

**DreamWorks Animation’s Proposal to International Alliance of Theatrical Stage
Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, its
Territories, and Canada (IATSE)
PRODUCTION UNIT NEGOTIATIONS**

The following first Collective Bargaining Agreement (“Agreement”) shall be effective as of the first Sunday following the date that DreamWorks Animation (the “Company”) receives notice of ratification, unless a contrary date is specified, in which case such provision shall be effective as of the date so specified.

Incorporation of Local 839 Master Agreement

The following terms from the 2024-2027 IATSE Local 839 Animation Agreement (“839 Agreement”), as modified below, shall apply to the bargaining unit.

1. **Scope of Agreement**

Modify Article 1 of the IATSE Local 839 Master Agreement/MOA as follows:

This Agreement shall be applicable to all persons employed by DreamWorks Animation to perform services in this County of Los Angeles, or employed by DreamWorks Animation in the County of Los Angeles to perform services outside said County, in any of the job classifications hereinafter set forth except where the employee is required to work under the jurisdiction of another union contract:

Assistant to Producer/Director,
Production Assistant,
Production Coordinator,
Production Supervisor,
Associate Production Manager,
Production Manager when assigned to episodic television production,
Script Coordinator,
Post Production Coordinator,
Post Production Supervisor, and
Post Production Assistant.

Excluded from applicability of this Agreement are all other employees, managers, confidential employees, guards, and supervisors as defined by the Act, as amended.

2. **Recognition**

Modify Article 2 of the IATSE Local 839 Master Agreement/MOA as follows:

DreamWorks Animation recognizes the International Alliance of Theatrical Stage Employees and Moving Picture Technicians, Artists and Allied Crafts of the United States, its Territories and Canada (“IATSE”) as the exclusive collective bargaining representative of all classifications listed in this Agreement, employed by DreamWorks Animation. IATSE makes this Agreement on behalf of itself and on behalf of IATSE Local 839 and IATSE Local 700 (collectively, the “Union”), and on behalf of such employees employed by the Producer, the majority of whom the Union warrants are members of the Union in good standing. DreamWorks Animation acknowledges that IATSE Local 839 and IATSE Local 700 will be operating as administrative local unions with respect to this Agreement.

The International Alliance of Theatrical Stage Employees and Moving Picture Technicians, Artists and Allied Crafts of the United States, its Territories and Canada represents that the terms of this Agreement have been submitted to its membership and have been duly approved thereby.

3. **Shop Requirements**

Adopt the language of Article 3 of the IATSE Local 839 Master Agreement/MOA, conform the language to reflect DreamWorks Animation as the signatory entity and to comport with any changes adopted to other provisions referenced therein.

4. **Wage Scales, Hours of Employment and Working Conditions**

Include all of Article 4 of the IATSE Local 839 Master Agreement/MOA, except as follows:

Add to Article 4(B) of the IATSE Local 839 Master Agreement/MOA as follows:

The employment of Production Supervisors, Post Production Supervisors, Associate Production Managers (Features), and Production Managers (Episodic TV)* shall be on an “On Call” basis.

Strike Article 4(E)(1) and (2) of the IATSE Local 839 Master Agreement.

Modify Article 4(H) of the IATSE Local 839 Master Agreement as follows:

H. Materials: Tools and Equipment:

If, because of lack of facilities, DreamWorks Animation requires an employee to work away from the studio, the Producer will furnish material and tools of the trade customarily furnished by the Company. Necessary equipment shall likewise be furnished unless the employee has such equipment available. If an employee has such equipment available, and the Company requires the individual to use their equipment (including a personal phone) in lieu of DreamWorks Animation provided equipment, or requires

employees to obtain tools and/or equipment necessary to perform their job duties, employees will be reimbursed pursuant to DreamWorks Animation policies, including, at DreamWorks Animation's discretion, via a stipend. Nothing herein precludes an employee from negotiating an equipment rental rate when providing personal tools and/or equipment at the request of the Company.

5. **Hours**

Adopt the language of Article 5 of the IATSE Local 839 Master Agreement/MOA, conform the language to reflect DreamWorks Animation as the signatory entity and to comport with any changes adopted to other provisions referenced therein.

6. **Holidays**

Adopt the language of Article 6 of the IATSE Local 839 Master Agreement/MOA, conform the language to reflect DreamWorks Animation as the signatory entity and to comport with any changes adopted to other provisions referenced therein.

7. **Sick Leave**

Adopt the language of Article 7 of the IATSE Local 839 Master Agreement/MOA, conform the language to reflect DreamWorks Animation as the signatory entity and to comport with any changes adopted to other provisions referenced therein.

8. **Vacations**

Adopt the language of Article 8 of the IATSE Local 839 Master Agreement/MOA, conform the language to reflect DreamWorks Animation as the signatory entity and to comport with any changes adopted to other provisions referenced therein.

