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DreamWorks Animation, LLC & IATSE Local 839
MEMORANDUM OF AGREEMENT
Ratified on **August 21, 2026.**

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*, and *shall be effective as of the first Sunday following the date that DreamWorks Animation receives notice of ratification, unless a contrary date is specified, in which case such provision shall be effective as of the date so specified.

Adopted language shall be conformed to reflect DreamWorks Animation as the signatory entity and to comport with any changes adopted to other provisions referenced therein.

1. SCOPE OF AGREEMENT

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

This Agreement shall be applicable to all persons employed by DreamWorks Animation within the United States of America and its territories but outside Los Angeles County to perform services remotely outside Los Angeles County, and within the United States of America and its territories, in the job classifications hereinafter set forth.

Animation Technical Assistant,
Animator,
Character Designer,
Character Effects Artist,
Character Effects Lead,
Character Effects Technical Lead,
Character Rigger,
Character Rigging Lead,
Character Technical Director,
Crowds Animator,
Department Technical Director,
Department Technical Director Specialist,
Digimatte Artist,
Effects Artist,
Effects Lead,
Final Layout Artist,
Hair Global Developer,
Image Finaling Artist,
Lead Department Technical Director,
Lead Lighter,
Lighter
Look Dev Artist,
Look Dev Lead,
Modeler,

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Previs Artist,
Senior Department Technical Director,
Senior FX Developer,
Story Artist,
Storyboard Revisionist,
Visual Development Artist.

Excluded: All other employees, managerial employees, guards, and supervisors as defined in the Act.

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") and its IATSE Local 839 (collectively with IATSE, the "Union"), 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 on behalf of such employees employed by DreamWorks Animation, the majority of whom the Union warrants are members of the Union in good standing. DreamWorks Animation acknowledges that IATSE Local 839 will be operating as the administrative local union with respect to this Agreement.

The Union represents that the terms of this Agreement have been submitted to its Membership and have been duly approved thereby.

3. **HEALTH AND PENSION PLAN**

Include all of Article 18 of the IATSE Local 839 Master Agreement, except as follows:

Modify Article 18(B) of the IATSE Local 839 Master Agreement as follows:

IAP at 4% for first year of Agreement, 6% thereafter.

Modify Article 18(G) of the IATSE Local 839 Master Agreement as follows (drafting note: there is an error in the percentage of employee's compensation in the Master Agreement that is corrected below):

Subject to satisfaction of the following conditions, DreamWorks Animation shall allow eligible remote 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

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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.

4. WAGE SCALES, HOURS OF EMPLOYMENT AND WORKING CONDITIONS

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

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

H. Materials: Tools and Equipment:

DreamWorks Animation 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. SHOP REQUIREMENTS

Modify Article 3(A) of the IATSE Local 839 Master Agreement as follows:

Each and every employee subject to this Agreement except where the employee is required to work under another union's jurisdiction, shall be and remain a member in good standing of the Union on and after the thirtieth day following the beginning of the employee's first employment, as hereinafter defined, or the effective date of this Agreement, whichever is the later. The foregoing requirements of Union membership as a condition of employment shall be subject to the obligations of the parties under law.

6. TERM OF AGREEMENT

The Term of this agreement shall be coterminous with the date of expiration of the successor agreement to the 2024-2027 AMPTP/IASTE Local 839 Master Agreement. The union shall grant an automatic three (3) month extension of this Agreement, beyond the expiration date of the successor to the 2024-2027 AMPTP/IASTE Local 839 Master Agreement, or any extension thereof.

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SIDELETTER

BRIDGE ACCESS TO EMPLOYER PROVIDED HEALTH COVERAGE

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 21, 2026** ("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: DocuSigned by: Michael F. Miller, Jr. 833F20894DA44E4... **Dated:** 10/16/2026

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:** 10/16/2026

Steve Kaplan
Business Representative

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DREAMWORKS ANIMATION

By: _____ **Dated:** 10/14/2026

John Baldrica
Vice President, Labor Relations
o/b/o DreamWorks Animation, LLC