

THE ANIMATION GUILD, LOCAL 839 I. A. T. S. E.

Wage Scales, August 1, 2009-July 31, 2012

Weekly employment*

		First period 8/2/2009-7/31/2010		Second period 8/1/2010-7/30/2011		Third period 7/31/2011-7/31/2012	
		<u>Hourly</u>	<u>Weekly</u>	<u>Hourly</u>	<u>Weekly</u>	<u>Hourly</u>	<u>Weekly</u>
<u>ANIMATION</u>							
21-012	Animator**						
21-032	Background**						
21-042	Layout**						
21-052	Model Designer**						
21-022	Animation Story Person/Animation Writer**						
	Production Board***						
21-801	Staff Comic Strip Story Person and/or Artist						
	1st 6 months	\$36.885	\$1,475.40	\$37.623	\$1,504.92	\$38.375	\$1,535.00
	2nd 6 months	\$37.726	\$1,509.04	\$38.481	\$1,539.24	\$39.251	\$1,570.04
	Journey	\$39.133	\$1,565.32	\$39.916	\$1,596.64	\$40.714	\$1,628.56
	<i>(Subject to right of Producer to request extension -- limited to one six-month extension)</i>						
21-112	Key Assistant Animator	\$37.503	\$1,500.12	\$38.253	\$1,530.12	\$39.018	\$1,560.72
21-102	Assistant Animator						
21-122	Assistant Background						
	Assistant Layout						
21-132	Assistant Model Designer						
21-802	Assistant Staff Comic Strip Story Person and/or Artist						
	1st 6 months	\$31.244	\$1,249.76	\$31.869	\$1,274.76	\$32.506	\$1,300.24
	2nd 6 months	\$32.019	\$1,280.76	\$32.659	\$1,306.36	\$33.312	\$1,332.48
	Journey	\$33.490	\$1,339.60	\$34.160	\$1,366.40	\$34.843	\$1,393.72
	<i>(Subject to right of Producer to request extension -- limited to one six-month extension)</i>						
21-142	Breakdown						
	1st year	\$28.627	\$1,145.08	\$29.200	\$1,168.00	\$29.784	\$1,191.36
	Journey	\$29.420	\$1,176.80	\$30.008	\$1,200.32	\$30.608	\$1,224.32

* Minimum scale for daily employees shall be 117.719% (which rate is inclusive of vacation and holiday pay) of the minimum basic hourly rate provided herein for such employee's classification.

** An Animator, Background or Layout person designated by the Producer to be responsible for and supervise the work of others in his classification shall be paid the key rate of 15% above the minimum Journey rate for his classification during such an assignment.

*** Producer agrees to pay to the Production Board classification the key rate of 15% above minimum at all times as provided.

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		First period 8/2/2009-7/31/2010		Second period 8/1/2010-7/30/2011		Third period 7/31/2011-7/31/2012	
		<u>Hourly</u>	<u>Weekly</u>	<u>Hourly</u>	<u>Weekly</u>	<u>Hourly</u>	<u>Weekly</u>
21-152	Inbetweener						
	1st 6 months	\$26.547	\$1,061.88	\$27.078	\$1,083.12	\$27.620	\$1,104.80
	2nd 6 months	\$27.314	\$1,092.56	\$27.860	\$1,114.40	\$28.417	\$1,136.68
	Journey	\$28.312	\$1,132.48	\$28.878	\$1,155.12	\$29.456	\$1,178.24
21-202	Apprentice Layout, Model Designer, Background and Production Board						
	6 months	\$28.597	\$1,143.88	\$29.169	\$1,166.76	\$29.752	\$1,190.08
	<i>(Subject to right of Producer to request one six-month extension)</i>						
21-232	Blue Sketch						
	1st year	\$28.050	\$1,122.00	\$28.611	\$1,144.44	\$29.183	\$1,167.32
	Journey	\$28.855	\$1,154.20	\$29.432	\$1,177.28	\$30.021	\$1,200.84
21-312	Story Sketch						
	1st year	\$34.634	\$1,385.36	\$35.327	\$1,413.08	\$36.034	\$1,441.36
	Journey	\$35.167	\$1,406.68	\$35.870	\$1,434.80	\$36.587	\$1,463.48
21-322	Apprentice Animation Story Person and/or Apprentice Story Sketch						
	1st 6 months	\$28.671	\$1,146.84	\$29.244	\$1,169.76	\$29.829	\$1,193.16
	2nd 6 months	\$32.999	\$1,319.96	\$33.659	\$1,346.36	\$34.332	\$1,373.28
	<i>(Subject to right of Producer to request extension -- limited to one six-month extension)</i>						
21-332	Assistant Director						
	1st 6 months	\$29.796	\$1,191.84	\$30.392	\$1,215.68	\$31.000	\$1,240.00
	2nd 6 months	\$32.499	\$1,299.96	\$33.149	\$1,325.96	\$33.812	\$1,352.48
	3rd 6 months	\$35.207	\$1,408.28	\$35.911	\$1,436.44	\$36.629	\$1,465.16
	Journey	\$36.779	\$1,471.16	\$37.515	\$1,500.60	\$38.265	\$1,530.60
21-335	Sheet Timer						
	1st 6 months	\$29.796	\$1,191.84	\$30.392	\$1,215.68	\$31.000	\$1,240.00
	2nd 6 months	\$32.499	\$1,299.96	\$33.149	\$1,325.96	\$33.812	\$1,352.48
	3rd 6 months	\$35.207	\$1,408.28	\$35.911	\$1,436.44	\$36.629	\$1,465.16
	Journey	\$36.779	\$1,471.16	\$37.515	\$1,500.60	\$38.265	\$1,530.60
21-242	Scene Planner						
	1st year	\$33.404	\$1,336.16	\$34.072	\$1,362.88	\$34.753	\$1,390.12
	Journey	\$34.793	\$1,391.72	\$35.489	\$1,419.56	\$36.199	\$1,447.96

