

LLP PRODUCTION SERVICES, INC. AGREEMENT**JUNE 15, 2025****TABLE OF CONTENTS**

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THIS AGREEMENT is made and entered into between LLP Production Services, Inc. (“Employer”) and the INTERNATIONAL ALLIANCE OF THEATRICAL STAGE EMPLOYEES, MOVING PICTURE TECHNICIANS, ARTISTS AND ALLIED CRAFTS OF THE UNITED STATES AND CANADA, AFL-CIO, CLC (“IATSE” or “Union”) for itself and on behalf of its affiliated locals and members of the bargaining unit described in Article II.

The Employer is engaged in the production of low budget productions in the Thirty-Mile and Secondary Zones of Los Angeles, CA and surrounding areas (and/or on “Distant Location” as set forth herein) for first exhibition in the media of theatrical, television, video-on-demand and other forms of linear and digital exhibition. The IATSE represents motion picture technicians and artisans whose services are utilized by the Employer in connection with its productions. It is the intent of the parties hereto that this Agreement establish the wages and working conditions applicable to such motion picture production technicians and artisans.

ARTICLE I. SCOPE AND APPLICATION

A. This Agreement shall be applicable to all qualifying low budget productions (as defined herein), produced in the Thirty-Mile and Secondary Zones of Los Angeles, CA and surrounding areas (and/or on “Distant Location” as set forth herein), by Employer or by production entities which it controls, for first exhibition in the media of theatrical, television, video-on-demand or other form of linear or digital exhibition. Such Employer productions consist of movies, multi-part movie-length miniseries and limited and recurring episodic series (each a potential “Qualifying Project”), with each movie, movie-length part of a miniseries or individual episode of a limited or recurring series produced for such Qualifying Project deemed a potential “Qualifying Production”. As set forth herein, this Agreement shall be applicable to any Qualifying Production type which has (i) Production Costs budgeted within the budget tiers for the prescribed running time (“Runtime”) parameters reflected below. Production costs (“Production Costs”) means all production costs, “above” and “below the line” costs, “pre-production,” “production” and “post-production.” For purposes herein, the costs of the premium for a completion bond, overhead costs, financing costs, cast or production “breakage” paid by a network, digital service or distributor and the contingency fund (not to exceed ten percent (10%) of the budget) shall not be included as part of the Production Costs.

B. During the term of this Agreement, the low budget tiers for each Qualifying Production shall be as follows:

- (1). For an individual movie with a Runtime greater than or equal to 84 minutes, the Production Costs shall not exceed \$2,700,000;
- (2). For each individual segment or block of a multi-part miniseries with a Runtime greater than or equal to 84 minutes, the average Production Costs per Qualifying Production for such Qualifying Project shall not exceed \$2,700,000;
- (3). For each individual episode of a limited or recurring series with a Runtime greater than or equal to 42 minutes but less than 84 minutes, the average Production Costs for such Qualifying Project shall not exceed \$1,400,000; and

(4). For each individual episode of a limited or recurring series with a Runtime greater than or equal to 21 minutes but less than 42 minutes, the average Production Costs per Qualifying Production for such Qualifying Project shall not exceed \$725,000.

All Runtimes set forth above in this Section B shall be inclusive of 2 minutes of end credits for purposes of calculating Runtime, regardless of the actual length of such end credits.

C. Prior to the commencement of pre-production work on a Qualifying Project as defined above and covered by this Agreement, the Employer shall provide written notice to the IATSE General Office with the following information, a copy of the budget, and if known the crew list when available (or may submit the information, if known, in the form of a Project Information Sheet, attached as Appendix E to this Agreement) for each Qualifying Project on which employees are employed under this Agreement no later than two (2) weeks after opening a production office for such motion picture or production. The Employer shall serve written notice on the IATSE General Office of its intent, or that of another production entity, to employ persons under this Agreement prior to engaging such employees for a given production. Such notice shall contain at least the following information, if known:

- (a) Qualifying Project Title;
- (b) Signatory Employer;
- (c) Production Company(ies), if different from Signatory;
- (d) Location;
- (e) Start & Completion Date
- (f) Production office address and phone number;
- (g) Line Producer/UPM/Labor Relations contact(s) with phone number(s) and email addresses(es);
- (h) Payroll Services, if applicable;
- (i) Budget.

There shall be no penalty for inadvertent failure to comply with this provision.

Representatives of IATSE or retained professionals shall have the right to review the budget and the above specified information and make inquiries to Employer concerning the budget. Employer agrees to cooperate and provide the additional information to the extent it can reasonably do so.

D. Employer shall provide the IATSE, upon request, with a report of the actual expenditures of the Qualifying Project (Final Expenditure Report) and such other relevant materials as the IATSE may require which show the actual final cost of the Qualifying Project. In the event that the Production Costs (excluding costs reimbursed by insurance) of the Qualifying Project have exceeded the applicable budget Tier by more than ten percent (10%), then the employees employed on and covered by Appendix A on any applicable Qualifying Production that exceeded the applicable budget Tier by more than ten percent (10%) shall be paid retroactively with an amount equal to ten percent (10%) of what the covered employees were actually paid with respect to such Qualifying Production(s). If such overages are caused by an act of God, fire, earthquake, or governmental action, the above-referenced retroactive additional payments shall not be required.

E. All information received or reviewed by representatives of the IATSE or retained professionals shall be confidential and neither the IATSE nor its representatives or retained professionals shall disclose any such information except as necessary to enforce their rights under this Agreement.

F. The Union shall have the right at any time, whether during pre-production, production, post-production, or after exhibition, to inspect at the Employer's offices all records, documents, and information relating to the budget and the actual costs of the production, including the right to use retained professionals. Notwithstanding the provisions of Article XI, the Union shall have the right to inspect budget records as set forth above and to assert a grievance and proceed to arbitration on the enforcement and implementation of the provisions of this Article I within six (6) months following the Delivery Date of the video materials for the Qualifying Project to the initial exhibition of a Qualifying Project.

G. This Agreement shall be subject to Appendix B, the "Employer's Minimum Production Commitment" (attached hereto and incorporated by reference), which sets forth all calculations, terms and conditions for the minimum number of Qualifying Productions that Employer is obligated to produce during the Term.

ARTICLE II. RECOGNITION

A. The Employer recognizes the Union as the exclusive collective bargaining representative of all production technicians and artisans set forth in Appendix A ("employee(s)" or "covered employee(s)").

B. Qualifying Productions covered by this Agreement include those produced on film, tape, digitally or otherwise, whether by means of motion picture camera, electronic cameras, or new devices, without regard to their manner of distribution or viewing.

C. With respect to any Qualifying Production, Employer shall not be subject to any staffing requirements for any covered positions (including without limitation any minimum number of employees required).

D. Notwithstanding anything in this Agreement to the contrary, this Agreement shall only apply to Qualifying Productions and shall not be construed to be applicable (or deemed a recognition), directly or indirectly, to/by any other Employer production (documentaries, non-scripted, et al) not subject to this Agreement, or any business or activity of Employer or affiliate entities of Employer.

ARTICLE III. SUBCONTRACTING

Other than as specifically provided for herein, the Employer shall have the right to subcontract, provided that prior to engaging with any provider of subcontracted work that has been historically covered by the Crafts and Classifications covered by the IATSE, the Employer shall first notify the IATSE West Coast Office of its intent to subcontract said work and upon the request of the Union, discuss the matter prior to engaging said subcontractor (it being understood that such subcontracting decision(s) shall be at Employer's discretion and any inadvertent failure, or any failure based on production exigencies, to notify the IATSE West Coast Office of

its intent to subcontract said work shall not be deemed a breach of this Agreement).

