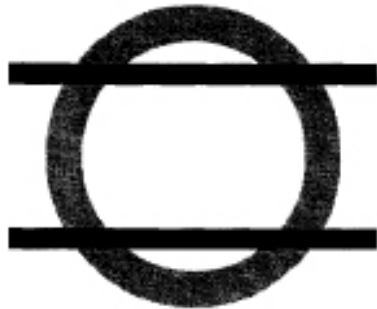


NICKELODEON

2008-2011



**AGREEMENT OF
OCTOBER 9, 2008
BETWEEN
NICKELODEON ANIMATION
STUDIOS, INC., AND
THE ANIMATION GUILD,
LOCAL 839 I.A.T.S.E.**



Animation Guild, Local 839 IATSE
1105 N. Hollywood Way
Burbank, CA 91505
(818) 845-7500

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement ("MOA") is entered into between The Animation Guild and Affiliated Optical Electronic and Graphic Arts, Local 839 IATSE ("TAG") and Nickelodeon Animation Studios, Inc. ("NASI").

TAG and NASI hereby agree that this MOA shall constitute a successor collective bargaining agreement to the collective bargaining agreement between TAG and NASI for the period from October 9, 2005, to October 8, 2008 (the "CBA").

The terms of this MOA shall be effective as of October 9, 2008.

1. Except as otherwise provided herein, the wages, hours, and other terms and conditions of employment for the Employees shall be those set forth in the contract negotiated by TAG with the major animation producers, dated as of August 1, 2006 (the "Contract").
2. Article 4, paragraph 1 of the Contract shall be revised to provide:
 - I. Technological Change:
 1. Definition of Technological Change: [Retain as per Contract]
 2. Producer's Right to Institute Technological Changes: The parties hereto agree that Producer has the unrestricted right to make technological changes and that such right shall not be subject to grievance or arbitration or any other proceeding. However, Producer's right to make technological changes shall be subject to the provisions of subparagraphs 3, 4 and 6 of this Article 4, paragraph 1.
 3. Notice of Technological Change: [Retain as per Contract]
 4. Retraining: If any technological change permanently displaces any person in the performance of his or her job classification for Producer, Producer shall make its best effort to assist Union in the retraining of such person.
 5. Displacement Pay: [Delete in full]
 6. Negotiation of New Rates: [Retain as per Contract]
 7. Experimental Technological Changes: [Retain as per Contract]
 8. Disputes Concerning Retraining and Negotiation of New Rates: If a dispute arises between Union and Producer with respect to any

determination required by subparagraphs 4, 6 or 7 of this Article 4, paragraph I, such dispute shall be subject to the grievance procedure set forth in Article 15 of this Agreement, but any award arising out of such grievance or arbitration shall be limited to the enforcement of the provisions of said subparagraphs hereof and shall not affect Producer's right to make technological changes.

9. "Qualified Years": [Delete in full]

3. Article 14, Dismissal Pay, of the Contract shall be revised to provide:
- A. Whenever an employee has been laid off by the Producer for more than ninety (90) days and has not been offered employment by the Producer during that time and is eligible for Dismissal Pay, upon written application of the employee to the Producer he or she shall be paid dismissal pay according to the provisions of this Article.
 - B. Employees with six (6) months but less than one (1) year of continuous employment shall receive one (1) week's pay.
 - C. Employees with one (1) or more years of continuous employment shall receive two (2) weeks' pay.
 - D. Employees who are discharged for cause or who voluntarily resign (including failure to accept any job assignment commensurate with the employee's experience at an hourly rate not less than such employee's then-current hourly rate; however, in no instance shall the rate exceed one hundred ten percent (110%) of the average hourly rate for bargaining unit work performed by such employee for Producer over the preceding one (1) year period) or who are laid off as a result of physical incapacity, epidemic, fire, action of the elements, strikes, walk-outs, labor disputes, governmental order, court order or order of any other legally constituted body, act of God, public enemy, war, riot, civil commotion, or for any other cause or causes beyond the control of the Producer, whether of the same or any other nature, shall not be entitled to the above Dismissal Pay.
 - E. For purposes of this Article only, continuous employment shall begin from the employee's starting date. Continuous employment shall be broken by:
 - 1. Voluntary resignation (including failure to accept any job assignment commensurate with the employee's experience at an hourly rate not less than such employee's then-current hourly rate; however, in no instance shall the rate exceed one hundred ten percent (110%) of the average hourly rate for bargaining unit work performed by such employee for Producer over the preceding one (1) year period);
 - 2. Discharge for cause;

- 3. Layoff for more than ninety (90) days;
- 4. Absence due to illness or injury in excess of twelve (12) months; or
- 5. Unauthorized leave of absence.