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Wage Scales, August 1, 2009-July 31, 2012

		Weekly employment*					
		First period 8/2/2009-7/31/2010		Second period 8/1/2010-7/30/2011		Third period 7/31/2011-7/31/2012	
		<u>Hourly</u>	<u>Weekly</u>	<u>Hourly</u>	<u>Weekly</u>	<u>Hourly</u>	<u>Weekly</u>
21-252	Animation Checker						
	1st 3 months	\$28.050	\$1,122.00	\$28.611	\$1,144.44	\$29.183	\$1,167.32
	Next 9 months	\$28.855	\$1,154.20	\$29.432	\$1,177.28	\$30.021	\$1,200.84
	Next 6 months	\$31.244	\$1,249.76	\$31.869	\$1,274.76	\$32.506	\$1,300.24
	Next 6 months	\$32.081	\$1,283.24	\$32.723	\$1,308.92	\$33.377	\$1,335.08
	Journey	\$33.490	\$1,339.60	\$34.160	\$1,366.40	\$34.843	\$1,393.72
<u>INK AND PAINT (Inking, Special Effects, Painters)</u>							
21-412	Assistant Supervisor (Ink and Paint, Xerox, Color Model or Paint Lab)						
	1st 6 months	\$28.735	\$1,149.40	\$29.310	\$1,172.40	\$29.896	\$1,195.84
	2nd 6 months	\$29.442	\$1,177.68	\$30.031	\$1,201.24	\$30.632	\$1,225.28
	Journey	\$30.431	\$1,217.24	\$31.040	\$1,241.60	\$31.661	\$1,266.44
21-422	Inker						
	1st month	\$24.996	\$999.84	\$25.496	\$1,019.84	\$26.006	\$1,040.24
	Next 6 months	\$26.357	\$1,054.28	\$26.884	\$1,075.36	\$27.422	\$1,096.88
	Next 6 months	\$27.077	\$1,083.08	\$27.619	\$1,104.76	\$28.171	\$1,126.84
	Journey	\$28.027	\$1,121.08	\$28.588	\$1,143.52	\$29.160	\$1,166.40
21-442	Ink Checker						
	1st year	\$28.461	\$1,138.44	\$29.030	\$1,161.20	\$29.611	\$1,184.44
	Journey	\$28.980	\$1,159.20	\$29.560	\$1,182.40	\$30.151	\$1,206.04
21-452	Special Effects						
	1st year	\$28.461	\$1,138.44	\$29.030	\$1,161.20	\$29.611	\$1,184.44
	Journey	\$28.980	\$1,159.20	\$29.560	\$1,182.40	\$30.151	\$1,206.04
21-453	Head Special Effects						
		\$29.796	\$1,191.84	\$30.392	\$1,215.68	\$31.000	\$1,240.00
21-500	Color Modelist						
	1st 6 months	\$27.357	\$1,094.28	\$27.904	\$1,116.16	\$28.462	\$1,138.48
	2nd 6 months	\$28.088	\$1,123.52	\$28.650	\$1,146.00	\$29.223	\$1,168.92
	Journey	\$29.125	\$1,165.00	\$29.708	\$1,188.32	\$30.302	\$1,212.08

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		Weekly employment*					
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		<u>Hourly</u>	<u>Weekly</u>	<u>Hourly</u>	<u>Weekly</u>	<u>Hourly</u>	<u>Weekly</u>
21-501	Color Stylist						
	1st 3 months	\$28.050	\$1,122.00	\$28.611	\$1,144.44	\$29.183	\$1,167.32
	Next 9 months	\$28.855	\$1,154.20	\$29.432	\$1,177.28	\$30.021	\$1,200.84
	Next 6 months	\$31.244	\$1,249.76	\$31.869	\$1,274.76	\$32.506	\$1,300.24
	Next 6 months	\$32.081	\$1,283.24	\$32.723	\$1,308.92	\$33.377	\$1,335.08
	Journey	\$33.490	\$1,339.60	\$34.160	\$1,366.40	\$34.843	\$1,393.72
21-522	Painter						
	1st month	\$24.996	\$999.84	\$25.496	\$1,019.84	\$26.006	\$1,040.24
	Next 6 months	\$25.981	\$1,039.24	\$26.501	\$1,060.04	\$27.031	\$1,081.24
	Next 6 months	\$26.732	\$1,069.28	\$27.267	\$1,090.68	\$27.812	\$1,112.48
	Journey	\$27.821	\$1,112.84	\$28.377	\$1,135.08	\$28.945	\$1,157.80
21-542	Xerox Processor						
	1st 3 mos	\$24.996	\$999.84	\$25.496	\$1,019.84	\$26.006	\$1,040.24
	2nd 12 mos	\$27.191	\$1,087.64	\$27.735	\$1,109.40	\$28.290	\$1,131.60
	Journey	\$27.821	\$1,112.84	\$28.377	\$1,135.08	\$28.945	\$1,157.80
21-552	Key Xerox Processor						
		\$28.172	\$1,126.88	\$28.735	\$1,149.40	\$29.310	\$1,172.40
<u>CHECKERS</u>							
21-562	Xerox Checker						
	1st year	\$28.461	\$1,138.44	\$29.030	\$1,161.20	\$29.611	\$1,184.44
	Journey	\$28.980	\$1,159.20	\$29.560	\$1,182.40	\$30.151	\$1,206.04
21-572	Animation Stock Librarian						
	1st 6 months	\$27.222	\$1,088.88	\$27.766	\$1,110.64	\$28.321	\$1,132.84
	2nd 6 months	\$27.909	\$1,116.36	\$28.467	\$1,138.68	\$29.036	\$1,161.44
	Journey	\$28.980	\$1,159.20	\$29.560	\$1,182.40	\$30.151	\$1,206.04
21-632	Production Final Checker/Mark-Up						
	1st 6 months	\$27.222	\$1,088.88	\$27.766	\$1,110.64	\$28.321	\$1,132.84
	2nd 6 months	\$27.909	\$1,116.36	\$28.467	\$1,138.68	\$29.036	\$1,161.44
	Journey	\$28.980	\$1,159.20	\$29.560	\$1,182.40	\$30.151	\$1,206.04

