117.04 | \$28.485 | \$1,139.40 | \$29.055 | \$1,162.20 |
| 21-742 Paint Technician | | | | | | |
| 1st year | \$29.009 | \$1,160.36 | \$29.589 | \$1,183.56 | \$30.181 | \$1,207.24 |
| Journey | \$30.017 | \$1,200.68 | \$30.617 | \$1,224.68 | \$31.229 | \$1,249.16 |
| 21-792 Letter Artist | | | | | | |
| 1st 6 months | \$31.244 | \$1,249.76 | \$31.869 | \$1,274.76 | \$32.506 | \$1,300.24 |
| 2nd 6 months | \$32.081 | \$1,283.24 | \$32.723 | \$1,308.92 | \$33.377 | \$1,335.08 |
| Journey | \$33.490 | \$1,339.60 | \$34.160 | \$1,366.40 | \$34.843 | \$1,393.72 |
| 21-222 Trainee | | | | | | |
| 1st 6 months | \$25.344 | \$1,013.76 | \$25.851 | \$1,034.04 | \$26.368 | \$1,054.72 |
| 2nd 6 months | \$26.553 | \$1,062.12 | \$27.084 | \$1,083.36 | \$27.626 | \$1,105.04 |
| 3rd 6 months | \$27.767 | \$1,110.68 | \$28.322 | \$1,132.88 | \$28.888 | \$1,155.52 |

* Minimum scale for daily employees shall be 117.719% (which rate is inclusive of vacation and holiday pay) of the minimum basic hourly rate provided herein for such employee's classification.

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Wage Scales, August 1, 2009-July 31, 2012

| | Weekly employment* | | | | | |
|--|------------------------------------|------------|-------------------------------------|------------|-------------------------------------|------------|
| | First period 8/2/2009-7/31/2010 | | Second period 8/1/2010-7/30/2011 | | Third period 7/31/2011-7/31/2012 | |
| | Hourly | Weekly | Hourly | Weekly | Hourly | Weekly |
| <u>COMIC STRIP (Work presently assigned)</u> | | | | | | |
| 21-812 Class I (Story Person or Artist doing two Sunday pages or six daily strips per week) | | | | | | |
| 1st year | \$36.024 | \$1,440.96 | \$36.744 | \$1,469.76 | \$37.479 | \$1,499.16 |
| After 1 year in classification | \$37.610 | \$1,504.40 | \$38.362 | \$1,534.48 | \$39.129 | \$1,565.16 |
| 21-822 Class II (Writes or draws one Sunday page per week) | | | | | | |
| 1st year | \$32.585 | \$1,303.40 | \$33.237 | \$1,329.48 | \$33.902 | \$1,356.08 |
| After 1 year in classification | \$33.893 | \$1,355.72 | \$34.571 | \$1,382.84 | \$35.262 | \$1,410.48 |
| 21-832 Staff Assistant | | | | | | |
| 1st year | \$25.216 | \$1,008.64 | \$25.720 | \$1,028.80 | \$26.234 | \$1,049.36 |
| 2nd year | \$26.302 | \$1,052.08 | \$26.828 | \$1,073.12 | \$27.365 | \$1,094.60 |
| 3rd year | \$27.736 | \$1,109.44 | \$28.291 | \$1,131.64 | \$28.857 | \$1,154.28 |
| Journey | \$28.246 | \$1,129.84 | \$28.811 | \$1,152.44 | \$29.387 | \$1,175.48 |
| <u>COMIC STRIP (New work)</u> | | | | | | |
| 21-842 Six Panels (Writes and draws) | | | | | | |
| 1st year | \$29.332 | \$1,173.28 | \$29.919 | \$1,196.76 | \$30.517 | \$1,220.68 |
| After 1 year in classification | \$30.602 | \$1,224.08 | \$31.214 | \$1,248.56 | \$31.838 | \$1,273.52 |
| 21-852 Six Strips (Writes and draws) | | | | | | |
| 1st year | \$32.585 | \$1,303.40 | \$33.237 | \$1,329.48 | \$33.902 | \$1,356.08 |
| After 1 year in classification | \$33.893 | \$1,355.72 | \$34.571 | \$1,382.84 | \$35.262 | \$1,410.48 |
| 21-862 One Sunday Page (Writes and draws) | | | | | | |
| 1st year | \$29.332 | \$1,173.28 | \$29.919 | \$1,196.76 | \$30.517 | \$1,220.68 |
| After 1 year in classification | \$30.602 | \$1,224.08 | \$31.214 | \$1,248.56 | \$31.838 | \$1,273.52 |
| <u>PROMOTION AND PUBLICITY ARTISTS</u> | | | | | | |
| 21-872 Class I (Responsible) | | | | | | |
| 1st year | \$36.024 | \$1,440.96 | \$36.744 | \$1,469.76 | \$37.479 | \$1,499.16 |
| After 1 year in classification | \$37.675 | \$1,507.00 | \$38.429 | \$1,537.16 | \$39.198 | \$1,567.92 |
| 21-882 Class II (Assistant) | | | | | | |
| 1st year | \$32.585 | \$1,303.40 | \$33.237 | \$1,329.48 | \$33.902 | \$1,356.08 |
| After 1 year in classification | \$33.893 | \$1,355.72 | \$34.571 | \$1,382.84 | \$35.262 | \$1,410.48 |