ARTICLE IV. UNION SECURITY

A. Employees covered by this Agreement, as a condition of employment, shall become and thereafter remain members in good standing of the Union on and after the thirtieth day of their employment or thirty days following the execution of this Agreement, whichever is later. The foregoing shall be subject to and limited by applicable law and to the extent that any applicable law does not permit the form of union security herein provided, then and in that event, this Agreement shall be deemed to provide for the maximum form of union security permitted by said law. The foregoing shall be deemed satisfied by membership in any local union affiliated with the Union. "Members in good standing" shall be defined, interpreted and implemented by the parties in compliance with applicable law including an employee who meets the financial obligations only in accordance with the provisions of the National Labor Relations Act.

B. The Employer shall not object to the payroll company deduction of all appropriate union dues/service fees from all wages earned by the employees covered by this Agreement who have executed the appropriate payroll deduction authorization form.

ARTICLE V. ADMINISTRATION

In order to achieve consistency and continuity in the administration of this Agreement the IATSE shall designate a West Coast representative responsible for the administration of the Agreement. The Employer shall designate a representative responsible for the administration of the Agreement.

ARTICLE VI. ACCESS

The designated representatives of the Union, including local union representatives authorized by the IATSE, shall be permitted reasonable access to all production sites where persons covered by the Agreement are performing services.

ARTICLE VII. RECORDS AND RESPONSIBILITIES

A. By virtue of this Article VII, the Employer hereby authorizes any payroll service it has engaged to process payroll for a theatrical production subject to this Agreement to provide payroll information on employees covered by this Agreement employed on such production to an authorized representative of the IATSE upon request. The IATSE will notify the Employer of such request to its payroll service.

B. In the event an Employer uses a payroll company or other outside person(s), or entity (herein referred to as the payroll service) to handle or facilitate the payment of wages or other benefits to or on behalf of an employee or employees covered under this agreement, the employer agrees and acknowledges that it is and remains the Employer of such employee(s) for the purposes of all provisions of this Agreement, and that the Employer remains liable and responsible for compliance with such provisions.

ARTICLE VIII. JOB STEWARD

The IATSE may appoint separate stewards for production and off production units. The identity of the designated steward shall be made known to the production manager of each covered motion picture. It is understood that the steward shall in no way be discriminated against for any cause whatsoever in the performance of their duties as a steward.

ARTICLE IX. NO DISCRIMINATION, HARASSMENT OR ABUSIVE CONDUCT

The parties agree that under this Agreement, there shall be no discrimination with respect to wages, terms, conditions, privileges of, or opportunities for employment because of race, color, religion, sex (including pregnancy), gender, gender identity, gender expression, military or veteran status, medical condition (including genetic characteristics), sexual orientation, age, national origin, disability, linguistic characteristics (such as accent or limited English proficiency where not justified by business necessity), marital status, Union membership or any other basis prohibited by law.

The Union and the Employer recognize the importance of the Employer's statutory obligations to provide a workplace free from unwanted sexual harassment and abusive conduct and shall cooperate with each other toward that end. Each Employer shall adopt a program for: (1) harassment prevention training; (2) reporting of misconduct; (3) investigation of reported misconduct; and, (4) remedial action.

With respect to training and prevention the Employer shall remind covered employees at the outset of employment of the availability of harassment prevention training available through Contract Services Administration Trust Fund and the IATSE Training Trust, or other training as mutually agreed by the Union and the Employer from time to time.

With respect to reporting and prevention, each Employer shall establish and publish to the entire crew and cast (subject to the bargaining rights any other union may have) with each employee's start paperwork, the Employer's sexual harassment and abusive conduct prevention policy compliant with applicable law, and shall include information and practical guidance regarding the federal and state statutory provisions concerning the prohibition against and the prevention and correction of sexual harassment and remedies available to victims of sexual harassment in employment.

Employers shall establish multiple avenues to report harassment or abusive conduct that shall include internal reporting procedures, to the employees' supervisor(s) the First Assistant Director, or responsible safety officer, or an appropriate outside reporting services, including but not limited to The Hollywood Commission or other third-party providers that provide similar services. The Employer shall notify the Union of any selected third-party provider. No report to the Union or IATSE Safety Hot Line shall be deemed a report to the Employer unless and until the Union advises the Employer of the complaint. Both the Union and the Employer are encouraged to advise covered crew members of the services available through the WIF Help Line and The Hollywood Commission.

The Employer shall conduct an appropriate investigation of any complaint received hereunder. In any investigation where a covered employee is either the complainant or the

subject of the investigation, the Union shall be notified of the person engaged to conduct the investigation. In such cases, the covered employee(s) and the Union shall be advised of the outcome of the investigation.

Upon a determination that sexual harassment or abusive conduct has occurred, the Employer shall implement remedial action intended to ensure that such conduct does not recur. The Union may file on behalf of a covered employee a grievance if the employee contends that the remedial action is ineffective in ensuring that the conduct does not recur. However, no such grievance shall be subject to arbitration.

Except for discrimination claims brought by employees who have no other federal, state, or local statutory remedy, claims alleging a violation of this “No Discrimination, Harassment or Abusive Conduct” provision are not subject to arbitration. Claims under this provision brought by employees that do not have a federal, state or local statutory remedy shall be subject to the grievance and arbitration provisions of this Agreement and shall apply California law with respect to the arbitration of the dispute. As for all other claims alleging a violation of this provision, non-binding mediation shall be the exclusive contractual remedy. Notwithstanding the above, the Employer acknowledges that this provision shall in no way constitute a waiver of any employee’s federal, state or local statutory rights or remedies.

ARTICLE X. NO STRIKE – NO LOCKOUT

During the term of this Agreement, there shall be no strikes, picketing, work stoppages or disruptive activity by the Union or by an employee, or lockout by the Employer.

Notwithstanding the foregoing, the Union shall not be barred from engaging in such concerted activity if the Employer fails to pay the wages earned by employees covered by this Agreement or to remit benefit contributions (provided that any such wages or contributions are not in a good-faith dispute at the time), and to promptly remedy such material breaches of this Agreement upon demand by the Union.

ARTICLE XI. GRIEVANCE PROCEDURE

A. Any dispute between the Union and the Employer concerning the interpretation and/or application of this Agreement which cannot be initially resolved between the Union’s designated representative, including local union representatives authorized by the IATSE and the Producer, or thereafter cannot be resolved by the IATSE International President or their designated representative and the Employer’s designated representative, may be submitted to arbitration by either party for resolution by a final and binding award. If an arbitrator cannot be mutually selected, then one shall be selected from an arbitration panel obtained from the American Arbitration Association in the United States. The arbitrator and parties shall follow the labor arbitration rules of the American Arbitration Association in the United States. Any claim not reduced to writing and submitted to the other party within thirty (30) calendar days following the incident giving rise to the claim or within thirty (30) calendar days after the aggrieved party had a reasonable opportunity to become aware of the incident, whichever is later, but in no event more than thirty (30) calendar days after the incident, shall be deemed to be waived.

B. The Union shall not be required to utilize the provisions of (A) above if the

Employer fails to pay the wages earned by employees covered by this Agreement or remit required benefit contributions (provided that any such wages or contributions are not in a good-faith dispute) and fails to promptly remedy such material breaches of this Agreement on demand by the Union and the Union may pursue any and all remedies available in law or equity.