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Wage Scales, August 1, 2009-July 31, 2012

		Weekly employment*					
		First period 8/2/2009-7/31/2010		Second period 8/1/2010-7/30/2011		Third period 7/31/2011-7/31/2012	
		Hourly	Weekly	Hourly	Weekly	Hourly	Weekly
21-633	Head Final Checker	\$29.796	\$1,191.84	\$30.392	\$1,215.68	\$31.000	\$1,240.00
21-652	Paint Checker						
	1st 6 months	\$26.547	\$1,061.88	\$27.078	\$1,083.12	\$27.620	\$1,104.80
	2nd 6 months	\$27.314	\$1,092.56	\$27.860	\$1,114.40	\$28.417	\$1,136.68
	Journey	\$28.312	\$1,132.48	\$28.878	\$1,155.12	\$29.456	\$1,178.24
21-672	Picture Set-Up						
	1st year	\$28.050	\$1,122.00	\$28.611	\$1,144.44	\$29.183	\$1,167.32
	Journey	\$28.940	\$1,157.60	\$29.519	\$1,180.76	\$30.109	\$1,204.36
21-682	Scan Checker						
	1st 6 months	\$25.858	\$1,034.32	\$26.375	\$1,055.00	\$26.903	\$1,076.12
	2nd 6 months	\$26.571	\$1,062.84	\$27.102	\$1,084.08	\$27.644	\$1,105.76
	Journey	\$27.534	\$1,101.36	\$28.085	\$1,123.40	\$28.647	\$1,145.88
21-692	Cel Service						
	1st 6 months	\$25.736	\$1,029.44	\$26.251	\$1,050.04	\$26.776	\$1,071.04
	2nd 6 months	\$26.407	\$1,056.28	\$26.935	\$1,077.40	\$27.474	\$1,098.96
	Journey	\$27.250	\$1,090.00	\$27.795	\$1,111.80	\$28.351	\$1,134.04
21-722	Mix and Match						
	1st year	\$26.861	\$1,074.44	\$27.398	\$1,095.92	\$27.946	\$1,117.84
	Journey	\$27.926	\$1,117.04	\$28.485	\$1,139.40	\$29.055	\$1,162.20
21-742	Paint Technician						
	1st year	\$29.009	\$1,160.36	\$29.589	\$1,183.56	\$30.181	\$1,207.24
	Journey	\$30.017	\$1,200.68	\$30.617	\$1,224.68	\$31.229	\$1,249.16
21-792	Letter Artist						
	1st 6 months	\$31.244	\$1,249.76	\$31.869	\$1,274.76	\$32.506	\$1,300.24
	2nd 6 months	\$32.081	\$1,283.24	\$32.723	\$1,308.92	\$33.377	\$1,335.08
	Journey	\$33.490	\$1,339.60	\$34.160	\$1,366.40	\$34.843	\$1,393.72
21-222	Trainee						
	1st 6 months	\$25.344	\$1,013.76	\$25.851	\$1,034.04	\$26.368	\$1,054.72
	2nd 6 months	\$26.553	\$1,062.12	\$27.084	\$1,083.36	\$27.626	\$1,105.04
	3rd 6 months	\$27.767	\$1,110.68	\$28.322	\$1,132.88	\$28.888	\$1,155.52

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Wage Scales, August 1, 2009-July 31, 2012