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Wage Scales, August 1, 2009-July 31, 2012

Unit rates

| <u>WRITING AND STORYBOARD</u> <u>CLASSIFICATION</u> | First period 8/2/2009- 7/31/2010 | Second period 8/1/2010- 7/30/2011 | Third period 7/31/2011- 7/31/2012 | <u>H & W & Pension</u> | |
|--|--|--|---|--------------------------------|-------------------------|
| | | | | <u>Hours</u> | |
| | | | | 8/1/2009- 7/30/2011 | 7/31/2011- 7/31/2012 |
| <u>SHORT SUBJECTS - 4 to 7 Minutes (TV or Theatrical)</u> | | | | | |
| Synopsis and Outline | \$851.76 | \$868.80 | \$886.18 | 22 | 33 |
| Storyboard Only | \$1,181.18 | \$1,204.80 | \$1,228.90 | 30 | 40 |
| Teleplay or Screenplay | \$2,034.81 | \$2,075.51 | \$2,117.02 | 50 | 67 |
| <u>SHORT SUBJECTS - Over 7 to 15 minutes (TV or Theatrical)</u> | | | | | |
| Synopsis and Outline | \$859.49 | \$876.68 | \$894.21 | 35 | 47 |
| Storyboard Only | \$1,430.36 | \$1,458.97 | \$1,488.15 | 38 | 51 |
| Teleplay or Screenplay | \$2,803.36 | \$2,859.43 | \$2,916.62 | 115 | 153 |
| <u>HALF-HOUR SUBJECTS (TV or Theatrical)</u> | | | | | |
| Synopsis and Outline | \$1,528.99 | \$1,559.57 | \$1,590.76 | 68 | 91 |
| Storyboard Only | \$2,716.20 | \$2,770.52 | \$2,825.93 | 75 | 100 |
| Teleplay or Screenplay | \$5,373.01 | \$5,480.47 | \$5,590.08 | 232 | 309 |
| <u>HALF-HOUR SUBJECTS (TV or Theatrical) - "New Animation Writers"§</u> | | | | | |
| Synopsis and Outline | \$1,409.00 | \$1,437.18 | \$1,465.92 | 68 | 91 |
| Teleplay or Screenplay | \$4,951.34 | \$5,050.37 | \$5,151.38 | 232 | 309 |
| <u>ONE HOUR OR MORE SUBJECTS (TV or Theatrical)</u> | | | | | |
| Synopsis and Outline | \$2,275.42 | \$2,320.93 | \$2,367.35 | 70 | 93 |
| Storyboard Only | \$4,051.40 | \$4,132.43 | \$4,215.08 | 113 | 151 |
| Teleplay or Screenplay | \$8,082.59 | \$8,244.24 | \$8,409.12 | 230 | 307 |
| <u>ONE HOUR OR MORE SUBJECTS (TV or Theatrical) - "New Animation Writers"§</u> | | | | | |
| Synopsis and Outline | \$2,086.60 | \$2,128.33 | \$2,170.90 | 70 | 93 |
| Teleplay or Screenplay | \$7,411.92 | \$7,560.16 | \$7,711.36 | 230 | 307 |

In reference to the above Unit rates, the Employer may require two re-writes or re-works after the presentation by the Story Person/ Animation Writer without additional compensation. If an additional re-write or re-work is required by the Employer, an additional 20% of the original Unit maximum shall be paid for each re-write or re-work. Any amount negotiated in excess of the above minimums may be applied against any additional compensation for re-write or rework when due.

