

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

Wage Scales, August 3, 2003-July 31, 2006

Weekly employment*

		First period		Second period		Third period	
		8/3/2003-7/31/2004		8/1/2004-7/30/2005		7/31/2005-7/31/2006	
		HOURLY	WEEKLY	HOURLY	WEEKLY	HOURLY	WEEKLY
<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	31.576	1,263.04	32.365	1,294.60	33.336	1,333.44
	2nd 6 months	32.311	1,292.44	33.119	1,324.76	34.113	1,364.52
	Journey	33.544	1,341.76	34.383	1,375.32	35.414	1,416.56
(Subject to right of Producer to request extension - limited to one six-month extension)							
21-112	Key Assistant Animator	32.116	1,284.64	32.919	1,316.76	33.907	1,356.28
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	26.638	1,065.52	27.304	1,092.16	28.123	1,124.92
	2nd 6 months	27.316	1,092.64	27.999	1,119.96	28.839	1,153.56
	Journey	28.604	1,144.16	29.319	1,172.76	30.199	1,207.96
(Subject to right of Producer to request extension - limited to one six-month extension)							
21-142	Breakdown						
	1st year	24.347	973.88	24.956	998.24	25.705	1,028.20
	Journey	25.041	1,001.64	25.667	1,026.68	26.437	1,057.48
21-152	Inbetweener						
	1st 6 months	22.526	901.04	23.089	923.56	23.782	951.28
	2nd 6 months	23.198	927.92	23.778	951.12	24.491	979.64
	Journey	24.072	962.88	24.674	986.96	25.414	1,016.56

* 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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Weekly employment*

		First period		Second period		Third period	
		8/3/2003-7/31/2004		8/1/2004-7/30/2005		7/31/2005-7/31/2006	
		HOURLY	WEEKLY	HOURLY	WEEKLY	HOURLY	WEEKLY
21-202	Apprentice Layout, Model Designer, Background and Production Board 6 months	24.320	972.80	24.928	997.12	25.676	1,027.04
	(Subject to right of Producer to request one six-month extension)						
21-232	Blue Sketch						
	1st year	23.842	953.68	24.438	977.52	25.171	1,006.84
	Journey	24.546	981.84	25.160	1,006.40	25.915	1,036.60
21-312	Story Sketch						
	1st year	29.606	1,184.24	30.346	1,213.84	31.256	1,250.24
	Journey	30.071	1,202.84	30.823	1,232.92	31.748	1,269.92
21-322	Apprentice Animation Story Person and/or Apprentice Story Sketch						
	1st 6 months	24.385	975.40	24.995	999.80	25.745	1,029.80
	2nd 6 months	28.175	1,127.00	28.879	1,155.16	29.745	1,189.80
	(Subject to right of Producer to request extension - limited to one six-month extension)						
21-332	Assistant Director						
	1st 6 months	25.371	1,014.84	26.005	1,040.20	26.785	1,071.40
	2nd 6 months	27.737	1,109.48	28.430	1,137.20	29.283	1,171.32
	3rd 6 months	30.107	1,204.28	30.860	1,234.40	31.786	1,271.44
	Journey	31.483	1,259.32	32.270	1,290.80	33.238	1,329.52
21-335	Sheet Timer						
	1st 6 months	25.371	1,014.84	26.005	1,040.20	26.785	1,071.40
	2nd 6 months	27.737	1,109.48	28.430	1,137.20	29.283	1,171.32
	3rd 6 months	30.107	1,204.28	30.860	1,234.40	31.786	1,271.44
	Journey	31.483	1,259.32	32.270	1,290.80	33.238	1,329.52
21-242	Scene Planner						
	1st year	28.529	1,141.16	29.242	1,169.68	30.119	1,204.76
	Journey	29.743	1,189.72	30.487	1,219.48	31.402	1,256.08
21-252	Animation Checker						
	1st 3 months	23.842	953.68	24.438	977.52	25.171	1,006.84
	Next 9 months	24.546	981.84	25.160	1,006.40	25.915	1,036.60
	Next 6 months	26.638	1,065.52	27.304	1,092.16	28.123	1,124.92
	Next 6 months	27.371	1,094.84	28.055	1,122.20	28.897	1,155.88
	Journey	28.604	1,144.16	29.319	1,172.76	30.199	1,207.96

* 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.