		Weekly employment*					
		First period 8/2/2009-7/31/2010		Second period 8/1/2010-7/30/2011		Third period 7/31/2011-7/31/2012	
		<u>Hourly</u>	<u>Weekly</u>	<u>Hourly</u>	<u>Weekly</u>	<u>Hourly</u>	<u>Weekly</u>
<u>COMIC STRIP (Work presently assigned)</u>							
21-812	Class I (Story Person or Artist doing two Sunday pages or six daily strips per week)						
	1st year	\$36.024	\$1,440.96	\$36.744	\$1,469.76	\$37.479	\$1,499.16
	After 1 year in classification	\$37.610	\$1,504.40	\$38.362	\$1,534.48	\$39.129	\$1,565.16
21-822	Class II (Writes or draws one Sunday page per week)						
	1st year	\$32.585	\$1,303.40	\$33.237	\$1,329.48	\$33.902	\$1,356.08
	After 1 year in classification	\$33.893	\$1,355.72	\$34.571	\$1,382.84	\$35.262	\$1,410.48
21-832	Staff Assistant						
	1st year	\$25.216	\$1,008.64	\$25.720	\$1,028.80	\$26.234	\$1,049.36
	2nd year	\$26.302	\$1,052.08	\$26.828	\$1,073.12	\$27.365	\$1,094.60
	3rd year	\$27.736	\$1,109.44	\$28.291	\$1,131.64	\$28.857	\$1,154.28
	Journey	\$28.246	\$1,129.84	\$28.811	\$1,152.44	\$29.387	\$1,175.48
<u>COMIC STRIP (New work)</u>							
21-842	Six Panels (Writes and draws)						
	1st year	\$29.332	\$1,173.28	\$29.919	\$1,196.76	\$30.517	\$1,220.68
	After 1 year in classification	\$30.602	\$1,224.08	\$31.214	\$1,248.56	\$31.838	\$1,273.52
21-852	Six Strips (Writes and draws)						
	1st year	\$32.585	\$1,303.40	\$33.237	\$1,329.48	\$33.902	\$1,356.08
	After 1 year in classification	\$33.893	\$1,355.72	\$34.571	\$1,382.84	\$35.262	\$1,410.48
21-862	One Sunday Page (Writes and draws)						
	1st year	\$29.332	\$1,173.28	\$29.919	\$1,196.76	\$30.517	\$1,220.68
	After 1 year in classification	\$30.602	\$1,224.08	\$31.214	\$1,248.56	\$31.838	\$1,273.52
<u>PROMOTION AND PUBLICITY ARTISTS</u>							
21-872	Class I (Responsible)						
	1st year	\$36.024	\$1,440.96	\$36.744	\$1,469.76	\$37.479	\$1,499.16
	After 1 year in classification	\$37.675	\$1,507.00	\$38.429	\$1,537.16	\$39.198	\$1,567.92
21-882	Class II (Assistant)						
	1st year	\$32.585	\$1,303.40	\$33.237	\$1,329.48	\$33.902	\$1,356.08
	After 1 year in classification	\$33.893	\$1,355.72	\$34.571	\$1,382.84	\$35.262	\$1,410.48

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Wage Scales, August 1, 2009-July 31, 2012

	Unit rates			<u>H & W & Pension Hours</u>	
	1st period 8/2/2009- 7/31/2010	2nd period 8/1/2010- 7/30/2011	3rd period 7/31/2011- 7/31/2012	8/1/2009- 7/30/2011	7/31/2011- 7/31/2012
<u>WRITING AND STORYBOARD CLASSIFICATION</u>					
<u>SHORT SUBJECTS - 4 to 7 Minutes (TV or Theatrical)</u>					
Synopsis and Outline	\$851.76	\$868.80	\$886.18	22	33
Storyboard Only	\$1,181.18	\$1,204.80	\$1,228.90	30	40
Teleplay or Screenplay	\$2,034.81	\$2,075.51	\$2,117.02	50	67
<u>SHORT SUBJECTS - Over 7 to 15 minutes (TV or Theatrical)</u>					
Synopsis and Outline	\$859.49	\$876.68	\$894.21	35	47
Storyboard Only	\$1,430.36	\$1,458.97	\$1,488.15	38	51
Teleplay or Screenplay	\$2,803.36	\$2,859.43	\$2,916.62	115	153
<u>HALF-HOUR SUBJECTS (TV or Theatrical)</u>					
Synopsis and Outline	\$1,528.99	\$1,559.57	\$1,590.76	68	91
Storyboard Only	\$2,716.20	\$2,770.52	\$2,825.93	75	100
Teleplay or Screenplay	\$5,373.01	\$5,480.47	\$5,590.08	232	309
<u>HALF-HOUR SUBJECTS (TV or Theatrical) - "New Animation Writers"§</u>					
Synopsis and Outline	\$1,409.00	\$1,437.18	\$1,465.92	68	91
Teleplay or Screenplay	\$4,951.34	\$5,050.37	\$5,151.38	232	309
<u>ONE HOUR OR MORE SUBJECTS (TV or Theatrical)</u>					
Synopsis and Outline	\$2,275.42	\$2,320.93	\$2,367.35	70	93
Storyboard Only	\$4,051.40	\$4,132.43	\$4,215.08	113	151
Teleplay or Screenplay	\$8,082.59	\$8,244.24	\$8,409.12	230	307
<u>ONE HOUR OR MORE SUBJECTS (TV or Theatrical) - "New Animation Writers"§</u>					
Synopsis and Outline	\$2,086.60	\$2,128.33	\$2,170.90	70	93
Teleplay or Screenplay	\$7,411.92	\$7,560.16	\$7,711.36	230	307

In reference to the above Unit rates, the Employer may require two re-writes or re-works after the presentation by the Story Person/ Animation Writer without additional compensation. If an additional re-write or re-work is required by the Employer, an additional 20% of the original Unit maximum shall be paid for each re-write or re-work. Any amount negotiated in excess of the above minimums may be applied against any additional compensation for re-write or rework when due.

§ In the event a script written by such a writer is produced, said Animation Story Person/Animation Writer shall be paid the difference between the applicable New Animation Writer rate and the Journey-person rate.

The following minimum wage scales are in effect between Local 839 IATSE and the indicated employers only.

