

2021 IATSE BASIC AGREEMENT NEGOTIATIONS

HB SVOD Series and Mini-Series: Current Rates and Terms & Conditions vs 2021 IATSE Basic Agreement

Changes to rates or terms and conditions apply only to High Budget SVOD series or mini-series subject to a license agreement entered into on or after August 1, 2022 (or in the absence of a license agreement, a series for which principal photography of the first episode or part, as applicable, commences on or after August 1, 2022).

	Platform	Budget	Current (2018 IATSE Basic Agreement)	2021 IATSE Basic Agreement
Episodic Series				
20-35 Minutes	Made for 20M+ subscribers	Tier 1 (\$2.1M+)	One-Hour SL (rates and T/C); Post 1x back for first 2 seasons	no change
		Tier 2 (\$1.3M-\$2.1M)	Basic Cable SL (Long-Form rates and T/C in season 1; One-Hour SL rates and T/C in seasons 2 and 3); Post Exhibit 1 rates in season 1; 1x back rates in seasons 2 and 3	2x back rates and Long-Form T/C in season 1 with ability to prorate weeklies;* One-Hour SL rates and T/C in seasons 2 and 3; Post 2x back rates in season 1; 1x back rates in seasons 2 and 3
	Made for <20M subscribers	Tier 1 (\$2.1M+)	Basic Cable SL (Long-Form rates and T/C in season 1; One-Hour SL rates and T/C in seasons 2 and 3); Post Exhibit 1 rates in season 1; 1x back rates in seasons 2 and 3	\$4.0M** or more: One-Hour SL (rates and T/C); Post 1x back for first 2 seasons \$2.1M-<\$4.0M**: 2x back rates and Long-Form T/C in season 1 with ability to prorate weeklies;* One-Hour SL rates and T/C in seasons 2 and 3; Post 2x back rates in season 1; 1x back rates in seasons 2 and 3
		Tier 2 (\$1.3M-\$2.1M)		2x back rates and Long-Form T/C in season 1 with ability to prorate weeklies;* One-Hour SL rates and T/C in seasons 2 and 3; Post 2x back rates in season 1; 1x back rates in seasons 2 and 3

*For purposes of proration, Producers may utilize the Daily Rate for classifications which have a daily rate.

**Budget threshold subject to general wage increases in each year of the Agreement, starting on July 30, 2023.

2021 IATSE BASIC AGREEMENT NEGOTIATIONS

HB SVOD Series and Mini-Series: Current Rates and Terms & Conditions vs 2021 IATSE Basic Agreement

Changes to rates or terms and conditions apply only to High Budget SVOD series or mini-series subject to a license agreement entered into on or after August 1, 2022 (or in the absence of a license agreement, a series for which principal photography of the first episode or part, as applicable, commences on or after August 1, 2022).

	Platform	Budget	Current (2018 IATSE Basic Agreement)	2021 IATSE Basic Agreement
Episodic Series				
36-65 Minutes	Made for 20M+ subscribers	Tier 1 (\$3.8M+)	One-Hour SL (rates and T/C); Post 1x back for first 2 seasons	no change
		Tier 2 (\$2.5M-\$3.8M)	Basic Cable SL (Long-Form rates and T/C in season 1; One-Hour SL rates and T/C in seasons 2 and 3); Post Exhibit 1 rates in season 1; 1x back rates in seasons 2 and 3	2x back rates and Long-Form T/C in season 1 with ability to prorate weeklies;* One-Hour SL rates and T/C in seasons 2 and 3; Post 2x back rates in season 1; 1x back rates in seasons 2 and 3
	Made for <20M subscribers	Tier 1 (\$3.8M+)	Basic Cable SL (Long-Form rates and T/C in season 1; One-Hour SL rates and T/C in seasons 2 and 3); Post Exhibit 1 rates in season 1; 1x back rates in seasons 2 and 3	<u>\$8.0M** or more</u> : One-Hour SL (rates and T/C); Post 1x back for first 2 seasons <u>\$3.8M-<\$8.0M**</u> : 2x back rates and Long-Form T/C in season 1 with ability to prorate weeklies;* One-Hour SL rates and T/C in seasons 2 and 3; Post 2x back rates in season 1; 1x back rates in seasons 2 and 3
		Tier 2 (\$2.5M-\$3.8M)		2x back rates and Long-Form T/C in season 1 with ability to prorate weeklies;* One-Hour SL rates and T/C in seasons 2 and 3; Post 2x back rates in season 1; 1x back rates in seasons 2 and 3

*For purposes of proration, Producers may utilize the Daily Rate for classifications which have a daily rate.