An employee re-employed after his continuous employment has been broken as stated above in paragraph E, 3 shall be considered a new employee with respect to Dismissal Pay, but this shall not affect his seniority.

4. Article 7 of the Contract shall be revised to provide:
- Employees shall continue to receive paid sick days (currently ten days per calendar year) under the same terms and conditions and to the same extent as paid sick days are payable to personnel who are not represented for collective bargaining purposes.
5. Any changes to Article 18 of the Contract ("Employee Benefits") shall be applied prospectively during the term of the MOA as agreed to in the collective bargaining agreement between TAG and the major animation industry producers that is the successor agreement to Contract.
6. The minimum rates of pay for Employees employed by NASi in the categories of Animation Director and Timing Director shall be the same as those set forth in Sideletter F to the Contract.
7. Increases in wage and unit rate minimums for the MOA shall be as follows:
- A. For the period from October 9, 2008, to and including October 10, 2009, an increase of three percent (3%);
 - B. For the period from October 11, 2009, to and including October 9, 2010, an increase of three percent (3%); and
 - C. For the period from October 10, 2010, to and including October 8, 2011, an increase of three percent (3%).
8. The term of this MOA shall be three (3) years, commencing on October 9, 2008, and ending October 8, 2011.
9. Clarify that geographic scope of this MOA (and the predecessor CBA) is all persons employed by NASi to perform services in the County of Los Angeles County, or employed by NASi in the County of Los Angeles to perform work outside of said county, in any of the job classifications covered by the CBA, except where an Employee is required to work under the jurisdiction of another IATSE Local.

To signify their agreement to the terms hereof the parties have executed this Agreement on the date set forth below the signature of each.

THE ANIMATION GUILD AND AFFILIATED
OPTICAL ELECTRONIC AND GRAPHIC ARTS,
LOCAL 839 OF THE INTERNATIONAL
ALLIANCE OF THEATRICAL STAGE EMPLOYES
AND MOVING PICTURE TECHNICIANS, ARTISTS
AND ALLIED CRAFTS OF THE UNITED STATES,
ITS TERRITORIES AND CANADA

BY: _____

DATE: _____

NICKELODEON ANIMATION STUDIOS INC.

BY: _____

DATE: _____

NICKELODEON ANIMATION STUDIOS, INC. / THE ANIMATION GUILD, LOCAL 839 IATSE

Wage Scales, October 9, 2008-October 8, 2011

Weekly employment*

	First period 10/9/2008-10/10/2009		Second period 10/11/2009-10/9/2010		Third period 10/10/2010-10/8/2011	
	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly
ANIMATION						
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	\$36.162	\$1,446.48	\$37.247	\$1,489.88	\$38.364	\$1,534.56
2nd 6 months	\$36.986	\$1,479.44	\$38.096	\$1,523.84	\$39.239	\$1,569.56
Journey	\$38.366	\$1,534.64	\$39.517	\$1,580.68	\$40.703	\$1,628.12
<i>(Subject to right of Producer to request extension -- limited to one six-month extension)</i>						
21-112 Key Assistant Animator	\$36.768	\$1,470.72	\$37.871	\$1,514.84	\$39.007	\$1,560.28

	10/9/2008-10/10/2009		10/11/2009-10/9/2010		10/10/2010-10/8/2011	
	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly
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	\$30.631	\$1,225.24	\$31.550	\$1,262.00	\$32.497	\$1,299.88
2nd 6 months	\$31.391	\$1,255.64	\$32.333	\$1,293.32	\$33.303	\$1,332.12
Journey	\$32.833	\$1,313.32	\$33.818	\$1,352.72	\$34.833	\$1,393.32
<i>(Subject to right of Producer to request extension -- limited to one six-month extension)</i>						
21-142 Breakdown						
1st year	\$28.066	\$1,122.64	\$28.908	\$1,156.32	\$29.775	\$1,191.00
Journey	\$28.843	\$1,153.72	\$29.708	\$1,188.32	\$30.599	\$1,223.96

* 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.

