



IATSE Local 796

P.O. Box 70826
Houston, TX 77270

www.iatse796.org

April 1, 2022

Re: Extension of Castle Way Productions– IATSE Local 796 Agreement; effective 4/1/2017

By the signatures below, the parties herein agree to revise and extend the expired Agreement between Broadcast Service Group (hereinafter “Employer”), The International Alliance of Theatrical Stage Employees, Artists, and Allied Crafts of the United States, its Territories, and Canada, and its Local 796 (hereinafter “IATSE” or “The Union”) effective April 1, 2017. It is expressly understood that only the economics/terms/conditions detailed in items 1. and 2., *below*, shall change, and all other terms and conditions contained in the full IATSE Local 796 Agreement for Broadcast Service Group (hereinafter “the Agreement”) shall remain the same.

1. Wages Effective April 1, 2022

| Craft | Hourly Rate | Day Rate |
|----------------------------|-------------|----------|
| Technical Director | 59.42 | 623.91 |
| Audio 1 A1 | 56.34 | 591.57 |
| Audio 2 A2 | 47.15 | 495.08 |
| Specialty Mic Op A3 | 25.00 | 262.50 |
| Video Controller V1 | 56.95 | 597.98 |
| Assist Video Controller V2 | 45.57 | 478.49 |
| Lead EVS/ CPO1 | 56.34 | 591.57 |
| CPO 2 | 54.29 | 570.05 |
| RO/ CPO3 | 51.75 | 543.38 |
| Hard Camera Op | 51.19 | 537.50 |
| Handheld Camera Op | 54.03 | 567.32 |
| Jib Camera Operator | 54.76 | 574.98 |
| Robotic Camera Op | 52.89 | 555.35 |
| RF Camera Op | 56.79 | 596.30 |
| ENG Camera Op | 69.48 | 729.54 |
| Graphics Operator | 56.34 | 591.57 |
| Graphics Coordinator | 47.06 | 494.13 |
| Scorebox/ Graphics 2 | 38.38 | 402.99 |
| Stage Manager | 27.45 | 288.23 |
| Utility | 28.42 | 298.41 |
| Time Out Coordinator | 26.51 | 278.36 |
| Statistician | 19.60 | 205.80 |
| Runner | 18.01 | 189.11 |

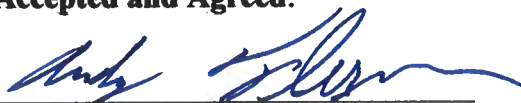
2. Benefits:

Effective April 1, 2022, Health and Welfare Benefits will increase to \$8.00 per hour worked or paid.

Effective April 1, 2022, Annuity Benefits will increase from 4% to 4.25% of gross wages.

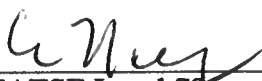
Pension Benefits shall remain at \$12.00 per day.

Accepted and Agreed:




Castle Way Productions

5/1/2022
Date



IATSE Local 796

5/1/2022
Date



IATSE

5/1/2022
Date

IATSE NATIONAL PENSION, NATIONAL HEALTH & WELFARE, ANNUITY, AND VACATION FUNDS

Trust Acceptance Agreement

The IATSE or the IATSE Local named below (the "Union") and the Employer named below agree as follows regarding benefits to the Pension, Health & Welfare, Annuity, and/or Vacation Fund, respectively and individually as specified below, for employees covered by the Collective Bargaining Agreement ("CBA") between them:

1. Trust Agreement (check off all applicable Funds per the terms of the CBA):

Employer agrees to be bound by all of the terms and provisions of :

- a. **PENSION:** The Agreement and Declaration of Trust (the "*National Pension Fund Trust Agreement*") establishing the IATSE National Pension Fund (the "*National Pension Fund*") as restated September 22, 2005, and as amended, and the National Pension Fund's Statement of Policy and Procedures for Collection of Contributions Payable by Employers (the "*National Pension Fund Collection Guidelines*")
- b. **HEALTH & WELFARE:** The Agreement and Declaration of Trust (the "*Welfare Fund Trust Agreement*") establishing the IATSE National Health and Welfare Fund (the "*Welfare Fund*") as restated September 22, 2005, and as amended, and the Welfare Fund's Statement of Policy and Procedures for Collection of Contributions Payable by Employers (the "*Welfare Fund Collection Guidelines*")
- c. **ANNUITY:** The Agreement and Declaration of Trust (the "*Annuity Fund Trust Agreement*") establishing the IATSE Annuity Fund (the "*Annuity Fund*") as restated September 22, 2005, and as amended, and the Annuity Fund's Statement of Policy and Procedures for Collection of Contributions Payable by Employers (the "*Annuity Fund Collection Guidelines*")
- d. **VACATION:** The Agreement and Declaration of Trust (the "*Vacation Fund Trust Agreement*") establishing the IATSE National Vacation Fund (the "*Vacation Fund*") as restated September 22, 2005, and as amended, and the Vacation Fund's Statement of Policy and Procedures for Collection of Contributions Payable by Employers (the "*Vacation Fund Collection Guidelines*")

Employer also agrees to be represented in the administration of the National Pension Fund, the Welfare Fund, the Annuity Fund, and/or the Vacation Fund, respectively as specified above, by the Employer Trustees therein named or by their successors.