**Budget threshold subject to general wage increases in each year of the Agreement, starting on July 30, 2023.

2021 IATSE BASIC AGREEMENT NEGOTIATIONS

HB SVOD Series and Mini-Series: Current Rates and Terms & Conditions vs 2021 IATSE Basic Agreement

Changes to rates or terms and conditions apply only to High Budget SVOD series or mini-series subject to a license agreement entered into on or after August 1, 2022 (or in the absence of a license agreement, a series for which principal photography of the first episode or part, as applicable, commences on or after August 1, 2022).

	Platform	Budget	Current (2018 IATSE Basic Agreement)	2021 IATSE Basic Agreement
Mini-Series				
<66 Minutes	Made for 20M+ subscribers	> \$6M/part	Long-form rates;*** Long-Form T/C;*** Post 1x back	One-Hour SL (rates and T/C);*** Post 1x back
		\$2.1M-\$6M for 20-35 min./ \$3.8M-\$6M for 36-65 min.	Post 1x back	
	Made for <20M subscribers	\$1.3M-\$2.1M for 20-35 min./ \$2.5M-\$3.8M for 36-65 min.	Long-form rates; Long-Form T/C; Post Exhibit 1	2x back rates; Long-Form T/C with ability to prorate weeklies;* Post 2x back
		> \$6M/part	Long-form rates; Long-Form T/C; Post Exhibit 1	<u>\$8.0M** or more</u> : One-Hour SL (rates and T/C); Post 1x back
		<= \$6M/part	<u>Less than \$8.0M**</u> : 2x back rates; Long-Form T/C with ability to prorate weeklies;* Post 2x back	

*For purposes of proration, Producers may utilize the Daily Rate for classifications which have a daily rate.

**Budget threshold subject to general wage increases in each year of the Agreement, starting on July 30, 2023.

***See Item 6.d.ii. of 2021 MOA for the IATSE Basic Agreement.

2021 IATSE BASIC AGREEMENT NEGOTIATIONS

HB SVOD Series and Mini-Series: Current Rates and Terms & Conditions vs 2021 IATSE Basic Agreement

Changes to rates or terms and conditions apply only to High Budget SVOD series or mini-series subject to a license agreement entered into on or after August 1, 2022 (or in the absence of a license agreement, a series for which principal photography of the first episode or part, as applicable, commences on or after August 1, 2022).

	Platform	Budget	Current (2018 IATSE Basic Agreement)	2021 IATSE Basic Agreement
Mini-Series				
66+ Minutes	Made for 20M+ subscribers	> \$6M/part	Long-form rates; Long-Form T/C; Post 1x back	\$9.5M** or more: One-Hour SL (rates and T/C); Post 1x back >\$6M**-<\$9.5M**: 1x back rates; Long-Form T/C with ability to prorate weeklies;* Post 1x back
		\$4M-\$6M/part for 66-95 min.		
		\$3M-\$4M for 66-95 min.	Long-form rates; Long-Form T/C; Post Exhibit 1	Long-form rates; Long-Form T/C; Post Exhibit 1
	Made for <20M subscribers	> \$6M/part	Long-form rates; Long-Form T/C; Post Exhibit 1	\$9.5M** or more: One-Hour SL (rates and T/C); Post 1x back >\$6M**-<\$9.5M**: 2x back rates; Long-Form T/C with ability to prorate weeklies;* Post 2x back
		<= \$6M/part		

*For purposes of proration, Producers may utilize the Daily Rate for classifications which have a daily rate.

