

Fox Television Animation, Inc.

LARA UNGER
Vice President and Counsel
Labor Relations

December 17, 2024

Steve Kaplan
Business Representative
The Animation Guild, Local 839 I.A.T.S.E.
1105 N. Hollywood Way
Burbank, CA 91505

Re: Unpublished Sideletter *re* Assignment – American Dad

Dear Steve:

This letter shall not become part of the published Fox Television Animation, Inc. – I.A.T.S.E. Local 839 Agreement for American Dad but shall nonetheless constitute a binding agreement between the Parties. During negotiations for the 2024-2027 Agreement, the Parties discussed the nature of the production staff employee positions, the interchangeability of tasks across production staff employee classifications, and the flexibility by which American Dad has operated.

Any person may perform duties within the job functions of the classifications covered by this Agreement when such person was not hired to perform those duties as their primary job responsibilities or when they are filling in for someone in these classifications on a temporary basis.

There shall be no mandatory staffing requirement in any classification covered by this Agreement. It is in the Company's sole discretion to determine whether a classification is needed, into which classification an individual shall be hired, and to which classification to assign any overlapping duties.

The Parties agree that American Dad's existing practices relating to operational flexibilities and interchangeability of production staff employees' job duties and sharing of tasks and functions will continue. Only if a show Producer assigns, in writing, an employee to engage in the work of a higher classification in its full scope of responsibilities for one full week or longer will the employee be temporarily paid at the higher classification's minimum wage scale rate for such time.

The Parties will meet and confer within ninety (90) days of the Company's receipt of notice of ratification to discuss responsibilities of higher classifications. This meeting will consist of no more than five (5) representatives from the Company and five (5) representatives

from the Union. The Parties understand that such responsibilities may change based on the production's needs.

The Parties further acknowledge that such discussion is intended to create a non-adversarial forum to facilitate an open dialogue between the Parties. In order to foster a free and frank exchange of views, it is agreed that all discussions held will be deemed "off-the-record" unless agreed otherwise by the Parties and will not be cited in any legal proceeding, including Grievance and Arbitration. It is agreed that any disputes relating to the full scope of responsibilities that would need to be assigned shall not be subject to the Grievance and Arbitration procedure set forth in Paragraph 5 of this Agreement.

Very truly yours,

Lara Unger

UNDERSTOOD AND AGREED:
On Behalf of I.A.T.S.E. Local 839

Steve Kaplan