SIDELETTER A

[Walt Disney Pictures and Television - Composer]

Wage Scales, August 1, 2009-July 31, 2012

	Weekly employment*					
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	<u>Hourly</u>	<u>Weekly</u>	<u>Hourly</u>	<u>Weekly</u>	<u>Hourly</u>	<u>Weekly</u>
Composer^D						
1st month	\$24.996	\$999.84	\$25.496	\$1,019.84	\$26.006	\$1,040.24
Next 6 months	\$25.981	\$1,039.24	\$26.501	\$1,060.04	\$27.031	\$1,081.24
Next 6 months	\$26.732	\$1,069.28	\$27.267	\$1,090.68	\$27.812	\$1,112.48
Journey	\$27.821	\$1,112.84	\$28.377	\$1,135.08	\$28.945	\$1,157.80

SIDELETTER B

[Warner Bros. Animation, Inc. - Visual Development]

Wage Scales, August 1, 2009-July 31, 2012

	Weekly employment*					
	First period 8/2/2009-7/31/2010		Second period 8/1/2010-7/30/2011		Third period 7/31/2011-7/31/2012	
	<u>Hourly</u>	<u>Weekly</u>	<u>Hourly</u>	<u>Weekly</u>	<u>Hourly</u>	<u>Weekly</u>
Visual Development^{WF}						
1st 6 months	\$36.885	\$1,475.40	\$37.623	\$1,504.92	\$38.375	\$1,535.00
2nd 6 months	\$37.726	\$1,509.04	\$38.481	\$1,539.24	\$39.251	\$1,570.04
Journey	\$39.133	\$1,565.32	\$39.916	\$1,596.64	\$40.714	\$1,628.56

^D Walt Disney Pictures only.

^{WF} Warner Bros. Animation only.

* Minimum scale for daily employees shall be 117.719% (which rate is inclusive of vacation and holiday pay) of the minimum basic hourly rate provided herein for such employee's classification.

The following minimum wage scales are in effect between Local 839 IATSE and the indicated employers only.

SIDELETTER C

[Walt Disney Pictures - CGI Animator/Modeller]

Wage Scales, August 1, 2009-July 31, 2012

	Weekly employment*					
	First period 8/2/2009-7/31/2010		Second period 8/1/2010-7/30/2011		Third period 7/31/2011-7/31/2012	
	<u>Hourly</u>	<u>Weekly</u>	<u>Hourly</u>	<u>Weekly</u>	<u>Hourly</u>	<u>Weekly</u>
CGI Animator/Modeler^D						
1st 6 months	\$36.885	\$1,475.40	\$37.623	\$1,504.92	\$38.375	\$1,535.00
2nd 6 months	\$37.726	\$1,509.04	\$38.481	\$1,539.24	\$39.251	\$1,570.04
Journey	\$39.133	\$1,565.32	\$39.916	\$1,596.64	\$40.714	\$1,628.56
Key Assistant CGI Animator/Modeler^D						
	\$37.503	\$1,500.12	\$38.253	\$1,530.12	\$39.018	\$1,560.72
Assistant CGI Animator/Modeler I^D						
1st 6 months	\$31.244	\$1,249.76	\$31.869	\$1,274.76	\$32.506	\$1,300.24
2nd 6 months	\$32.019	\$1,280.76	\$32.659	\$1,306.36	\$33.312	\$1,332.48
Journey	\$33.490	\$1,339.60	\$34.160	\$1,366.40	\$34.843	\$1,393.72
Assistant CGI Animator/Modeler II^D						
1st year	\$28.627	\$1,145.08	\$29.200	\$1,168.00	\$29.784	\$1,191.36
Journey	\$29.420	\$1,176.80	\$30.008	\$1,200.32	\$30.608	\$1,224.32
Assistant CGI Animator/Modeler III^D						
1st 6 months	\$26.547	\$1,061.88	\$27.078	\$1,083.12	\$27.620	\$1,104.80
2nd 6 months	\$27.314	\$1,092.56	\$27.860	\$1,114.40	\$28.417	\$1,136.68
Journey	\$28.312	\$1,132.48	\$28.878	\$1,155.12	\$29.456	\$1,178.24

^D Walt Disney Pictures only.

* Minimum scale for daily employees shall be 117.719% (which rate is inclusive of vacation and holiday pay) of the minimum basic hourly rate provided herein for such employee's classification.

The following minimum wage scales are in effect between Local 839 IATSE and the indicated employers only.

SIDELETTER D

[Walt Disney Pictures - Production Technical Director]

Wage Scales, August 1, 2009-July 31, 2012

Weekly employment*

	First period		Second period		Third period	
	8/2/2009-7/31/2010		8/1/2010-7/30/2011		7/31/2011-7/31/2012	
	<u>Hourly</u>	<u>Weekly</u>	<u>Hourly</u>	<u>Weekly</u>	<u>Hourly</u>	<u>Weekly</u>
Production Technical Director I^D						
1st 6 months	\$36.885	\$1,475.40	\$37.623	\$1,504.92	\$38.375	\$1,535.00
2nd 6 months	\$37.726	\$1,509.04	\$38.481	\$1,539.24	\$39.251	\$1,570.04
Journey	\$39.133	\$1,565.32	\$39.916	\$1,596.64	\$40.714	\$1,628.56
Production Technical Director II^D						
	\$37.503	\$1,500.12	\$38.253	\$1,530.12	\$39.018	\$1,560.72
Production Technical Director III^D						
1st 6 months	\$31.244	\$1,249.76	\$31.869	\$1,274.76	\$32.506	\$1,300.24
2nd 6 months	\$32.019	\$1,280.76	\$32.659	\$1,306.36	\$33.312	\$1,332.48
Journey	\$33.490	\$1,339.60	\$34.160	\$1,366.40	\$34.843	\$1,393.72
Production Technical Director IV^D						
1st year	\$28.627	\$1,145.08	\$29.200	\$1,168.00	\$29.784	\$1,191.36
Journey	\$29.420	\$1,176.80	\$30.008	\$1,200.32	\$30.608	\$1,224.32
Production Technical Director V^D						
1st 6 months	\$26.547	\$1,061.88	\$27.078	\$1,083.12	\$27.620	\$1,104.80
2nd 6 months	\$27.314	\$1,092.56	\$27.860	\$1,114.40	\$28.417	\$1,136.68
Journey	\$28.312	\$1,132.48	\$28.878	\$1,155.12	\$29.456	\$1,178.24

^D Walt Disney Pictures only.

