<table>
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<tr>
<th>Periods</th>
<th>8/1/15-7/30/16</th>
<th>7/31/16-7/29/17</th>
<th>7/30/17-7/31/18</th>
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<tbody>
<tr>
<td><strong>ANIMATION</strong></td>
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<tr>
<td>Animator**</td>
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<td>Background**</td>
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<tr>
<td>Layout**</td>
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<tr>
<td>Model Designer**</td>
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<tr>
<td>Animation Story Person / Animation Writer**</td>
<td>$40.725</td>
<td>$41.95</td>
<td>$43.21</td>
</tr>
<tr>
<td>Journey</td>
<td>$43.206</td>
<td>$44.50</td>
<td>$45.84</td>
</tr>
<tr>
<td>(Subject to right of Producer to request one six-month extension which Union shall not unreasonably deny.)</td>
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<tr>
<td><strong>Production Board</strong></td>
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<tr>
<td>1st 6 months</td>
<td>$46.832</td>
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<td>2nd 6 months</td>
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<td>$49.686</td>
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<td><strong>Staff Comic Strip Story Person and/or Artist</strong></td>
<td>$40.725</td>
<td>$41.95</td>
<td>$43.21</td>
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<tr>
<td>Journey</td>
<td>$43.206</td>
<td>$44.50</td>
<td>$45.84</td>
</tr>
<tr>
<td>(Subject to right of Producer to request one six-month extension which Union shall not unreasonably deny.)</td>
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<tr>
<td><strong>Key Assistant Animator</strong></td>
<td>$41.406</td>
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<tr>
<td>Journey</td>
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<tr>
<td><strong>Assistant Animation Story Person and/or Apprentice Story Sketch</strong></td>
<td>$31.656</td>
<td>$32.61</td>
<td>$33.59</td>
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<tr>
<td>Journey</td>
<td>$33.056</td>
<td>$34.05</td>
<td>$35.07</td>
</tr>
<tr>
<td>(Subject to right of Producer to request one six-month extension which Union shall not unreasonably deny.)</td>
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<tr>
<td><strong>Breakdown</strong></td>
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<tr>
<td>1st year</td>
<td>$31.608</td>
<td>$32.56</td>
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<tr>
<td>Journey</td>
<td>$32.481</td>
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<td><strong>Inbetweener</strong></td>
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<tr>
<td>1st 6 months</td>
<td>$29.310</td>
<td>$30.19</td>
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<td>2nd 6 months</td>
<td>$30.156</td>
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<tr>
<td>Journey</td>
<td>$31.259</td>
<td>$32.05</td>
<td>$33.07</td>
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<tr>
<td><strong>Apprentice Layout, Model Designer, Background and Production Board</strong></td>
<td>$31.573</td>
<td>$32.52</td>
<td>$33.50</td>
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<tr>
<td>6 months</td>
<td>$31.573</td>
<td>$32.52</td>
<td>$33.50</td>
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<td>(Subject to right of Producer to request one six-month extension which Union shall not unreasonably deny.)</td>
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<tr>
<td><strong>Blue Sketch</strong></td>
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<tr>
<td>1st year</td>
<td>$30.969</td>
<td>$31.90</td>
<td>$32.86</td>
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<tr>
<td>Journey</td>
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<tr>
<td><strong>Story Sketch</strong></td>
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<tr>
<td>1st year</td>
<td>$38.240</td>
<td>$39.39</td>
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<td>Journey</td>
<td>$38.826</td>
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<td><strong>Apprentice Animation Story Person and/or Apprentice Story Sketch</strong></td>
<td>$31.656</td>
<td>$32.61</td>
<td>$33.59</td>
</tr>
<tr>
<td>1st 6 months</td>
<td>$33.056</td>
<td>$34.05</td>
<td>$35.07</td>
</tr>
<tr>
<td>2nd 6 months</td>
<td>$33.056</td>
<td>$34.05</td>
<td>$35.07</td>
</tr>
<tr>
<td>(Subject to right of Producer to request one six-month extension which Union shall not unreasonably deny.)</td>
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</table>
## THE ANIMATION GUILD, LOCAL 839 I.A.T.S.E.
**Wage Scales, August 1, 2015 - July 31, 2018**

### Weekly Employment*

<table>
<thead>
<tr>
<th>Period</th>
<th>Assistant Director</th>
<th>Sheet Timer</th>
<th>Scene Planner</th>
<th>Animation Checker</th>
<th>Ink and Paint (Inking, Special Effects, Painters)</th>
<th>Color Modelist</th>
<th>Color Stylist</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st 6 months</td>
<td>$32.897</td>
<td>$27.598</td>
<td>$31.423</td>
<td>$30.969</td>
<td>$30.204</td>
<td>$30.969</td>
<td>$30.969</td>
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<tr>
<td>3rd 6 months</td>
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<td>$34.95</td>
<td>$34.95</td>
<td>$35.421</td>
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<tr>
<td>Journey</td>
<td>$40.607</td>
<td>$36.880</td>
<td>$36.880</td>
<td>$36.976</td>
<td>$36.976</td>
<td>$36.976</td>
<td>$36.976</td>
</tr>
</tbody>
</table>