ARTICLE XII. MULTI-EMPLOYER UNIT

Notwithstanding the geographical scope of this Agreement, the employees hired by the Employer to perform services in the County of Los Angeles, or hired by the Employer in the County of Los Angeles to perform services outside the County of Los Angeles shall be deemed to be within the multi-employer bargaining unit established by the Producer - IATSE 2021 Basic Agreement and its successor agreements ("BA") and specifically subject to the BA's provisions covering the Industry Experience Roster (Article IX), Health and Pension Plans, including the Individual Account Plan (Articles XII, XIII, XIII A, XIV, XIX, and XXVIII), and the Contract Services Administration Trust Fund (Articles XXV and XXVI); provided, however, the wages, working conditions and other terms and conditions of this Agreement shall be fully applicable to employees covered by this Agreement.

ARTICLE XIII. PREFERENCE OF EMPLOYMENT

A. Employees who have work experience with the Employer within twelve (12) months prior to the effective date of this Agreement shall be eligible for hire by the Employer. The Employer shall furnish to the union a list of all employees who have work experience within the previous twelve (12) months from the date of execution of this Agreement along with the classifications in which the employees were employed. Notwithstanding the foregoing, only employees who are interested in being eligible for hire on a prospective basis shall remain eligible (as set forth above) and any such furnished list shall not include such non-eligible employees.

B. With the exception of those employees who have work experience with the Employer within the previous twelve (12) months, the Employer shall, when hiring, shall look first to the Industry Experience Roster.

C. Camera department personnel, other than those based in Los Angeles, who are covered by the agreement for thirty (30) days or more in a two (2) year period may, upon application to the Contract Services Administration Trust Fund ("CSATF"), have their names added to the industry experience roster established under the Producer-IATSE Basic Agreement. The employee shall have the burden of establishing their eligibility for such industry experience roster placement subject to the then current rules and procedures applicable to such placement.

D. Notwithstanding the above, the Employer may employ one (1) person per production from a bona fide industry training program at the rate applicable to their classification, in consultation with the affected local union.

E. In the event that the Employer is unable to engage individuals from the Industry Experience Roster who are willing to work under the terms and conditions of this Agreement (including without limitation, the wage rates) within the time constraints of the production schedule of a Qualifying Production, then Employer shall have the right to hire from any source

for the covered positions.

F. A First Aid Person shall be employed and present on days when construction occurs, on production days, and when reasonably required.

ARTICLE XIV. TITLE CREDITS

Title credits may be given to all department heads and key employees in accordance with standard industry practice. The form in which screen credits are given need not conform to an employee's classification and no presumptions shall flow from the form of such credit. The Employer shall give title credit to the IATSE by displaying its official seal in accordance with standard industry practice. Notwithstanding anything herein to the contrary, any failure to provide such title credit(s) shall not be deemed a breach of the Agreement or subject to damage claims.

ARTICLE XV. MINIMUM TERMS AND CONDITIONS

The wage scales and working condition provisions of this Agreement shall be minimums and employees shall not be precluded from obtaining "better conditions" as that term is understood in the motion picture industry. Any employee enjoying such better conditions shall not have their wages or working conditions reduced as a consequence of this Agreement.

ARTICLE XVI. ASSISTANCE/INTERCHANGE

The Employer shall have the right to require full assistance/interchange of job functions among employees (including assisting on or performing functions of multiple job classifications, working on 2nd unit or splinter units and overlap on simultaneous Qualifying Productions). Where the grip and electric departments have been staffed by a department head, assistant and a Journeyman, they and others within said departments may assist each other in the performance of the respective duties of said departments.

ARTICLE XVII. WORK DAY, WEEK AND MINIMUM CALLS

A. The work week shall be any five (5) or six (6) consecutive work days within seven (7) consecutive days. The work week may be shifted two (2) times without incurring additional costs during principal photography for each Qualifying Production. The foregoing applies to both the main unit and any second unit independently and such units' work week weeks need not be identical or simultaneously shifted. Reasonable advance notice shall be given of any work week shift which shall be subject to a minimum thirty-two (32) hour rest period and there must be at least one full work week between shifts. A "round trip" shift in workweek counts as a single workweek shift under this Article.

B. The minimum daily work call during pre-production and production shall be eight (8) hours excluding meals. Work time begins at the time of the set call and ends at the time of set dismissal. The minimum call on a travel only day shall be four (4) hours and the maximum shall be eight (8) hours paid as a straight time allowance. On a day when an employee is required to both work and travel, all hours such day shall be considered work hours.

C. Call times must be issued before an employee has been dismissed for the day. The Employer may issue call times at general crew wrap to any employee dismissed earlier than the rest of the crew.

ARTICLE XVIII. OVERTIME

A. The first eight (8) work hours during the first five (5) days of a work week shall be at straight time. Work hours in excess of eight (8) on the first five (5) days of the work week and on a sixth work day shall be paid at time and one-half. Double time shall be paid on the first six (6) work days of the work week and for all hours worked on a seventh work day in a work week or on a designated holiday after thirteen (13) hours worked.

B. In order to discourage excessively long work days, work hours beyond fifteen (15) on any day shall be paid at triple time.

C. All time is to be computed in one-tenth (1/10) hourly units and overtime premiums shall not be compounded.

ARTICLE XIX. REST PERIODS

There shall be a ten (10) hour rest period from set wrap to set call for both on and off production personnel except as otherwise provided in Article XXI. There will be a fifty-two hour (52) hour rest period following a five (5) day work week and a thirty-two (32) hour rest period following a six (6) day work week. There will be a thirty-two (32) hour rest period preceding the sixth (6th) work day when occurring on the seventh (7th) day of the work week. If the full rest period is not provided, then the employee shall be paid on return to work at the applicable base rate or overtime rate, plus an additional hour of straight time, for all invaded hours or portion thereof if at least eight (8) hours of rest has been provided, or for all hours worked if less than eight (8) hours of rest is provided until a ten (10) hour rest period is provided.

In the event that an employee works more than fourteen (14) hours on two (2) consecutive days, if the required rest period is invaded following the employee's dismissal on the second consecutive day so worked, the employee shall return at their rate in effect at the time of dismissal, plus an additional hour at straight time, for all such invaded hours.

After seven (7) consecutive days of work, or after a sixth (6th) day of work on the seventh (7th) day in a workweek, an employee will receive a twelve (12) hour rest period.

Measurement of the weekend rest period shall be on a "set-to-set" or a "worksite-to-worksite" basis. The penalty for invading the weekend rest period shall be payment of additional straight time for all invaded hours only; provided, however, in the event the weekend rest period is invaded by a partial hour, a full hour of pay of additional straight time shall be due.

ARTICLE XX. MEALS

A. Meal periods shall not be less than one-half (½) hour nor more than one (1) hour in length. Not more than one (1) meal period shall be deducted from work time for an employee during the minimum call. (A second meal period may be deducted from work time for those

employees who work in excess of the minimum call.) When the Employer furnishes meals, they shall be appropriate for the time of day.

B. The employee's first meal period should commence within six (6) hours following the time of the first call for the day; succeeding meal periods shall commence within six (6) hours after the end of the proceeding meal period. An employee's first meal period shall commence no earlier than three (3) hours after such employee reports for work except for persons called in earlier than the regular crew call who are provided with a hot non-deductible breakfast (within one (1) hour before or after the regular crew call) in which case their first deductible meal period will be due at the same time as the meal is due for the regular crew. Employees receiving a non-deductible breakfast shall be provided up to thirty (30) minutes for such meal.

C. The first deductible meal period may be extended by fifteen (15) minutes to complete a set up and a second deductible meal period may be extended by thirty (30) minutes to complete a set up and/or wrap. Extensions of the meal periods are not to be scheduled and, if exceeded, meal penalties shall relate back to the time the meal was otherwise due. Any second meal, excluding a non-deductible breakfast, may be a non-deductible walking meal, provided each employee is given a reasonable opportunity to eat and is dismissed within two (2) hours from the time the meal was otherwise due. With respect to all non-deductible meals, the employee shall be given a reasonable opportunity to eat.