9. **Non-Discrimination**

Adopt the language of Article 9 of the IATSE Local 839 Master Agreement/MOA, conform the language to reflect DreamWorks Animation as the signatory entity and to comport with any changes adopted to other provisions referenced therein.

10. **Military Service Provisions**

Adopt the language of Article 10 of the IATSE Local 839 Master Agreement/MOA, conform the language to reflect DreamWorks Animation as the signatory entity and to comport with any changes adopted to other provisions referenced therein.

11. **Loaning Employees to Other Companies**

Adopt the language of Article 11 of the IATSE Local 839 Master Agreement/MOA, conform the language to reflect DreamWorks Animation as the signatory entity and to comport with any changes adopted to other provisions referenced therein.

12. **Seniority**

1) Adopt the language of Article 12 of the IATSE Local 839 Master Agreement/MOA, conform the language to reflect DreamWorks Animation as the signatory entity and to comport with any changes adopted to other provisions referenced therein.

13. **Article 13 is left intentionally blank.**

14. **Dismissal Pay**

Adopt the language of Article 14 of the IATSE Local 839 Master Agreement/MOA, conform the language to reflect DreamWorks Animation as the signatory entity and to comport with any changes adopted to other provisions referenced therein, with the following to be added as Article 14(1)(a)(iv) to the Agreement

(iv) Employees with five (5) or more years of continuous employment shall receive three (3) weeks' pay.”

15. **Grievance Procedure**

Adopt the language of Article 15 of the IATSE Local 839 Master Agreement/MOA, conform the language to reflect DreamWorks Animation as the signatory entity and to comport with any changes adopted to other provisions referenced therein.

16. **Discipline and Discharge**

Adopt the language of Article 16 of the IATSE Local 839 Master Agreement/MOA, conform the language to reflect DreamWorks Animation as the signatory entity and to comport with any changes adopted to other provisions referenced therein.

17. **Leaves of Absence**

Adopt the language of Article 17 of the IATSE Local 839 Master Agreement/MOA, conform the language to reflect DreamWorks Animation as the signatory entity and to comport with any changes adopted to other provisions referenced therein.

18. **Health and Pension Plan**

HEALTH PLAN

Hours worked by employees covered by this Agreement after [August 3, 2025] shall be treated as covered for the purposes of the Motion Picture Industry Health Plan. Provisions of the Motion Picture Industry Health Plan shall be as provided in the I.A.T.S.E. & M.P.T.A.A.C. Basic Agreement of 2024.

PENSION PLAN

DreamWorks Animation shall, for the period commencing [August 3, 2025 to and including July 31, 2028], pay to the Motion Picture Industry Pension Plan, through its Administrator, in accordance with the provisions of I.A.T.S.E. and M.P.T.A.A.C. Basic Agreement of 2024.

RETIRED EMPLOYEES FUND

DreamWorks Animation shall, for the period commencing [August 3, 2025 to and including July 31, 2028], pay to the Motion Picture Industry Health Plan – Retired Employees Fund, through its Administrator, in accordance with the provisions of I.A.T.S.E. and M.P.T.A.A.C. Basic Agreement of 2024.

18. B: IAP/401(K)

INDIVIDUAL ACCOUNT PLAN

Effective after [August 3, 2025] Provisions of the Individual Account Plan shall be as provided in the I.A.T.S.E. and M.P.T.A.A.C. Basic Agreement of 2024, but with contributions at the rate of 4% of the employee’s applicable scale rate. Effective one year after [August 3, 2026], such contributions shall be made at the rate of 6% of the employee’s applicable scale rate.

401(k) PLAN (NO MATCHING CONTRIBUTIONS)

Subject to satisfaction of the following conditions, DreamWorks Animation shall allow eligible production and post-production employees working under this Agreement, after ninety (90) days of employment with DreamWorks Animation, to participate in The Animation Guild 401(k) Plan (the “401(k) Plan”) under the terms of the Trust Agreement. DreamWorks Animation shall withhold and contribute or cause to be withheld and contributed on a before-tax basis, for each payroll period, the dollar amount or percentage of compensation (not to exceed the lesser of the statutory IRS dollar maximum amount or 40% of the employee’s compensation), which the employee has designated in writing to the DreamWorks Animation as the employee’s salary deferral election under the 401(k) Plan. DreamWorks Animation shall remit each employee’s salary deferrals in accordance with and as required by the Trust Agreement

19. **Management Rights**

Adopt the language of Article 19 of the IATSE Local 839 Master Agreement/MOA, conform the language to reflect DreamWorks Animation as the signatory entity and to comport with any changes adopted to other provisions referenced therein.

