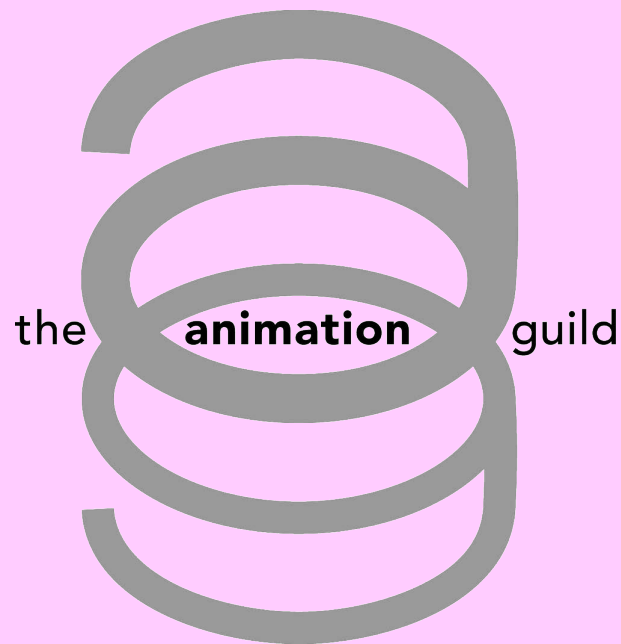


NICKELODEON

2016 - 2018



**AGREEMENT OF AUGUST 1, 2016
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
www.animationguild.org

**MEMORANDUM OF AGREEMENT
BETWEEN THE ANIMATION GUILD AND NICK ANIMATION STUDIOS
"2D" AND "CG" ANIMATION**

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 "2D" agreement for the period from October 9, 2011 through July 31, 2016 (2011 NASI "2D" CBA), and to the "CG" agreement for the period from August 1, 2013 through July 31, 2016 (2013 NASI "CG" CBA).

The terms of this MOA shall be the same terms and conditions as the 2011 NASI "2D" CBA and the 2013 NASI "CG" CBA with the following modifications:

1. The term of this MOA shall be for two (2) years, commencing on August 1, 2016 and expiring on July 31, 2018.
2. Except for the Sick Leave provision therein, the parties agreed to adopt the industry MOA negotiated by TAG with the major animation producers dated as of August 1, 2015 ("TAG Industry MOA"). NASI shall promptly pay bargaining unit employees increases to the wage and unit rate minimums retroactive to August 1, 2016.
3. Bargaining unit 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. For the avoidance of doubt, bargaining unit employees shall continue to receive ten paid sick days per calendar year for the duration of this MOA irrespective of the number of paid sick days payable to non-bargaining unit personnel.

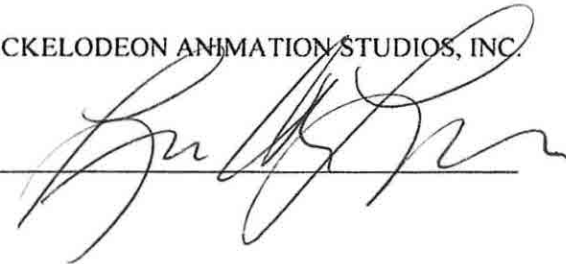
By signing below, TAG and NASI hereby acknowledge their acceptance of and agreement to all of the foregoing terms and conditions hereof.

THE ANIMATION GUILD AND AFFILIATED OPTICAL ELECTRONIC AND GRAPHIC ARTS, LOCAL 839,
IATSE



Date: December 12, 2016

NICKELODEON ANIMATION STUDIOS, INC.



Date: 12/19/16

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement ("MOA") is entered into between The Animation Guild and Affiliated Optical Electronic and Graphic Artist, 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, 2008 through October 8, 2011 (the "2008 NASI CBA"), a copy of which is attached hereto and incorporated herein by this reference as Exhibit "A."

The terms of this MOA shall be the same terms and conditions as the 2008 NASI CBA with the following modifications:

1. The term of this MOA shall be four (4) years, commencing on October 9, 2011 and ending on October 8, 2015.
2. The wage and unit rate minimums as set forth in the 2008 NASI CBA which became effective on October 10, 2010 shall remain in effect through and including July 31, 2012. Thereafter, during the term of this MOA, the wage and unit rate minimums shall be as set forth in and shall become effective on the same applicable wage rate effective dates as established by the successor agreement to the August 1, 2009 – July 31, 2012 TAG industry master contract ("2009 Master CBA").
3. Notwithstanding anything to the contrary set forth hereunder, the wage and unit rate minimums set forth in DreamWorks Animation LLC Sideletter E to the 2009 Master CBA shall apply with respect to NASI's engagement of Trainees and such wages shall not be subject to increase through and including July 31, 2012. Thereafter, the wage and unit rate minimums for Trainees shall be as set forth in and shall become effective on the same applicable wage rate effective dates as established by the successor agreement between TAG and DWA. NASI hereby acknowledges that Trainees may only be employed at Trainee rates for a maximum aggregate period of 18 months; thereafter, continued employment shall be at the minimums for the applicable contract job classification. In the event TAG agrees to lower Trainee wage minimums or other more favorable terms with any company during the term of this MOA, TAG shall notify NASI thereof and NASI shall be accorded such lower minimums and more favorable terms.
4. For purposes of this MOA, the term "Contract," as defined in Paragraph 1 of the 2008 NASI CBA, shall mean that certain contract negotiated by TAG with the major animation producers dated as of August 1, 2009.

