

## **TAG - Shadow Animation, LLC Production Negotiations Agreement**

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This Agreement is entered into as of June 13, 2023, between Shadow Animation, LLC ("Company") and the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, its Territories and Canada and The Animation Guild and Affiliated Optical Electronic and Graphic Arts, Local 839, IATSE.

This Agreement reflects the complete understanding reached between the parties. This Agreement is not formal contract language, except where its context indicates otherwise. As soon as practicable, this Agreement will be reduced to a formal sideletter to the Local 839 Master Collective Bargaining Agreement ("839 Master Agreement"), which covers the Employer's animation artist employees.

The provisions herein shall be effective upon ratification of this Agreement unless a specific date is set forth regarding a particular provision.

In consideration of the mutual agreements herein contained, the Parties hereto agree as follows:

**1. Sideletter to 839 Agreement**

Incorporate the production staff into the various agreements the Company holds with IATSE Local 839, The Animation Guild by sideletter, providing the agreement terms and conditions with the following modifications.

**2. Apply Agreement to all TAG-Shadow Animation, LLC contracts**

Apply this agreement to all contracts Shadow Animation, LLC currently holds, and will hold, with IATSE Local 839, The Animation Guild.

**3. Article 21, Section B - Screen Credits**

Modify Article 21, Section B to include production classifications used at the company, if permitted by or recognized by network/distribution partner.

**4. Article 5 - Overtime**

Recognizing the Company has a practice of moving bargaining unit members between wholly-owned subsidiaries and shows, the Company agrees that any work performed on a show that is produced by any wholly-owned subsidiary during the workday and workweek is subject to the overtime provisions of the agreement. For clarity, a bargaining unit member that is assigned to work on Show A for six hours, and then is assigned to work on Show B for another six hours on the same day will earn four hours of overtime.

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### **5. Article 18 - Employee Benefits - MPI Bridge**

Company agrees to make retroactive Active and Retiree Health contributions to MPI for all production staff members that were active on shows as of 1/1/23, for all active productions except for signatory Applause Productions, LLC ("TYOT") and have not otherwise voluntarily resigned between 1/1/23 and Ratification of the Agreement to ensure that such employees begin participating in the MPI Health Plan 90 days after ratification. Company agrees to make retroactive Active and Retiree Health contributions to MPI for all TYOT production staff members that were active on shows as of 12/5/22 and have not otherwise voluntarily resigned between 12/5/22 and Ratification of the Agreement to ensure that such employees begin participating in the MPI Health Plan 90 days after ratification, if eligible. Company further agrees to maintain current company provided health coverage for current production staff until the earlier of their cessation of employment with company or their MPI health plan participation begins.

Company further agrees to make all Active and Retiree Health payments going forward from Ratification.

Remainder of Benefits waived for the current seasons of current shows (IAP, Pension, Contract Svcs, Vacation Pay, Holiday Accrual and Dismissal Pay).

### **6. Wage Scales**

Set the animation production classifications minimum rates as:

<b>JOB CLASSIFICATION</b>	<b>WEEKLY MINIMUM RATE (effective beginning 7/30/2023)</b>
Production Assistant	\$ 900.00
Writers Assistant	\$1,000.00
Production Coordinator	\$1,150.00
Assistant Production Manager *	\$1,500.00
Production Manager *	\$1,900.00
Post Production Supervisor *	\$1,900.00

\* Indicates rates are inclusive of a 15% increase above journey as these classifications will be responsible for and supervise the work of others, and is deemed to include a 15% premium on scale for all purposes.

These wages are minimums for weekly employees.


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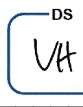
Dated: August 7, 2023

By:  \_\_\_\_\_  
DocuSigned by:  
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Steve Kaplan  
Business Representative  
The Animation Guild, Local 839, IATSE

Dated: 8/3/2023

By:  \_\_\_\_\_  
DocuSigned by:  
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Corbet Campodonico  
Manager  
Shadow Animation, LLC

Dated: 8/9/2023

By:  \_\_\_\_\_   
Michael F. Miller Jr.  
International Vice President, IATSE  
Director, MPTV Department