* Minimum scale for daily employees shall be 117.719% (which rate is inclusive of vacation and holiday pay) of the minimum basic hourly rate provided herein for such employee's classification.

The following minimum wage scales are in effect between Local 839 IATSE and the indicated employers only.

SIDELETTER E

[DreamWorks Animation LLC]

Wage Scales, August 1, 2009-July 31, 2012

Weekly employment*

	First period		Second period		Third period	
	8/2/2009-7/31/2010		8/1/2010-7/30/2011		7/31/2011-7/31/2012	
	<u>Hourly</u>	<u>Weekly</u>	<u>Hourly</u>	<u>Weekly</u>	<u>Hourly</u>	<u>Weekly</u>
CGI Animator/Modeler 1¹						
1st 6 months	\$36.885	\$1,475.40	n/a	n/a	n/a	n/a
2nd 6 months	\$37.726	\$1,509.04	n/a	n/a	n/a	n/a
CGI Animator/Modeler 1						
1st 12 months	\$37.305	\$1,492.20	\$38.051	\$1,522.04	\$38.812	\$1,552.48
Journey	\$39.133	\$1,565.32	\$39.916	\$1,596.64	\$40.714	\$1,628.56
CGI Animator/Modeler 2						
	\$37.503	\$1,500.12	\$38.253	\$1,530.12	\$39.018	\$1,560.72
CGI Animator/Modeler 3¹						
1st 6 months	\$31.244	\$1,249.76	n/a	n/a	n/a	n/a
2nd 6 months	\$32.019	\$1,280.76	n/a	n/a	n/a	n/a
CGI Animator/Modeler 3						
1st 12 months	\$31.631	\$1,265.24	\$32.264	\$1,290.56	\$32.909	\$1,316.36
Journey	\$33.490	\$1,339.60	\$34.160	\$1,366.40	\$34.843	\$1,393.72
CGI Animator/Modeler 4						
1st 12 months ²	\$28.627	\$1,145.08	\$29.200	\$1,168.00	\$29.784	\$1,191.36
Journey	\$29.420	\$1,176.80	\$30.008	\$1,200.32	\$30.608	\$1,224.32
CGI Animator/Modeler 5¹						
1st 6 months	\$26.547	\$1,061.88	n/a	n/a	n/a	n/a
2nd 6 months	\$27.314	\$1,092.56	n/a	n/a	n/a	n/a
CGI Animator/Modeler 5						
1st 12 months	\$26.930	\$1,077.20	\$27.469	\$1,098.76	\$28.018	\$1,120.72
Journey	\$28.312	\$1,132.48	\$28.878	\$1,155.12	\$29.456	\$1,178.24

All rates on these pages are for DreamWorks Animation.

¹ These "1st 6 months" and "2nd 6 months" rates are only applicable to artists who are employed in either the "1st 6 months" or "2nd 6 months" pre-Journey level prior to August 2, 2009.

² This rate is not available for the animator position. An animator being promoted from CGI Animator/Modeler 5 to CGI Animator/Modeler 4 shall go directly to CGI Animator/Modeler 4, Journey.

* Minimum scale for daily employees shall be 117.719% (which rate is inclusive of vacation and holiday pay) of the minimum basic hourly rate provided herein for such employee's classification.

The following minimum wage scales are in effect between Local 839 IATSE and the indicated employers only.

SIDELETTER E

[DreamWorks Animation LLC]

Wage Scales, August 1, 2009-July 31, 2012

Weekly employment*

	First period		Second period		Third period	
	8/2/2009-7/31/2010		8/1/2010-7/30/2011		7/31/2011-7/31/2012	
	<u>Hourly</u>	<u>Weekly</u>	<u>Hourly</u>	<u>Weekly</u>	<u>Hourly</u>	<u>Weekly</u>
Digital Scene Planning						
1st year	\$33.404	\$1,336.16	\$34.072	\$1,362.88	\$34.753	\$1,390.12
Journey	\$34.793	\$1,391.72	\$35.489	\$1,419.56	\$36.199	\$1,447.96
Scan Checker¹						
1st 6 months	\$25.858	\$1,034.32	n/a	n/a	n/a	n/a
2nd 6 months	\$26.571	\$1,062.84	n/a	n/a	n/a	n/a
Scan Checker						
1st 12 months	\$26.215	\$1,048.60	\$26.739	\$1,069.56	\$27.274	\$1,090.96
Journey	\$27.955	\$1,118.20	\$28.514	\$1,140.56	\$29.084	\$1,163.36
Digital Check						
1st 3 months	\$28.050	\$1,122.00	\$28.611	\$1,144.44	\$29.183	\$1,167.32
Next 9 months	\$28.855	\$1,154.20	\$29.432	\$1,177.28	\$30.021	\$1,200.84
Next 6 months	\$31.244	\$1,249.76	\$31.869	\$1,274.76	\$32.506	\$1,300.24
Next 6 months	\$32.081	\$1,283.24	\$32.723	\$1,308.92	\$33.377	\$1,335.08
Journey	\$33.490	\$1,339.60	\$34.160	\$1,366.40	\$34.843	\$1,393.72
Production Technical Director 1¹						
1st 6 months	\$36.885	\$1,475.40	n/a	n/a	n/a	n/a
2nd 6 months	\$37.726	\$1,509.04	n/a	n/a	n/a	n/a
Production Technical Director 1						
1st 12 months	\$37.305	\$1,492.20	\$38.051	\$1,522.04	\$38.812	\$1,552.48
Journey	\$39.133	\$1,565.32	\$39.916	\$1,596.64	\$40.714	\$1,628.56

All rates on these pages are for DreamWorks Animation.

