Docusign Envelope ID: 0117E583-3C15-8291-8076-BA0D65514651

MEMORANDUM OF AGREEMENT OF JUNE 16, 2026 BETWEEN UNIVERSAL SET SERVICES / TED ANIMATED AND IATSE

This Memorandum of Agreement ("MOA" or "Agreement") between Universal Set Services / Ted Animated, ("Employer", "Producer" or "CNS") and International Alliance of Theatrical Stage Employees and Moving Picture Technicians, Artists, and Allied Crafts of the United States, its Territories and Canada and its affiliated Local 839, The Animation Guild and Affiliated Optical Electronic and Graphic Arts, (collectively "Union" or "TAG") is entered into as of June 16, 2026.

The provisions of the MOA are subject to ratification by the current bargaining unit for this Agreement. The provisions herein shall be effective on or after July 7, 2026, unless otherwise stated.

In consideration of the mutual agreements herein contained, the parties hereto agree as follows:

1. TERM OF AGREEMENT

All terms and conditions of the Agreement apply on or after July 7, 2026, unless otherwise stated.

The Agreement will terminate on the expiration date of the 2027-20XX IATSE Local 839 Animation Agreement ("839 Agreement").

2. SIDELETTER TO LOCAL 839 MASTER AGREEMENT

All terms and conditions of the 2024-2027 Local 839 Master Collective Bargaining Agreement and the changes adopted in the successor to the 2024-2027 Local 839 Master Agreement (altogether, Master Agreement) shall apply to the bargaining unit except for those terms specifically modified in this Sideletter. For clarity, where there is any discrepancy between the Master Agreement and this Sideletter, the Sideletter terms shall control.

Remove Article 4 E., G.
Remove Article 13
Remove Article 26
Remove Article 30
Remove Sideletter A-K
Remove Sideletter M
Remove Sideletter O (Story Artist Progression)
Remove Article 30 (Minimum Staffing for Animation Writers)
Remove Article 21 (General Provisions): A, C, D.1-2

3. SCOPE

This Agreement shall be applicable to regular, full-time and part time animation production employees of Universal Set Services, LLC employed to

Docusign Envelope ID: 0117E583-3C15-8291-8076-BA0D65514651

perform services in the County of Los Angeles, California, or employed by Universal Set Services, LLC in the County of Los Angeles, California to perform services on "TED the Animated Series" in any of the job classifications hereinafter set forth except where the employee is required to work under the jurisdiction of another union contract:

Writer's Assistant,
Production Assistant,
Production Coordinator,
Post Production Supervisor,
Writer's Production Coordinator,
Storyboard Coordinator,
Color Coordinator,
Design Coordinator

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

4. RECOGNITION

Universal Set Services LLC (hereinafter the "Producer") 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 Producer on "TED the Animated Series." 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. Producer 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.

5. EMPLOYEE BENEFITS TRANSITION

1) To be included as a sideletter re Transition of Benefits to the Agreement:

For employees with Producer-provided health benefits as of the date of ratification of this Agreement, Producer and the Union agree that the Producer will continue to make benefit contributions into the current Producer-provided health plan until November 30, 2026, provided that the employees continue to elect and pay for coverage under the Producer-provided health plan.

As of the effective date of this Agreement, Producer shall make active health contributions to the Motion Picture Industry Health Plan as provided in the 2024 Master Agreement between

Docusign Envelope ID: 0117E583-3C15-8291-8076-BA0D65514651

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. To allow time for implementation of this paragraph, Producer shall have thirty (30) days following the effective date to make contributions without liquidated damages, interest, or penalties being assessed thereon.

PENSION PLAN
Producer shall, for the period commencing on or after the effective date of this Agreement to and including July 31, 2031, 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 and its successor.

INDIVIDUAL ACCOUNT PLAN
On or after the effective date of this Agreement ratification, 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 and its successor, but with contributions at the rate of 4% of the employee's applicable scale rate. Effective August 1, 2027, such contributions shall be made at the rate of 6% of the employee's applicable scale rate.

HEALTH PLAN
Hours worked by an employee covered by this Agreement 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 and its successors.

RETIRED EMPLOYEES FUND
Producer shall, for the period commencing on or after the effective date of this Agreement to and including July 31, 2031, 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 and its successor.

401(k) PLAN (NO MATCHING CONTRIBUTIONS)
Subject to satisfaction of the following conditions, Universal Set Services, LLC (aka Ted Animated) shall allow eligible production and post-production employees working under this Agreement, after ninety (90) days of employment with Universal Set Services, LLC (aka Ted Animated), to participate in The Animation Guild 401(k) Plan (the "401(k) Plan") under the terms of the Trust Agreement. Universal Set Services, LLC (aka Ted Animated) 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 Universal Set Services, LLC (aka Ted Animated) as the employee's salary deferral election under the 401(k) Plan. Universal Set Services, LLC (aka Ted Animated)

Docusign Envelope ID: 0117E583-3C15-8291-8076-BA0D65514651

shall remit each employee's salary deferrals in accordance with and as required by the Trust Agreement.