NICKELODEON ANIMATION STUDIOS, INC. / THE ANIMATION GUILD. LOCAL 839 IATSE

Wage Scales, October 9, 2008–October 8, 2011

Weekly employment*

	First period 10/9/2008-10/10/2009		Second period 10/11/2009-10/9/2010		Third period 10/10/2010-10/8/2011	
	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly
21-152						
Inbetweener						
1st 6 months	\$26.026	\$1,041.04	\$26.807	\$1,072.28	\$27.611	\$1,104.44
2nd 6 months	\$26.778	\$1,071.12	\$27.581	\$1,103.24	\$28.408	\$1,136.32
Journey	\$27.757	\$1,110.28	\$28.590	\$1,143.60	\$29.448	\$1,177.92
21-202						
Apprentice Layout, Model Designer, Background and Production Board						
6 months	\$28.036	\$1,121.44	\$28.877	\$1,155.08	\$29.743	\$1,189.72
(Subject to right of Producer to request one six-month extension)						
21-232						
Blue Sketch						
1st year	\$27.500	\$1,100.00	\$28.325	\$1,133.00	\$29.175	\$1,167.00
Journey	\$28.289	\$1,131.56	\$29.138	\$1,165.52	\$30.012	\$1,200.48
21-312						
Story Sketch						
1st year	\$33.955	\$1,358.20	\$34.974	\$1,398.96	\$36.023	\$1,440.92
Journey	\$34.477	\$1,379.08	\$35.511	\$1,420.44	\$36.576	\$1,463.04
21-322						
Apprentice Animation Story Person and/or Apprentice Story Sketch						
1st 6 months	\$28.109	\$1,124.36	\$28.952	\$1,158.08	\$29.821	\$1,192.84
2nd 6 months	\$32.352	\$1,294.08	\$33.323	\$1,332.92	\$34.323	\$1,372.92
(Subject to right of Producer to request extension -- limited to one six-month extension)						

	First period 10/9/2008-10/10/2009		Second period 10/11/2009-10/9/2010		Third period 10/10/2010-10/8/2011	
	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly
21-332						
Assistant Director						
1st 6 months	\$29.212	\$1,168.48	\$30.088	\$1,203.52	\$30.991	\$1,239.64
2nd 6 months	\$31.862	\$1,274.48	\$32.818	\$1,312.72	\$33.803	\$1,352.12
3rd 6 months	\$34.517	\$1,380.68	\$35.553	\$1,422.12	\$36.620	\$1,464.80
Journey	\$36.058	\$1,442.32	\$37.140	\$1,485.60	\$38.254	\$1,530.16
21-335						
Sheet Timer						
1st 6 months	\$29.212	\$1,168.48	\$30.088	\$1,203.52	\$30.991	\$1,239.64
2nd 6 months	\$31.862	\$1,274.48	\$32.818	\$1,312.72	\$33.803	\$1,352.12
3rd 6 months	\$34.517	\$1,380.68	\$35.553	\$1,422.12	\$36.620	\$1,464.80
Journey	\$36.058	\$1,442.32	\$37.140	\$1,485.60	\$38.254	\$1,530.16
21-242						
Scene Planner						
1st year	\$32.749	\$1,309.96	\$33.731	\$1,349.24	\$34.743	\$1,389.72
Journey	\$34.111	\$1,364.44	\$35.134	\$1,405.36	\$36.188	\$1,447.52

* 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.