* 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, 2015 - July 31, 2018
Weekly Employment*

### INK AND PAINT (Inking, Special Effects, Painters)

#### 21-522 Painter

- **1st month**: $27.598, $1,103.92, $28.43, $1,137.20, $29.28, $1,171.20, $30.16, $1,206.40
- **Next 6 months**: $28.685, $1,147.40, $29.55, $1,182.00, $30.44, $1,217.60, $31.35, $1,254.00
- **Next 6 months**: $29.514, $1,180.56, $30.40, $1,216.00, $31.31, $1,252.40, $32.25, $1,290.00
- **Journey**: $30.716, $1,228.64, $31.64, $1,265.60, $32.59, $1,303.60, $33.57, $1,342.80

#### 21-552 Xerox Processor

- **1st 3 months**: $27.598, $1,103.92, $28.43, $1,137.20, $29.28, $1,171.20, $30.16, $1,206.40
- **2nd 12 months**: $30.022, $1,200.88, $30.92, $1,236.80, $31.85, $1,274.00, $32.81, $1,312.40
- **Journey**: $30.716, $1,228.64, $31.64, $1,265.60, $32.59, $1,303.60, $33.57, $1,342.80

#### 21-522 Key Xerox Processor

- **Journey**: $31.104, $1,244.16, $32.04, $1,281.60, $33.00, $1,320.00, $33.99, $1,359.60

#### 21-562 Xerox Checker

- **1st year**: $31.423, $1,256.92, $32.37, $1,294.80, $33.34, $1,333.60, $34.34, $1,373.60
- **Journey**: $31.996, $1,279.84, $32.96, $1,318.40, $33.95, $1,358.00, $34.97, $1,398.80

#### 21-572 Animation Stock Librarian

- **1st 6 months**: $30.054, $1,202.16, $30.96, $1,238.40, $31.89, $1,275.60, $32.85, $1,314.00
- **2nd 6 months**: $30.813, $1,232.52, $31.74, $1,269.60, $32.69, $1,307.60, $33.67, $1,346.80
- **Journey**: $31.996, $1,279.84, $32.96, $1,318.40, $33.95, $1,358.00, $34.97, $1,398.80

#### 21-632 Production Final Checker/Mark-Up

- **1st 6 months**: $30.054, $1,202.16, $30.96, $1,238.40, $31.89, $1,275.60, $32.85, $1,314.00
- **2nd 6 months**: $30.813, $1,232.52, $31.74, $1,269.60, $32.69, $1,307.60, $33.67, $1,346.80
- **Journey**: $31.996, $1,279.84, $32.96, $1,318.40, $33.95, $1,358.00, $34.97, $1,398.80

#### 21-633 Head Final Checker

- **Journey**: $32.897, $1,315.88, $33.88, $1,355.20, $34.90, $1,396.00, $35.95, $1,438.00

#### 21-652 Paint Checker

- **1st 6 months**: $29.310, $1,172.40, $30.19, $1,207.60, $31.10, $1,244.00, $32.03, $1,281.20
- **2nd 6 months**: $30.156, $1,206.24, $31.06, $1,242.40, $31.99, $1,279.60, $32.95, $1,318.00
- **Journey**: $31.259, $1,250.36, $32.20, $1,288.00, $33.17, $1,326.80, $34.17, $1,366.80

#### 21-672 Picture Set-Up

- **1st year**: $30.969, $1,238.76, $31.90, $1,276.00, $32.86, $1,314.40, $33.85, $1,354.00
- **Journey**: $31.952, $1,278.08, $32.91, $1,316.40, $33.90, $1,356.00, $34.92, $1,396.80

#### 21-682 Scan Checker

- **1st 6 months**: $28.550, $1,142.00, $29.41, $1,176.40, $30.29, $1,211.60, $31.20, $1,248.00
- **2nd 6 months**: $29.336, $1,173.44, $30.22, $1,208.80, $31.13, $1,245.20, $32.06, $1,282.40
- **Journey**: $30.400, $1,216.00, $31.31, $1,252.40, $32.25, $1,290.00, $33.22, $1,328.80

#### 21-692 Cel Service

- **1st 6 months**: $28.415, $1,136.60, $29.27, $1,170.80, $30.15, $1,206.00, $31.05, $1,242.00
- **2nd 6 months**: $29.155, $1,170.80, $30.03, $1,201.20, $30.93, $1,237.20, $31.86, $1,274.40
- **Journey**: $30.834, $1,233.36, $31.76, $1,270.40, $32.71, $1,308.40, $33.69, $1,347.60

