

Features: \$13.5 Million Canadian and Above

| Fringe Rates Applicable to: | | | | | |
|---|-------------------------------------|--|---------------------------|--------------------|-----------------------------|
| Master Agreement: Article 8.02 High Budget Features | | | | | |
| Section | Category | Allocation Structure | Union Affiliation | | |
| | | | IA 891 | TEAM155 | IA 669 |
| A: | Paid Hours | Straight-time, Overtime and Overscale | | | Paid to Crew |
| | Turnaround | Dollars for Turnaround penalty | | | |
| | Meal Penalty | Dollars for Meal Penalty time | | | |
| B: | Statutory Holiday Pay | 2.5% of the total of Section "A" | | | 2.5% Paid to Crew |
| C: | Vacation Pay | 4% of the total of Section "A" | | | 4% Paid to Crew |
| D: | Pension | Percentage of the total of Section A | | | 6.5% paid to Crew or Union* |
| | | | 4.5% paid to Pension Plan | 8.5% paid to Union | |
| E: | Health and Benefits | Percentage of the total of Section A | | | 6% paid to Union |
| | | | 8.5% paid to Health Plan | 4% paid to Union | |
| F: | Total Fringe Allocation | The sum of Sections B + C + D + E | | | 19.0% |
| | | | 19.5% | 19.0% | |
| G: | Supplemental Health Benefits | Flat contribution per day | | | \$8.00 to Union |
| | | | \$8.00 to Health Plan | \$8.00 to Union | |
| H: | Union Dues | Union percentage (explanation below) | | | 2% to Union |
| | | | 3% to Union | 2% to Union | |
| IATSE 891 Union Dues and notes: 2% calculated the sum of sections A (including overscale earnings) + B + C + D. *Note for Section D: Payroll Companies segregate based upon plan participation. | | | | | |
| Teamsters Union Local No.155 Union Dues: of 3% calculated on gross pay (gross pay = Section A + B + C) for an individual employee and on gross fee (gross fee = Section A + B + C) paid to a Loan-Out Company. | | | | | |
| IATSE 669 Union Dues: 2% calculated the sum of sections A + B + C + D (all scale earnings only). | | | | | |

Applicable per Article: 8.02