Wage Scales, October 9, 2008-October 8, 2011

Weekly employment*

	First period			Second period			Third period		
	10/9/2008-10/10/2009			10/11/2009-10/9/2010			10/10/2010-10/8/2011		
	Hourly	Weekly		Hourly	Weekly		Hourly	Weekly	
21-252	Animation Checker								
	1st 3 months	\$27,500	\$1,100.00	\$28,325	\$1,133.00	\$29,175	\$1,167.00		
	Next 9 months	\$28,289	\$1,131.56	\$29,138	\$1,165.52	\$30,012	\$1,200.48		
	Next 6 months	\$30,631	\$1,225.24	\$31,550	\$1,262.00	\$32,497	\$1,299.88		
	Next 6 months	\$31,452	\$1,258.08	\$32,396	\$1,295.84	\$33,368	\$1,334.72		
	Journey	\$32,833	\$1,313.32	\$33,818	\$1,352.72	\$34,833	\$1,393.32		
<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	\$28,172	\$1,126.88	\$29,017	\$1,160.68	\$29,888	\$1,195.52		
	2nd 6 months	\$28,865	\$1,154.60	\$29,731	\$1,189.24	\$30,623	\$1,224.92		
	Journey	\$29,834	\$1,193.36	\$30,729	\$1,229.16	\$31,651	\$1,266.04		
21-422	Inker								
	1st month	\$24,506	\$980.24	\$25,241	\$1,009.64	\$25,998	\$1,039.92		
	Next 6 months	\$25,840	\$1,033.60	\$26,615	\$1,064.60	\$27,413	\$1,096.52		
	Next 6 months	\$26,546	\$1,061.84	\$27,342	\$1,093.68	\$28,162	\$1,126.48		
	Journey	\$27,477	\$1,099.08	\$28,301	\$1,132.04	\$29,150	\$1,166.00		

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	First period			Second period			Third period		
	10/9/2008-10/10/2009			10/11/2009-10/9/2010			10/10/2010-10/8/2011		
	Hourly	Weekly		Hourly	Weekly		Hourly	Weekly	
21-442	Ink Checker								
	1st year	\$27,903	\$1,116.12	\$28,740	\$1,149.60	\$29,602	\$1,184.08		
	Journey	\$28,412	\$1,136.48	\$29,264	\$1,170.56	\$30,142	\$1,205.68		
21-452	Special Effects								
	1st year	\$27,903	\$1,116.12	\$28,740	\$1,149.60	\$29,602	\$1,184.08		
	Journey	\$28,412	\$1,136.48	\$29,264	\$1,170.56	\$30,142	\$1,205.68		
21-453	Head Special Effects								
		\$29,212	\$1,168.48	\$30,088	\$1,203.52	\$30,991	\$1,239.64		
21-500	Color Modelist								
	1st 6 months	\$26,821	\$1,072.84	\$27,626	\$1,105.04	\$28,455	\$1,138.20		
	2nd 6 months	\$27,537	\$1,101.48	\$28,363	\$1,134.52	\$29,214	\$1,168.56		
	Journey	\$28,554	\$1,142.16	\$29,411	\$1,176.44	\$30,293	\$1,211.72		
21-501	Color Stylist								
	1st 3 months	\$27,500	\$1,100.00	\$28,325	\$1,133.00	\$29,175	\$1,167.00		
	Next 9 months	\$28,289	\$1,131.56	\$29,138	\$1,165.52	\$30,012	\$1,200.48		
	Next 6 months	\$30,631	\$1,225.24	\$31,550	\$1,262.00	\$32,497	\$1,299.88		
	Next 6 months	\$31,452	\$1,258.08	\$32,396	\$1,295.84	\$33,368	\$1,334.72		
	Journey	\$32,833	\$1,313.32	\$33,818	\$1,352.72	\$34,833	\$1,393.32		

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* 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.