- D. A meal penalty allowance for delayed meals shall be computed as follows:
- (1) First one-half hour meal delay or fraction thereof\$8.50
 - (2) Second one-half hour meal delay or fraction thereof.....\$11.00
 - (3) Third and fourth one-half hour meal delay or fraction thereof..... \$13.50
 - (4) Fifth and each succeeding one-half hour meal delay or fraction thereof
.....\$18.00

After twenty (20) meal penalties in a workweek, employees will be paid one (1) hour of pay at the straight time rate for each one-half (1/2) hour delay, which in no event shall be less than \$20 per penalty.

Such allowance shall be in addition to the compensation for work time during the delay and shall not be applied as part of any guarantee.

E. When an Employer furnishes meals to a shooting unit, and an "off production" crew is working on the same site at the same time for the same production, the Employer will either furnish meals to the "off production" crew or pay the "off production" crew a meal allowance. Payments of per diem to an employee shall be deemed to satisfy the meal allowance obligation.

F. Contingent upon approval by two-third (2/3) majority vote by secret ballot of the IATSE represented crew supervised by a representative of the affected Local Unions, the Employer may institute an alternative meals system consisting of:

- (1) An eleven (11) hour period of elapsed time commencing with a one (1) hour paid meal period prior to the general crew call during which no work shall be

performed, and ending at crew wrap (“truck wrap”). If the Employer schedules an employee for a pre-call, they may receive either the non-deductible one (1) hour paid meal period, or a one-half (½) hour paid meal period prior to the general crew call and two (2) fifteen (15) minute paid breaks during the (10) hour period of work. For all employees, there shall be a guarantee of eleven (11) hours of pay.

(2) Overtime for work performed on the first five (5) work days worked in a work week shall be paid as follows, calculated from the earlier of the start of the one (1) hour paid meal period prior to the general crew call or individual employee’s pre-call:

- a. Work performed after eight (8) elapsed hours shall be paid for at one and one-half (1.5) times the regular basic hourly rate of pay;
- b. Two (2) times the regular basic hourly rate of pay shall be paid after eleven (11) elapsed hours;
- c. Two and one-half (2.5) times the regular hourly rate of pay shall be paid after twelve (12) elapsed hours;
- d. Three (3) times the regular hourly rate of pay shall be paid after fourteen (14) elapsed hours.

(3) Paid travel time for employees on distant location shall be paid at the appropriate premium rate, if any. Such travel time shall not accrue additional meal penalties if not already triggered as provided in subparagraph (5) below.

(4) Meal penalties as provided under this Agreement shall apply if work continues past eleven (11) hours of elapsed time commencing with the general crew call, in which case meal penalties shall be paid commencing at the end of the sixth (6th) hour from the conclusion of the one (1) hour paid meal period, or the one-half (1/2) hour meal period as set forth in subparagraph (1) above. This provision shall also be applicable to a sixth and/or seventh day worked in a work week.

(5) If the Employer schedules an employee for a pre-call, they must receive the non-deductible one (1) hour paid meal period, or the one-half (½) hour paid meal period and two (2) fifteen (15) minute paid breaks as set forth in subparagraph (1) above in order to avoid the triggering of meal penalties under this Agreement. Overtime shall be calculated from individual call times for travel or pre-calls.

(6) Work performed on a sixth day worked in a work week shall be paid as follows, calculated from the earlier of the start of the one (1) hour paid meal prior to the general crew call or individual employee’s pre-call:

- a. One and one-half (1.5) times the regular basic hourly rate of pay shall be paid for the first eight (8) elapsed hours on a sixth day worked in a work week;
- b. Work performed after eight (8) elapsed hours shall be paid for at

two (2) times the regular basic hourly rate of pay;

- c. Two and one-half (2.5) times the regular hourly rate of pay shall be paid after eleven (11) elapsed hours;
- d. Three (3) times the regular hourly rate of pay shall be paid after twelve (12) elapsed hours.

(7) Work performed on a seventh day or holiday worked in a work week shall be paid as follows, calculated from the earlier of the start of the one (1) hour paid meal prior to the general crew call or individual employee's pre-call:

- a. Two (2) times the regular basic hourly rate of pay shall be paid for the first eight (8) elapsed hours on a seventh day worked in a work week;
- b. Work performed after eight (8) elapsed hours shall be paid for at two and one-half (2.5) times the regular basic hourly rate of pay;
- c. Three (3) times the regular hourly rate of pay shall be paid after eleven (11) elapsed hours;
- d. Four (4) times the regular hourly rate of pay shall be paid after twelve (12) elapsed hours.

(8) On all days, the Employer will provide a continuing hot buffet, appropriate to the time of day, to the employee. Departments will break their employees in rotation, so that all will have an opportunity to eat while work continues.

Employer will advise the employees of the designated period of when food is available on the call sheet. An employee who has not been provided an opportunity to eat must notify the assistant director at least one (1) hour before the end of the designated period where food is available.

(9) In the event a crew member does not have an opportunity to eat a meal within ten (10) hours the general crew call, they will be entitled to meal penalties calculated from their 6th hour of work to the wrap of camera.

(10) This alternative meals system may be rescinded with twenty-four (24) hours notice by a majority vote of the IATSE represented crew.

ARTICLE XXI. LOCATIONS/TRAVEL

A. Employees shall report to work at designated local production locations within a circular thirty (30) mile zone, the radius of which is the Employer's production office, unless there are access difficulties, in which case the Employer will make appropriate transportation arrangements. On any day in which an employee reports to any production location and who works in excess of fourteen (14) work hours, the employee will be offered either, at the

Employer’s discretion, transportation home and back to work the next day or hotel accommodations.

B. The thirty (30) mile zone in Los Angeles shall be measured from the intersection of Beverly Boulevard and La Cienega Boulevard, and include Agua Dulce, Castaic (including Lake Castaic), Leo Carillo State Beach, Ontario International Airport, Piru and Pomona (including the Los Angeles County Fair Grounds.) The Metro-Goldwyn-Mayer, Inc., Conejo Ranch property shall be considered as within the studio zone. In New York City, the thirty (30) mile zone shall be measured from Columbus Circle.

C. When an employee is required to transport themselves between production locations, they shall be paid a mileage allowance for such travel at the applicable IRS rate unless they are being provided with a reasonable car allowance. All mileage calculations are to be based on the shortest “driveable” route.

D. Employees may be requested to report to a production location outside the thirty (30) mile zone, in which case the employee shall be paid all transportation costs, including mileage, computed from the perimeter to the distance from the thirty (30) mile zone to the reporting place and return calculated at the current IRS allowable rate in the U.S. Such travel time outside of the thirty (30) mile zone shall be paid as an allowance at the employee’s regular hourly rate and such travel time shall not accrue toward the required rest period.

E. Any employee whose primary residence is more than sixty (60) miles from a production location shall be provided with a per diem allowance and either housing or a housing allowance. Prior to travel, the Employer shall notify employees of arrangements for cashing per diem allowance checks. Employees may be provided coach-class air transportation to and from an overnight location. Housing provided by the Employer shall be single bedroom housing if available. The per diem allowance shall be as follows:

Breakfast	\$12.00
Lunch	\$16.00
Dinner.....	\$32.00

Any meals provided by the Employer may be deducted from the per diem at the above stated rates.

F. The Employer shall request employees to sign a written statement attesting to their principal residency. A false statement of residency may result in immediate discharge. The Employer shall notify the IATSE if an employee refuses to sign a written statement of residency.