#### 21-722 Mix and Match

- **1st year**: $32.029, $1,281.16, $32.99, $1,319.60, $33.98, $1,359.20, $35.00, $1,400.00
- **Journey**: $33.141, $1,325.64, $34.14, $1,365.60, $35.16, $1,406.40, $36.21, $1,448.40

#### 21-742 Paint Technician

- **1st year**: $32.029, $1,281.16, $32.99, $1,319.60, $33.98, $1,359.20, $35.00, $1,400.00
- **Journey**: $33.141, $1,325.64, $34.14, $1,365.60, $35.16, $1,406.40, $36.21, $1,448.40

#### 21-792 Letter Artist

- **1st 6 months**: $34.495, $1,379.80, $35.53, $1,421.20, $36.60, $1,464.00, $37.70, $1,508.00
- **2nd 6 months**: $35.421, $1,416.84, $36.48, $1,459.20, $37.57, $1,502.80, $38.70, $1,548.00
- **Journey**: $36.976, $1,479.04, $38.09, $1,523.60, $39.23, $1,569.20, $40.41, $1,616.40

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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.
## THE ANIMATION GUILD, LOCAL 839 I.A.T.S.E.
### Wage Scales, August 1, 2015 - July 31, 2018
### Weekly Employment*

<table>
<thead>
<tr>
<th>Classification</th>
<th>Period</th>
<th>Hourly</th>
<th>Weekly</th>
<th>Hourly</th>
<th>Weekly</th>
<th>Hourly</th>
<th>Weekly</th>
<th>Hourly</th>
<th>Weekly</th>
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<tbody>
<tr>
<td><strong>CHECKERS (continued)</strong></td>
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<tr>
<td>21-222 Trainee</td>
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</tr>
<tr>
<td>1st 6 months</td>
<td>$27.982</td>
<td>$1,119.28</td>
<td>$28.82</td>
<td>$1,152.80</td>
<td>$29.68</td>
<td>$1,187.20</td>
<td>$30.57</td>
<td>$1,222.80</td>
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<tr>
<td>2nd 6 months</td>
<td>$29.318</td>
<td>$1,172.72</td>
<td>$30.20</td>
<td>$1,208.00</td>
<td>$31.11</td>
<td>$1,244.40</td>
<td>$32.04</td>
<td>$1,281.60</td>
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<tr>
<td>3rd 6 months</td>
<td>$30.656</td>
<td>$1,226.24</td>
<td>$31.58</td>
<td>$1,263.20</td>
<td>$32.53</td>
<td>$1,301.20</td>
<td>$33.51</td>
<td>$1,340.40</td>
<td></td>
</tr>
</tbody>
</table>

| **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 | $39.774 | $1,590.96 | $40.97 | $1,638.80 | $42.20 | $1,688.00 | $43.47 | $1,738.80 |
| After 1 year | $41.524 | $1,660.96 | $42.77 | $1,710.80 | $44.05 | $1,762.00 | $45.37 | $1,814.80 |

| **COMIC STRIP (New work)** | | | | | | | | | |
| 21-842 Six Panels (Writes and draws) | | | | | | | | | |
| 1st year | $32.385 | $1,295.40 | $33.36 | $1,334.40 | $34.36 | $1,374.40 | $35.39 | $1,415.60 |
| After 1 year | $33.788 | $1,351.52 | $34.80 | $1,392.00 | $35.84 | $1,433.60 | $36.92 | $1,476.80 |

| **PROMOTION AND PUBLICITY ARTISTS** | | | | | | | | | |
| 21-872 Class I (Responsible) | | | | | | | | | |
| 1st year | $39.774 | $1,590.96 | $40.97 | $1,638.80 | $42.20 | $1,688.00 | $43.47 | $1,738.80 |
| After 1 year | $41.598 | $1,663.92 | $42.85 | $1,714.00 | $44.14 | $1,765.60 | $45.46 | $1,818.40 |

| 21-882 Class II (Assistant) | | | | | | | | | |
| 1st year | $35.977 | $1,439.08 | $37.06 | $1,482.40 | $38.17 | $1,526.80 | $39.32 | $1,572.80 |
| After 1 year | $37.420 | $1,496.80 | $38.54 | $1,541.60 | $39.70 | $1,588.00 | $40.89 | $1,635.60 |

* 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.
<table>
<thead>
<tr>
<th>FREELANCE TIMING</th>
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</thead>
<tbody>
<tr>
<td>Sheet Timers</td>
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<tr>
<td>per foot</td>
</tr>
<tr>
<td>$3.25 per foot</td>
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<tr>
<td>$3.35 per foot</td>
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<tr>
<td>$3.45 per foot</td>
</tr>
<tr>
<td>8 hours/100 feet</td>
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<tr>
<td>(or pro rata)</td>
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</table>