Wage Scales, October 9, 2008-October 8, 2011

Weekly employment*

	First period 10/9/2008-10/10/2009		Second period 10/11/2009-10/9/2010		Third period 10/10/2010-10/8/2011	
	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly
21-522 Painter						
1st month	\$24,506	\$980.24	\$25,241	\$1,009.64	\$25,998	\$1,039.92
Next 6 months	\$25,472	\$1,018.88	\$26,236	\$1,049.44	\$27,023	\$1,080.92
Next 6 months	\$26,208	\$1,048.32	\$26,994	\$1,079.76	\$27,804	\$1,112.16
Journey	\$27,275	\$1,091.00	\$28,093	\$1,123.72	\$28,936	\$1,157.44
21-542 Xerox Processor						
1st 3 mos	\$24,506	\$980.24	\$25,241	\$1,009.64	\$25,998	\$1,039.92
2nd 12 mos	\$26,658	\$1,066.32	\$27,458	\$1,098.32	\$28,282	\$1,131.28
Journey	\$27,275	\$1,091.00	\$28,093	\$1,123.72	\$28,936	\$1,157.44
21-552 Key Xerox Processor	\$27,620	\$1,104.80	\$28,449	\$1,137.96	\$29,302	\$1,172.08

CHECKERS

	First period 10/9/2008-10/10/2009		Second period 10/11/2009-10/9/2010		Third period 10/10/2010-10/8/2011	
	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly
21-562 Xerox Checker						
1st year	\$27,903	\$1,116.12	\$28,740	\$1,149.60	\$29,602	\$1,184.08
Journey	\$28,412	\$1,136.48	\$29,264	\$1,170.56	\$30,142	\$1,205.68
21-572 Animation Stock Librarian						
1st 6 months	\$26,688	\$1,067.52	\$27,489	\$1,099.56	\$28,314	\$1,132.56
2nd 6 months	\$27,362	\$1,094.48	\$28,183	\$1,127.32	\$29,028	\$1,161.12
Journey	\$28,412	\$1,136.48	\$29,264	\$1,170.56	\$30,142	\$1,205.68
21-632 Production Final Checker/Mark-Up						
1st 6 months	\$26,688	\$1,067.52	\$27,489	\$1,099.56	\$28,314	\$1,132.56
2nd 6 months	\$27,362	\$1,094.48	\$28,183	\$1,127.32	\$29,028	\$1,161.12
Journey	\$28,412	\$1,136.48	\$29,264	\$1,170.56	\$30,142	\$1,205.68
21-633 Head Final Checker	\$29,212	\$1,168.48	\$30,088	\$1,203.52	\$30,991	\$1,239.64
21-652 Paint Checker						
1st 6 months	\$26,026	\$1,041.04	\$26,807	\$1,072.28	\$27,611	\$1,104.44
2nd 6 months	\$26,778	\$1,071.12	\$27,581	\$1,103.24	\$28,408	\$1,136.32
Journey	\$27,757	\$1,110.28	\$28,590	\$1,143.60	\$29,448	\$1,177.92
21-672 Picture Set-Up						
1st year	\$27,500	\$1,100.00	\$28,325	\$1,133.00	\$29,175	\$1,167.00
Journey	\$28,373	\$1,134.92	\$29,224	\$1,168.96	\$30,101	\$1,204.04

* 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.

Wage Scales, October 9, 2008-October 8, 2011

	Weekly employment*					
	First period		Second period		Third period	
	10/9/2008-10/10/2009	10/11/2009-10/9/2010	10/10/2010-10/8/2011	10/9/2008-10/10/2009	10/11/2009-10/9/2010	10/10/2010-10/8/2011
	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly
21-682 Scan Checker						
1st 6 months	\$25.351	\$1,014.04	\$26.112	\$1,044.48	\$26.895	\$1,075.80
2nd 6 months	\$26.050	\$1,042.00	\$26.832	\$1,073.28	\$27.637	\$1,105.48
Journey	\$26.994	\$1,079.76	\$27.804	\$1,112.16	\$28.638	\$1,145.52
21-692 Cel Service						
1st 6 months	\$25.231	\$1,009.24	\$25.988	\$1,039.52	\$26.768	\$1,070.72
2nd 6 months	\$25.889	\$1,035.56	\$26.666	\$1,066.64	\$27.466	\$1,098.64
Journey	\$26.716	\$1,068.64	\$27.517	\$1,100.68	\$28.343	\$1,133.72
21-722 Mix and Match						
1st year	\$26.334	\$1,053.36	\$27.124	\$1,084.96	\$27.938	\$1,117.52
Journey	\$27.378	\$1,095.12	\$28.199	\$1,127.96	\$29.045	\$1,161.80
21-742 Paint Technician						
1st year	\$28.440	\$1,137.60	\$29.293	\$1,171.72	\$30.172	\$1,206.88
Journey	\$29.428	\$1,177.12	\$30.311	\$1,212.44	\$31.220	\$1,248.80
21-792 Letter Artist						
1st 6 months	\$30.631	\$1,225.24	\$31.550	\$1,262.00	\$32.497	\$1,299.88
2nd 6 months	\$31.452	\$1,258.08	\$32.396	\$1,295.84	\$33.368	\$1,334.72
Journey	\$32.833	\$1,313.32	\$33.818	\$1,352.72	\$34.833	\$1,393.32