20. **Studio Pass**

Adopt the language of Article 20 of the IATSE Local 839 Master Agreement/MOA, conform the language to reflect DreamWorks Animation as the signatory entity and to comport with any changes adopted to other provisions referenced therein.

21. **General Provisions**

Adopt the following sections of Article 21 of the IATSE Local 839 Master Agreement/MOA, i.e., sections A (Posting of Notices), C (New Classifications), D (Safety), E (Subcontracting), F (Stewards), G (Supervisory Employees), H (Quarterly Reports), I (Personal Service Contracts), J (No Strike - No Lockout), K (Computer As A Tool), L (Co-Operative Committee), M (Project Information), and N (Artificial Intelligence), conform the language to reflect DreamWorks Animation as the signatory entity and to comport with any changes adopted to other provisions referenced therein.

Modify Article 21 Paragraph B as follows:

Screen credit shall be required to be given only to covered employees in the classifications of animation, story, background and layout in theatrical pictures and in television pictures of one-half (½) hour or longer network shows which are now non-segments.

In any screen credit dispute under this section, the parties will refer any unresolved disputes to the President of the I.A.T.S.E. (or the President's designee) and the Head of the Labor Relations Department of the affected studio for adjudication. The decision of the adjudicators is final and is not subject to grievance and arbitration procedures.

22. **Contract Services Administration Trust Fund**

Adopt the language of Article 22 of the IATSE Local 839 Master Agreement/MOA, conform the language to reflect DreamWorks Animation as the signatory entity and to comport with any changes adopted to other provisions referenced therein.

23. **Term of Agreement**

Subject to ratification of this Agreement by September 26, 2025:

The term of the Agreement shall be for a period of three (3) years, commencing August 3, 2025 and continuing to and including July 31, 2028.

24. **Miscellaneous**

Adopt the language of Article 25 of the IATSE Local 839 Master Agreement/MOA, conform the language to reflect DreamWorks Animation as the signatory entity and to comport with any changes adopted to other provisions referenced therein.

25. **Family and Medical Leave**

Adopt the language of Article 27 of the IATSE Local 839 Master Agreement/MOA, conform the language to reflect DreamWorks Animation as the signatory entity and to comport with any changes adopted to other provisions referenced therein.

26. **Return to Office**

Adopt the language of Article 27.1 (Return to Office) of the IATSE Local 839 Master Agreement/MOA, conform the language to reflect DreamWorks Animation as the signatory entity and to comport with any changes adopted to other provisions referenced therein.

27. **Labor-Management Cooperative Committee**

Adopt the language of Article 28 of the IATSE Local 839 Master Agreement/MOA, conform the language to reflect DreamWorks Animation as the signatory entity and to comport with any changes adopted to other provisions referenced therein.

28. **Jury Duty**

Adopt the language of Sideletter L of the IATSE Local 839 Master Agreement/MOA, conform the language to reflect DreamWorks Animation as the signatory entity and to comport with any changes adopted to other provisions referenced therein.

29. **Distant Location Working Conditions**

Adopt the language of Sideletter M of the IATSE Local 839 Master Agreement/MOA, conform the language to reflect DreamWorks Animation as the signatory entity and to comport with any changes adopted to other provisions referenced therein.

30. **Productions Made for New Media**

Adopt the language of Sideletter N of the IATSE Local 839 Master Agreement/MOA, conform the language to reflect DreamWorks Animation as the signatory entity and to comport with any changes adopted to other provisions referenced therein.

31. **Interns**

Adopt the language of Sideletter P of the 839 Agreement with the following modifications, and conform the language to reflect DreamWorks Animation as the signatory entity and to comport with any changes adopted to other provisions referenced therein:

During negotiations, the parties discussed the fact that DreamWorks Animation has established internship programs designed to give students and recent graduates an opportunity to learn about the animated motion picture industry and gain insight into production staff responsibilities and animation motion picture production.

32. **Bereavement**

Adopt the language of Article [#] (Bereavement Leave) of the IATSE Local 839 Master

Agreement/MOA, conform the language to reflect DreamWorks Animation as the signatory entity and to comport with any changes adopted to other provisions referenced therein.

33. Meal Periods

Add the following as a new Article to the Agreement:

Employees will receive no less than a one-half (1/2) hour unpaid meal and no more than one (1) hour unpaid meal during any shift of six (6) hours or more. A second meal period will be due if the employee works an additional six (6) hours after the end of the first meal period. Employees shall be responsible for taking their own meal period. If an employee is directed by their supervisor to work through a meal period and is unable to take that meal period during their workday, they shall receive a payment equivalent to straight time of one hour, in addition to pay for working during or through the meal period. This provision does not apply to On Call employees, but it is DreamWorks Animation's intention that those employees also are afforded reasonable opportunity for meal breaks.