§ In the event a script written by such a writer is produced, said Animation Story Person/Animation Writer shall be paid the difference between the applicable New Animation Writer rate and the Journey-person rate.

THE ANIMATION GUILD, LOCAL 839 I. A. T. S. E.

Wage Scales, August 1, 2009-July 31, 2012

Weekly employment*

SIDELETTER A

[Disney - Compositor]

| | First period 8/2/2009-7/31/2010 | | Second period 8/1/2010-7/30/2011 | | Third period 7/31/2011-7/31/2012 | |
|-------------------|------------------------------------|---------------|-------------------------------------|---------------|-------------------------------------|---------------|
| | <u>Hourly</u> | <u>Weekly</u> | <u>Hourly</u> | <u>Weekly</u> | <u>Hourly</u> | <u>Weekly</u> |
| Compositor | | | | | | |
| 1st month | \$24.996 | \$999.84 | \$25.496 | \$1,019.84 | \$26.006 | \$1,040.24 |
| Next 6 months | \$25.981 | \$1,039.24 | \$26.501 | \$1,060.04 | \$27.031 | \$1,081.24 |
| Next 6 months | \$26.732 | \$1,069.28 | \$27.267 | \$1,090.68 | \$27.812 | \$1,112.48 |
| Journey | \$27.821 | \$1,112.84 | \$28.377 | \$1,135.08 | \$28.945 | \$1,157.80 |

* Minimum scale for daily employees shall be 117.719% (which rate is inclusive of vacation and holiday pay) of the minimum basic hourly rate provided herein for such employee's classification.

THE ANIMATION GUILD, LOCAL 839 I. A. T. S. E.

Wage Scales, August 1, 2009-July 31, 2012

Weekly employment*

SIDELETTER B

[Warner Bros. - Visual Development]

| | First period 8/2/2009-7/31/2010 | | Second period 8/1/2010-7/30/2011 | | Third period 7/31/2011-7/31/2012 | |
|---------------------------|------------------------------------|---------------|-------------------------------------|---------------|-------------------------------------|---------------|
| | <u>Hourly</u> | <u>Weekly</u> | <u>Hourly</u> | <u>Weekly</u> | <u>Hourly</u> | <u>Weekly</u> |
| Visual Development | | | | | | |
| 1st 6 months | \$36.885 | \$1,475.40 | \$37.623 | \$1,504.92 | \$38.375 | \$1,535.00 |
| 2nd 6 months | \$37.726 | \$1,509.04 | \$38.481 | \$1,539.24 | \$39.251 | \$1,570.04 |
| Journey | \$39.133 | \$1,565.32 | \$39.916 | \$1,596.64 | \$40.714 | \$1,628.56 |

* Minimum scale for daily employees shall be 117.719% (which rate is inclusive of vacation and holiday pay) of the minimum basic hourly rate provided herein for such employee's classification.

THE ANIMATION GUILD, LOCAL 839 I. A. T. S. E.

Weekly employment*

SIDELETTER C

[Warner Bros. - CGI Animator/Modeler]

| | First period | | Second period | | Third period | |
|---|--------------------|---------------|--------------------|---------------|---------------------|---------------|
| | 8/2/2009-7/31/2010 | | 8/1/2010-7/30/2011 | | 7/31/2011-7/31/2012 | |
| | <u>Hourly</u> | <u>Weekly</u> | <u>Hourly</u> | <u>Weekly</u> | <u>Hourly</u> | <u>Weekly</u> |
| CGI Animator/Modeler | | | | | | |
| 1st 6 months | \$36.885 | \$1,475.40 | \$37.623 | \$1,504.92 | \$38.375 | \$1,535.00 |
| 2nd 6 months | \$37.726 | \$1,509.04 | \$38.481 | \$1,539.24 | \$39.251 | \$1,570.04 |
| Journey | \$39.133 | \$1,565.32 | \$39.916 | \$1,596.64 | \$40.714 | \$1,628.56 |
| Key Assistant CGI Animator/Modeler | | | | | | |
| | \$37.503 | \$1,500.12 | \$38.253 | \$1,530.12 | \$39.018 | \$1,560.72 |
| Assistant CGI Animator/Modeler I | | | | | | |
| 1st 6 months | \$31.244 | \$1,249.76 | \$31.869 | \$1,274.76 | \$32.506 | \$1,300.24 |
| 2nd 6 months | \$32.019 | \$1,280.76 | \$32.659 | \$1,306.36 | \$33.312 | \$1,332.48 |
| Journey | \$33.490 | \$1,339.60 | \$34.160 | \$1,366.40 | \$34.843 | \$1,393.72 |
| Assistant CGI Animator/Modeler II | | | | | | |
| 1st year | \$28.627 | \$1,145.08 | \$29.200 | \$1,168.00 | \$29.784 | \$1,191.36 |
| Journey | \$29.420 | \$1,176.80 | \$30.008 | \$1,200.32 | \$30.608 | \$1,224.32 |
| Assistant CGI Animator/Modeler III | | | | | | |
| 1st 6 months | \$26.547 | \$1,061.88 | \$27.078 | \$1,083.12 | \$27.620 | \$1,104.80 |
| 2nd 6 months | \$27.314 | \$1,092.56 | \$27.860 | \$1,114.40 | \$28.417 | \$1,136.68 |
| Journey | \$28.312 | \$1,132.48 | \$28.878 | \$1,155.12 | \$29.456 | \$1,178.24 |