2. Computation of Contributions

Commencing with the effective date for contributions under the CBA between the Union and Employer, and continuing through any renewals, extensions or amendments thereof, Employer agrees to contribute the sums specified in the CBA to the National Pension Fund, the Welfare Fund, the Annuity Fund, and/or the Vacation Fund, as applicable, for each and every employee whose position is covered by that Agreement.

3. Payment of Contributions

Payment of contributions as required above shall be made by check payable to the "IATSE National Pension Fund," the "IATSE National Health & Welfare Fund," or the "IATSE Annuity Fund," and must be received in the appropriate Fund Office not later than: *For Weekly Contributors, the end of the week following the week of employment; OR, For Monthly Contributors, the 10th day of each month following the month of employment.* Each payment of contributions shall be accompanied by a Remittance Report in the form supplied by the applicable Funds.

Check One: Monthly Contributor

Weekly Contributor

_____ (If CBA provides a different due date than set forth above, indicate due date here)

→ **Note:** Any 401(k) salary deferral contributions, to the Annuity Fund must be received by **no later than the 15th of the month following the month in which the work was performed** and the deductions withheld.

→ **Note:** For the purposes of Pension vesting, Employers **must** report the **number of days worked** regardless of the basis of Pension contributions.

Please refer to the Contributions & Collections Handbook for more information on submission of contributions, refunds, interest, etc.

4. Records

Employer agrees to maintain and make available to the Union, the Trustees or one or more of their designees for inspection and verification all of its records covering such employment in accordance with the Trust Agreements and the National Pension Fund, Welfare Fund, Annuity Fund, and/or Vacation Funds' Collection Guidelines, as applicable herein.

5. IRS Compliance

The Pension, Health & Welfare, Annuity, and Vacation Plans adopted by the Trustees shall comply with the requirements of the Internal Revenue Code so as to enable Employer to treat contributions to the National Pension Fund, the Welfare Fund, and the Annuity Fund, as a deduction for income tax purposes.

6. Terms of the CBA

If not already attached to this Trust Acceptance, a copy of the current CBA will be provided by the Employer upon request by the Funds Office. This Trust Acceptance Agreement shall continue in full force and effect until the parties sign a successor CBA that supersedes the current contribution rates, in which case the parties shall be required to sign a new Trust Acceptance Agreement and submit it to the appropriate Fund Office[s] for all Funds affected. Should the parties (i) fail to sign an extension agreement but continue performance of the CBA after its expiration date, or (ii) sign a renewal, extension or amendment of the CBA that does not change the current contribution rates, this Trust Acceptance Agreement shall automatically be deemed extended thereby unless written notice to the contrary is received by the National Pension Fund, the Welfare Fund, the Annuity Fund, and/or the Vacation Fund, as applicable herein.

7. **TERM OF CONTRACT:** From April 1, 2022 To _____

8. **TYPE OF CONTRACT:** (e.g., Area Standards, Travelling Stage Employees Contract): TBSE

9. **CONTRIBUTION RATES (Please complete for all applicable Funds):**

PENSION

To Which Pension Plan Are You Contributing (Check One):

- Pension Plan B
- Pension Plan C

| FROM | TO | % or \$ | AMOUNT | (%) OF * | (\$ PER * | | MINIMUM | MAXIMUM |
|---------------|----|---------|--------|--|--|--|---------|---------|
| April 1, 2022 | | \$ | 12.00 | <input type="checkbox"/> Gross <input type="checkbox"/> Scale | <input type="checkbox"/> Hour <input checked="" type="checkbox"/> Day | <input type="checkbox"/> Shift <input type="checkbox"/> | | |
| | | | | <input type="checkbox"/> Gross <input type="checkbox"/> Scale | <input type="checkbox"/> Hour <input checked="" type="checkbox"/> Day | <input type="checkbox"/> Shift <input type="checkbox"/> | | |
| | | | | <input type="checkbox"/> Gross <input type="checkbox"/> Scale | <input type="checkbox"/> Hour <input checked="" type="checkbox"/> Day | <input type="checkbox"/> Shift <input type="checkbox"/> | | |

* If percent (%), please check off whether percent of gross or scale earnings.
If dollar amount (\$), please check off whether per hour, per day or per shift. If Other, please specify.