¹ These "1st 6 months" and "2nd 6 months" rates are only applicable to artists who are employed in either the "1st 6 months" or "2nd 6 months" pre-Journey level prior to August 2, 2009.

* Minimum scale for daily employees shall be 117.719% (which rate is inclusive of vacation and holiday pay) of the minimum basic hourly rate provided herein for such employee's classification.

The following minimum wage scales are in effect between Local 839 IATSE and the indicated employers only.

SIDELETTER E

[DreamWorks Animation LLC]

Wage Scales, August 1, 2009-July 31, 2012

Weekly employment*

	First period		Second period		Third period	
	8/2/2009-7/31/2010		8/1/2010-7/30/2011		7/31/2011-7/31/2012	
	<u>Hourly</u>	<u>Weekly</u>	<u>Hourly</u>	<u>Weekly</u>	<u>Hourly</u>	<u>Weekly</u>
Production Technical Director 2³						
1st 9 months	\$34.574	\$1,382.96	\$35.265	\$1,410.60	n/a	n/a
2nd 9 months	\$35.656	\$1,426.24	\$36.369	\$1,454.76	n/a	n/a
Production Technical Director 2						
1st 18 months	\$35.116	\$1,404.64	\$35.818	\$1,432.72	\$36.534	\$1,461.36
Journey	\$36.603	\$1,464.12	\$37.335	\$1,493.40	\$38.082	\$1,523.28
Production Technical Director 3¹						
1st 6 months	\$31.244	\$1,249.76	n/a	n/a	n/a	n/a
2nd 6 months	\$32.019	\$1,280.76	n/a	n/a	n/a	n/a
Production Technical Director 3						
1st 12 months	\$31.631	\$1,265.24	\$32.264	\$1,290.56	\$32.909	\$1,316.36
Journey	\$33.490	\$1,339.60	\$34.160	\$1,366.40	\$34.843	\$1,393.72
Production Technical Director 4						
1st 12 months	\$28.627	\$1,145.08	\$29.200	\$1,168.00	\$29.784	\$1,191.36
Journey	\$29.420	\$1,176.80	\$30.008	\$1,200.32	\$30.608	\$1,224.32
Production Technical Director 5¹						
1st 6 months	\$26.547	\$1,061.88	n/a	n/a	n/a	n/a
2nd 6 months	\$27.314	\$1,092.56	n/a	n/a	n/a	n/a
Production Technical Director 5						
1st 12 months	\$26.930	\$1,077.20	\$27.469	\$1,098.76	\$28.018	\$1,120.72
Journey	\$28.312	\$1,132.48	\$28.878	\$1,155.12	\$29.456	\$1,178.24

All rates on these pages are for DreamWorks Animation.

¹ These "1st 6 months" and "2nd 6 months" rates are only applicable to artists who are employed in either the "1st 6 months" or "2nd 6 months" pre-Journey level prior to August 2, 2009.

³ These "1st 9 months" and "2nd 9 months" rates are only applicable to artists who are employed in either the "1st 9 months" or "2nd 9 months" pre-Journey level prior to August 2, 2009.

* Minimum scale for daily employees shall be 117.719% (which rate is inclusive of vacation and holiday pay) of the minimum basic hourly rate provided herein for such employee's classification.

The following minimum wage scales are in effect between Local 839 IATSE and the indicated employers only.

SIDELETTER E

[DreamWorks Animation LLC]

Wage Scales, August 1, 2009-July 31, 2012

Weekly employment*

	First period		Second period		Third period	
	8/2/2009-7/31/2010		8/1/2010-7/30/2011		7/31/2011-7/31/2012	
	<u>Hourly</u>	<u>Weekly</u>	<u>Hourly</u>	<u>Weekly</u>	<u>Hourly</u>	<u>Weekly</u>
Digital Painter^S						
1st month	\$24.996	\$999.84	\$25.496	\$1,019.84	\$26.006	\$1,040.24
Next 6 months	\$25.981	\$1,039.24	\$26.501	\$1,060.04	\$27.031	\$1,081.24
Next 6 months	\$26.732	\$1,069.28	\$27.267	\$1,090.68	\$27.812	\$1,112.48
Journey	\$27.821	\$1,112.84	\$28.377	\$1,135.08	\$28.945	\$1,157.80
Trainee^{S,4}						
1st 6 months	\$23.347	\$933.88	\$23.814	\$952.56	\$24.290	\$971.60
2nd 6 months	\$25.337	\$1,013.48	\$25.844	\$1,033.76	\$26.361	\$1,054.44
3rd 6 months	\$26.402	\$1,056.08	\$26.930	\$1,077.20	\$27.469	\$1,098.76

SIDELETTER F

[Walt Disney Pictures - Animation/Timing Directors]

Wage Scales, August 1, 2009-July 31, 2012

Weekly employment*

	First period		Second period		Third period	
	8/2/2009-7/31/2010		8/1/2010-7/30/2011		7/31/2011-7/31/2012	
	<u>Hourly</u>	<u>Weekly</u>	<u>Hourly</u>	<u>Weekly</u>	<u>Hourly</u>	<u>Weekly</u>
Animation Director^D						
1st 6 months	\$43.099	\$1,723.96	\$43.961	\$1,758.44	\$44.840	\$1,793.60
2nd 6 months	\$44.084	\$1,763.36	\$44.966	\$1,798.64	\$45.865	\$1,834.60
Journey	\$45.743	\$1,829.72	\$46.658	\$1,866.32	\$47.591	\$1,903.64
Timing Director^D						
1st 6 months	\$41.325	\$1,653.00	\$42.152	\$1,686.08	\$42.995	\$1,719.80
2nd 6 months	\$42.269	\$1,690.76	\$43.114	\$1,724.56	\$43.976	\$1,759.04
Journey	\$43.855	\$1,754.20	\$44.732	\$1,789.28	\$45.627	\$1,825.08

^S DreamWorks Animation only.