6. WAGES SCALE

Classification	Weekly Scale Rate (40 Hr week)
Production Assistant	*$21.26 Hr / $850.40*
Writers Assistant	*$28.25 Hr / $1,130*
Production Coordinator	*$31.88 Hr / $1,275.20*
Post Production Supervisor*	*$1,850 / Week*

*The employment of a Post-Production Supervisor shall be on an "On Call" basis.

Wages rates shall be increased by:
August 1, 2026 – 3%
August 1, 2027 – 3%
August 1, 2028 – 3%
August 1, 2029 – 3%
August 1, 2030 – 3%

Effective Dates:	7/8/26-7/31/26		8/1/26-7/31/27		8/1/27-7/31/28		8/1/28-7/31/29		8/1/29-7/31/30		8/1/30-7/31/31	
	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly
Production Assistant	$21.26	$850.40	$21.90	$876.00	$22.56	$902.40	$23.24	$929.60	$23.94	$957.60	$24.66	$986.40
Writers Assistant	$28.25	$1,130	$29.10	$1,164.00	$29.97	$1,198.80	$30.87	$1,234.80	$31.80	$1,272.00	$32.75	$1,310.00
Production Coordinator	$31.88	$1,275.20	$32.84	$1,313.60	$33.83	$1,353.20	$34.84	$1,393,60	$35.89	$1,435.60	$36.97	$1,478.80
Post Production Supervisor	NA	$1,850	N/A	$1,905.50	N/A	$1,962.67	N/A	$2,021.55	N/A	$2,082.20	N/A	$2,144.67

7. IATSE PAC FUND CONTRIBUTIONS

See sideletter to the Master Agreement.

8. WAIVER OF CALIFORNIA SB 294 (P-03)

The Union expressly waives, to the full extent permitted by law, on behalf of itself and covered employees the application and all requirements of California Senate Bill 294 (2025), codified in California Labor Code Sections 1550-1559.

Producer shall make best efforts to provide employees engaged in California with a copy of the California Department of Industrial Relations' Know Your Rights notice with onboarding paperwork or otherwise at the time of engagement.

Docusign Envelope ID: 0117E583-3C15-8291-8076-BA0D65514651

9. ADD A SIDELETTER RE ARTICLE 12, SENIORITY:

This letter sets forth the parties' understanding regarding the above subject. While it is the case that the collective bargaining agreement between Producer 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 Master Agreement, Producer has made certain representations to the IATSE regarding this subject, and the application of the relevant provisions to this unit. Specifically, Producer 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, Producer shall first give reasonable consideration to persons on layoff with seniority, subject to the additional criteria as referenced above, and in circumstances where Producer has determined that the additional criteria are equivalent between individuals, seniority will be considered with priority. While the final determination rests with the employer, Producer's determination shall be made without illegal discrimination of any kind.

10. ADJUST ARTICLE 15, GRIEVANCE PROCEDURE TO READ:

In the event of any dispute between the Local Union or any of the persons subject to this Agreement and the Producer with regard to discipline (up to and including discharge), wages, hours or other conditions of employment or with regard to the interpretation of this Agreement, the procedure, unless otherwise specifically provided herein, shall be as set forth in this Article 15.

Failure to settle the dispute within ten (10) business days after the invocation of Step One entitles either party to proceed to Step Two; failure to settle the dispute within ten (10) business days after the invocation of Step Two entitles either party to proceed to Step Three, or to Regular Arbitration in the event of a written mutual agreement between the parties to waive the Step Three procedure, or to Expedited Arbitration in cases requiring such; failure to settle the dispute within ten (10) business days after the invocation of Step Three, or the written mutual agreement to proceed to Step Three in cases requiring Expedited Arbitration, entitles either party to proceed to Regular Arbitration, or to Expedited Arbitration in cases requiring such.

In the event the grieving party does not exercise its option to proceed to the next step by serving notice upon the other party as required hereunder within ten (10) business days of entitlement to do so as provided herein, then such grieving party shall be deemed to have waived such grievance unless the parties mutually stipulate otherwise in writing.

Each party agrees to provide, upon written request by the other party, non-proprietary information which is relevant and necessary to the processing of any grievance hereunder. Such information shall be provided to the requesting party in a timely manner.