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		First period		Second period		Third period	
		8/3/2003-7/31/2004		8/1/2004-7/30/2005		7/31/2005-7/31/2006	
		HOURLY	WEEKLY	HOURLY	WEEKLY	HOURLY	WEEKLY
<u>INK AND PAINT</u> (Inking, Special Effects, Painters)							
21-412	Assistant Supervisor (Ink and Paint, Xerox, Color Model or Paint Lab)						
	1st 6 months	24.441	977.64	25.052	1,002.08	25.804	1,032.16
	2nd 6 months	25.060	1,002.40	25.687	1,027.48	26.458	1,058.32
	Journey	25.926	1,037.04	26.574	1,062.96	27.371	1,094.84
21-422	Inker						
	1st month	19.483	779.32	20.067	802.68	20.669	826.76
	Next 6 months	22.359	894.36	22.918	916.72	23.606	944.24
	Next 6 months	22.990	919.60	23.565	942.60	24.272	970.88
	Journey	23.821	952.84	24.417	976.68	25.150	1,006.00
21-442	Ink Checker						
	1st year	24.202	968.08	24.807	992.28	25.551	1,022.04
	Journey	24.657	986.28	25.273	1,010.92	26.031	1,041.24
21-452	Special Effects						
	1st year	24.202	968.08	24.807	992.28	25.551	1,022.04
	Journey	24.657	986.28	25.273	1,010.92	26.031	1,041.24
21-453	Head Special Effects						
		25.371	1,014.84	26.005	1,040.20	26.785	1,071.40
21-500	Color Modelist						
	1st 6 months	23.236	929.44	23.817	952.68	24.532	981.28
	2nd 6 months	23.875	955.00	24.472	978.88	25.206	1,008.24
	Journey	24.783	991.32	25.403	1,016.12	26.165	1,046.60
21-501	Color Stylist						
	1st 3 months	23.842	953.68	24.438	977.52	25.171	1,006.84
	Next 9 months	24.546	981.84	25.160	1,006.40	25.915	1,036.60
	Next 6 months	26.638	1,065.52	27.304	1,092.16	28.123	1,124.92
	Next 6 months	27.371	1,094.84	28.055	1,122.20	28.897	1,155.88
	Journey	28.604	1,144.16	29.319	1,172.76	30.199	1,207.96
21-522	Painter						
	1st month	21.169	846.76	21.698	867.92	22.349	893.96
	Next 6 months	22.032	881.28	22.583	903.32	23.260	930.40
	Next 6 months	22.689	907.56	23.256	930.24	23.954	958.16
	Journey	23.642	945.68	24.233	969.32	24.960	998.40