	Weekly employment*					
	First period		Second period		Third period	
	10/9/2008-10/10/2009	10/11/2009-10/9/2010	10/10/2010-10/8/2011	10/9/2008-10/10/2009	10/11/2009-10/9/2010	10/10/2010-10/8/2011
	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly
21-222 Trainee						
1st 6 months	\$24.847	\$993.88	\$25.592	\$1,023.68	\$26.360	\$1,054.40
2nd 6 months	\$26.032	\$1,041.28	\$26.813	\$1,072.52	\$27.617	\$1,104.68
3rd 6 months	\$27.223	\$1,088.92	\$28.040	\$1,121.60	\$28.881	\$1,155.24
COMIC STRIP (Work presently assigned)						
21-812 Class I (Story Person or Artist doing two Sunday pages or six daily strips per week)						
1st year	\$35.318	\$1,412.72	\$36.378	\$1,455.12	\$37.469	\$1,498.76
After 1 year in classification	\$36.873	\$1,474.92	\$37.979	\$1,519.16	\$39.118	\$1,564.72
21-822 Class II (Writes or draws one Sunday page per week)						
1st year	\$31.946	\$1,277.84	\$32.904	\$1,316.16	\$33.891	\$1,355.64
After 1 year in classification	\$33.228	\$1,329.12	\$34.225	\$1,369.00	\$35.252	\$1,410.08
21-832 Staff Assistant						
1st year	\$24.722	\$988.88	\$25.464	\$1,018.56	\$26.228	\$1,049.12
2nd year	\$25.786	\$1,031.44	\$26.560	\$1,062.40	\$27.357	\$1,094.28
3rd year	\$27.192	\$1,087.68	\$28.008	\$1,120.32	\$28.848	\$1,153.92
Journey	\$27.692	\$1,107.68	\$28.523	\$1,140.92	\$29.379	\$1,175.16

* 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.

Wage Scales, October 9, 2008-October 8, 2011

Weekly employment*

COMIC STRIP (New work)

	First period 10/9/2008-10/10/2009		Second period 10/11/2009-10/9/2010		Third period 10/10/2010-10/8/2011	
	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly
21-842 Six Panels (Writes and draws)						
1st year	\$28.757	\$1,150.28	\$29.620	\$1,184.80	\$30.509	\$1,220.36
After 1 year in classification	\$30.002	\$1,200.08	\$30.902	\$1,236.08	\$31.829	\$1,273.16
21-852 Six Strips (Writes and draws)						
1st year	\$31.946	\$1,277.84	\$32.904	\$1,316.16	\$33.891	\$1,355.64
After 1 year in classification	\$33.228	\$1,329.12	\$34.225	\$1,369.00	\$35.252	\$1,410.08
21-862 One Sunday Page (Writes and draws)						
1st year	\$28.757	\$1,150.28	\$29.620	\$1,184.80	\$30.509	\$1,220.36
After 1 year in classification	\$30.002	\$1,200.08	\$30.902	\$1,236.08	\$31.829	\$1,273.16

PROMOTION AND PUBLICITY ARTISTS

	First period 10/9/2008-10/10/2009		Second period 10/11/2009-10/9/2010		Third period 10/10/2010-10/8/2011	
	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly
21-872 Class I (Responsible)						
1st year	\$35.318	\$1,412.72	\$36.378	\$1,455.12	\$37.469	\$1,498.76
After 1 year in classification	\$36.936	\$1,477.44	\$38.044	\$1,521.76	\$39.185	\$1,567.40
21-882 Class II (Assistant)						
1st year	\$31.946	\$1,277.84	\$32.904	\$1,316.16	\$33.891	\$1,355.64
After 1 year in classification	\$33.228	\$1,329.12	\$34.225	\$1,369.00	\$35.252	\$1,410.08

* 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.