G. Work time for employees on overnight location, including distant hires under Article XXI (E), shall be calculated on a portal-to-portal basis and they shall be provided with transportation to and from the daily production location. Rest periods shall be calculated on a portal-to-portal basis when working inside the zone as set forth above. In the event Distant Hire elects lodging other than at Employer’s primary housing location(s), portal-to-portal work time shall be calculated to and from the primary housing location of a production and the daily production location.

H. On any day in which an employee reports to any production location outside the

local 30 mile production zone described above and whose work and travel time from the edge of zone exceeds fourteen (14) hours, the employee will be offered either, at the Employer's discretion, transportation home and back to work the next day or hotel accommodations.

I. For each sixth or seventh day not worked on distant locations on Qualifying Productions: the employee shall receive an amount equivalent to an extra one (1) day's per diem and the Employer shall make pension and health contributions for four (4) hours.

J. If the Employer replaces a Distant Hire with a Local Hire, in order to avoid the costs associated with the Distant Hire employee being on overnight location, it shall either give one (1) week notice to the Distant Hire of the replacement or, if such Distant Hire is replaced prior to receiving one (1) week notice, the Employer shall pay for the Distant Hire the balance cost of housing for such Distant Hire plus per diem that the Distant Hire would have received had they continued working for a full one (1) week notice period.

ARTICLE XXII. CANCELLATION/CHANGE OF CALLS

A. In the event of a cancellation of a call, if notification is not given by 5:00 p.m. of the previous day's work, then the employee shall be paid an eight (8) hour minimum call unless the cancelled call was for travel only, in which case the employee shall be paid a four (4) hour minimum call. For employees who are not yet on the Employer's payroll, such work call cannot be cancelled.

B. Calls may be changed for current employees by 8:00 p.m. the day preceding the call, or with six (6) hours' notice on the day of the call, provided such notice is given after 7:00 a.m.; in addition, calls may be pushed to a later hour as long as employees receive at least nine (9) hours' notice.

C. The Employer may issue a "weather-permitting" call for extreme heat, extreme cold, extreme wind, lightning, snow, sleet, ice storms, fire hazard as identified by the National Weather Service, smoke conditions or hurricanes to employees prior to their dismissal for the day and to persons not on payroll up to twelve (12) hours before their call time (even if a call had previously been given). The Employer shall provide notice to the Union upon the issuance of a "weather-permitting" call. The Employer may cancel a "weather-permitting" call up to four (4) hours prior to the call time.

In the event a daily employee is notified not to report to work, they shall be paid four (4) hours of pay at straight time, and the Employer shall contribute one-third (1/3) of the daily amount due under Article XXIV, or, for employees receiving MPIPHP contributions, four (4) hours of benefit contributions; however, if the notification to the daily employee is untimely, the daily employee shall be paid for an eight (8) hour minimum call.

In the event an "on call" employee is notified not to report to work, they shall be paid one-half (1/2) of one-fifth (1/5) of his or her weekly rate, and the Employer shall contribute one-third (1/3) of the amount due under Article XXIV, or, for employees receiving MPIPHP contributions, four (4) hours of benefit contributions; however, if the notification to the "on call" employee is untimely, or the Employer authorizes the "on call" employee to work that day, the "on call" employee shall be paid for the day.

The foregoing is in addition to the Employer's rights under the Article XXII(D) below. The Union agrees that it will not unreasonably deny a request by the Employer to issue a "weather-permitting" call under this paragraph for other weather conditions.

D. Notwithstanding the above, the Employer may cancel calls due to inclement weather (extreme heat, extreme cold, extreme wind, lightning, snow, sleet, ice storms, fire hazard as identified by the National Weather Service, smoke conditions or hurricanes), provided that the Employer provides notice to the Union as soon as practicable. The employees must be notified of the cancellation no later than 8:00 p.m. the night before the call. This provision shall also be applicable to calls for the first day of a new workweek (e.g., Monday) so long as the Employer makes the effort to inform employees on the last day of the preceding workweek (i.e., Friday in the case of a Monday call) of the possibility that the call will be cancelled and the employee is notified of the cancellation before 8:00 p.m. on the evening prior to the call (i.e., Sunday in the case of a Monday call.) The Union agrees that it will not unreasonably deny a request by the Employer to cancel a call under this subparagraph (D) due to other weather conditions.

ARTICLE XXIII. HOLIDAYS

The following shall be recognized as holidays: New Year's Day, Martin Luther King, Jr. Day, Presidents' Day, Good Friday, Memorial Day, Juneteenth, Independence Day, Labor Day, Thanksgiving Day, the day after Thanksgiving, and Christmas Day. Holidays are to be celebrated on the day they are officially celebrated, except when recognized on a different day under the Screen Actors Guild Codified Basic Agreement in which case they will be celebrated on the same day. Weekly employees and those on distant location shall be paid for an unworked holiday falling within their regular work week. A weekly employee shall not be converted to a daily employee for the purpose of evading the holiday obligation under this paragraph.

ARTICLE XXIV. BENEFITS

A. Employees who are covered by Article XII hired by the Employer to perform services in the County of Los Angeles, or hired by the Employer in the County of Los Angeles to perform services outside the County of Los Angeles shall have benefit contributions remitted on their behalf to the Motion Picture Industry Pension and Health Plans ("MPIPHP") and Contract Services Administration Trust Fund for every hour worked or guaranteed at the then current rates established by the MPIPHP and Contract Services Administration Trust Fund.¹

B. For employees covered by the MPIPHP as provided in A above, the Employer shall make a six percent (6%) contribution to the Individual Account Plan. Contributions shall be based on the regular base scale hourly rate of pay for each covered employee's classification for all hours worked or guaranteed.

C. The Health and Defined Benefit contribution payments may be modified to rates

¹ The provisions of Article XII shall also be applicable to employees in job classifications within the jurisdiction of any West Coast Studio Local of the IATSE whose contract jurisdiction under the BA is not limited to the County of Los Angeles, provided, however, the Employer shall not be required to make contributions pursuant to Article XII on behalf of such employee if such West Coast Studio Local has agreed that contributions may be made on behalf of such employee pursuant to subparagraph (F) of Article XXIV.

set by the Board of Directors of the MPIPHP based on a determination by the actuaries and consultants of the MPIPHP which will be based upon the hourly cost per participant of benefits.

D. The Employer will execute any documents required to constitute it an appropriate Employer contributor to any of the foregoing benefit plans.

ARTICLE XXV. BEREAVEMENT LEAVE

In the event of the death of a parent, step parent, grandparent, grandchild, sibling, step sibling, spouse, child, or step child of an eligible employee, such employee shall be allowed up to three paid days off and their job shall be available upon return from bereavement leave. Employees who work fifty percent (50%) or more of the total work days of their department shall be deemed eligible for bereavement leave pay. Payment for bereavement leave may be deferred until the Employer can determine the employee's eligibility. Bereavement pay shall be calculated on the same basis as unworked holidays.

ARTICLE XXVI. VOLUNTARY POLITICAL CONTRIBUTIONS

The Employer agrees to deduct from each employee's gross wages at each payroll period such voluntary contributions to the IATSE Political Action Committee ("IATSE PAC") as the employee has authorized in writing to be deducted. At least once a month, the Employer will issue a single check for deductions payable to the IATSE PAC and remit same directly to the IATSE PAC. Along with the check, the Employer will provide the PAC with the following information: (1) the name of each employee for whom a deduction has been made, (2) the employee's social security number, and (3) the amount of the deduction. Employees who wish to cancel or modify their deduction will sign a card supplied by the Union for such purpose. The Union will be responsible for obtaining any refund from the IATSE PAC. The Union will reimburse the Employer annually for all actual costs incurred in administering this deduction and will indemnify and hold harmless the Employer from any and all liability arising from deductions provided for in this section. Administration of the foregoing may be assigned to the Employer's payroll service.