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		8/3/2003-7/31/2004		8/1/2004-7/30/2005		7/31/2005-7/31/2006	
		HOURLY	WEEKLY	HOURLY	WEEKLY	HOURLY	WEEKLY
21-542	Xerox Processor						
	1st 3 mos	21.169	846.76	21.698	867.92	22.349	893.96
	2nd 12 mos	23.091	923.64	23.668	946.72	24.378	975.12
	Journey	23.642	945.68	24.233	969.32	24.960	998.40
21-552	Key Xerox Processor						
		23.950	958.00	24.549	981.96	25.285	1,011.40
<u>CHECKERS</u>							
21-562	Xerox Checker						
	1st year	24.202	968.08	24.807	992.28	25.551	1,022.04
	Journey	24.657	986.28	25.273	1,010.92	26.031	1,041.24
21-572	Animation Stock Librarian						
	1st 6 months	23.117	924.68	23.695	947.80	24.406	976.24
	2nd 6 months	23.719	948.76	24.312	972.48	25.041	1,001.64
	Journey	24.657	986.28	25.273	1,010.92	26.031	1,041.24
21-632	Production Final Checker/Mark-Up						
	1st 6 months	23.117	924.68	23.695	947.80	24.406	976.24
	2nd 6 months	23.719	948.76	24.312	972.48	25.041	1,001.64
	Journey	24.657	986.28	25.273	1,010.92	26.031	1,041.24
21-633	Head Final Checker						
		25.371	1,014.84	26.005	1,040.20	26.785	1,071.40
21-652	Paint Checker						
	1st 6 months	22.526	901.04	23.089	923.56	23.782	951.28
	2nd 6 months	23.198	927.92	23.778	951.12	24.491	979.64
	Journey	24.072	962.88	24.674	986.96	25.414	1,016.56
21-672	Picture Set-Up						
	1st year	23.842	953.68	24.438	977.52	25.171	1,006.84
	Journey	24.622	984.88	25.238	1,009.52	25.995	1,039.80
21-682	Scan Checker						
	1st 6 months	21.924	876.96	22.472	898.88	23.146	925.84
	2nd 6 months	22.547	901.88	23.111	924.44	23.804	952.16
	Journey	23.391	935.64	23.976	959.04	24.695	987.80

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		<u>HOURLY</u>	<u>WEEKLY</u>	<u>HOURLY</u>	<u>WEEKLY</u>	<u>HOURLY</u>	<u>WEEKLY</u>
21-692	Cel Service						
	1st 6 months	21.817	872.68	22.362	894.48	23.033	921.32
	2nd 6 months	22.404	896.16	22.964	918.56	23.653	946.12
	Journey	23.142	925.68	23.721	948.84	24.433	977.32
21-722	Mix and Match						
	1st year	22.801	912.04	23.371	934.84	24.072	962.88
	Journey	23.734	949.36	24.327	973.08	25.057	1,002.28
21-742	Paint Technician						
	1st year	24.682	987.28	25.299	1,011.96	26.058	1,042.32
	Journey	25.564	1,022.56	26.203	1,048.12	26.989	1,079.56
21-792	Letter Artist						
	1st 6 months	26.638	1,065.52	27.304	1,092.16	28.123	1,124.92
	2nd 6 months	27.371	1,094.84	28.055	1,122.20	28.897	1,155.88
	Journey	28.604	1,144.16	29.319	1,172.76	30.199	1,207.96
21-222	Trainee						
	1st 6 months	21.473	858.92	22.010	880.40	22.670	906.80
	2nd 6 months	22.532	901.28	23.095	923.80	23.788	951.52
	3rd 6 months	23.594	943.76	24.184	967.36	24.910	996.40

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		8/3/2003-7/31/2004		8/1/2004-7/30/2005		7/31/2005-7/31/2006	
		HOURLY	WEEKLY	HOURLY	WEEKLY	HOURLY	WEEKLY
<u>COMIC STRIP</u> (Work presently assigned)							
21-812	Class I (Story Person or Artist doing two Sunday pages or six daily strips per week)						
	1st year	30.821	1,232.84	31.592	1,263.68	32.540	1,301.60
	After 1 year in classification	32.267	1,290.68	33.074	1,322.96	34.066	1,362.64
21-822	Class II (Writes or draws one Sunday page per week)						
	1st year	27.813	1,112.52	28.508	1,140.32	29.363	1,174.52
	After 1 year in classification	28.956	1,158.24	29.680	1,187.20	30.570	1,222.80
21-832	Staff Assistant						
	1st year	21.362	854.48	21.896	875.84	22.553	902.12
	2nd year	22.312	892.48	22.870	914.80	23.556	942.24
	3rd year	23.567	942.68	24.156	966.24	24.881	995.24
	Journey	24.014	960.56	24.614	984.56	25.352	1,014.08
<u>COMIC STRIP</u> (New work)							
21-842	Six Panels (Writes and draws)						
	1st year	24.964	998.56	25.588	1,023.52	26.356	1,054.24
	After 1 year in classification	26.076	1,043.04	26.728	1,069.12	27.530	1,101.20
21-852	Six Strips (Writes and draws)						
	1st year	27.813	1,112.52	28.508	1,140.32	29.363	1,174.52
	After 1 year in classification	28.956	1,158.24	29.680	1,187.20	30.570	1,222.80
21-862	One Sunday Page (Writes and draws)						
	1st year	24.964	998.56	25.588	1,023.52	26.356	1,054.24
	After 1 year in classification	26.076	1,043.04	26.728	1,069.12	27.530	1,101.20
<u>PROMOTION AND PUBLICITY ARTISTS</u>							
21-872	Class I (Responsible)						
	1st year	30.821	1,232.84	31.592	1,263.68	32.540	1,301.60
	After 1 year in classification	32.267	1,290.68	33.074	1,322.96	34.066	1,362.64
21-882	Class II (Assistant)						
	1st year	27.813	1,112.52	28.508	1,140.32	29.363	1,174.52
	After 1 year in classification	28.956	1,158.24	29.680	1,187.20	30.570	1,222.80