Docusign Envelope ID: 0117E583-3C15-8291-8076-BA0D65514651

STEP ONE - The representative of the Local Union and the Producer's representative shall immediately discuss the matter and the dispute shall be settled if at all possible. The decision, if any, of these representatives shall be final and binding upon the parties to the dispute.

STEP TWO - In the event of a failure to settle the dispute under Step One above, the grieving party shall present the grievance in written form to the representative of the other party. Such written notice shall contain the specific contract section(s) which are alleged to have been violated, the date(s) or approximate date(s) of the alleged violation(s), the specific facts and details or a summary of the alleged violation(s) on which the grievance is based, the name of the production (if any), the remedy sought and the name(s) of the individual(s) aggrieved, except for group claims for which the classification(s) of the individuals aggrieved shall be listed.

In the event the party receiving the Step Two notice does not feel that the written notice complies with the preceding, then the party receiving the Step Two notice shall notify the grieving party within five (5) working days of receipt of such Step Two notice. This response shall indicate those areas in which more specific information is required. The grieving party shall then have five (5) working days to provide such additional information. This procedure tolls the running of the time limitations otherwise applicable.

The Business Agent of the Local Union and the Labor Representative of the Producer will then meet in an attempt to settle the same; their decision, if any, shall be final and binding upon the parties to the dispute.

STEP THREE - In the event of a failure to settle the dispute under Steps One or Two above, the aggrieved party shall deliver to the other party a written notice of intent to proceed to Step Three. The grievance shall thereupon be presented to a Grievance Committee. Such Committee shall consist of an International Representative of the IATSE and a representative of the CSATF. Such Grievance Committee shall immediately discuss the matter and the dispute shall be settled if at all possible.

Upon written mutual agreement of the parties, this Step Three procedure may be waived and the aggrieved party may proceed directly to Step Four.

In any case where Expedited Arbitration is required pursuant to Article 12 ("SENIORITY") or Article 16 ("DISCIPLINE AND DISCHARGE") hereof, this Step Three process shall not apply unless the parties mutually agree otherwise in writing. STEP FOUR

A. REGULAR ARBITRATION: In the event of a failure to settle the dispute under Steps One, Two or Three above, the aggrieved party may elect to proceed to Regular Arbitration by delivering or mailing to the other party a written demand for arbitration. In such event, an Arbitrator shall be mutually agreed upon by the parties to the dispute and such Arbitrator shall promptly proceed to hear the matter and settle the dispute. In the event the parties to the dispute cannot mutually agree upon said Arbitrator as aforesaid, the Union and Producers agree

Docusign Envelope ID: 0117E583-3C15-8291-8076-BA0D65514651

to establish and maintain a panel of individuals with recognized experience as professional labor arbitrators as members of a standing panel of neutral arbitrators. The panel shall comprise an odd number of arbitrators.

Unless otherwise modified by the parties, the parties agree that the regular arbitration panel shall consist of the following arbitrators:
Doug Collins
Kathy Fragnoli
Juan Carlos Gonzalez
Frederick Horowitz
John Kagel
Yuval Miller
Kenneth Perea
Michael Prihar

Arbitrator list to be updated to reflect the agreed-upon list in the 2027-20XX TAG 839 Negotiations.

Each party shall have the right to alternately strike an arbitrator's name from the panel until such time as one arbitrator is left and the remaining arbitrator shall be selected and appointed as the arbitrator in the proceedings. Alternatively, the parties may, by mutual agreement, select the arbitrator outside of the panel of neutral arbitrators or utilize the list of arbitrators obtained from the Federal Mediation and Conciliation Service. The selection of such Arbitrator shall be made within five (5) workdays, excluding Saturdays, Sundays and holidays.

The Arbitrator selected shall notify the parties as to the time and place of the arbitration hearing if the parties cannot agree.

The subject of the arbitration shall be limited to the specific issues and facts set forth in the written notice required under Step Two above. The decision of the Arbitrator shall be binding upon the parties hereto and upon the persons subject to this Agreement. The Arbitrator shall have the power to interpret and apply the provisions of this Agreement, but shall not have power to amend or modify any of its provisions, nor shall the Arbitrator have power to effect a change in any of its provisions. The Arbitrator shall not have power to determine jurisdictional disputes between the Local Union and any other labor organization.

Fees and expenses of the arbitration shall be borne equally by the parties to the dispute.

B. EXPEDITED ARBITRATION: In cases involving any alleged violation of any provision of Article 12 ("SENIORITY") or Article 16 ("DISCIPLINE AND DISCHARGE"), in the event of a failure to settle the dispute under Steps One or Two or, if applicable, Step Three above, the aggrieved party may elect to proceed to Expedited Arbitration by delivering or mailing to the other party a written demand for Expedited Arbitration.