By signing in the spaces provided below, TAG and NASI hereby acknowledge their acceptance and understanding of and agreement to all of the foregoing terms and conditions hereof.

ACCEPTED AND AGREED:

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

BY: _____

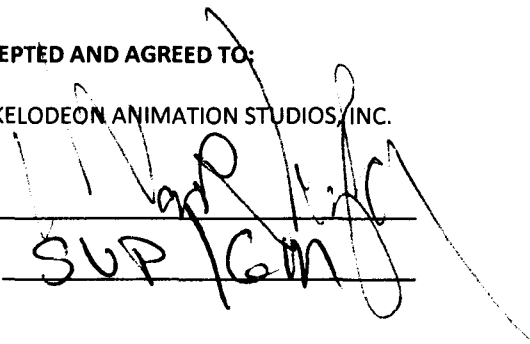
ITS: Business Representative
The Animation Guild - Local 839, IATSE

ACCEPTED AND AGREED TO:

NICKELODEON ANIMATION STUDIOS, INC.

BY: _____

ITS: SVP / GM



MEMORANDUM OF AGREEMENT
The Animation Guild & Nick Animation Studios
CG Animation

This Memorandum of Agreement (the "MOA") is entered into between The Animation Guild and Affiliated Optical Electronic and Graphic Artist, Local 839 IATSE ("TAG") and Nickelodeon Animation Studios, Inc. ("NASI") (collectively TAG and NASI shall be referred to as "the Parties") and subject to ratification by the Bargaining Unit (as defined in Paragraph 2 below) shall constitute the collective bargaining agreement between the Parties until it is replaced, if ever, by a more formal collective bargaining agreement. Reference is hereby made to that certain collective bargaining agreement, effective as of October 9, 2011, between the Parties (the "2D MOA"). The terms of the 2D MOA are hereby incorporated by reference and shall constitute the terms of this MOA, covering the Bargaining Unit, with the following modifications:

1. **Term:** The term of this MOA shall be three (3) years, commencing on August 1, 2013 and expiring on July 31, 2016. Further, the parties agree that the term of the 2D MOA shall be extended to expire on July 31, 2016.
2. **Bargaining Unit:** The bargaining unit ("Bargaining Unit") covered by this MOA shall be all computer graphic ("CG") production employees employed in the classifications set forth in paragraph 4 below only. Managerial personnel, supervisors as defined by the National Labor Relations Act, guards and all other employees of NASI are excluded from the Bargaining Unit. As agreed, (a) CG Animation Directors and Compositing Directors (formerly known as Animation and Compositing Supervisors) shall be included in the Bargaining Unit, it being understood that the Company reserves the right to use the title Animation Supervisor for statutory supervisors who are excluded from the unit; and (b) Pipeline Technical Directors shall be excluded from the Bargaining Unit.
3. **Scope:** Incorporate Article 1 ("SCOPE OF AGREEMENT") of the Animation Guild Master Collective Bargaining Agreement, dated as of August 1, 2012 ("TAG Master CBA"). It is understood and agreed that the scope of this MOA is limited to CG entertainment programs produced for initial exhibition on television, in theaters (as well as direct-to-video and shorts) and, to the extent provided in the New Media Sideletter, in new media as defined therein). This MOA does not apply to CG work for other media such as, but not limited to, interactive content, computer games or apps. To the extent that employees cross over between covered and non-covered work, whether or not their employment is covered by this MOA shall depend on whether their "primary" (more than 50%) scope of work in a consecutive 60-day period is within the scope of the Bargaining Unit as set forth above.
4. **Job Classifications & Wages**
 - a. CG (Digital) Animator
 - b. Generalist
 - c. Character Modeler
 - d. Character Technical Director
 - e. Technical Director
 - f. Environment Artist
 - g. FX Artist
 - h. Lighting/Comp Artist
 - i. Texture Artist:
 - i. First 18 months: \$1,075 per week.
 - ii. Journey: \$1,175 per week.

Leads

- j. Lead CG (Digital) Animator
- k. Lead Character Modeler
- l. Lead Technical Director,
- m. Lead Environment Artist
- n. Lead FX Artist
- o. Lead Lighting/Comp Artist
- p. Lead Texture Artist):

\$1,618 per week.

MEMORANDUM OF AGREEMENT
The Animation Guild & Nick Animation Studios
CG Animation

- q. VFX Technical Director
- r. Asset Technical Director:

\$1,812.96 per week.

- s. CG Animation Director
- t. Compositing Director

- i. First 6 months: 1,829.48 per week.
- ii. Second 6 months: 1,871.28 per week.
- iii. Journey: \$1,941.72 per week.

- u. Asset Finaler

- i. First 6 months: \$625 per week.
- ii. Second 6 months: \$640 per week.
- iii. Journey: \$660 per week.

- v. Trainee

- i. First 6 months: \$942 per week.
- ii. Second 6 months: \$971.60 per week.
- iii. Third 6 months: \$991.04 per week.

- w. General: The foregoing rates shall increase annually by the same percentages and the same dates as the wage increases set forth in the 2D MOA, provided, however, that in no event shall the first such increase be earlier than August 1, 2014, with subsequent increases falling on the anniversary date of the prior increase unless the subsequent 2D MOA increases occur more frequently than annually.