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WRITER & STORYBOARD CLASSIFICATION §	First period 8/3/2003- 7/31/2004	Second period 8/1/2004- 7/30/2005	Third period 7/31/2005- 7/31/2006	H. & W. & Pension Hours
<u>SHORT SUBJECTS - 4 to 7 Minutes (TV or Theatrical)</u>				
Synopsis and Outline	727.38	745.56	767.93	22
Storyboard Only	1,008.68	1,033.90	1,064.92	30
Teleplay or Screenplay	1,737.67	1,781.11	1,834.54	50
<u>SHORT SUBJECTS - 7 to 11 Minutes (TV or Theatrical)</u>				
Synopsis and Outline	737.58	756.02	778.70	23
Storyboard Only	1,221.48	1,252.02	1,289.58	38
Teleplay or Screenplay	2,405.70	2,465.84	2,539.82	77
<u>HALF-HOUR SUBJECTS (TV or Theatrical)</u>				
Synopsis and Outline	1,312.10	1,344.90	1,385.25	45
Storyboard Only	2,319.54	2,377.53	2,448.86	75
Teleplay or Screenplay	4,610.86	4,726.13	4,867.91	155
<u>HALF-HOUR SUBJECTS (TV or Theatrical) — "New Animation Writers"§</u>				
Synopsis and Outline	1,203.24	1,233.32	1,270.32	45
Teleplay or Screenplay	4,228.26	4,333.97	4,463.99	155
<u>ONE HOUR OR MORE SUBJECTS (TV or Theatrical)</u>				
Synopsis and Outline	1,943.13	1,991.71	2,051.46	70
Storyboard Only	3,459.75	3,546.24	3,652.63	113
Teleplay or Screenplay	6,902.25	7,074.81	7,287.05	230
<u>ONE HOUR OR MORE SUBJECTS (TV or Theatrical) — "New Animation Writers"§</u>				
Synopsis and Outline	1,781.89	1,826.44	1,881.23	70
Teleplay or Screenplay	6,329.53	6,487.77	6,682.40	230

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.

§ During the term of the Collective Bargaining Agreement, the applicable minimum for all new animation writers (i.e, those persons not previously employed in the Unit Writer and Storyboard Classification or Animation Story Person/Animation Writer Classification) shall be the 8/29/99-7/31/00 half-hour or one-hour or more minimum rate, whichever is applicable (the "Novice Rate"). 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 Novice and the Journey-person rates.

The following minimum wage scales are in effect between Local 839 IATSE and the indicated signator employers only. All sideletters were extended through July 31, 2006 with wage scales increased as shown.

SIDELETTER A

[Walt Disney Pictures and Television — Composer]

Wage Scales, August 3, 2003-July 31, 2006

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	HOURLY	WEEKLY	HOURLY	WEEKLY	HOURLY	WEEKLY
Composer ^D						
1st month	21.169	846.76	21.698	867.92	22.349	893.96
Next 6 months	22.032	881.28	22.583	903.32	23.260	930.40
Next 6 months	22.689	907.56	23.256	930.24	23.954	958.16
Journey	23.642	945.68	24.233	969.32	24.960	998.40

^D Walt Disney Pictures and Television only.