<table>
<thead>
<tr>
<th>WRITER AND STORYBOARD CLASSIFICATION*</th>
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</thead>
<tbody>
<tr>
<td>Short Subjects - Less than 4 Minutes (TV or Theatrical)</td>
</tr>
<tr>
<td>Synopsis and Outline per individual negotiation</td>
</tr>
<tr>
<td>$940.42 $968.63 $997.69 $1,027.62 33</td>
</tr>
<tr>
<td>Storyboard Only per individual negotiation</td>
</tr>
<tr>
<td>$1,304.12 $1,343.24 $1,383.54 $1,425.05 40</td>
</tr>
<tr>
<td>Teleplay or Screenplay per individual negotiation</td>
</tr>
<tr>
<td>$2,246.60 $2,314.00 $2,383.42 $2,454.92 67</td>
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<tr>
<td>Short Subjects - 4 to 7 Minutes (TV or Theatrical)</td>
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<tr>
<td>Synopsis and Outline $948.94 $977.41 $1,006.73 $1,036.93 47</td>
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<tr>
<td>Storyboard Only $1,579.24 $1,626.62 $1,675.42 $1,725.68 51</td>
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<tr>
<td>Teleplay or Screenplay $3,095.14 $3,187.99 $3,283.63 $3,382.14 153</td>
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<tr>
<td>Short Subjects - Over 7 to 15 Minutes (TV or Theatrical)</td>
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<tr>
<td>Synopsis and Outline $1,688.13 $1,738.77 $1,790.93 $1,844.66 91</td>
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<tr>
<td>Storyboard Only $2,998.90 $3,088.87 $3,181.54 $3,276.99 100</td>
</tr>
<tr>
<td>Teleplay or Screenplay $5,932.24 $6,110.21 $6,293.52 $6,482.33 309</td>
</tr>
<tr>
<td>Half-Hour Subjects (TV or Theatrical)</td>
</tr>
<tr>
<td>Synopsis and Outline $1,555.64 $1,602.31 $1,650.38 $1,699.89 91</td>
</tr>
<tr>
<td>Teleplay or Screenplay $5,466.69 $5,630.69 $5,799.61 $5,973.60 309</td>
</tr>
<tr>
<td>Half-Hour Subjects - (TV or Theatrical) - &quot;New Animation Writers***</td>
</tr>
<tr>
<td>Synopsis and Outline $2,512.25 $2,587.62 $2,665.25 $2,745.21 93</td>
</tr>
<tr>
<td>Teleplay or Screenplay $8,923.83 $9,191.54 $9,467.29 $9,751.31 307</td>
</tr>
<tr>
<td>One Hour or More Subjects (TV or Theatrical)</td>
</tr>
<tr>
<td>Synopsis and Outline $2,303.78 $2,372.89 $2,444.08 $2,517.40 93</td>
</tr>
<tr>
<td>Teleplay or Screenplay $8,183.36 $8,428.86 $8,681.73 $8,942.18 307</td>
</tr>
</tbody>
</table>

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 re-work 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 Journeyperson rate.
<table>
<thead>
<tr>
<th>Sideletter</th>
<th>Job Title</th>
<th>1st 6 months</th>
<th>2nd 6 months</th>
<th>Journey</th>
</tr>
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<tbody>
<tr>
<td>A</td>
<td>Compositor</td>
<td>$27.598</td>
<td>$28.685</td>
<td>$30.716</td>
</tr>
<tr>
<td></td>
<td>Next 6 months</td>
<td>$28.43</td>
<td>$29.55</td>
<td>$31.64</td>
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<td>$1,137.20</td>
<td>$1,182.00</td>
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</tr>
<tr>
<td>B</td>
<td>Visual Development</td>
<td>$40.725</td>
<td>$41.654</td>
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<td></td>
<td>Next 6 months</td>
<td>$41.95</td>
<td>$42.90</td>
<td>$44.50</td>
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<td></td>
<td>$1,678.00</td>
<td>$1,716.00</td>
<td>$1,780.00</td>
</tr>
<tr>
<td>C</td>
<td>CGI Animator/Modeler</td>
<td>$40.725</td>
<td>$41.654</td>
<td>$43.206</td>
</tr>
<tr>
<td></td>
<td>Next 6 months</td>
<td>$41.95</td>
<td>$42.90</td>
<td>$44.50</td>
</tr>
<tr>
<td></td>
<td></td>
<td>$1,678.00</td>
<td>$1,716.00</td>
<td>$1,780.00</td>
</tr>
<tr>
<td>D</td>
<td>Production Technical Director</td>
<td>$40.725</td>
<td>$41.654</td>
<td>$43.206</td>
</tr>
<tr>
<td></td>
<td>Next 6 months</td>
<td>$41.95</td>
<td>$42.90</td>
<td>$44.50</td>
</tr>
<tr>
<td></td>
<td></td>
<td>$1,678.00</td>
<td>$1,716.00</td>
<td>$1,780.00</td>
</tr>
</tbody>
</table>