- 5. Shop Requirements: Incorporate Article 3 ("SHOP REQUIREMENTS") of the TAG Master CBA, with the following modification: new employees hired for short term engagements (engagements of 90 days or less) will not be required to be and remain a member in good standing of TAG until the 60th day of employment (which may be increased to the 90th day of employment upon approval by the TAG, which approval will not be unreasonably withheld by the TAG).
- 6. Pension, Health and Welfare: The terms of the TAG Master CBA regarding participation in the Motion Picture Industry Pension, Individual Account and Health (Active and Retiree) Plans are incorporated by reference and, except as provided in Paragraph 7, below, contributions to said Plans shall commence on the effective date of this MOA.
- 7. Gap Health Coverage: Subject to and conditioned upon approval by the Motion Picture Industry Health Plan's Board of Directors, on the effective date of this MOA, NASI shall make retroactive Active Health Plan contributions for all hours worked in a covered classification immediately prior to said effective date, up to a maximum of 600 hours, for all Bargaining Unit employees on the active payroll as of said effective date ("Actives"). In the event the Directors do not agree to accept such retroactive contributions and provide eligibility to such employees as of the effective date of this Agreement, NASI agrees to pay up to a maximum sum of \$206,000 toward COBRA coverage of Actives who elect COBRA for up to 6 months (8/1/13—1/31/14), or until each such employee is eligible for and receives Active Health Plan Coverage, whichever is earlier. Any shortfall shall be paid by each respective Active employee to the extent he/she desires such coverage.
- 8. Dismissal Pay: The parties agree that only work performed after the effective date of this MOA shall be included in calculating eligibility for dismissal pay.

MEMORANDUM OF AGREEMENT
The Animation Guild & Nick Animation Studios
CG Animation

9. **Sick Days:** The parties agree that the current balance of Sick Days maintained by Bargaining Unit employees will not be cumulative, i.e., Bargaining Unit employees will be entitled to a total of ten (10) sick days per calendar year, regardless of a Unit Employee's current balance at the time this MOA commences.

10. **Vacation:** Unused vacation days accrued prior to August 1, 2013 shall be paid out to all Bargaining Unit employees. Subject to appropriate and customary approvals by managers and production needs, Bargaining Unit employees may take unpaid vacation days in an amount not to exceed the number of such unused and accrued vacation days.

11. **Grandfathering:** Nothing in this MOA shall result in a reduction of the better terms and conditions of any Bargaining Unit member, including those in any Personal Service Agreement in effect immediately prior to the 8/1/13 effective date of this MOA. This paragraph does not preclude negotiating new and different terms with an employee whose current assignment concludes after the effective date of this Agreement and who agrees to work on a new project, provided that those terms are no less favorable than the minimums contained in the collective bargaining agreement.

By signing in the spaces provided below, TAG and NASI hereby acknowledge their acceptance of and agreement to all of the foregoing terms and conditions hereof.

ACCEPTED AND AGREED:

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

BY: 

ITS: Business Representative
The Animation Guild

ACCEPTED AND AGREED TO:

NICKELODEON ANIMATION STUDIOS, INC.

BY: 

ITS: SUP Production

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: _____

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

Wage Scales, Aug 2, 2015-July 31, 2018

Weekly employment*

	First period		Second period		Third period		
	8/2/2015-7/30/2016		7/31/2016-7/29/2017		7/30/2017-7/31/2018		
	<u>Hourly</u>	<u>Weekly</u>	<u>Hourly</u>	<u>Weekly</u>	<u>Hourly</u>	<u>Weekly</u>	
<u>ANIMATION</u>							
21-027	Production Board						
	1st 6 months	\$48.24	\$1,929.60	\$49.69	\$1,987.60	\$51.18	\$2,047.20
	2nd 6 months	\$49.34	\$1,973.60	\$50.82	\$2,032.80	\$52.34	\$2,093.60
	Journey	\$51.18	\$2,047.20	\$52.72	\$2,108.80	\$54.30	\$2,172.00
21-012	Animator**						
21-032	Background**						
21-042	Layout**						
21-052	Model Designer**						
21-022	Animation Story Person/Animation Writer**						
21-801	Staff Comic Strip Story Person and/or Artist						
	1st 6 months	\$41.95	\$1,678.00	\$43.21	\$1,728.40	\$44.51	\$1,780.40
	2nd 6 months	\$42.90	\$1,716.00	\$44.19	\$1,767.60	\$45.52	\$1,820.80
	Journey	\$44.50	\$1,780.00	\$45.84	\$1,833.60	\$47.22	\$1,888.80
	<i>(Subject to right of Producer to request extension which Union shall not unreasonably deny)</i>						
21-112	Key Assistant Animator						
		\$42.65	\$1,706.00	\$43.93	\$1,757.20	\$45.25	\$1,810.00
21-102	Assistant Animator / Storyboard Revisionist						
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	\$35.53	\$1,421.20	\$36.60	\$1,464.00	\$37.70	\$1,508.00
	2nd 6 months	\$36.41	\$1,456.40	\$37.50	\$1,500.00	\$38.63	\$1,545.20
	Journey	\$38.09	\$1,523.60	\$39.23	\$1,569.20	\$40.41	\$1,616.40
	<i>(Subject to right of Producer to request extension which Union shall not unreasonably deny)</i>						
21-142	Breakdown						
	1st year	\$32.56	\$1,302.40	\$33.54	\$1,341.60	\$34.55	\$1,382.00
	Journey	\$33.46	\$1,338.40	\$34.46	\$1,378.40	\$35.49	\$1,419.60

* 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.