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SIDELETTER B

[Warner Bros. Animation — Visual Development]

Wage Scales, August 3, 2003-July 31, 2006

Weekly employment*

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	8/3/2003-7/31/2004		8/1/2004-7/30/2005		7/31/2005-7/31/2006	
	HOURLY	WEEKLY	HOURLY	WEEKLY	HOURLY	WEEKLY
Visual Development ^{WF}						
1st 6 months	31.576	1,263.04	32.365	1,294.60	33.336	1,333.44
2nd 6 months	32.311	1,292.44	33.119	1,324.76	34.113	1,364.52
Journey	33.544	1,341.76	34.383	1,375.32	35.414	1,416.56

^{WF} Warner Bros. Feature Animation only.

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SIDELETTER C

[Walt Disney Pictures and Television — CGI Animator/Modeler]

Wage Scales, August 3, 2003-July 31, 2006

Weekly employment*

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	8/3/2003-7/31/2004		8/1/2004-7/30/2005		7/31/2005-7/31/2006	
	<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	31.576	1,263.04	32.365	1,294.60	33.336	1,333.44
2nd 6 months	32.311	1,292.44	33.119	1,324.76	34.113	1,364.52
Journey	33.544	1,341.76	34.383	1,375.32	35.414	1,416.56
Key Assistant CGI Animator/Modeler ^D						
	32.116	1,284.64	32.919	1,316.76	33.907	1,356.28
Assistant CGI Animator/Modeler I ^D						
1st 6 months	26.638	1,065.52	27.304	1,092.16	28.123	1,124.92
2nd 6 months	27.316	1,092.64	27.999	1,119.96	28.839	1,153.56
Journey	28.604	1,144.16	29.319	1,172.76	30.199	1,207.96
Assistant CGI Animator/Modeler II ^D						
1st year	24.347	973.88	24.956	998.24	25.705	1,028.20
Journey	25.041	1,001.64	25.667	1,026.68	26.437	1,057.48
Assistant CGI Animator/Modeler III ^D						
1st 6 months	22.526	901.04	23.089	923.56	23.782	951.28
2nd 6 months	23.198	927.92	23.778	951.12	24.491	979.64
Journey	24.072	962.88	24.674	986.96	25.414	1,016.56

^D Walt Disney Pictures and Television only.

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SIDELETTER D

[Walt Disney Pictures and Television — Production Technical Director]

Wage Scales, August 3, 2003-July 31, 2006

Weekly employment*

	First period		Second period		Third period	
	8/3/2003-7/31/2004		8/1/2004-7/30/2005		7/31/2005-7/31/2006	
	HOURLY	WEEKLY	HOURLY	WEEKLY	HOURLY	WEEKLY
Production Technical Director I ^D						
1st 6 months	31.576	1,263.04	32.365	1,294.60	33.336	1,333.44
2nd 6 months	32.311	1,292.44	33.119	1,324.76	34.113	1,364.52
Journey	33.544	1,341.76	34.383	1,375.32	35.414	1,416.56
Production Technical Director II ^D	32.116	1,284.64	32.919	1,316.76	33.907	1,356.28
Production Technical Director III ^D						
1st 6 months	26.638	1,065.52	27.304	1,092.16	28.123	1,124.92
2nd 6 months	27.316	1,092.64	27.999	1,119.96	28.839	1,153.56
Journey	28.604	1,144.16	29.319	1,172.76	30.199	1,207.96
Production Technical Director IV ^D						
1st year	24.347	973.88	24.956	998.24	25.705	1,028.20
Journey	25.041	1,001.64	25.667	1,026.68	26.437	1,057.48
Production Technical Director V ^D						
1st 6 months	22.526	901.04	23.089	923.56	23.782	951.28
2nd 6 months	23.198	927.92	23.778	951.12	24.491	979.64
Journey	24.072	962.88	24.674	986.96	25.414	1,016.56

^D Walt Disney Pictures and Television 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 signator employers only. All sideletters were extended through July 31, 2006 with wage scales increased as shown.

