

## TAG - Robin Red Breast, Inc. Production 2025 Negotiations Memorandum of Agreement

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This Memorandum of Agreement is entered into as of October 6, 2025, between Robin Red Breast, Inc. (hereinafter referred to as the "Employer"), and the International Alliance of Theatrical Stage Employees (hereinafter referred to as the "International") and its Local 839, The Animation Guild (hereinafter referred to as the "Union").

This Memorandum of Agreement reflects the complete understanding reached between the parties. This Memorandum of Agreement is not contract language, except where the context indicates otherwise. As soon as practicable, this Memorandum of Agreement will be reduced to formal contract language.

The provisions herein are subject to ratification by the members of the bargaining unit represented by the Union. The provisions of this Memorandum of Agreement shall be effective upon the first Sunday following Employer's receipt of notice of ratification of the Agreement unless a contract date is specified, in which case such provision shall be effective as of the date so specified.

### 1. Wage Scales

- a. Company agrees to apply 7% wages increase to all classifications retroactive to August 4, 2024
- b. Apply the following wages over the term of the agreement starting the first Sunday after the date of ratification:

| Job Classification                         | Year 2<br>Weekly Rate<br><span style="color: red;">(Effective upon<br/>ratification)</span> | Year 3<br>Weekly Rate |
|--|---|-----------------------|
| Production Assistant                       | \$ 955.00   | \$1,000.00            |
| Writers Assistant                          | \$1,040.00  | \$1,076.40            |
| Production Coordinator<br>1st 6 months     | \$1,102.00  | \$1,235.00            |
| Journey                                    | \$1,160.00  | \$1,300.00            |
| Script/Writers Coordinator<br>1st 6 months | \$1,102.00  | \$1,235.00            |
| Journey                                    | \$1,160.00  | \$1,300.00            |
| Production Supervisor                      | \$1,576.00  | \$1,631.16            |
| Production Manager<br>1st 6 months         | \$1,596.00  | \$1,678.00            |
| Journey                                    | \$1,680.00  | \$1,767.44            |

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- c. The timed steps (1st 6 Months) from Writers Assistant and Production Supervisor shall be removed at the beginning of the Agreement.

### **2. Crew Standards**

- a. Should the Company elect not to engage a Production Manager for an episodic series order comprised of a minimum order of sixteen (16) eleven (11) minute or eight (8) twenty-two minute (22) episodes, the Company shall inform the Union in writing of how the responsibilities typically associated with a Production Manager will be addressed on the production.

### **3. Job descriptions**

- a. Add to the Titmouse production sideletter the following:

For animation production, adjust Article 21, Section I3 to read:

The Producer agrees to provide each newly-hired employee with a written confirmation of employment, such as a personal services contract or an offer letter or email, which specifies the employee's job title, job description, occupation code and wage scale classification. The Producer also agrees to provide any employee who moves to a new classification (whether promotion or transfer) with written confirmation of the employee's new job title, job description, occupation code and wage scale classification. If an employee is employed to work on a covered Animated New Media Production under Sideletter N, the Producer will provide the employee, upon request, written notice of the applicable terms of the Sideletter.”

- b. Within ninety (90) days of the Company's receipt of notice of ratification, the Company will provide to the Union job descriptions containing the current core responsibilities for each job classification listed in the Wage Minimums Article of this Agreement. The Parties will meet and confer regarding these core responsibilities and the articulable and identifiable unique distinctions between the jobs within twenty (20) days of the Union's receipt of such job descriptions. The Parties understand that such responsibilities may change based on the production's needs. In the event the Company later wishes to materially amend or alter a job description, the Company shall provide the Union with fifteen (15) days' written notice of the proposed amendment or alteration. Upon request, the Company shall meet and confer with the Union before implementing the amendment or alteration.

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### 4. AI Protections

Modify Article 21, Section 3, Subsection b, "Use of New Technologies," Romanette i, Romanette ii, Romanette iv of the TAG Master Agreement as follows:

3.(b) i. A Producer continues to have the right to utilize new technologies in connection with animated motion picture production, including in connection with creative elements and administrative tasks. To the extent that utilization of such new technologies result in Technological Change as defined in Article 4.I.1, the Technological Change provisions shall apply. Producer may require employees to use any AI System or resulting output of such systems for use in connection with the performance of covered work. Subject to paragraph an AI System to perform services, including by inputting prompts or otherwise overseeing the use of the AI System, shall continue to be covered under the terms of this Agreement while performing such work. The parties agree that an AI System (including any Gen AI System) is not a person, and any employee's use of a Gen AI or AI System in connection with bargaining unit work shall not affect any of the employee's rights or entitlements otherwise provided for in this Agreement, including for purposes of credit.

3. (b) iv. Should a Producer furnish an animation writer **or production worker** with written material which the Producer knows to be produced by a Gen AI System, and the Producer instructs the animation writer to use the Gen AI-produced written material as the basis for writing a synopsis, outline or a screenplay or teleplay, Producer shall disclose to the animation writer **or production worker** that the written material was Gen AI-produced. Further, for the avoidance of doubt, and as provided for in section 3.b.i above, any use of Gen AI produced written material shall not affect any other rights or entitlements under this Agreement. For example, if a Producer provides Gen AI produced written materials to an animation writer or allows the animation writer to use a Gen AI System to produce written materials, any Gen AI-produced written material shall not be considered for purposes of determining screenplay or teleplay credit.

Add the following to Article 21, Section 3, Subsection b, "Use of New Technologies," as Romanette vi of the TAG Master Agreement as follows:

vi. Producer shall provide annual written notice of any policies related to AI Systems to employees.

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Add the following to Article 21, Section 4, "Implementation of Work Training Programs" as follows:

The parties acknowledge that the preferred method of addressing impact resulting from new technologies is through provision of work training and other programs designed to foster new skills to improve opportunities for employment and effective use of AI tools. The parties agree to cooperate in the establishment of work training and other programs with respect to covered work under this Agreement, which at Robin RedBreast includes Animation Production. A committee, will be convened for the purpose of formulating and implementing such training and other programs. The training and other programs shall be designed in cooperation between the parties and shall be focused on training employees in (i) skills required to operate AI Systems associated with the employee's current work classification and/or (ii) new skills required to transition to other classifications of work covered by applicable Agreements. The parties agree that the committee shall meet within ninety (90) days of contract ratification.

- 5. Discussion: Paying Production Staff when they work in the higher classification**  
Discussion about enforcing pay for the higher classification that is in the Master Agreement and should be happening when Production Staff take on work in a higher classification. Company will inform Line Producers and PMs of the results of the conversations over job descriptions and the application of Article 4D.

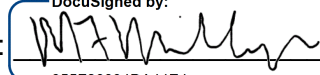
Signatures on the following page.

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**AGREED TO:**

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

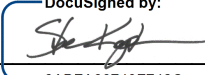
By:  \_\_\_\_\_  
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Print Name: Michael F. Miller, Jr.

International Vice President

Title: Dept. Director, MPTV Department      Date: 10/22/2025

**THE ANIMATION GUILD AND AFFILIATED OPTICAL ELECTRONIC AND GRAPHIC ARTS, LOCAL 839, I.A.T.S.E.**

By:  \_\_\_\_\_  
DocuSigned by:  
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Print Name: Steven Kaplan

Title: Business Representative      Date: October 16, 2025

**ROBIN RED BREAST, INC.**

By:  \_\_\_\_\_

Print Name: Ben Kalina

Title: COO      Date: October 16, 2025