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

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

Wage Scales, Aug 2, 2015-July 31, 2018

Weekly employment*

		First period		Second period		Third period	
		8/2/2015-7/30/2016		7/31/2016-7/29/2017		7/30/2017-7/31/2018	
		<u>Hourly</u>	<u>Weekly</u>	<u>Hourly</u>	<u>Weekly</u>	<u>Hourly</u>	<u>Weekly</u>
21-152	Inbetweeners						
	1st 6 months	\$30.19	\$1,207.60	\$31.10	\$1,244.00	\$32.03	\$1,281.20
	2nd 6 months	\$31.06	\$1,242.40	\$31.99	\$1,279.60	\$32.95	\$1,318.00
	Journey	\$32.20	\$1,288.00	\$33.17	\$1,326.80	\$34.17	\$1,366.80
21-202	Apprentice Layout, Model Designer, Background and Production Board						
	6 months	\$32.52	\$1,300.80	\$33.50	\$1,340.00	\$34.51	\$1,380.40
	<i>(Subject to right of Producer to request extension which Union shall not unreasonably deny)</i>						
21-232	Blue Sketch						
	1st year	\$31.90	\$1,276.00	\$32.86	\$1,314.40	\$33.85	\$1,354.00
	Journey	\$32.81	\$1,312.40	\$33.79	\$1,351.60	\$34.80	\$1,392.00
21-312	Story Sketch						
	1st year	\$39.39	\$1,575.60	\$40.57	\$1,622.80	\$41.79	\$1,671.60
	Journey	\$39.99	\$1,599.60	\$41.19	\$1,647.60	\$42.43	\$1,697.20
21-322	Apprentice Animation Story Person and/or Apprentice Story Sketch						
	1st 6 months	\$32.61	\$1,304.40	\$33.59	\$1,343.60	\$34.60	\$1,384.00
	2nd 6 months	\$34.05	\$1,362.00	\$35.07	\$1,402.80	\$36.12	\$1,444.80
	<i>(Subject to right of Producer to request extension which Union shall not unreasonably deny)</i>						
21-332	Assistant Director						
	1st 6 months	\$33.88	\$1,355.20	\$34.90	\$1,396.00	\$35.95	\$1,438.00
	2nd 6 months	\$36.96	\$1,478.40	\$38.07	\$1,522.80	\$39.21	\$1,568.40
	3rd 6 months	\$40.04	\$1,601.60	\$41.24	\$1,649.60	\$42.48	\$1,699.20
	Journey	\$41.83	\$1,673.20	\$43.08	\$1,723.20	\$44.37	\$1,774.80
21-335	Sheet Timer						
	1st 6 months	\$33.88	\$1,355.20	\$34.90	\$1,396.00	\$35.95	\$1,438.00
	2nd 6 months	\$36.96	\$1,478.40	\$38.07	\$1,522.80	\$39.21	\$1,568.40
	3rd 6 months	\$40.04	\$1,601.60	\$41.24	\$1,649.60	\$42.48	\$1,699.20
	Journey	\$41.83	\$1,673.20	\$43.08	\$1,723.20	\$44.37	\$1,774.80
21-242	Scene Planner						
	1st year	\$37.99	\$1,519.60	\$39.13	\$1,565.20	\$40.30	\$1,612.00
	Journey	\$39.57	\$1,582.80	\$40.76	\$1,630.40	\$41.98	\$1,679.20

* 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, Aug 2, 2015-July 31, 2018

Weekly employment*

	First period		Second period		Third period	
	8/2/2015-7/30/2016		7/31/2016-7/29/2017		7/30/2017-7/31/2018	
	<u>Hourly</u>	<u>Weekly</u>	<u>Hourly</u>	<u>Weekly</u>	<u>Hourly</u>	<u>Weekly</u>
21-252 Animation Checker						
1st 3 months	\$31.90	\$1,276.00	\$32.86	\$1,314.40	\$33.85	\$1,354.00
Next 9 months	\$32.81	\$1,312.40	\$33.79	\$1,351.60	\$34.80	\$1,392.00
Next 6 months	\$35.53	\$1,421.20	\$36.60	\$1,464.00	\$37.70	\$1,508.00
Next 6 months	\$36.48	\$1,459.20	\$37.57	\$1,502.80	\$38.70	\$1,548.00
Journey	\$38.09	\$1,523.60	\$39.23	\$1,569.20	\$40.41	\$1,616.40
<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	\$32.68	\$1,307.20	\$33.66	\$1,346.40	\$34.67	\$1,386.80
2nd 6 months	\$33.48	\$1,339.20	\$34.48	\$1,379.20	\$35.51	\$1,420.40
Journey	\$34.61	\$1,384.40	\$35.65	\$1,426.00	\$36.72	\$1,468.80
21-422 Inker						
1st month	\$28.43	\$1,137.20	\$29.28	\$1,171.20	\$30.16	\$1,206.40
Next 6 months	\$29.97	\$1,198.80	\$30.87	\$1,234.80	\$31.80	\$1,272.00
Next 6 months	\$30.79	\$1,231.60	\$31.71	\$1,268.40	\$32.66	\$1,306.40
Journey	\$31.87	\$1,274.80	\$32.83	\$1,313.20	\$33.81	\$1,352.40
21-442 Ink Checker						
1st year	\$32.37	\$1,294.80	\$33.34	\$1,333.60	\$34.34	\$1,373.60
Journey	\$32.96	\$1,318.40	\$33.95	\$1,358.00	\$34.97	\$1,398.80
21-452 Special Effects						
1st year	\$32.37	\$1,294.80	\$33.34	\$1,333.60	\$34.34	\$1,373.60
Journey	\$32.96	\$1,318.40	\$33.95	\$1,358.00	\$34.97	\$1,398.80
21-453 Head Special Effects						
	\$33.88	\$1,355.20	\$34.90	\$1,396.00	\$35.95	\$1,438.00
21-500 Color Modelist						
1st 6 months	\$31.11	\$1,244.40	\$32.04	\$1,281.60	\$33.00	\$1,320.00
2nd 6 months	\$31.94	\$1,277.60	\$32.90	\$1,316.00	\$33.89	\$1,355.60
Journey	\$33.12	\$1,324.80	\$34.11	\$1,364.40	\$35.13	\$1,405.20