* Minimum scale for daily employees shall be 117.719% (which rate is inclusive of vacation and holiday pay) of the minimum basic hourly rate provided herein for such employee's classification.

THE ANIMATION GUILD, LOCAL 839 I. A. T. S. E.

Wage Scales, August 1, 2009-July 31, 2012

Weekly employment*

SIDELETTER D

[Disney – Technical Directors]

| | First period 8/2/2009-7/31/2010 | | Second period 8/1/2010-7/30/2011 | | Third period 7/31/2011-7/31/2012 | |
|--|------------------------------------|---------------|-------------------------------------|---------------|-------------------------------------|---------------|
| | <u>Hourly</u> | <u>Weekly</u> | <u>Hourly</u> | <u>Weekly</u> | <u>Hourly</u> | <u>Weekly</u> |
| Production Technical Director I | | | | | | |
| 1st 6 months | \$36.885 | \$1,475.40 | \$37.623 | \$1,504.92 | \$38.375 | \$1,535.00 |
| 2nd 6 months | \$37.726 | \$1,509.04 | \$38.481 | \$1,539.24 | \$39.251 | \$1,570.04 |
| Journey | \$39.133 | \$1,565.32 | \$39.916 | \$1,596.64 | \$40.714 | \$1,628.56 |
| Production Technical Director II | | | | | | |
| | \$37.503 | \$1,500.12 | \$38.253 | \$1,530.12 | \$39.018 | \$1,560.72 |
| Production Technical Director III | | | | | | |
| 1st 6 months | \$31.244 | \$1,249.76 | \$31.869 | \$1,274.76 | \$32.506 | \$1,300.24 |
| 2nd 6 months | \$32.019 | \$1,280.76 | \$32.659 | \$1,306.36 | \$33.312 | \$1,332.48 |
| Journey | \$33.490 | \$1,339.60 | \$34.160 | \$1,366.40 | \$34.843 | \$1,393.72 |
| Production Technical Director IV | | | | | | |
| 1st year | \$28.627 | \$1,145.08 | \$29.200 | \$1,168.00 | \$29.784 | \$1,191.36 |
| Journey | \$29.420 | \$1,176.80 | \$30.008 | \$1,200.32 | \$30.608 | \$1,224.32 |
| Production Technical Director V | | | | | | |
| 1st 6 months | \$26.547 | \$1,061.88 | \$27.078 | \$1,083.12 | \$27.620 | \$1,104.80 |
| 2nd 6 months | \$27.314 | \$1,092.56 | \$27.860 | \$1,114.40 | \$28.417 | \$1,136.68 |
| Journey | \$28.312 | \$1,132.48 | \$28.878 | \$1,155.12 | \$29.456 | \$1,178.24 |

* Minimum scale for daily employees shall be 117.719% (which rate is inclusive of vacation and holiday pay) of the minimum basic hourly rate provided herein for such employee's classification.

THE ANIMATION GUILD, LOCAL 839 I. A. T. S. E.

