

MEMORANDUM OF AGREEMENT OF SEPTEMBER 24, 2016 BETWEEN SONY PICTURES ANIMATION, INC., ("EMPLOYER") AND THE INTERNATIONAL ALLIANCE OF THEATRICAL STAGE EMPLOYEES AND MOVING PICTURE TECHNICIANS, ARTISTS AND ALLIED CRAFTS OF THE UNITED STATES, ITS TERRITORIES AND CANADA, AFL-CIO ("UNION.")

This Memorandum of Agreement is entered into as of September 24, 2016 between Sony Pictures Animation ("SPA") and International Alliance of Theatrical Stage Employees and Moving Picture Technicians, Artists and Allied Crafts of the United States, its territories and Canada (the "Union.")

This Memorandum of Agreement reflects the complete understanding reached between the Union and SPA. As soon as practicable this Memorandum of Agreement will be reduced to formal contract language.

EFFECTS OF CHANGES

All of the provisions of the current collective bargaining agreement between the Union and SPA shall remain the same unless specifically changed as noted herein.

In consideration of the mutual agreements herein contained, the Union and SPA agree as follows:

1. Term of Agreement

The term of this Agreement shall be for three (3) years commencing on September 24, 2016 and terminating September 23, 2019.

2. Wage Rates

Wage Rates contained in Article 25 "Wages" shall be increased by three percent (3%) effective September 24, 2016, by three percent (3%) effective September 24, 2017, and by three percent (3%) effective September 24, 2018. Such increases are compounded and retroactive to September 24, 2016.

3. Work Schedules and Overtime

Modify Article 14.B. "Overtime," so that all hours worked on the employee's seventh consecutive day worked within a workweek are paid at two (2) times the employee's regular hourly rate of pay.

4. Distant Location

The Company confirms that individuals covered by the collective bargaining agreement are credited for days not worked while working on distant location.

5. Editorial Staff Timecards

The Company is working on the issue of understanding why editorial are asked to complete 839 timecards. This could be a timecard system issue and is a work-in-progress.

6. 21 Consecutive Days of Employment

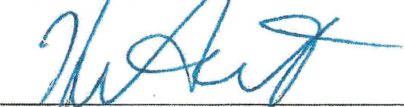
The Company will use its best efforts to ensure that employees do not work 21 consecutive days without a break.

7. Post '60s and Supplemental Markets

Article XVIII "Pre '60s Theatrical Motion Pictures; Pay Television," Article XIX "Post '60 Theatrical Motion Pictures," and XXVII "Supplemental Markets," will be added to the Agreement effective September 24, 2016 for animated feature motion picture productions the principal photography (*i.e.*, start of layout for animated features) of which begins on or after September 24, 2016. These newly negotiated provisions do not apply to library product nor do they apply to the attached list of productions currently in production and/or pre-production. (See attached)

FOR SONY PICTURES ANIMATION:

BY:




Helayne Antler, SVP, Labor Relations
On Behalf of Sony Pictures Animation

Dated:

11/14/16

FOR INTERNATIONAL ALLIANCE OF THEATRICAL STAGE EMPLOYEES AND
MOVING PICTURE TECHNICIANS, ARTISTS, AND ALLIED CRAFTS OF THE UNITED
STATES, ITS TERRITORIES AND CANADA, AFL-CIO

BY:



Michael F. Miller, Jr.
International Vice President
Director Motion Picture & Television Production
I.A.T.S.E. – West Coast

Dated:

11/15/2016