* 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, Aug 2, 2015-July 31, 2018

Weekly employment*

		First period		Second period		Third period	
		8/2/2015-7/30/2016		7/31/2016-7/29/2017		7/30/2017-7/31/2018	
		<u>Hourly</u>	<u>Weekly</u>	<u>Hourly</u>	<u>Weekly</u>	<u>Hourly</u>	<u>Weekly</u>
21-501	Color Stylist						
	1st 3 months	\$31.90	\$1,276.00	\$32.86	\$1,314.40	\$33.85	\$1,354.00
	Next 9 months	\$32.81	\$1,312.40	\$33.79	\$1,351.60	\$34.80	\$1,392.00
	Next 6 months	\$35.53	\$1,421.20	\$36.60	\$1,464.00	\$37.70	\$1,508.00
	Next 6 months	\$36.48	\$1,459.20	\$37.57	\$1,502.80	\$38.70	\$1,548.00
	Journey	\$38.09	\$1,523.60	\$39.23	\$1,569.20	\$40.41	\$1,616.40
21-522	Painter						
	1st month	\$28.43	\$1,137.20	\$29.28	\$1,171.20	\$30.16	\$1,206.40
	Next 6 months	\$29.55	\$1,182.00	\$30.44	\$1,217.60	\$31.35	\$1,254.00
	Next 6 months	\$30.40	\$1,216.00	\$31.31	\$1,252.40	\$32.25	\$1,290.00
	Journey	\$31.64	\$1,265.60	\$32.59	\$1,303.60	\$33.57	\$1,342.80
21-542	Xerox Processor						
	1st 3 months	\$28.43	\$1,137.20	\$29.28	\$1,171.20	\$30.16	\$1,206.40
	2nd 12 months	\$30.92	\$1,236.80	\$31.85	\$1,274.00	\$32.81	\$1,312.40
	Journey	\$31.64	\$1,265.60	\$32.59	\$1,303.60	\$33.57	\$1,342.80
21-552	Key Xerox Processor						
		\$32.04	\$1,281.60	\$33.00	\$1,320.00	\$33.99	\$1,359.60
<u>CHECKERS</u>							
21-562	Xerox Checker						
	1st year	\$32.37	\$1,294.80	\$33.34	\$1,333.60	\$34.34	\$1,373.60
	Journey	\$32.96	\$1,318.40	\$33.95	\$1,358.00	\$34.97	\$1,398.80
21-572	Animation Stock Librarian						
	1st 6 months	\$30.96	\$1,238.40	\$31.89	\$1,275.60	\$32.85	\$1,314.00
	2nd 6 months	\$31.74	\$1,269.60	\$32.69	\$1,307.60	\$33.67	\$1,346.80
	Journey	\$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	\$30.96	\$1,238.40	\$31.89	\$1,275.60	\$32.85	\$1,314.00
	2nd 6 months	\$31.74	\$1,269.60	\$32.69	\$1,307.60	\$33.67	\$1,346.80
	Journey	\$32.96	\$1,318.40	\$33.95	\$1,358.00	\$34.97	\$1,398.80

