Pilots; 1st and 2nd Season Non-Network Series;
1st-4th Season Canadian Domestic Series

Fringe Rates Applicable to:

Master Agreement: Article 8.03 (b) Pilots; Supplemental Agreement S3.02(ii) Pilots
Supplemental Agreement Article S3.01: 1st & 2nd Season Non-Network Series
Supplemental Agreement Article S3.02(iii) 1st - 4th Seasons Canadian Domestic Series

Section	Category	Allocation Structure	Union Affiliation		
			IA 891	TEAM 155	ICG 669
A:	Paid Hours — Straight-time, Overtime and Overscale Turnaround — Dollars for Turnaround penalty Meal Penalty — Dollars for Meal Penalty time		Paid to Crew		
B:	Statutory Holiday Pay	Percentage of the total of Section A	2.75% Paid to Crew		
C:	Vacation Pay	Percentage of the total of Section A	4% Paid to Crew		
D:	Pension	Percentage of the total of Section A	1% paid to Crew or Union**	2% paid to Pension Plan	2.5% paid to Union
E:	Health and Benefits	Percentage of the total of Section A	5.5% paid to Union	5% paid to Health Plan	4% paid to Union
F:	Total Fringe Allocation	**The sum of Sections B + C + D + E**	**13.25%**	**13.75%**	**13.25%**
G:	Supplemental Health Benefits	Flat contribution per day	$12.00 to Union	$12.00 to Health Plan	$12.00 to Union
H:	Training Society Contribution	Flat contribution per hour worked to applicable maximums	$0.05 Paid to BCMPTS		
I:	Union Dues	Union percentage (explanation below)	2% to Union	3% to Union	2% to Union

Training Society Contribution Maximums: $1,500 per episode; $10,000 per season; No contributions for pilots.

IATSE 891 Union Dues: 2% calculated on the sum of sections A (including overscale earnings) + B + C + D.
** Note for Section D: Payroll Companies segregate based upon plan participation.

Teamsters 155 Union Dues: 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.

ICG 669 Union Dues: 2% calculated on the sum of sections A + B + C + D.