ARTICLE XXVII. 401(K) PLANS

If an employee covered by this Agreement is eligible to participate in an IRS Qualified 401(k) Plan sponsored by the IATSE or an IATSE Local Union, the Employer will honor the written authorization of such employee to deduct from the employee's gross wages the specified eligible amount to be remitted to such 401(k) Plan. Either the Local Union sponsoring such 401(k) Plan or the Plan Administrator shall confirm in writing that employees are eligible to participate and shall provide any other information relevant to the proper administration of authorized employee contributions to the Employer or its designated payroll service who may be assigned administrative responsibility for this provision.

ARTICLE XXVIII. PAYROLL DEPOSIT

A. In situations where the Union has a bona fide, demonstrable reason to be concerned over the financial viability of a signatory Employer to this Agreement, other than a signatory to its predecessor, or where a signatory to this Agreement or its predecessor has not

met its financial obligations, in order to secure performance, the following shall be applicable:

(1) The Union may require the Employer to deposit with the Union (or payroll service approved by the Union) an amount equal to the two highest budgeted payroll weeks of estimated payroll and fringe benefit contributions for covered employees. Such amount shall be reduced by consent of the Union upon completion of principal photography to an amount appropriate for post production and released upon completion of post production and verification by the Union that all contractual obligations have been met by the Employer.

(2) Deposited amounts may only be drawn upon for the sole purpose of satisfying amounts owed to covered employees under this Agreement. If the Employer and the Union agree on such amounts, the Employer shall authorize release of payment(s) to the employee(s) within two (2) weeks of such agreement.

(3) In the event a payroll service is to be utilized to hold and/or guarantee the deposit, the Employer shall provide the Union with written verification of the payroll service's consent to do so which must be executed by the payroll service.

(4) Failure to make the required deposit as set forth herein shall be deemed a material breach of this Agreement.

ARTICLE XXIX. WAGE RATES/PAYMENTS

A. With respect to a Qualifying Production, the wage rates for covered employees shall be as negotiated with such an employee provided however they shall be at rates not less than the applicable statutory minimum wage for the Qualifying Production's location and jurisdiction.

B. Wages must be paid to employees no later than the Friday following the end of each production work week.

C. If the production employs the use of two (2) or more cameras, the Script Supervisor shall be paid a \$40 flat sum for each such day.

ARTICLE XXX. SPECIALIZED WORK

A. The Employer will not require any employee to perform any work that the employee reasonably considers to present a clear and present danger to their health or safety. The employees selected to perform specialized work and Employer are to negotiate and agree upon a rate in advance for such work and, if no agreement is so reached, the employee will not jeopardize working opportunities by refusing to perform such work. The employee may seek assistance from the Business Representative of the Local Union in connection with these negotiations, provided that there is no delay to the production in doing so. The Business Representative need not be present for the negotiations.

B. If an employee is required to sign a waiver for any state or governmental agency or owner of private property and refuses to sign such a waiver, such employee may be replaced,

but such refusal shall not limit such employee's future employment opportunities with Employer. When the Employer knows in advance that such a waiver is required, the Employer will advise the Local Union of the situation.

C. The Employer will strictly conform with all recognized industry health and safety standards and all applicable health and safety rules and regulations.

D. For taking motion pictures on aerial flights or submarine diving, employee shall receive forty dollars (\$40.00) per flight or dive but with a maximum of payment in a single shift of one hundred twenty dollars (\$120.00).

E. Any employee designated by Employer to work completely under water using a diving mask, air helmet or diving suit, including skin diving, will be paid a bonus of twenty-five percent (25%) the rate in effect at the time of such performance for the entire work shift, except when the total time required by the employee to perform such work, including diving, is less than one (1) hour.

F. Any employee designated and required by Employer to dive to the depth of fifteen (15) feet or more in water using a diving mask, air helmet or diving suit, including skin diving, will be paid an allowance of forty dollars (\$40.00) for each dive with a maximum payment in a single shift of one hundred twenty dollars (\$120.00). Such allowance shall supersede and replace the twenty-five percent (25%) bonus referred to in (F) above. When an employee is required to dive under water twenty (20) feet or more, they shall be accompanied by another diver.

G. The following provisions shall be applicable to employees required to be under water when performing their work:

- (1) A dressing room shall be provided.
- (2) Hot drinks or nourishment shall be available if water is cold.
- (3) A rest period of ten (10) minutes shall be allowed for each hour so worked. Not more than two (2) consecutive hours shall elapse without a rest period.
- (4) In the event safety conditions so warrant, it shall be the practice of underwater workers in the performance of such work to work jointly in pairs.
- (5) Employer will provide suitable wearing apparel for abnormal cold or wet work.
- (6) When required by Employer to work in water three (3) feet or more in depth for a period of an aggregate of at least four (4) hours during any workday, employee will be paid a fifteen percent (15%) bonus above the applicable scale rate for all hours worked during the work shift.

ARTICLE XXXI. BEYOND BUDGET LIMITATIONS

For all Qualifying Projects with production costs in excess of the allowable budget limits, as defined in Article I Section B, by more than fifty percent (50%) in the United States the wages, benefits and terms and conditions of the following agreements, as applicable, shall apply to such productions: the current Producer- IATSE Basic Agreement, the "Majors" Agreements of the New York Production Locals, and/or Theatrical and Television Motion Picture Area

Standards Agreement. The Employer will execute any documents required to implement this Agreement.

ARTICLE XXXII. TRAINING TRUST FUND

The Employer shall contribute to the IATSE Entertainment and Exhibition Industries Training Trust Fund during the term of this Agreement the amount of .25% of gross wages paid an employee covered by this Collective Bargaining Agreement excluding, however, wages paid to employees for which contributions to the Contract Services Administration Trust Fund are required. All contributions to the Fund shall be payable no later than the fifteenth (15th) day of the month for the hours worked in the preceding month. All contributions shall be payable to IATSE Training Trust Fund, P.O. Box 51317, Los Angeles, CA 90051-5617, along with a list of all covered employees and the total gross wages paid to each employee in the reported month. Employer agrees to be signatory to the IATSE Entertainment and Exhibition Industries Training Trust Fund, established June 22, 2011, ("Trust Agreement") and to abide by and be bound by its terms and conditions, and any amendments thereto, and all policies and procedures of the Fund, including Collection of Contributions Payable by Employers, as related to the contributions due as per the above referenced collective bargaining agreement.

ARTICLE XXXIII. SAFETY

- A. Complaints of unsafe conditions will be promptly investigated by the Employer and appropriate action will be taken if the Employer finds that an unsafe condition does exist.
- B. Employer will designate an individual as the responsible safety officer for its respective studio, facility, location, or work site.
- C. Employer will advise the crew of the appropriate person to contact regarding health and safety matters. Call sheets shall identify the name, phone number, and any other contact information of the Employer's safety contact, which may be an individual or a department. For departments that do not otherwise receive call sheets, the preceding information will be otherwise disseminated and posted at studio facility and work site.
- D. Employer will provide to the Local Unions the name and contact information for the Employer's Safety Representative (which may be an individual or a department).
- E. When the Employer engages an environmental consultant to examine a location where employees employed under this Agreement will be working, the Employer will provide the Local Unions with a summary report prepared by the environmental consultant of the inspection and abatements (if any), showing the location examined, the date, the materials sampled and the results compared to regulatory guidelines. The Union agrees to keep all such reports confidential except as permitted by law and except that one Local Union may share a copy of such report with another IATSE Motion Picture Local, provided that such Local agrees to keep such report confidential.