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

Wage Scales, Aug 2, 2015-July 31, 2018

Weekly employment*

		First period		Second period		Third period	
		8/2/2015-7/30/2016		7/31/2016-7/29/2017		7/30/2017-7/31/2018	
		<u>Hourly</u>	<u>Weekly</u>	<u>Hourly</u>	<u>Weekly</u>	<u>Hourly</u>	<u>Weekly</u>
21-633	Head Final Checker	\$33.88	\$1,355.20	\$34.90	\$1,396.00	\$35.95	\$1,438.00
21-652	Paint Checker						
	1st 6 months	\$30.19	\$1,207.60	\$31.10	\$1,244.00	\$32.03	\$1,281.20
	2nd 6 months	\$31.06	\$1,242.40	\$31.99	\$1,279.60	\$32.95	\$1,318.00
	Journey	\$32.20	\$1,288.00	\$33.17	\$1,326.80	\$34.17	\$1,366.80
21-672	Picture Set-Up						
	1st year	\$31.90	\$1,276.00	\$32.86	\$1,314.40	\$33.85	\$1,354.00
	Journey	\$32.91	\$1,316.40	\$33.90	\$1,356.00	\$34.92	\$1,396.80
21-682	Scan Checker						
	1st 6 months	\$29.41	\$1,176.40	\$30.29	\$1,211.60	\$31.20	\$1,248.00
	2nd 6 months	\$30.22	\$1,208.80	\$31.13	\$1,245.20	\$32.06	\$1,282.40
	Journey	\$31.31	\$1,252.40	\$32.25	\$1,290.00	\$33.22	\$1,328.80
21-692	Cel Service						
	1st 6 months	\$29.27	\$1,170.80	\$30.15	\$1,206.00	\$31.05	\$1,242.00
	2nd 6 months	\$30.03	\$1,201.20	\$30.93	\$1,237.20	\$31.86	\$1,274.40
	Journey	\$30.99	\$1,239.60	\$31.92	\$1,276.80	\$32.88	\$1,315.20
21-722	Mix and Match						
	1st year	\$30.55	\$1,222.00	\$31.47	\$1,258.80	\$32.41	\$1,296.40
	Journey	\$31.76	\$1,270.40	\$32.71	\$1,308.40	\$33.69	\$1,347.60
21-742	Paint Technician						
	1st year	\$32.99	\$1,319.60	\$33.98	\$1,359.20	\$35.00	\$1,400.00
	Journey	\$34.14	\$1,365.60	\$35.16	\$1,406.40	\$36.21	\$1,448.40
21-792	Letter Artist						
	1st 6 months	\$35.53	\$1,421.20	\$36.60	\$1,464.00	\$37.70	\$1,508.00
	2nd 6 months	\$36.48	\$1,459.20	\$37.57	\$1,502.80	\$38.70	\$1,548.00
	Journey	\$38.09	\$1,523.60	\$39.23	\$1,569.20	\$40.41	\$1,616.40
21-222	Trainee						
	1st 6 months	\$28.82	\$1,152.80	\$29.68	\$1,187.20	\$30.57	\$1,222.80
	2nd 6 months	\$30.20	\$1,208.00	\$31.11	\$1,244.40	\$32.04	\$1,281.60
	3rd 6 months	\$31.58	\$1,263.20	\$32.53	\$1,301.20	\$33.51	\$1,340.40

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

Wage Scales, Aug 2, 2015-July 31, 2018

Weekly employment*

		First period		Second period		Third period	
		8/2/2015-7/30/2016		7/31/2016-7/29/2017		7/30/2017-7/31/2018	
		<u>Hourly</u>	<u>Weekly</u>	<u>Hourly</u>	<u>Weekly</u>	<u>Hourly</u>	<u>Weekly</u>
<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	\$40.97	\$1,638.80	\$42.20	\$1,688.00	\$43.47	\$1,738.80
	After 1 year in classification	\$42.77	\$1,710.80	\$44.05	\$1,762.00	\$45.37	\$1,814.80
21-822	Class II (Writes or draws one Sunday page per week)						
	1st year	\$37.06	\$1,482.40	\$38.17	\$1,526.80	\$39.32	\$1,572.80
	After 1 year in classification	\$38.54	\$1,541.60	\$39.70	\$1,588.00	\$40.89	\$1,635.60
21-832	Staff Assistant						
	1st year	\$28.68	\$1,147.20	\$29.54	\$1,181.60	\$30.43	\$1,217.20
	2nd year	\$29.91	\$1,196.40	\$30.81	\$1,232.40	\$31.73	\$1,269.20
	3rd year	\$31.54	\$1,261.60	\$32.49	\$1,299.60	\$33.46	\$1,338.40
	Journey	\$32.12	\$1,284.80	\$33.08	\$1,323.20	\$34.07	\$1,362.80
<u>COMIC STRIP (New work)</u>							
21-842	Six Panels (Writes and draws)						
	1st year	\$33.36	\$1,334.40	\$34.36	\$1,374.40	\$35.39	\$1,415.60
	After 1 year in classification	\$34.80	\$1,392.00	\$35.84	\$1,433.60	\$36.92	\$1,476.80
21-852	Six Strips (Writes and draws)						
	1st year	\$37.06	\$1,482.40	\$38.17	\$1,526.80	\$39.32	\$1,572.80
	After 1 year in classification	\$38.54	\$1,541.60	\$39.70	\$1,588.00	\$40.89	\$1,635.60
21-862	One Sunday Page (Writes and draws)						
	1st year	\$33.36	\$1,334.40	\$34.36	\$1,374.40	\$35.39	\$1,415.60
	After 1 year in classification	\$34.80	\$1,392.00	\$35.84	\$1,433.60	\$36.92	\$1,476.80
<u>PROMOTION AND PUBLICITY ARTISTS</u>							
21-872	Class I (Responsible)						
	1st year	\$40.97	\$1,638.80	\$42.20	\$1,688.00	\$43.47	\$1,738.80
	After 1 year in classification	\$42.85	\$1,714.00	\$44.14	\$1,765.60	\$45.46	\$1,818.40
21-882	Class II (Assistant)						
	1st year	\$37.06	\$1,482.40	\$38.17	\$1,526.80	\$39.32	\$1,572.80
	After 1 year in classification	\$38.54	\$1,541.60	\$39.70	\$1,588.00	\$40.89	\$1,635.60

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

Wage Scales, Aug 2, 2015-July 31, 2018

Weekly employment*

SIDELETTER E+

[DreamWorks Animation LLC, DreamWorks Animation Television, Inc.,
Warner Bros. Animation Inc. and Warner Specialty Productions Inc.]