Wage Scales, August 1, 2009-July 31, 2012

Weekly employment*

SIDELETTER E
[DreamWorks SKG]

| | First period 8/2/2009-7/31/2010 | | Second period 8/1/2010-7/30/2011 | | Third period 7/31/2011-7/31/2012 | |
|---|------------------------------------|------------|-------------------------------------|------------|-------------------------------------|------------|
| | Hourly | Weekly | Hourly | Weekly | Hourly | Weekly |
| CGI Animator/Modeler 1¹ | | | | | | |
| 1st 6 months | \$36.885 | \$1,475.40 | n/a | n/a | n/a | n/a |
| 2nd 6 months | \$37.726 | \$1,509.04 | n/a | n/a | n/a | n/a |
| CGI Animator/Modeler 1 | | | | | | |
| 1st 12 months | \$37.305 | \$1,492.20 | \$38.051 | \$1,522.04 | \$38.812 | \$1,552.48 |
| Journey | \$39.133 | \$1,565.32 | \$39.916 | \$1,596.64 | \$40.714 | \$1,628.56 |
| CGI Animator/Modeler 2 | | | | | | |
| | \$37.503 | \$1,500.12 | \$38.253 | \$1,530.12 | \$39.018 | \$1,560.72 |
| CGI Animator/Modeler 3¹ | | | | | | |
| 1st 6 months | \$31.244 | \$1,249.76 | n/a | n/a | n/a | n/a |
| 2nd 6 months | \$32.019 | \$1,280.76 | n/a | n/a | n/a | n/a |
| CGI Animator/Modeler 3 | | | | | | |
| 1st 12 months | \$31.631 | \$1,265.24 | \$32.264 | \$1,290.56 | \$32.909 | \$1,316.36 |
| Journey | \$33.490 | \$1,339.60 | \$34.160 | \$1,366.40 | \$34.843 | \$1,393.72 |
| CGI Animator/Modeler 4 | | | | | | |
| 1st 12 months ² | \$28.627 | \$1,145.08 | \$29.200 | \$1,168.00 | \$29.784 | \$1,191.36 |
| Journey | \$29.420 | \$1,176.80 | \$30.008 | \$1,200.32 | \$30.608 | \$1,224.32 |
| CGI Animator/Modeler 5¹ | | | | | | |
| 1st 6 months | \$26.547 | \$1,061.88 | n/a | n/a | n/a | n/a |
| 2nd 6 months | \$27.314 | \$1,092.56 | n/a | n/a | n/a | n/a |
| CGI Animator/Modeler 5 | | | | | | |
| 1st 12 months | \$26.930 | \$1,077.20 | \$27.469 | \$1,098.76 | \$28.018 | \$1,120.72 |
| Journey | \$28.312 | \$1,132.48 | \$28.878 | \$1,155.12 | \$29.456 | \$1,178.24 |

¹ These "1st 6 months" and "2nd 6 months" rates are only applicable to artists who are employed in either the "1st 6 months" or "2nd 6 months" pre-Journey level prior to August 2, 2009.

² This rate is not available for the animator position. An animator being promoted from CGI Animator/Modeler 5 to CGI Animator/Modeler 4 shall go directly to CGI Animator/Modeler 4, Journey.

* Minimum scale for daily employees shall be 117.719% (which rate is inclusive of vacation and holiday pay) of the minimum basic hourly rate provided herein for such employee's classification.

THE ANIMATION GUILD, LOCAL 839 I. A. T. S. E.

Wage Scales, August 1, 2009-July 31, 2012

Weekly employment*

SIDELETTER E
[DreamWorks SKG]