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

**Wage Scales, August 1, 2015 - July 31, 2018**

**Weekly Employment**

**Sideletter A - (Walt Disney Pictures and Television - Compositor)**

<table>
<thead>
<tr>
<th>Period</th>
<th>Hourly 8/1/2015</th>
<th>Weekly 8/2/2015-7/30/2016</th>
<th>Hourly 7/31/2016-7/29/2017</th>
<th>Weekly 7/30/2017-7/31/2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st month</td>
<td>$27.598</td>
<td>$1,103.92</td>
<td>$28.28</td>
<td>$1,171.20</td>
</tr>
<tr>
<td>Next 6 months</td>
<td>$28.43</td>
<td>$1,137.20</td>
<td>$30.16</td>
<td>$1,206.40</td>
</tr>
<tr>
<td>Journey</td>
<td>$30.716</td>
<td>$1,228.64</td>
<td>$33.57</td>
<td>$1,342.80</td>
</tr>
</tbody>
</table>

**Sideletter B - (Warner Bros. Animation, Inc. - Visual Development)**

<table>
<thead>
<tr>
<th>Period</th>
<th>Hourly 8/1/2015</th>
<th>Weekly 8/2/2015-7/30/2016</th>
<th>Hourly 7/31/2016-7/29/2017</th>
<th>Weekly 7/30/2017-7/31/2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st 6 months</td>
<td>$40.725</td>
<td>$1,629.00</td>
<td>$43.21</td>
<td>$1,728.40</td>
</tr>
<tr>
<td>2nd 6 months</td>
<td>$41.95</td>
<td>$1,678.00</td>
<td>$44.51</td>
<td>$1,780.40</td>
</tr>
<tr>
<td>Journey</td>
<td>$44.50</td>
<td>$1,757.20</td>
<td>$47.22</td>
<td>$1,888.80</td>
</tr>
</tbody>
</table>

**Sideletter C - (Walt Disney Pictures - CGI Animator/Modeler)**

<table>
<thead>
<tr>
<th>Period</th>
<th>Hourly 8/1/2015</th>
<th>Weekly 8/2/2015-7/30/2016</th>
<th>Hourly 7/31/2016-7/29/2017</th>
<th>Weekly 7/30/2017-7/31/2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st 6 months</td>
<td>$40.725</td>
<td>$1,629.00</td>
<td>$43.21</td>
<td>$1,728.40</td>
</tr>
<tr>
<td>2nd 6 months</td>
<td>$41.95</td>
<td>$1,678.00</td>
<td>$44.51</td>
<td>$1,780.40</td>
</tr>
<tr>
<td>Journey</td>
<td>$44.50</td>
<td>$1,757.20</td>
<td>$47.22</td>
<td>$1,888.80</td>
</tr>
</tbody>
</table>

**Sideletter D - (Walt Disney Pictures - Production Technical Director)**

<table>
<thead>
<tr>
<th>Period</th>
<th>Hourly 8/1/2015</th>
<th>Weekly 8/2/2015-7/30/2016</th>
<th>Hourly 7/31/2016-7/29/2017</th>
<th>Weekly 7/30/2017-7/31/2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st 6 months</td>
<td>$40.725</td>
<td>$1,629.00</td>
<td>$43.21</td>
<td>$1,728.40</td>
</tr>
<tr>
<td>2nd 6 months</td>
<td>$41.95</td>
<td>$1,678.00</td>
<td>$44.51</td>
<td>$1,780.40</td>
</tr>
<tr>
<td>Journey</td>
<td>$44.50</td>
<td>$1,757.20</td>
<td>$47.22</td>
<td>$1,888.80</td>
</tr>
</tbody>
</table>

**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, August 1, 2015 - July 31, 2018

## Weekly Employment

<table>
<thead>
<tr>
<th></th>
<th>8/1/2015</th>
<th>First Period</th>
<th>Second Period</th>
<th>Third Period</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Hourly</td>
<td>Weekly</td>
<td>Hourly</td>
<td>Weekly</td>
</tr>
<tr>
<td>CGI Animator/Modeler 1</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1st 18 months</td>
<td>$41,188</td>
<td>$1,647.52</td>
<td>$42.42</td>
<td>$1,696.80</td>
</tr>
<tr>
<td>Journey</td>
<td>$43,206</td>
<td>$1,728.24</td>
<td>$44.50</td>
<td>$1,780.00</td>
</tr>
<tr>
<td>CGI Animator/Modeler 2</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1st 18 months</td>
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<td>$1,581.68</td>
<td>$40.73</td>
<td>$1,629.20</td>
</tr>
<tr>
<td>Journey</td>
<td>$41,406</td>
<td>$1,656.24</td>
<td>$42.65</td>
<td>$1,706.00</td>
</tr>
<tr>
<td>CGI Animator/Modeler 3</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1st 18 months</td>
<td>$34,923</td>
<td>$1,396.92</td>
<td>$35.97</td>
<td>$1,438.80</td>
</tr>
<tr>
<td>Journey</td>
<td>$36,976</td>
<td>$1,479.04</td>
<td>$38.09</td>
<td>$1,526.40</td>
</tr>
<tr>
<td>CGI Animator/Modeler 4</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1st 18 months</td>
<td>$31,608</td>
<td>$1,264.32</td>
<td>$32.56</td>
<td>$1,302.40</td>
</tr>
<tr>
<td>Journey</td>
<td>$32,481</td>
<td>$1,299.24</td>
<td>$33.46</td>
<td>$1,338.40</td>
</tr>
<tr>
<td>CGI Animator/Modeler 5</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1st 18 months</td>
<td>$29,733</td>
<td>$1,189.32</td>
<td>$30.62</td>
<td>$1,224.80</td>
</tr>
<tr>
<td>Journey</td>
<td>$31,259</td>
<td>$1,250.36</td>
<td>$32.20</td>
<td>$1,288.00</td>
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</table>