	First period 8/2/2015-7/30/2016		Second period 7/31/2016-7/29/2017		Third period 7/30/2017-7/31/2018	
	<u>Hourly</u>	<u>Weekly</u>	<u>Hourly</u>	<u>Weekly</u>	<u>Hourly</u>	<u>Weekly</u>
CGI Animator/Modeler 1						
1st 18 months	\$42.42	\$1,696.80	\$43.69	\$1,747.60	\$45.00	\$1,800.00
Journey	\$44.50	\$1,780.00	\$45.84	\$1,833.60	\$47.22	\$1,888.80
CGI Animator/Modeler 2						
1st 18 months	\$40.73	\$1,629.20	\$41.95	\$1,678.00	\$43.21	\$1,728.40
Journey	\$42.65	\$1,706.00	\$43.93	\$1,757.20	\$45.25	\$1,810.00
CGI Animator/Modeler 3						
1st 18 months	\$35.97	\$1,438.80	\$37.05	\$1,482.00	\$38.16	\$1,526.40
Journey	\$38.09	\$1,523.60	\$39.23	\$1,569.20	\$40.41	\$1,616.40
CGI Animator/Modeler 4						
1st 18 months	\$32.56	\$1,302.40	\$33.54	\$1,341.60	\$34.55	\$1,382.00
Journey	\$33.46	\$1,338.40	\$34.46	\$1,378.40	\$35.49	\$1,419.60
CGI Animator/Modeler 5						
1st 18 months	\$30.62	\$1,224.80	\$31.54	\$1,261.60	\$32.49	\$1,299.60
Journey	\$32.20	\$1,288.00	\$33.17	\$1,326.80	\$34.17	\$1,366.80

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

Wage Scales, Aug 2, 2015-July 31, 2018

Weekly employment*

SIDELETTER E+

[DreamWorks Animation LLC, DreamWorks Animation Television, Inc.,
Warner Bros. Animation Inc. and Warner Specialty Productions Inc.]

	First period		Second period		Third period	
	8/2/2015-7/30/2016		7/31/2016-7/29/2017		7/30/2017-7/31/2018	
	<u>Hourly</u>	<u>Weekly</u>	<u>Hourly</u>	<u>Weekly</u>	<u>Hourly</u>	<u>Weekly</u>
Digital Scene Planning						
1st 18 months	\$37.99	\$1,519.60	\$39.13	\$1,565.20	\$40.30	\$1,612.00
Journey	\$39.57	\$1,582.80	\$40.76	\$1,630.40	\$41.98	\$1,679.20
Scan Checker						
1st 18 months	\$29.81	\$1,192.40	\$30.70	\$1,228.00	\$31.62	\$1,264.80
Journey	\$31.79	\$1,271.60	\$32.74	\$1,309.60	\$33.72	\$1,348.80
Digital Check						
1st 3 months	\$31.90	\$1,276.00	\$32.86	\$1,314.40	\$33.85	\$1,354.00
Next 9 months	\$32.81	\$1,312.40	\$33.79	\$1,351.60	\$34.80	\$1,392.00
Next 6 months	\$35.53	\$1,421.20	\$36.60	\$1,464.00	\$37.70	\$1,508.00
Next 6 months	\$36.48	\$1,459.20	\$37.57	\$1,502.80	\$38.70	\$1,548.00
Journey	\$38.09	\$1,523.60	\$39.23	\$1,569.20	\$40.41	\$1,616.40
Production Technical Director 1						
1st 18 months	\$42.42	\$1,696.80	\$43.69	\$1,747.60	\$45.00	\$1,800.00
Journey	\$44.50	\$1,780.00	\$45.84	\$1,833.60	\$47.22	\$1,888.80

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

Wage Scales, Aug 2, 2015-July 31, 2018

Weekly employment*

SIDELETTER E+

**[DreamWorks Animation LLC, DreamWorks Animation Television, Inc.,
Warner Bros. Animation Inc. and Warner Specialty Productions Inc.]**

	First period		Second period		Third period	
	8/2/2015-7/30/2016		7/31/2016-7/29/2017		7/30/2017-7/31/2018	
	<u>Hourly</u>	<u>Weekly</u>	<u>Hourly</u>	<u>Weekly</u>	<u>Hourly</u>	<u>Weekly</u>
Production Technical Director 2						
1st 18 months	\$39.93	\$1,597.20	\$41.13	\$1,645.20	\$42.36	\$1,694.40
Journey	\$41.63	\$1,665.20	\$42.88	\$1,715.20	\$44.17	\$1,766.80
Production Technical Director 3						
1st 18 months	\$35.97	\$1,438.80	\$37.05	\$1,482.00	\$38.16	\$1,526.40
Journey	\$38.09	\$1,523.60	\$39.23	\$1,569.20	\$40.41	\$1,616.40
Production Technical Director 4						
1st 18 months	\$32.56	\$1,302.40	\$33.54	\$1,341.60	\$34.55	\$1,382.00
Journey	\$33.46	\$1,338.40	\$34.46	\$1,378.40	\$35.49	\$1,419.60
Production Technical Director 5						
1st 18 months	\$30.62	\$1,224.80	\$31.54	\$1,261.60	\$32.49	\$1,299.60
Journey	\$32.20	\$1,288.00	\$33.17	\$1,326.80	\$34.17	\$1,366.80

* 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, Aug 2, 2015-July 31, 2018

Weekly employment*

SIDELETTER E+

**[DreamWorks Animation LLC, DreamWorks Animation Television, Inc.,
Warner Bros. Animation Inc. and Warner Specialty Productions Inc.]**