APPENDIX A: SCALE RATES

CLASSIFICATIONS	08/03/2025 through 07/31/2026		08/01/2026 through 07/31/2027		08/01/2027 through 07/31/2028	
	HOURLY	WEEKLY	HOURLY	WEEKLY	HOURLY	WEEKLY
	RATE	RATE *	RATE	RATE *	RATE	RATE *
Production Assistant Post Production Assistant **	\$26.875	\$1,075.00	\$27.68	\$1,107.25	\$28.788	\$1,151.54
Assistant to Producer/Director **	\$27.80	\$1,112.00	\$28.63	\$1,145.36	\$29.77	\$1,191.17
Production Coordinator Post Production Coordinator Script Coordinator **	\$31.875	\$1,275.00	\$32.83	\$1,313.25	\$34.14	\$1,365.78
Production Supervisor Post Production Supervisor **+	\$45.625*	\$1,825.00*	\$47.637	\$1,905.50	\$49.54	\$1,981.72
Associate Production Manager **+	\$50.625	\$2,025.00	\$52.144	\$2,085.75	\$54.22	\$2,169.18
Production Manager **+	\$50.625	\$2,025.00	\$52.144	\$2,085.75	\$54.22	\$2,169.18

+On Call

** Wage rates shall be increased by three (3%) percent in year two of the Agreement, and shall be increased by four percent (4%) in year three of the Agreement.

* For clarity, when referenced in this Agreement, the base hourly rate is calculated based up on 1/40th of the weekly rate.

SIDELETTER #1

Script Coordinator and Multiple Project

During negotiations for the initial collective bargaining agreement, the Union raised concerns about the potential for excess workloads with respect to (i) script coordinators in general and (ii) unit employees assigned to multiple projects and/or departments simultaneously.

DreamWorks Animation shall consider and not unreasonably deny accommodations that may address concerns raised by individual employees, including the assignment of additional support as needed.

SIDELETTER #2

Seniority

This letter sets forth the parties' understanding regarding the above subject.

While it is the case that the collective bargaining agreement between DreamWorks Animation does not and is not intended to contain provisions relating to relative seniority for persons covered by the agreement that exceed those within the provisions of the IATSE Local 839 Master Agreement, DreamWorks Animation has made certain representations to the IATSE regarding this subject, and the application of the relevant provisions to this unit.

Specifically, DreamWorks Animation shall include an individual's length of service in its considerations in the event of layoffs. Amongst other criteria to be weighed and considered will be factors such as merit, ability, experience vis-a-vis the task to be performed, work performance, and production. When filling open positions, DreamWorks Animation shall first give reasonable consideration to persons on layoff with seniority, subject to the additional criteria as referenced above, and in circumstances where DreamWorks Animation has determined that the additional criteria are equivalent between individuals, seniority will be considered with priority.

While the final determination rests with the employer, DreamWorks Animation's determination shall be made without illegal discrimination of any kind.

SIDELETTER #3

Bridge Access to Employer Provided Health Coverage #1


DreamWorks Animation and the Union agree that the members of this unit that are enrolled in employer provided health coverage as of the date of ratification of this Agreement shall continue to retain access to their current employer-provided health coverage for nine (9) months after the effective date of this Agreement, so long as they remain employed by DreamWorks Animation.

Effective August 3, 2025 ("effective date"), DreamWorks Animation shall make active

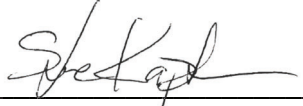
health contributions to the Motion Picture Industry Health Plan as provided in the 2024 Master Agreement between the Alliance of Motion Picture Television Producers and the Animation Guild and Affiliated Optical Electronic and Graphic Arts, Local #839 and the International Alliance of Theatrical Stage Employees and Moving Picture Technicians, Artists and Allied Crafts of the United States, its Territories and Canada, including On Call hours

AGREED TO:

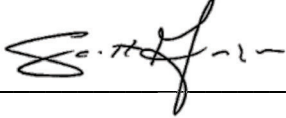
INTERNATIONAL ALLIANCE OF THEATRICAL STAGE EMPLOYEES AND MOVING PICTURE TECHNICIANS, ARTISTS AND ALLIED CRAFTS OF THE UNITED STATES, ITS TERRITORIES AND CANADA

By:  Initial
VF Dated: 2/26/2026
Michael F. Miller, Jr.
International Vice President
Director, MPTV Dept.

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

By:  Dated: December 19, 2025
Steve Kaplan
Business Representative

THE MOTION PICTURE EDITORS GUILD, LOCAL 700, I.A.T.S.E.

By:  Dated: February 23, 2026
Scott George
National Executive Director

DREAMWORKS ANIMATION

By:  Dated: 11/13/2025
John Baldrica
Vice President, Entertainment
Labor Relations at NBCUniversal