## Digital Scene Planning

<table>
<thead>
<tr>
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<th>Second Period</th>
<th>Third Period</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Hourly</td>
<td>Weekly</td>
<td>Hourly</td>
<td>Weekly</td>
</tr>
<tr>
<td>1st 18 months</td>
<td>$36,880</td>
<td>$1,475.20</td>
<td>$37.99</td>
<td>$1,519.60</td>
</tr>
<tr>
<td>Journey</td>
<td>$38,414</td>
<td>$1,536.56</td>
<td>$39.57</td>
<td>$1,582.00</td>
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## Scan Checker

<table>
<thead>
<tr>
<th></th>
<th>8/1/2015</th>
<th>First Period</th>
<th>Second Period</th>
<th>Third Period</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Hourly</td>
<td>Weekly</td>
<td>Hourly</td>
<td>Weekly</td>
</tr>
<tr>
<td>1st 18 months</td>
<td>$28,943</td>
<td>$1,157.72</td>
<td>$29.81</td>
<td>$1,192.40</td>
</tr>
<tr>
<td>Journey</td>
<td>$30,864</td>
<td>$1,234.56</td>
<td>$31.79</td>
<td>$1,271.60</td>
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## Digital Check

<table>
<thead>
<tr>
<th></th>
<th>8/1/2015</th>
<th>First Period</th>
<th>Second Period</th>
<th>Third Period</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Hourly</td>
<td>Weekly</td>
<td>Hourly</td>
<td>Weekly</td>
</tr>
<tr>
<td>1st 3 months</td>
<td>$30,969</td>
<td>$1,238.76</td>
<td>$31.90</td>
<td>$1,276.00</td>
</tr>
<tr>
<td>Next 9 months</td>
<td>$31,858</td>
<td>$1,274.32</td>
<td>$32.81</td>
<td>$1,312.40</td>
</tr>
<tr>
<td>Next 6 months</td>
<td>$34,495</td>
<td>$1,379.80</td>
<td>$35.83</td>
<td>$1,421.20</td>
</tr>
<tr>
<td>Next 6 months</td>
<td>$35,421</td>
<td>$1,416.84</td>
<td>$36.48</td>
<td>$1,459.20</td>
</tr>
<tr>
<td>Journey</td>
<td>$36,976</td>
<td>$1,479.04</td>
<td>$38.09</td>
<td>$1,526.40</td>
</tr>
</tbody>
</table>

## Production Technical Director 1

<table>
<thead>
<tr>
<th></th>
<th>8/1/2015</th>
<th>First Period</th>
<th>Second Period</th>
<th>Third Period</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Hourly</td>
<td>Weekly</td>
<td>Hourly</td>
<td>Weekly</td>
</tr>
<tr>
<td>1st 18 months</td>
<td>$41,188</td>
<td>$1,647.52</td>
<td>$42.42</td>
<td>$1,696.80</td>
</tr>
<tr>
<td>Journey</td>
<td>$43,206</td>
<td>$1,728.24</td>
<td>$44.50</td>
<td>$1,780.00</td>
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</table>

## Production Technical Director 2

<table>
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<tr>
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<th>First Period</th>
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<th>Third Period</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Hourly</td>
<td>Weekly</td>
<td>Hourly</td>
<td>Weekly</td>
</tr>
<tr>
<td>1st 18 months</td>
<td>$38,770</td>
<td>$1,550.80</td>
<td>$39.93</td>
<td>$1,597.20</td>
</tr>
<tr>
<td>Journey</td>
<td>$40,413</td>
<td>$1,616.52</td>
<td>$41.63</td>
<td>$1,665.20</td>
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## Production Technical Director 3