| | First period 8/2/2009-7/31/2010 | | Second period 8/1/2010-7/30/2011 | | Third period 7/31/2011-7/31/2012 | |
|--|------------------------------------|------------|-------------------------------------|------------|-------------------------------------|------------|
| | Hourly | Weekly | Hourly | Weekly | Hourly | Weekly |
| Digital Scene Planning | | | | | | |
| 1st year | \$33.404 | \$1,336.16 | \$34.072 | \$1,362.88 | \$34.753 | \$1,390.12 |
| Journey | \$34.793 | \$1,391.72 | \$35.489 | \$1,419.56 | \$36.199 | \$1,447.96 |
| Scan Checker¹ | | | | | | |
| 1st 6 months | \$25.858 | \$1,034.32 | n/a | n/a | n/a | n/a |
| 2nd 6 months | \$26.571 | \$1,062.84 | n/a | n/a | n/a | n/a |
| Scan Checker | | | | | | |
| 1st 12 months | \$26.215 | \$1,048.60 | \$26.739 | \$1,069.56 | \$27.274 | \$1,090.96 |
| Journey | \$27.955 | \$1,118.20 | \$28.514 | \$1,140.56 | \$29.084 | \$1,163.36 |
| Digital Check | | | | | | |
| 1st 3 months | \$28.050 | \$1,122.00 | \$28.611 | \$1,144.44 | \$29.183 | \$1,167.32 |
| Next 9 months | \$28.855 | \$1,154.20 | \$29.432 | \$1,177.28 | \$30.021 | \$1,200.84 |
| Next 6 months | \$31.244 | \$1,249.76 | \$31.869 | \$1,274.76 | \$32.506 | \$1,300.24 |
| Next 6 months | \$32.081 | \$1,283.24 | \$32.723 | \$1,308.92 | \$33.377 | \$1,335.08 |
| Journey | \$33.490 | \$1,339.60 | \$34.160 | \$1,366.40 | \$34.843 | \$1,393.72 |
| Production Technical Director 1¹ | | | | | | |
| 1st 6 months | \$36.885 | \$1,475.40 | n/a | n/a | n/a | n/a |
| 2nd 6 months | \$37.726 | \$1,509.04 | n/a | n/a | n/a | n/a |
| Production Technical Director 1 | | | | | | |
| 1st 12 months | \$37.305 | \$1,492.20 | \$38.051 | \$1,522.04 | \$38.812 | \$1,552.48 |
| Journey | \$39.133 | \$1,565.32 | \$39.916 | \$1,596.64 | \$40.714 | \$1,628.56 |
| Production Technical Director 2³ | | | | | | |
| 1st 9 months | \$34.574 | \$1,382.96 | \$35.265 | \$1,410.60 | n/a | n/a |
| 2nd 9 months | \$35.656 | \$1,426.24 | \$36.369 | \$1,454.76 | n/a | n/a |

¹ These "1st 6 months" and "2nd 6 months" rates are only applicable to artists who are employed in either the "1st 6 months" or "2nd 6 months" pre-Journey level prior to August 2, 2009.

³ These "1st 9 months" and "2nd 9 months" rates are only applicable to artists who are employed in either the "1st 9 months" or "2nd 9 months" pre-Journey level prior to August 2, 2009.

* Minimum scale for daily employees shall be 117.719% (which rate is inclusive of vacation and holiday pay) of the minimum basic hourly rate provided herein for such employee's classification.

THE ANIMATION GUILD, LOCAL 839 I. A. T. S. E.

Wage Scales, August 1, 2009-July 31, 2012

Weekly employment*

SIDELETTER E
[DreamWorks SKG]

| | First period 8/2/2009-7/31/2010 | | Second period 8/1/2010-7/30/2011 | | Third period 7/31/2011-7/31/2012 | |
|--|------------------------------------|------------|-------------------------------------|------------|-------------------------------------|------------|
| | Hourly | Weekly | Hourly | Weekly | Hourly | Weekly |
| Production Technical Director 3¹ | | | | | | |
| 1st 6 months | \$31.244 | \$1,249.76 | n/a | n/a | n/a | n/a |
| 2nd 6 months | \$32.019 | \$1,280.76 | n/a | n/a | n/a | n/a |
| Production Technical Director 3 | | | | | | |
| 1st 12 months | \$31.631 | \$1,265.24 | \$32.264 | \$1,290.56 | \$32.909 | \$1,316.36 |
| Journey | \$33.490 | \$1,339.60 | \$34.160 | \$1,366.40 | \$34.843 | \$1,393.72 |
| Production Technical Director 4 | | | | | | |
| 1st 12 months | \$28.627 | \$1,145.08 | \$29.200 | \$1,168.00 | \$29.784 | \$1,191.36 |
| Journey | \$29.420 | \$1,176.80 | \$30.008 | \$1,200.32 | \$30.608 | \$1,224.32 |
| Production Technical Director 5¹ | | | | | | |
| 1st 6 months | \$26.547 | \$1,061.88 | n/a | n/a | n/a | n/a |
| 2nd 6 months | \$27.314 | \$1,092.56 | n/a | n/a | n/a | n/a |
| Production Technical Director 5 | | | | | | |
| 1st 12 months | \$26.930 | \$1,077.20 | \$27.469 | \$1,098.76 | \$28.018 | \$1,120.72 |
| Journey | \$28.312 | \$1,132.48 | \$28.878 | \$1,155.12 | \$29.456 | \$1,178.24 |
| Digital Painter | | | | | | |
| 1st month | \$24.996 | \$999.84 | \$25.496 | \$1,019.84 | \$26.006 | \$1,040.24 |
| Next 6 months | \$25.981 | \$1,039.24 | \$26.501 | \$1,060.04 | \$27.031 | \$1,081.24 |
| Next 6 months | \$26.732 | \$1,069.28 | \$27.267 | \$1,090.68 | \$27.812 | \$1,112.48 |
| Journey | \$27.821 | \$1,112.84 | \$28.377 | \$1,135.08 | \$28.945 | \$1,157.80 |
| Trainee⁴ | | | | | | |
| 1st 6 months | \$23.347 | \$933.88 | \$23.814 | \$952.56 | \$24.290 | \$971.60 |
| 2nd 6 months | \$25.337 | \$1,013.48 | \$25.844 | \$1,033.76 | \$26.361 | \$1,054.44 |
| 3rd 6 months | \$26.402 | \$1,056.08 | \$26.930 | \$1,077.20 | \$27.469 | \$1,098.76 |

