

TAG - Bento Box Animation, LLC Production Memorandum of Agreement 10-30-2025

This Tentative Agreement is entered into as of October 30, 2025, between Bento Box Animation, LLC (“Employer” or “Company” or “Producer”) 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 Tentative Agreement reflects the complete understanding reached between the parties. This Tentative Agreement is not formal contract language, except where its context indicates otherwise. As soon as practicable, this Tentative Agreement will be incorporated into the parties’ Production 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 Tentative 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. Memorandum of Agreement - AMPTP

Modify Section 1 “Sideletter to 839 Master Agreement” in the Bento Box Animation, LLC 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 Production Agreement as follows:

- a. Incorporate the production staff categories into the 839 Master Agreement by sideletter, providing the 2024-2027 839 Master Agreement terms and conditions with the following modifications.

2. Wage Scales

The following rates shall be effective August 4, 2024, with an additional 4% increase effective August 3, 2025, and an additional 3.5% increase effective August 2, 2026.

- | | |
|--|----------------|
| a. Production Assistant | \$1,000 weekly |
| b. Writers Assistant | \$1,158 weekly |
| c. Production/Script/Writers Coordinator | \$1,225 weekly |
| d. Production Supervisor | \$1,543 weekly |
| e. Production Manager/Post Supervisor | \$1,750 weekly |
| f. Post Supervisor II | |

Eliminate all wage rate time step increases.

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3. Working From Home and Remote Work

Adjust sideletter Section 4 to incorporate the terms of Article 27.1 from the Master Agreement.

4. Job descriptions shall be provided with an employee's offer letter/Job description To be memorialized in an unpublished side letter:

The Producer shall provide to the Union within ninety (90) days of the Producer's receipt of notice of ratification a description of the current responsibilities for each job classification tier listed in Wage Minimums Article of this Agreement. The Parties will meet and confer regarding these responsibilities within fifteen (15) days of the Union's receipt of such notice.

The Parties understand that such responsibilities may change based on the production's needs. In the event the Producer later wishes to amend or alter a job tier description, the Producer shall provide the Union with thirty (30) days' written notice of the proposed amendment or alteration, where practicable. At the Union's request, the Producer shall meet and confer with the Union before implementing the amendment or alteration. Nothing herein shall restrict the Producer's ultimate discretion in defining the duties and responsibilities associated with each job classification tier and determining staffing needs in accordance with the needs of a given production.

It is understood that the Master Agreement language re: working in a higher classification still applies.

5. AI Protections

Modify Article 21, Section 3, Subsection b, "Use of New Technologies," Romanette i and 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 System⁷ 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

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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 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 Bento Box 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.

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Memorandum of Agreement 10-30-2025**

Dated: December 4, 2025

By: *Steve Kaplan*
Steve Kaplan
Business Representative
The Animation Guild, Local 839, IATSE

Dated: 12/16/2025

DocuSigned by:
By: *Michael F. Miller, Jr.*
855F26894DA74E4...
Michael F. Miller, Jr.
International Vice President, IATSE
Director, MPTV Department

Dated: December 4, 2025

By: *[Signature]*
Steve Moy
Vice President, Labor Relations
Bento Box Animation, LLC