Wage Scales, October 9, 2008-October 8, 2011

Unit rates

	First period 10/9/2008- 10/10/2009	Second period 10/11/2009- 10/9/2010	Third period 10/10/2010- 10/8/2011	H. & W. & Pension Hours 10/9/2008- 7/30/2011	7/31/2011- 10/8/2011
WRITING AND STORYBOARD CLASSIFICATION					
SHORT SUBJECTS - 4 to 7 Minutes (TV or Theatrical)					
Synopsis and Outline	\$835.06	\$860.11	\$885.91	22	33
Storyboard Only	\$1,158.02	\$1,192.76	\$1,228.54	30	40
Teleplay or Screenplay	\$1,994.91	\$2,054.76	\$2,116.40	50	67
SHORT SUBJECTS - Over 7 to 15 minutes (TV or Theatrical)					
Synopsis and Outline	\$842.64	\$867.92	\$893.96	35	47
Storyboard Only	\$1,402.31	\$1,444.38	\$1,487.71	38	51
Teleplay or Screenplay	\$2,748.39	\$2,830.84	\$2,915.77	115	153
HALF-HOUR SUBJECTS (TV or Theatrical)					
Synopsis and Outline	\$1,499.01	\$1,543.98	\$1,590.30	68	91
Storyboard Only	\$2,662.94	\$2,742.83	\$2,825.11	75	100
Teleplay or Screenplay	\$5,267.66	\$5,425.69	\$5,588.46	232	309

	10/9/2008- 10/10/2009	10/11/2009- 10/9/2010	10/10/2010- 10/8/2011	10/9/2008- 7/30/2011	7/31/2011- 10/8/2011
WRITING AND STORYBOARD CLASSIFICATION					
HALF-HOUR SUBJECTS (TV or Theatrical) — "New Animation Writers"§					
Synopsis and Outline	\$1,381.37	\$1,422.81	\$1,465.49	68	91
Teleplay or Screenplay	\$4,854.25	\$4,999.88	\$5,149.88	232	309
ONE HOUR OR MORE SUBJECTS (TV or Theatrical)					
Synopsis and Outline	\$2,230.80	\$2,297.72	\$2,366.65	70	93
Storyboard Only	\$3,971.96	\$4,091.12	\$4,213.85	113	151
Teleplay or Screenplay	\$7,924.11	\$8,161.83	\$8,406.68	230	307
ONE HOUR OR MORE SUBJECTS (TV or Theatrical) — "New Animation Writers"§					
Synopsis and Outline	\$2,045.69	\$2,107.06	\$2,170.27	70	93
Teleplay or Screenplay	\$7,266.59	\$7,484.59	\$7,709.13	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.

§ These rates shall be the applicable minimums for the respective periods for all new animation writers (i.e., those persons not previously employed in the Unit Writer and Storyboard Classification or Animation Story Person/Animation Writer Classification). 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.

Wage Scales, October 9, 2008-October 8, 2011

Weekly employment*

	First period 10/9/2008-10/10/2009		Second period 10/11/2009-10/9/2010		Third period 10/10/2010-10/8/2011	
	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly
<u>Animation Director</u>						
1st 6 months	\$42,254	\$1,690.16	\$43,522	\$1,740.88	\$44,828	\$1,793.12
2nd 6 months	\$43,220	\$1,728.80	\$44,517	\$1,780.68	\$45,853	\$1,834.12
Journey	\$44,846	\$1,793.84	\$46,191	\$1,847.64	\$47,577	\$1,903.08
<u>Timing Director</u>						
1st 6 months	\$40,515	\$1,620.60	\$41,730	\$1,669.20	\$42,982	\$1,719.28
2nd 6 months	\$41,440	\$1,657.60	\$42,683	\$1,707.32	\$43,963	\$1,758.52
Journey	\$42,995	\$1,719.80	\$44,285	\$1,771.40	\$45,614	\$1,824.56

* 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.