Docusign Envelope ID: 0117E583-3C15-8291-8076-BA0D65514651

Cases that are submitted to Expedited Arbitration shall be heard within ten (10) business days after the party served receives the demand for Expedited Arbitration if the selected Arbitrator is available. If the Arbitrator is not available, the Arbitrator may hear the case as soon as mutually agreed by the parties.

The Alliance of Motion Picture and Television Producers and the Union shall adopt and maintain a list of arbitrators assigned to hear expedited arbitrations as agreed between Producers and the IATSE, which shall consist of four (4) arbitrators and two (2) alternates with recognized experience as professional labor arbitrators.

Unless otherwise modified by the parties, the parties agree that the expedited arbitration panel shall consist of the following arbitrators:

Mark Burstein
Kathy Fragnoli
Yuval Miller

During the term of this Agreement, the parties may mutually add the names of additional persons to the panel of neutral arbitrators to either supplement the panel or replace persons no longer available to serve.

From the panel of names of the neutral arbitrators set forth above, the arbitrators shall be assigned, depending upon their availability, in rotation, to the cases as they arise. The parties may, by mutual consent, select an arbitrator out of rotation provided that notice of their selection is given to CSATF prior to the appointment of the arbitrator next in rotation.

The parties, who may be represented by outside counsel, will not file post-hearing briefs nor will a stenographic record be made, but the parties may, prior to or during the hearing, present a written statement of the facts. The Arbitrator shall have authority to rule on all motions and decide the case. The writing of an opinion will be at the discretion of the Arbitrator. The decision of the Arbitrator, which shall be issued orally at the conclusion of the hearing and confirmed in writing to both parties within three (3) days, or which shall be issued in writing within three (3) days from the conclusion of the hearing (the choice being at the sole discretion of the Arbitrator), shall be final and binding upon the parties and any employees concerned. The Arbitrator shall have the power to determine only the specific grievance or dispute and, where applicable, award wage payments, adjustments and/or damages consistent with this Agreement, but in no event shall the amount of any such award exceed twenty-five thousand dollars ($25,000.00). The Arbitrator shall not have power to amend, modify or effect a change in any of the provisions of this Agreement. The Arbitrator shall not have power to determine jurisdictional disputes between the Local Union and any other labor organization. The decision of the Arbitrator shall be non-precedential, and the Arbitrator's decision and/or opinion, if any, shall not be offered or admitted into evidence in any proceeding other than 1) a judicial act seeking confirmation, correction or vacation of such decision, or 2) a grievance or arbitration proceeding involving the Producer and Local Union.

Docusign Envelope ID: 0117E583-3C15-8291-8076-BA0D65514651

Fees and expenses of the arbitration shall be borne equally by the parties to the dispute.

CLAIMS - Any grievance for the payment of wages not presented under Step Two within three hundred sixty-five (365) calendar days after the employee is entitled to such wages shall be deemed to be waived. Any grievance for the payment of Dismissal Pay not presented under Step Two within one hundred and twenty (120) calendar days after the date the employee is eligible under Article 14 for such Dismissal Pay shall be deemed to be waived. Any grievance arising from hereof not presented under Step One within ten (10) business days after the occurrence of the subject matter of the grievance shall be deemed to be waived. Any other grievance not presented under Step Two within sixty (60) calendar days after the occurrence of the subject matter of the grievance shall be deemed to be waived.

Upon mutual agreement of the parties, the powers hereby granted to the Arbitrator may be deemed to include, among the other powers specifically granted by the terms hereof, such other and additional powers granted to an Arbitrator pursuant to the provision of Sections 1280 to 1292, inclusive, of the Code of Civil Procedures of the State of California; the parties hereto hereby agree that the Superior Court of the State of California in and for the County of Los Angeles, may, upon notice to both parties hereto, specifically enforce any decision or award made by said Arbitrator.

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

DocuSigned by:
By: Michael Miller _____ **Dated:** October 1, 2026
855F26894DA44E4...
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.

DocuSigned by:
By: _____ **Dated:** October 1, 2026
8ABFA66749F742C...
Steve Kaplan
Business Representative

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

Docusign Envelope ID: 0117E583-3C15-8291-8076-BA0D65514651

DocuSigned by:

By: 27AC8A2AFCC04F7... **Dated:** October 1, 2026

Scott M. George
National Executive Director

UNIVERSAL SET SERVICES, LLC/TED ANIMATED

Signed by:

By: 22E54CAE4CB64D7... **Dated:** October 1, 2026

Courtney Johnson
Counsel, Labor Relations on behalf of Universal Set Services, LLC for TED the Animated Series