<table>
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<tr>
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<th>8/1/2015</th>
<th>First Period</th>
<th>Second Period</th>
<th>Third Period</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Hourly</td>
<td>Weekly</td>
<td>Hourly</td>
<td>Weekly</td>
</tr>
<tr>
<td>1st 18 months</td>
<td>$34,923</td>
<td>$1,396.92</td>
<td>$35.97</td>
<td>$1,438.80</td>
</tr>
<tr>
<td>Journey</td>
<td>$36,976</td>
<td>$1,479.04</td>
<td>$38.09</td>
<td>$1,526.40</td>
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</table>

## Production Technical Director 4

<table>
<thead>
<tr>
<th></th>
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<th>First Period</th>
<th>Second Period</th>
<th>Third Period</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Hourly</td>
<td>Weekly</td>
<td>Hourly</td>
<td>Weekly</td>
</tr>
<tr>
<td>1st 18 months</td>
<td>$31,608</td>
<td>$1,264.32</td>
<td>$32.56</td>
<td>$1,302.40</td>
</tr>
<tr>
<td>Journey</td>
<td>$32,481</td>
<td>$1,299.24</td>
<td>$33.46</td>
<td>$1,338.40</td>
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</tbody>
</table>

## Production Technical Director 5

<table>
<thead>
<tr>
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<th>First Period</th>
<th>Second Period</th>
<th>Third Period</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Hourly</td>
<td>Weekly</td>
<td>Hourly</td>
<td>Weekly</td>
</tr>
<tr>
<td>1st 18 months</td>
<td>$29,733</td>
<td>$1,189.32</td>
<td>$30.62</td>
<td>$1,224.80</td>
</tr>
<tr>
<td>Journey</td>
<td>$31,259</td>
<td>$1,250.36</td>
<td>$32.20</td>
<td>$1,286.00</td>
</tr>
</tbody>
</table>

* 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.

† DreamWorks Animation disavows any practice of moving artists up to a higher job classification based on time, rather than on function and skill set. The Producer and Local #839 confirm that Journeyperson classification levels are based upon artist function and skill set required for an assignment.

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

Wage Scales, August 1, 2015 - July 31, 2018

Weekly Employment

---

**SIDELETTER E** - (DreamWorks Animation LLC, DreamWorks Animation Television, Inc., Warner Bros. Animation Inc. and Warner Specialty Productions Inc.)
<table>
<thead>
<tr>
<th>Period</th>
<th>8/1/2015</th>
<th>First Period 8/2/2015-7/30/2016</th>
<th>Second Period 7/31/2016-7/29/2017</th>
<th>Third Period 7/30/2017-7/31/2018</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Hourly</td>
<td>Weekly</td>
<td>Hourly</td>
<td>Weekly</td>
</tr>
<tr>
<td><strong>THE ANIMATION GUILD, LOCAL 839 I.A.T.S.E.</strong></td>
<td></td>
<td></td>
<td></td>
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</tr>
<tr>
<td><strong>Wage Scales, August 1, 2015 - July 31, 2018</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Weekly Employment</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>SIDELETTER E</strong> - (DreamWorks Animation LLC, DreamWorks Animation Television, Inc., Warner Bros. Animation Inc. and Warner Specialty Productions Inc.) (continued)</td>
<td></td>
<td></td>
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</tr>
<tr>
<td><strong>Digital Painter</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1st month</td>
<td>$27.598</td>
<td>$1,103.92</td>
<td>$28.43</td>
<td>$1,137.20</td>
</tr>
<tr>
<td>Next 6 months</td>
<td>$28.685</td>
<td>$1,147.40</td>
<td>$29.55</td>
<td>$1,182.00</td>
</tr>
<tr>
<td>Next 6 months</td>
<td>$29.514</td>
<td>$1,180.56</td>
<td>$30.40</td>
<td>$1,216.00</td>
</tr>
<tr>
<td>Journey</td>
<td>$30.716</td>
<td>$1,228.64</td>
<td>$31.64</td>
<td>$1,265.60</td>
</tr>
<tr>
<td><strong>Trainee</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1st 6 months</td>
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<td>$1,010.88</td>
<td>$26.03</td>
<td>$1,041.20</td>
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<tr>
<td>2nd 6 months</td>
<td>$27.975</td>
<td>$1,119.00</td>
<td>$28.81</td>
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</tr>
<tr>
<td>3rd 6 months</td>
<td>$29.150</td>
<td>$1,166.00</td>
<td>$30.02</td>
<td>$1,200.80</td>
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<tr>
<td>(Subject to right of Producer to request one six-month extension which Union shall not unreasonably deny.)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>SIDELETTER F</strong> - (Walt Disney Pictures - Animation/Timing Directors)</td>
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<tr>
<td><strong>Animation Director</strong></td>
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<td></td>
</tr>
<tr>
<td>1st 6 months</td>
<td>$47.585</td>
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</tr>
<tr>
<td>2nd 6 months</td>
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<td>Journey</td>
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<td>$2,020.16</td>
<td>$52.02</td>
<td>$2,080.80</td>
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<tr>
<td><strong>Timing Director</strong></td>
<td></td>
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<tr>
<td>1st 6 months</td>
<td>$45.627</td>
<td>$1,825.08</td>
<td>$47.00</td>
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<td>2nd 6 months</td>
<td>$46.668</td>
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<tr>
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<td>$49.87</td>
<td>$1,994.80</td>
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<tr>
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<tr>
<td><strong>CGI 3D Compositor I</strong></td>
<td></td>
<td></td>
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<td></td>
</tr>
<tr>
<td>1st 6 months</td>
<td>$38.668</td>
<td>$1,546.72</td>
<td>$39.83</td>
<td>$1,593.20</td>
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<tr>
<td><strong>CGI 3D Compositor II</strong></td>
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</tr>
<tr>
<td>1st 3 months</td>
<td>$30.969</td>
<td>$1,238.76</td>
<td>$31.90</td>
<td>$1,276.00</td>
</tr>
<tr>
<td>Next 9 months</td>
<td>$31.858</td>
<td>$1,274.32</td>
<td>$32.81</td>
<td>$1,312.40</td>
</tr>
<tr>
<td>Next 6 months</td>
<td>$34.495</td>
<td>$1,379.80</td>
<td>$35.53</td>
<td>$1,421.20</td>
</tr>
<tr>
<td>Next 6 months</td>
<td>$35.421</td>
<td>$1,416.84</td>
<td>$36.48</td>
<td>$1,459.20</td>
</tr>
<tr>
<td>Journey</td>
<td>$36.976</td>
<td>$1,479.04</td>
<td>$38.09</td>
<td>$1,523.60</td>
</tr>
<tr>
<td><strong>SIDELETTER H</strong> - (Warner Bros. Animation Inc. - Animation Processors)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Animation Processor</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1st 6 months</td>
<td>$29.310</td>
<td>$1,172.40</td>
<td>$30.19</td>
<td>$1,207.60</td>
</tr>
<tr>
<td>2nd 6 months</td>
<td>$30.156</td>
<td>$1,206.24</td>
<td>$31.06</td>
<td>$1,242.40</td>
</tr>
<tr>
<td>Journey</td>
<td>$31.259</td>
<td>$1,250.36</td>
<td>$32.20</td>
<td>$1,288.00</td>
</tr>
</tbody>
</table>