SIDELETTER E

[DreamWorks Animation L.L.C. and DreamWorks Television Animation L.L.C.]

Wage Scales, August 3, 2003-July 31, 2006

Weekly employment*

	First period		Second period		Third period	
	8/3/2003-7/31/2004		8/1/2004-7/30/2005		7/31/2005-7/31/2006	
	HOURLY	WEEKLY	HOURLY	WEEKLY	HOURLY	WEEKLY
CGI Animator/Modeler ^S						
1st 6 months	31.576	1,263.04	32.365	1,294.60	33.336	1,333.44
2nd 6 months	32.311	1,292.44	33.119	1,324.76	34.113	1,364.52
Journey	33.544	1,341.76	34.383	1,375.32	35.414	1,416.56
Key Assistant CGI Animator/Modeler ^S						
	32.116	1,284.64	32.919	1,316.76	33.907	1,356.28
Assistant CGI Animator/Modeler I ^S						
1st 6 months	26.638	1,065.52	27.304	1,092.16	28.123	1,124.92
2nd 6 months	27.316	1,092.64	27.999	1,119.96	28.839	1,153.56
Journey	28.604	1,144.16	29.319	1,172.76	30.199	1,207.96
Assistant CGI Animator/Modeler II ^S						
1st year	24.347	973.88	24.956	998.24	25.705	1,028.20
Journey	25.041	1,001.64	25.667	1,026.68	26.437	1,057.48
Assistant CGI Animator/Modeler III ^S						
1st 6 months	22.526	901.04	23.089	923.56	23.782	951.28
2nd 6 months	23.198	927.92	23.778	951.12	24.491	979.64
Journey	24.072	962.88	24.674	986.96	25.414	1,016.56
Digital Scene Planning ^S						
1st year	28.529	1,141.16	29.242	1,169.68	30.119	1,204.76
Journey	29.743	1,189.72	30.487	1,219.48	31.402	1,256.08
Scan Checker ^S						
1st 6 months	21.924	876.96	22.472	898.88	23.146	925.84
2nd 6 months	22.547	901.88	23.111	924.44	23.804	952.16
Journey	23.759	950.36	24.353	974.12	25.084	1,003.36
Digital Check ^S						
1st 3 months	23.842	953.68	24.438	977.52	25.171	1,006.84
Next 9 months	24.546	981.84	25.160	1,006.40	25.915	1,036.60
Next 6 months	26.638	1,065.52	27.304	1,092.16	28.123	1,124.92
Next 6 months	27.371	1,094.84	28.055	1,122.20	28.897	1,155.88
Journey	28.604	1,144.16	29.319	1,172.76	30.199	1,207.96

^S DreamWorks Animation L.L.C. and DreamWorks Telev

* 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 signator employers only. All sideletters were extended through July 31, 2006 with wage scales increased as shown.

SIDELETTER E

[DreamWorks Animation L.L.C. and DreamWorks Television Animation L.L.C.]