Inadvertent failure to provide any such report to the Union shall not be considered a breach of the Agreement.

F. Safety Representatives will remain available to the Local union to discuss any particular health and safety concerns regarding their Company.

G. Employers will include the IATSE Safety Hotline (844-422-9273) on daily call sheets and provide the number to the crew in any start paperwork.

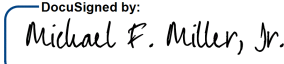
ARTICLE XXXIV. SICK LEAVE

The Employer shall comply with California Sick Leave laws and regulations.

ARTICLE XXXV. TERM AND EFFECTIVE DATE

This Agreement shall be effective as of June 15, 2025 (the “Commencement Date”) and shall remain in full force and effect through June 30, 2027 (the “Expiration Date”)(together with any extensions provided for herein, the “Term”), with such Term automatically extended for any period of time equal to an event of force majeure (including without limitation industry-wide labor disputes). Unless terminated by Employer on the Expiration Date, the Term of this Agreement shall automatically extend for a period of one (1) year if this Agreement provided Employer is not in uncured material breach on the day prior to the Expiration Date (as may be extended). In such case, the Qualifying Production Base Points for the Term (as extended) shall increase pursuant to Appendix B. Notwithstanding anything in this Agreement to the contrary, all terms and conditions in the Agreement for the actual production of any Qualifying Projects that have already commenced production prior to the end of the Term (as may be extended) shall remain in force until the last such Qualifying Project has been completed and delivered.

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

By: 
Michael F. Miller, Jr.
International Vice President
Department Director, Motion Picture and
Television Production

Date: 5/21/2025

LLP PRODUCTION SERVICES, INC.

Signed by:
By: 
65687C0119A1405...

Print Name: Larry Levinson

Title: President

Date: 5/20/2025

APPENDIX A.

ALL COVERED EMPLOYEES

<u>COVERED EMPLOYEES</u>	
Director of Photography	STN
Camera Operator	STN
Digital Imaging Technician	STN
1st Asst. Camera	STN
2nd Asst. Camera	STN
Still Photographer	STN
Film Loader	STN
Camera Utility	STN
Digital Utility	STN
Publicist	STN
Key Grip	STN
Best Boy Grip	STN
Company Grip	STN
Dolly Grip	STN
Chief Lighting Technician	STN
Asst. Chief Lighting Technician	STN
Lighting Programmer	STN
Lighting Technician	STN
Chief Rigging Technician	STN
Production Designer	STN
Art Director (Weekly on Call)	STN
Lead Person	STN
On Set Dresser	STN
Swing Gang	STN
Lead/Production Painter	STN
Set Painter	STN
Set Designer	STN
Charge Scenic Artist	STN
Scenic Artist	STN
Construction Coordinator	STN
Propmaker Foreman	STN
Gang Boss	STN
Propmaker	STN
Special Effects Foreman	STN
Asst. Special Effects	STN
Set Decorator	STN
Prop Master	STN
Asst. Prop Master	STN
Marine Coordinator	STN

<u>COVERED EMPLOYEES</u>	
Boat Handlers	STN
On Set Picture Cars & Boats	STN
Key Greens	STN
Costume Designer	STN
Assistant Costume Designer	STN
Key Costumer	STN
First Set Costumer	STN
Custom Made Costumer	STN
Costumer	STN
Head Makeup Artist	STN
Makeup Artist	STN
Head Hair Stylist	STN
Hair Stylist	STN
Sound Mixer	STN
Re-Recording / Scoring Mixer	STN
Microphone Boom Operator	STN
Utility Sound Technician	STN
Video Assist (Record)	STN
Script Supervisor	STN
First Aid/Medic	STN
Craft Services	STN
Craft Utility	STN
Studio Teacher/ Set Teacher	STN
Editor (Weekly on Call)	STN
Sound Editor (48.6 hr/week)	STN
Music Editor (48.6 hr/week)	STN
Asst. Editor (45 hr/wk)	STN
Apprentice Editor (40 hr/wk)	STN
Post Production Coordinator	STN
Production Coordinator	STN
Asst. Production Coordinator	STN
Art Dept. Coordinator	STN
Accountant	STN
Assistant Accountant	STN
Story Analyst	STN
All Others	STN

APPENDIX B. EMPLOYER'S MINIMUM PRODUCTION COMMITMENT

1. Definitions:

“Qualifying Project” shall mean a filmed production in the media of theatrical, television, video-on-demand or other form of linear or digital exhibition. Such Employer productions consist of movies, multi-part movie-length miniseries and limited and recurring episodic series (and such term shall have the same meaning as defined in the Agreement).

“Qualifying Production” shall mean each movie, movie-length part of a miniseries or individual episode of a limited or recurring series produced for a Qualifying Project (and such term shall have the same meaning as defined in the Agreement).

“Runtime” or “RT” shall mean the total number of minutes equal to the running time length for a Qualifying Production (rounded to the nearest minute), with each Qualifying Production’s Runtime to include 2 minutes of end credits, regardless of the actual running time of the end credits (and such term shall have the same meaning as defined in the Agreement).

“Qualifying Production Base Points” or “BPs” shall mean the number value given based on the following table for each Qualifying Production:

Runtime		Total BPs	
>=	<=		
84	120	2	If RT is > 120, an additional 0.5 is added to the BPs
42	60	1	If RT is > 60 but < 84, an additional 0.25 is added to the BPs for each 12- min increment of RT > 60 (i.e. another 0.25 if 60<RT<72 or 0.5 if 72<RT<84)
21	30	0.5	If RT is > 30 but < 42, an additional 0.125 is added to the BPs for each 6-min increment of RT > 30 (i.e. another 0.125 if 30<RT<36 or 0.25 if 36<RT<42)

“Qualifying Project Points” or “PPs” shall mean the total number of BPs from all Qualifying Productions for a Qualifying Project. Examples of a PPs calculation include:

- If a 4-hr miniseries shot in "2-hr" movie segments with a running time for each part between 84 and 120 minutes, the PPs would be $2 \times 2 = 4$
- If an episodic series of 8 episodes with a RT for each part was between 42 and 60 minutes, the PPs would be $8 \times 1 = 8$
- If an episodic series of 8 episodes with a RT for each part was between 21 and 42 minutes, the PPs would be $8 \times 0.5 = 4$
- If an episodic series of 1 episode with a RT between 84 and 120 minutes and 6 episodes between 42 and 60 minutes, the PPs would be $(1 \times 2) + (6 \times 1) = 2 + 6 = 8$
- If an episodic series of 1 episode with a RT of 70 and 6 episodes between 42 and 60 minutes, the PPs would be $((1 \times 1) + 0.25) + (6 \times 1) = 1.25 + 6 = 7.25$
- If a single movie prod had a RT greater than 120 minutes, the PPs would be = 2.5

“Total Qualifying Project Points” or “TPPs” shall mean the total number of PPs for all Qualifying Projects.

“Minimum Production Commitment” or “MPC” shall mean the minimum number of TPPs required for a given period.

2. Employer MPC. During the Term, Employer’s MPC shall be 20 TPPs, it being understood and agreed that any Qualifying Project whose production(s) has commenced prior to the end of the Term but has not been completed by the end of Term (incl. all Qualifying Productions of a Qualifying Project yet produced) shall count towards the MPC for all such Qualifying Projects/Productions actually produced and/or completed after the end of the Term. In the event the Term is extended for an additional year (as provided for in Article XXXV, the Employer’s MPC for the Term (as extended) shall increase by 10 TPPs.