* 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.

+ DreamWorks Animation disavows any practice of moving artists up to a higher job classification based on time, rather than on function and skill set. The Producer and Local #839 confirm that Journeyperson classification levels are based upon artist function and skill set required for an assignment.
## Wage Scales, August 1, 2015 - July 31, 2018

**Weekly Employment**

<table>
<thead>
<tr>
<th>SIDELETTER I - (Cartoon Network Studios - 2D Digital Animator)</th>
<th>8/1/2015</th>
<th>First Period 8/2/2015-7/30/2016</th>
<th>Second Period 7/31/2016-7/29/2017</th>
<th>Third Period 7/30/2017-7/31/2018</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Hourly</td>
<td>Weekly</td>
<td>Hourly</td>
<td>Weekly</td>
</tr>
<tr>
<td>21-951 Digital Animator I</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1st 6 months</td>
<td>$40.725</td>
<td>$1,629.00</td>
<td>$41.95</td>
<td>$1,728.40</td>
</tr>
<tr>
<td>2nd 6 months</td>
<td>$41.654</td>
<td>$1,666.16</td>
<td>$42.90</td>
<td>$1,716.00</td>
</tr>
<tr>
<td>Journey</td>
<td>$43.206</td>
<td>$1,728.24</td>
<td>$44.50</td>
<td>$1,780.40</td>
</tr>
<tr>
<td>21-952 Digital Animator II</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1st 6 months</td>
<td>$34.495</td>
<td>$1,379.80</td>
<td>$35.53</td>
<td>$1,421.20</td>
</tr>
<tr>
<td>2nd 6 months</td>
<td>$35.351</td>
<td>$1,414.04</td>
<td>$36.41</td>
<td>$1,456.40</td>
</tr>
<tr>
<td>Journey</td>
<td>$36.976</td>
<td>$1,479.04</td>
<td>$38.09</td>
<td>$1,523.60</td>
</tr>
<tr>
<td>21-953 Digital Animator Trainee</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1st 6 months</td>
<td>$27.982</td>
<td>$1,119.28</td>
<td>$28.82</td>
<td>$1,152.80</td>
</tr>
<tr>
<td>2nd 6 months</td>
<td>$29.318</td>
<td>$1,172.72</td>
<td>$30.20</td>
<td>$1,208.00</td>
</tr>
<tr>
<td>3rd 6 months</td>
<td>$30.656</td>
<td>$1,226.24</td>
<td>$31.58</td>
<td>$1,263.20</td>
</tr>
</tbody>
</table>

* 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.