	First period		Second period		Third period	
	8/2/2015-7/30/2016		7/31/2016-7/29/2017		7/30/2017-7/31/2018	
	<u>Hourly</u>	<u>Weekly</u>	<u>Hourly</u>	<u>Weekly</u>	<u>Hourly</u>	<u>Weekly</u>
Digital Painter						
1st month	\$28.43	\$1,137.20	\$29.28	\$1,171.20	\$30.16	\$1,206.40
Next 6 months	\$29.55	\$1,182.00	\$30.44	\$1,217.60	\$31.35	\$1,254.00
Next 6 months	\$30.40	\$1,216.00	\$31.31	\$1,252.40	\$32.25	\$1,290.00
Journey	\$31.64	\$1,265.60	\$32.59	\$1,303.60	\$33.57	\$1,342.80
Trainee						
1st 6 months	\$26.03	\$1,041.20	\$26.81	\$1,072.40	\$27.61	\$1,104.40
2nd 6 months	\$28.81	\$1,152.40	\$29.67	\$1,186.80	\$30.56	\$1,222.40
3rd 6 months	\$30.02	\$1,200.80	\$30.92	\$1,236.80	\$31.85	\$1,274.00

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

Wage Scales, Aug 2, 2015-July 31, 2018

Weekly employment*

SIDELETTER F

**[Walt Disney Pictures and Warner Bros. Animation Inc. —
Animation/Timing Directors]**

	First period		Second period		Third period	
	8/2/2015-7/30/2016		7/31/2016-7/29/2017		7/30/2017-7/31/2018	
	<u>Hourly</u>	<u>Weekly</u>	<u>Hourly</u>	<u>Weekly</u>	<u>Hourly</u>	<u>Weekly</u>
Animation Director						
1st 6 months	\$49.01	\$1,960.40	\$50.48	\$2,019.20	\$51.99	\$2,079.60
2nd 6 months	\$50.13	\$2,005.20	\$51.63	\$2,065.20	\$53.18	\$2,127.20
Journey	\$52.02	\$2,080.80	\$53.58	\$2,143.20	\$55.19	\$2,207.60
Timing Director						
1st 6 months	\$47.00	\$1,880.00	\$48.41	\$1,936.40	\$49.86	\$1,994.40
2nd 6 months	\$48.07	\$1,922.80	\$49.51	\$1,980.40	\$51.00	\$2,040.00
Journey	\$49.87	\$1,994.80	\$51.37	\$2,054.80	\$52.91	\$2,116.40

* 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 journey-personnel classification levels are based upon artist function and skill set required for an assignment.

MEMORANDUM OF AGREEMENT
The Animation Guild & Nickelodeon Animation Studios
CG Animation

	<u>8/2/15- 7/30/2016</u>		<u>7/31/2016-7/29/2017</u>		<u>7/30/2017-7/31/2018</u>	
	<u>Hourly</u>	<u>Weekly</u>	<u>Hourly</u>	<u>Weekly</u>	<u>Hourly</u>	<u>Weekly</u>
21-6001 CG (Digital) Animator						
21-6002 Generalist						
21-6003 Character Modeler						
21-6004 Character Technical Director						
21-6005 Technical Director						
21-6006 Environment Artist						
21-6007 FX Artist						
21-6008 Lighting/Comp Artist						
21-6009 Texture Artist:						
First 18 months:	\$28.23	\$1,129.20	\$29.08	\$1,163.20	\$29.95	\$1,198.00
Journey:	\$30.86	\$1,234.40	\$31.79	\$1,271.60	\$32.74	\$1,309.60
LEADS						
21-6101 Lead CG (Digital) Animator						
21-6102 Lead Generalist						
21-6103 Lead Character Modeler						
21-6104 Lead Character Technical Director						
21-6105 Lead Technical Director						
21-6106 Lead Environment Artist						
21-6107 Lead FX Artist						
21-6108 Lead Lighting/Comp Artist						
21-6109 Lead Texture Artist:						
	\$42.50	\$1,700.00	\$43.78	\$1,751.20	\$45.09	\$1,803.60
21-6050 VFX Technical Director						
21-6051 Asset Technical Director:						
	\$47.62	\$1,904.80	\$49.05	\$1,962.00	\$50.52	\$2,020.80
21-6052 CG Animation Director						
21-6053 Compositing Director						
First 6 months:	\$48.05	\$1,922.00	\$49.49	\$1,979.60	\$50.97	\$2,038.80
Second 6 months:	\$49.15	\$1,966.00	\$50.62	\$2,024.80	\$52.14	\$2,085.60
Journey:	\$51.00	\$2,040.00	\$52.53	\$2,101.20	\$54.11	\$2,164.40
21-6030 Asset Finaler						
First 6 months:	\$16.42	\$656.80	\$16.91	\$676.40	\$17.42	\$696.80
Second 6 months:	\$16.81	\$672.40	\$17.31	\$692.40	\$17.83	\$713.20
Journey:	\$17.33	\$693.20	\$17.85	\$714.00	\$18.39	\$735.60
21-222 Trainee						
First 6 months:	\$24.74	\$989.60	\$25.48	\$1,019.20	\$26.24	\$1,049.60
Second 6 months:	\$25.52	\$1,020.80	\$26.29	\$1,051.60	\$27.08	\$1,083.20
Journey:	\$26.03	\$1,041.20	\$26.81	\$1,072.40	\$27.61	\$1,104.40