3. Makegoods. In the event that Employer fails to meet the MPC by the end of the Term, then Employer shall pay each Employee of all produced Qualifying Productions during the Term a “Makegood” based on the number of TPPs that Employer falls short of Employer’s MPC, with such calculation for any Makegood based on the following:

- If Employer’s MPC minus Employer’s TPPs (the “Shortfall Count”) is less than or equal to 4 TPPs, then Employer shall pay to each Employee of all produced Qualifying Productions during the Term a onetime Makegood equal to five percent (5%) of each respective Employee’s total hourly earnings earned on all such produced Qualifying Productions;
- If the Shortfall Count is more than 4 TPPs but less than or equal to 8, then Employer shall pay to each Employee of all produced Qualifying Productions during the Term a onetime Makegood equal to ten percent (10%) of each respective Employee’s total hourly earnings earned on all such produced Qualifying Productions; or
- If the Shortfall Count is more than 8, then Employer shall pay to each Employee of all produced Qualifying Productions during the Term a onetime Makegood equal to twenty percent (20%) of each respective Employee’s total hourly earnings earned on all such produced Qualifying Productions.

Notwithstanding the foregoing or anything in the Agreement to the contrary, any such Makegood shall not be payable if during the Term (i) the Union has terminated the Agreement for any reason, (ii) the Agreement has been terminated by Employer for cause, (iii) Employer ceases to produce Qualifying Productions for any bona fide reason other than to avoid the Makegoods contemplated herein, or (iv) Employer decides, at its sole discretion, to terminate the Agreement at any time for an Event of Force Majeure that has continued for more than 12 weeks. In any such case, all terms and conditions in the Agreement for the actual production of any Qualifying Projects that have already commenced production shall remain in force until the last such Qualifying Project has been completed and delivered.

APPENDIX C. PROJECT INFORMATION SHEET

PLEASE PROVIDE A COPY OF THE BUDGET & A CURRENT CREW LIST

*PROJECT TITLE: _____

*TERM PARENT COMPANY: _____

*PROJECT PRODUCTION COMPANY: _____

*PROJECT TYPE:

☐ Movie

☐ Multi-part Movie-length Miniseries

☐ Episodic Series

of Movie-Length Segments/Episodes (as applicable): _____

Estimated Runtime in minutes (per Segment/Episode, as applicable): _____

PLEASE COMPLETE THE FOLLOWING FOR ALL PROJECTS

*PRODUCTION LOCATION(S): _____

*POST-PRODUCTION LOCATION(S)/FACILITIES(S): _____

*PRE-PRODUCTION: Start _____ Wrap _____

*PRINCIPAL PHOTOGRAPHY: Start _____ Wrap _____ # of Days of Principal Photography: _____

*POST-PRODUCTION: Start _____ Wrap _____

*LINE PRODUCER: _____ *UNIT PRODUCTION MANAGER: _____

Email: _____

Email: _____

Tele: _____

Tele: _____

PRODUCTION OFFICE INFO:

Address: _____ Address 2: _____

City: _____ State/Province: _____ Postal Code: _____ Country: _____

Tele: _____ Production Office Email: _____

*To submit crew resumes, please email: _____

PAYROLL SERVICE:

Contact: _____ Tele: _____ Email: _____

*Please note: Anything with an asterisk may be shared with prospective union crew at IATSE discretion.

June 15, 2025

SIDELETTER ONE

The following is intended to memorialize agreements and understandings reached between the parties to the above-referenced Agreement during the course of negotiations.

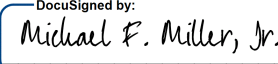
BASE CAMP POWER & GENERATORS

The parties confirmed that the installation, connection and striking of temporary electric power sources emanating from a location base camp is work within the jurisdiction of the IATSE.

The operation of generators is within the jurisdiction of the IATSE except where another labor organization has established jurisdiction with motion picture producers covering such work. The foregoing is not a staffing requirement.


Each party to the Agreement hereby confirms its concurrence with the foregoing by its execution of this Sideletter at the place provided below.

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

By: 
Michael F. Miller, Jr.
International Vice President
Department Director, Motion Picture and
Television Production

Date: 5/21/2025

LLP PRODUCTION SERVICES, INC.

Signed by:
By: 
65687C0119A1405

Print Name: Larry Levinson

Title: President

Date: 5/20/2025

June 15, 2025

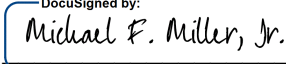
SIDELETTER TWO

The following is intended to memorialize the agreement and understanding reached between the parties to the above Agreement during the course of its negotiation.

The language in Article X (No Strike, No Lockout) and Article XI (Grievance Procedure) which relieves the Union of limitations on its ability to engage in concerted activity and only utilize the grievance procedure in the event an Employer fails to pay wages earned by employees covered by the Agreement or remit required benefit contributions and fails to promptly remedy such material breaches of the Agreement upon demand by the Union is intended to apply when there is a failure to pay the entire IATSE represented crew or a substantial portion thereof or the failure to remit benefit contributions on behalf of the entire IATSE represented crew or a substantial portion thereof and not if such failure is limited to a few employees and is attributable to error, confusion, inadvertence or dispute.

Each party to the Agreement hereby confirms its agreement with the foregoing by its execution of this Sideletter at the place provided below.

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Michael F. Miller, Jr.
International Vice President
Department Director, Motion Picture and
Television Production

Date: 5/21/2025

LLP PRODUCTION SERVICES, INC.

Signed by:
By: 
65687C0419A1405...

Print Name: Larry Levinson

Title: President

Date: 5/20/2025

June 15, 2025

SIDELETTER THREE**Extended Workday Safety Guidelines:**

It shall be the responsibility of the Employer to ensure that safety standards consistent with OSHA and prevailing industry safety standards are maintained during the production and that no unsafe equipment, procedures or practices are allowed on the set or work site. Employees shall cooperate with the Employer to maintain such safety standards at all times. No employee shall be discharged or otherwise disciplined for refusing to work on a job that exposes the individual to a clear and present danger to life and limb. Employer shall refer to CSATF Safety Bulletins at the following website <http://www.csatf.org/bulletintro.shtml>.

Motion Picture productions are budgeted for specified hours of production. There are cost deterrents which encourage the production to be on budget and on time. When an extended work day is necessary, the need for same should be identified as far in advance as possible so that appropriate planning may occur.

The following guidelines set forth common sense measures which should be considered when extended work days are necessitated:

1. Sleep deprivation, which may be caused by factors other than an extended work day, should be identified by the employee. The American Automobile Association (AAA) cautions drivers as to the following danger signs:

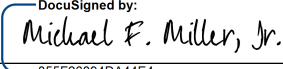
- Eyes closing by themselves
- Difficulty in paying attention
- Frequent yawning
- Swerving in lane

AAA warns that drivers experiencing any of these danger signs could fall asleep at any time. AAA recommends three basic solutions – sleep, exercise and caffeine. AAA urges drivers who are too drowsy to drive safely to pull off the road to a safe area, lock the doors and take a nap – even twenty minutes will help. Upon waking, the driver should get some exercise and consume caffeine for an extra boost.

2. Any employee who believes that they are too tired to drive safely should notify an authorized representative of the Employer before leaving the set. In that event, the Employer will endeavor to find alternative means of transportation or provide a hotel room or a place to rest. Such request may be made without any fear of reprisal and will not affect any future employment opportunities.
3. When the production company anticipates an extended work day, the employees should be encouraged to car pool.
4. When an extended work day is necessary, appropriate beverages and easily metabolized foods should be available.

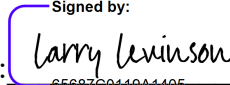
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