¹ These "1st 6 months" and "2nd 6 months" rates are only applicable to artists who are employed in either the "1st 6 months" or "2nd 6 months" pre-Journey level prior to August 2, 2009.

⁴ For Trainees hired after 8/2/2009 only. The 21-222 Trainee minimum (page 4) shall apply for trainees hired on or before 8/2/2009.

* Minimum scale for daily employees shall be 117.719% (which rate is inclusive of vacation and holiday pay) of the minimum basic hourly rate provided herein for such employee's classification.

THE ANIMATION GUILD, LOCAL 839 I. A. T. S. E.

Wage Scales, August 1, 2009-July 31, 2012

Weekly employment*

SIDELETTER F

[Disney - Animation/Timing Directors]

| | First period | | Second period | | Third period | |
|---------------------------|--------------------|---------------|--------------------|---------------|---------------------|---------------|
| | 8/2/2009-7/31/2010 | | 8/1/2010-7/30/2011 | | 7/31/2011-7/31/2012 | |
| | <u>Hourly</u> | <u>Weekly</u> | <u>Hourly</u> | <u>Weekly</u> | <u>Hourly</u> | <u>Weekly</u> |
| Animation Director | | | | | | |
| 1st 6 months | \$43.099 | \$1,723.96 | \$43.961 | \$1,758.44 | \$44.840 | \$1,793.60 |
| 2nd 6 months | \$44.084 | \$1,763.36 | \$44.966 | \$1,798.64 | \$45.865 | \$1,834.60 |
| Journey | \$45.743 | \$1,829.72 | \$46.658 | \$1,866.32 | \$47.591 | \$1,903.64 |
| Timing Director | | | | | | |
| 1st 6 months | \$41.325 | \$1,653.00 | \$42.152 | \$1,686.08 | \$42.995 | \$1,719.80 |
| 2nd 6 months | \$42.269 | \$1,690.76 | \$43.114 | \$1,724.56 | \$43.976 | \$1,759.04 |
| Journey | \$43.855 | \$1,754.20 | \$44.732 | \$1,789.28 | \$45.627 | \$1,825.08 |

* Minimum scale for daily employees shall be 117.719% (which rate is inclusive of vacation and holiday pay) of the minimum basic hourly rate provided herein for such employee's classification.

THE ANIMATION GUILD, LOCAL 839 I. A. T. S. E.

Wage Scales, August 1, 2009-July 31, 2012

Weekly employment*

SIDELETTER G

[Disney - 3D Compositors]

| | First period 8/2/2009-7/31/2010 | | Second period 8/1/2010-7/30/2011 | | Third period 7/31/2011-7/31/2012 | |
|-----------------------------|------------------------------------|---------------|-------------------------------------|---------------|-------------------------------------|---------------|
| | <u>Hourly</u> | <u>Weekly</u> | <u>Hourly</u> | <u>Weekly</u> | <u>Hourly</u> | <u>Weekly</u> |
| CGI 3D Compositor I | | | | | | |
| 1st 6 months | \$35.024 | \$1,400.96 | \$35.724 | \$1,428.96 | \$36.438 | \$1,457.52 |
| CGI 3D Compositor II | | | | | | |
| First 3 months | \$28.050 | \$1,122.00 | \$28.611 | \$1,144.44 | \$29.183 | \$1,167.32 |
| Next 9 months | \$28.855 | \$1,154.20 | \$29.432 | \$1,177.28 | \$30.021 | \$1,200.84 |
| Next 6 months | \$31.244 | \$1,249.76 | \$31.869 | \$1,274.76 | \$32.506 | \$1,300.24 |
| Next 6 months | \$32.081 | \$1,283.24 | \$32.723 | \$1,308.92 | \$33.377 | \$1,335.08 |
| Journey | \$33.490 | \$1,339.60 | \$34.160 | \$1,366.40 | \$34.843 | \$1,393.72 |

* Minimum scale for daily employees shall be 117.719% (which rate is inclusive of vacation and holiday pay) of the minimum basic hourly rate provided herein for such employee's classification.