**Budget threshold subject to general wage increases in each year of the Agreement, starting on July 30, 2023.

2021 IATSE BASIC AGREEMENT NEGOTIATIONS

One-Time High Budget SVOD Programs: Current Rates and Terms & Conditions vs 2021 IATSE Basic Agreement

Changes to rates or terms and conditions apply only to High Budget SVOD Programs subject to a license agreement entered into on or after August 1, 2022 (or in the absence of a license agreement, the principal photography of which commences on or after August 1, 2022).

		Budget	Current - 2018 IATSE Basic Agreement	2021 IATSE Basic Agreement
<66 Minutes (not pilot)	Paragraph (4)(a) of NM SL - Tier 1 made for 20M+ subs.	n/a	One-Hour SL; Post 1x back	No change
	Paragraph (4)(b) of NM SL - Tier 2 made for 20M+ subscribers; all programs made for <20M subscribers	n/a	Long-Form rates; Long-Form T/C; Post - Exhibit 1	No change
66-84 Minutes (not pilot)	Paragraph (4)(a) of NM SL - Tier 1 made for 20M+ subs.	n/a	Long-Form rates; Long-Form T/C; Post 1x back	No change
	Paragraph (4)(b) of NM SL - Tier 2 made for 20M+ subscribers; all programs made for <20M subscribers	n/a	Long-Form rates; Long-Form T/C; Post - Exhibit 1	No change
85-95 Minutes (not pilot)	Paragraph (4)(a) of NM SL - Tier 1 made for 20M+ subs.	<\$20M*	Long-Form rates; Long-Form T/C; Post 1x back	No change
		>=\$20M*	Long-Form rates; Long-Form T/C; Post 1x back	2x back rates; Long-Form T/C with ability to prorate weeklies;** Post 1x back
	Paragraph (4)(b) of NM SL - Tier 2 made for 20M+ subscribers; all programs made for <20M subscribers	<\$20M*	Long-Form rates; Long-Form T/C; Post - Exhibit 1	No change
		>=\$20M*	Long-Form rates; Long-Form T/C; Post - Exhibit 1	2x back rates; Long-Form T/C with ability to prorate weeklies;** Post - 2x back rates

*Budget threshold subject to general wage increases in each year of the Agreement, starting on July 30, 2023.

**For purposes of proration, Producers may utilize the Daily Rate for classifications which have a daily rate.

2021 IATSE BASIC AGREEMENT NEGOTIATIONS

One-Time High Budget SVOD Programs: Current Rates and Terms & Conditions vs 2021 IATSE Basic Agreement

Changes to rates or terms and conditions apply only to High Budget SVOD Programs subject to a license agreement entered into on or after August 1, 2022 (or in the absence of a license agreement, the principal photography of which commences on or after August 1, 2022).

		Budget	Current - 2018 IATSE Basic Agreement	2021 IATSE Basic Agreement
96+ Minutes (not pilot)	Paragraph (4)(a) of NM SL - Tier 1 made for 20M+ subs.	<\$20M*	Long-Form rates; Long-Form T/C; Post 1x back	No change
		\$20M* to \$32M***	Long-Form rates; Long-Form T/C; Post 1x back	2x back rates; Long-Form T/C with ability to prorate weeklies;** Post 1x back
		>=\$32M***	WCSL rates; WCSL T/C	No change
	Paragraph (4)(b) of NM SL - Tier 2 made for 20M+ subscribers; all programs made for <20M subscribers	<\$20M*	Long-Form rates; Long-Form T/C; Post - Exhibit 1	No change
		>=\$20M*	Long-Form rates; Long-Form T/C; Post - Exhibit 1	2x back rates; Long-Form T/C with ability to prorate weeklies;** Post - 2x back rates

*Budget threshold subject to general wage increases in each year of the Agreement, starting on July 30, 2023.

**For purposes of proration, Producers may utilize the Daily Rate for classifications which have a daily rate.

***\$31,827,000 budget threshold subject to general wage increases in each year of the Agreement, starting on August 1, 2021.