Wage Scales, August 3, 2003-July 31, 2006

Weekly employment*

	First period		Second period		Third period	
	8/3/2003-7/31/2004		8/1/2004-7/30/2005		7/31/2005-7/31/2006	
	HOURLY	WEEKLY	HOURLY	WEEKLY	HOURLY	WEEKLY
Technical Director ^S						
<i>Proficient in one or more job areas**. Responsibility for supervising Asst. Technical Directors below.</i>						
1st 6 months	31.576	1,263.04	32.365	1,294.60	33.336	1,333.44
2nd 6 months	32.311	1,292.44	33.119	1,324.76	34.113	1,364.52
Journey	33.544	1,341.76	34.383	1,375.32	35.414	1,416.56
Key Assistant Technical Director ^S	32.116	1,284.64	32.919	1,316.76	33.907	1,356.28
<i>Proficient in one or more job areas of technical direction. May be responsible for supervising Assistant Technical Directors or below.</i>						
Assistant Technical Director ^S						
<i>Works in one or more areas of technical direction, assisting the Technical Director.</i>						
1st 6 months	26.638	1,065.52	27.304	1,092.16	28.123	1,124.92
2nd 6 months	27.316	1,092.64	27.999	1,119.96	28.839	1,153.56
Journey	28.604	1,144.16	29.319	1,172.76	30.199	1,207.96
Junior Assistant Technical Director ^S						
<i>Minimum of one year experience.</i>						
1st year	24.347	973.88	24.956	998.24	25.705	1,028.20
Journey	25.041	1,001.64	25.667	1,026.68	26.437	1,057.48
Apprentice Technical Director ^S						
<i>No technical director experience.</i>						
1st 6 months	22.526	901.04	23.089	923.56	23.782	951.28
2nd 6 months	23.198	927.92	23.778	951.12	24.491	979.64
Journey	24.072	962.88	24.674	986.96	25.414	1,016.56
Digital Painter ^S						
1st month	21.169	846.76	21.698	867.92	22.349	893.96
Next 6 months	22.032	881.28	22.583	903.32	23.260	930.40
Next 6 months	22.689	907.56	23.256	930.24	23.954	958.16
Journey	23.642	945.68	24.233	969.32	24.960	998.40

^S DreamWorks Animation L.L.C. and DreamWorks Television Animation L.L.C. 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.

** A Technical Director 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.

The following minimum wage scales are in effect between Local 839 IATSE and the indicated signator employers only. All sideletters were extended through July 31, 2006 with wage scales increased as shown.

SIDELETTER F

[Walt Disney Pictures and Television — Animation/Timing Directors]

Wage Scales, August 3, 2003-July 31, 2006

Weekly employment*

	First period		Second period		Third period	
	8/3/2003-7/31/2004		8/1/2004-7/30/2005		7/31/2005-7/31/2006	
	<u>HOURLY</u>	<u>WEEKLY</u>	<u>HOURLY</u>	<u>WEEKLY</u>	<u>HOURLY</u>	<u>WEEKLY</u>
Animation Director ^D						
1st 6 months	37.015	1,480.60	37.940	1,517.60	39.078	1,563.12
2nd 6 months	37.877	1,515.08	38.824	1,552.96	39.989	1,599.56
Journey	39.330	1,573.20	40.313	1,612.52	41.522	1,660.88
Timing Director ^D						
1st 6 months	35.462	1,418.48	36.349	1,453.96	37.439	1,497.56
2nd 6 months	36.288	1,451.52	37.195	1,487.80	38.311	1,532.44
Journey	37.676	1,507.04	38.618	1,544.72	39.777	1,591.08

^D Walt Disney Pictures and Television 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 signator employers only. All sideletters were extended through July 31, 2006 with wage scales increased as shown.

SIDELETTER G
[Walt Disney Pictures and Television — 3D Compositors]

Wage Scales, August 3, 2003-July 31, 2006

Weekly employment*

	First period		Second period		Third period	
	8/3/2003-7/31/2004		8/1/2004-7/30/2005		7/31/2005-7/31/2006	
	<u>HOURLY</u>	<u>WEEKLY</u>	<u>HOURLY</u>	<u>WEEKLY</u>	<u>HOURLY</u>	<u>WEEKLY</u>
CGI 3D Compositor I ^D	29.801	1,192.04	30.695	1,227.80	31.616	1,264.64
CGI 3D Compositor II ^D						
First 3 months	23.842	953.68	24.438	977.52	25.171	1,006.84
Next 9 months	24.546	981.84	25.160	1,006.40	25.915	1,036.60
Next 6 months	26.638	1,065.52	27.304	1,092.16	28.123	1,124.92
Next 6 months	27.371	1,094.84	28.055	1,122.20	28.897	1,155.88
Journey	28.604	1,144.16	29.319	1,172.76	30.199	1,207.96

^D Walt Disney Pictures and Television 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.

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