^D Walt Disney Pictures only.

⁴ For Trainees hired after 8/2/2009 only. The 21-222 Trainee minimum (page 73) shall apply for trainees hired on or before 8/2/2009.

* Minimum scale for daily employees shall be 117.719% (which rate is inclusive of vacation and holiday pay) of the minimum basic hourly rate provided herein for such employee's classification.

The following minimum wage scales are in effect between Local 839 IATSE and the indicated employers only.

SIDELETTER G

[Walt Disney Pictures - 3D Compositors]

Wage Scales, August 1, 2009-July 31, 2012

Weekly employment*

	First period 8/2/2009-7/31/2010		Second period 8/1/2010-7/30/2011		Third period 7/31/2011-7/31/2012	
	<u>Hourly</u>	<u>Weekly</u>	<u>Hourly</u>	<u>Weekly</u>	<u>Hourly</u>	<u>Weekly</u>
	CGI 3D Compositor I^D					
1st 6 months	\$35.024	\$1,400.96	\$35.724	\$1,428.96	\$36.438	\$1,457.52
CGI 3D Compositor II^D						
First 3 months	\$28.050	\$1,122.00	\$28.611	\$1,144.44	\$29.183	\$1,167.32
Next 9 months	\$28.855	\$1,154.20	\$29.432	\$1,177.28	\$30.021	\$1,200.84
Next 6 months	\$31.244	\$1,249.76	\$31.869	\$1,274.76	\$32.506	\$1,300.24
Next 6 months	\$32.081	\$1,283.24	\$32.723	\$1,308.92	\$33.377	\$1,335.08
Journey	\$33.490	\$1,339.60	\$34.160	\$1,366.40	\$34.843	\$1,393.72

SIDELETTER H

[Warner Bros. Animation - Animation Processors]

Wage Scales, August 1, 2009-July 31, 2012

Weekly employment*

	First period 8/2/2009-7/31/2010		Second period 8/1/2010-7/30/2011		Third period 7/31/2011-7/31/2012	
	<u>Hourly</u>	<u>Weekly</u>	<u>Hourly</u>	<u>Weekly</u>	<u>Hourly</u>	<u>Weekly</u>
	21-162 Animation Processor^{WF}					
1st 6 months	\$26.547	\$1,061.88	\$27.078	\$1,083.12	\$27.620	\$1,104.80
2nd 6 months	\$27.314	\$1,092.56	\$27.860	\$1,114.40	\$28.417	\$1,136.68
Journey	\$28.312	\$1,132.48	\$28.878	\$1,155.12	\$29.456	\$1,178.24

The job of Animation Processor shall entail animatics work (the synching of production board images to soundtrack), cataloguing and storing black and white and color images from overseas studios which are used to repair or change images that also came back from overseas. Further, they shall be doing scanning work and line repair.

^D Walt Disney Pictures only.

^{WF} Warner Bros. Animation only.

* Minimum scale for daily employees shall be 117.719% (which rate is inclusive of vacation and holiday pay) of the minimum basic hourly rate provided herein for such employee's classification.

The following minimum wage scales are in effect between Local 839 IATSE and the indicated employers only.

SIDELETTER I

[Cartoon Network Studios - 2D Digital Animator]

Wage Scales, August 1, 2009-July 31, 2012

Weekly employment*

	First period		Second period		Third period	
	8/2/2009-7/31/2010		8/1/2010-7/30/2011		7/31/2011-7/31/2012	
	<u>Hourly</u>	<u>Weekly</u>	<u>Hourly</u>	<u>Weekly</u>	<u>Hourly</u>	<u>Weekly</u>
21-951 Digital Animator I^C						
1st 6 months	\$36.885	\$1,475.40	\$37.623	\$1,504.92	\$38.375	\$1,535.00
2nd 6 months	\$37.726	\$1,509.04	\$38.481	\$1,539.24	\$39.251	\$1,570.04
Journey	\$39.133	\$1,565.32	\$39.916	\$1,596.64	\$40.714	\$1,628.56
21-952 Digital Animator II^C						
1st 6 months	\$31.244	\$1,249.76	\$31.869	\$1,274.76	\$32.506	\$1,300.24
2nd 6 months	\$32.019	\$1,280.76	\$32.659	\$1,306.36	\$33.312	\$1,332.48
Journey	\$33.490	\$1,339.60	\$34.160	\$1,366.40	\$34.843	\$1,393.72
21-953 Digital Animator Trainee^C						
1st 6 months	\$25.344	\$1,013.76	\$25.851	\$1,034.04	\$26.368	\$1,054.72
2nd 6 months	\$26.553	\$1,062.12	\$27.084	\$1,083.36	\$27.626	\$1,105.04
Journey	\$27.767	\$1,110.68	\$28.322	\$1,132.88	\$28.888	\$1,155.52

^c Cartoon Network Studios only.

* Minimum scale for daily employees shall be 117.719% (which rate is inclusive of vacation and holiday pay) of the minimum basic hourly rate provided herein for such employee's classification.