THE ANIMATION GUILD, LOCAL 839 I. A. T. S. E.

Wage Scales, August 1, 2009-July 31, 2012

Weekly employment*

SIDELETTER H

[Warner Bros. - Animation Processors]

| | First period | | Second period | | Third period | |
|-----------------------------------|--------------------|---------------|--------------------|---------------|---------------------|---------------|
| | 8/2/2009-7/31/2010 | | 8/1/2010-7/30/2011 | | 7/31/2011-7/31/2012 | |
| | <u>Hourly</u> | <u>Weekly</u> | <u>Hourly</u> | <u>Weekly</u> | <u>Hourly</u> | <u>Weekly</u> |
| 21-162 Animation Processor | | | | | | |
| 1st 6 months | \$26.547 | \$1,061.88 | \$27.078 | \$1,083.12 | \$27.620 | \$1,104.80 |
| 2nd 6 months | \$27.314 | \$1,092.56 | \$27.860 | \$1,114.40 | \$28.417 | \$1,136.68 |
| Journey | \$28.312 | \$1,132.48 | \$28.878 | \$1,155.12 | \$29.456 | \$1,178.24 |

The job of Animation Processor shall entail animatics work (the synching of production board images to soundtrack), cataloguing and storing black and white and color images from overseas studios which are used to repair or change images that also came back from overseas. Further, they shall be doing scanning work and line repair.

* Minimum scale for daily employees shall be 117.719% (which rate is inclusive of vacation and holiday pay) of the minimum basic hourly rate provided herein for such employee's classification.

THE ANIMATION GUILD, LOCAL 839 I. A. T. S. E.

Wage Scales, August 1, 2009-July 31, 2012

Weekly employment*

SIDELETTER I

[Cartoon Network Studios - 2D Digital Animator]

| | First period 8/2/2009-7/31/2010 | | Second period 8/1/2010-7/30/2011 | | Third period 7/31/2011-7/31/2012 | |
|--|------------------------------------|---------------|-------------------------------------|---------------|-------------------------------------|---------------|
| | <u>Hourly</u> | <u>Weekly</u> | <u>Hourly</u> | <u>Weekly</u> | <u>Hourly</u> | <u>Weekly</u> |
| 21-951 Digital Animator I | | | | | | |
| 1st 6 months | \$36.885 | \$1,475.40 | \$37.623 | \$1,504.92 | \$38.375 | \$1,535.00 |
| 2nd 6 months | \$37.726 | \$1,509.04 | \$38.481 | \$1,539.24 | \$39.251 | \$1,570.04 |
| Journey | \$39.133 | \$1,565.32 | \$39.916 | \$1,596.64 | \$40.714 | \$1,628.56 |
| 21-952 Digital Animator II | | | | | | |
| 1st 6 months | \$31.244 | \$1,249.76 | \$31.869 | \$1,274.76 | \$32.506 | \$1,300.24 |
| 2nd 6 months | \$32.019 | \$1,280.76 | \$32.659 | \$1,306.36 | \$33.312 | \$1,332.48 |
| Journey | \$33.490 | \$1,339.60 | \$34.160 | \$1,366.40 | \$34.843 | \$1,393.72 |
| 21-953 Digital Animator Trainee | | | | | | |
| 1st 6 months | \$25.344 | \$1,013.76 | \$25.851 | \$1,034.04 | \$26.368 | \$1,054.72 |
| 2nd 6 months | \$26.553 | \$1,062.12 | \$27.084 | \$1,083.36 | \$27.626 | \$1,105.04 |
| Journey | \$27.767 | \$1,110.68 | \$28.322 | \$1,132.88 | \$28.888 | \$1,155.52 |

* Minimum scale for daily employees shall be 117.719% (which rate is inclusive of vacation and holiday pay) of the minimum basic hourly rate provided herein for such employee's classification.