Note: For the purposes of Pension vesting, Employers must report the number of days worked regardless of the basis of Pension contributions.

HEALTH & WELFARE

To Which Health & Welfare Plan Are You Contributing (Check One):

- Health & Welfare Plan A (Note that Plan A has minimum daily rates)
- Health & Welfare Plan C

| FROM | TO | % or \$ | AMOUNT | (%) OF * | (\$ PER * | | MINIMUM | MAXIMUM |
|---------------|----|---------|--------|--|--|--|---------|---------|
| April 1, 2022 | | \$ | \$8.00 | <input type="checkbox"/> Gross <input type="checkbox"/> Scale | <input checked="" type="checkbox"/> Hour <input type="checkbox"/> Day | <input type="checkbox"/> Shift <input type="checkbox"/> | | |
| | | | | <input type="checkbox"/> Gross <input type="checkbox"/> Scale | <input checked="" type="checkbox"/> Hour <input type="checkbox"/> Day | <input type="checkbox"/> Shift <input type="checkbox"/> | | |
| | | | | <input type="checkbox"/> Gross <input type="checkbox"/> Scale | <input checked="" type="checkbox"/> Hour <input type="checkbox"/> Day | <input type="checkbox"/> Shift <input type="checkbox"/> | | |

* If percent (%), please check off whether percent of gross or scale earnings.
If dollar amount (\$), please check off whether per hour, per day or per shift. If Other, please specify.

ANNUITY

| FROM | TO | % or \$ | AMOUNT | (%) OF * | (\$ PER * | | MINIMUM | MAXIMUM |
|---------------|----|---------|--------|---|---|--|---------|---------|
| April 1, 2022 | | % | 4.25 | <input checked="" type="checkbox"/> Gross <input type="checkbox"/> Scale | <input type="checkbox"/> Hour <input type="checkbox"/> Day | <input type="checkbox"/> Shift <input type="checkbox"/> | | |
| | | | | <input checked="" type="checkbox"/> Gross <input type="checkbox"/> Scale | <input type="checkbox"/> Hour <input type="checkbox"/> Day | <input type="checkbox"/> Shift <input type="checkbox"/> | | |
| | | | | <input checked="" type="checkbox"/> Gross <input type="checkbox"/> Scale | <input type="checkbox"/> Hour <input type="checkbox"/> Day | <input type="checkbox"/> Shift <input type="checkbox"/> | | |

* If percent (%), please check off whether percent of gross or scale earnings.
If dollar amount (\$), please check off whether per hour, per day or per shift. If Other, please specify.

9. CONTRIBUTION RATES (continued)

Salary deferrals to the Annuity Fund

For salary deferrals (401(k) contributions) to the **Annuity Fund**, you must meet the requirements under (a) or (b):

(a) The **Employer** contribution rate must be **3% or greater of employee's wages**, or

(b) The employee is working under one of the following contracts (check one):

- Theatrical and Television Motion Picture Area Standards Agreement
- AICP Multi-State Supplement to the AICP West Agreement
- Single Signatory (i.e., one-off) theatrical motion picture and television agreement
- Low Budget theatrical and television motion picture term agreement
- Television term agreement
- Music Video Production Agreement

For salary deferrals under this section (b) no Highly Compensated Employees may participate. In addition, Employer agrees to timely provide salary information for all relevant periods for all employees eligible to participate or who would be eligible if they were not Highly Compensated Employees. (Employer check here if applicable and agreed) Agreed

Employer agrees to withhold the respective salary deferral (401(k) contributions) per the requirement above and submit same to the Annuity Fund by no later than the 15th of the month following the month in which the work was performed and the deductions were withheld. (Employer check here if applicable and agreed) Agreed

VACATION

| FROM | TO | % or \$ | AMOUNT | (%) OF * | (\$ PER * | MINIMUM | MAXIMUM |
|------|----|---------|--------|--|---|---------|---------|
| | | | | <input type="checkbox"/> Gross <input type="checkbox"/> Scale | <input type="checkbox"/> Hour <input type="checkbox"/> Day <input type="checkbox"/> Shift | | |
| | | | | <input type="checkbox"/> Gross <input type="checkbox"/> Scale | <input type="checkbox"/> Hour <input type="checkbox"/> Day <input type="checkbox"/> Shift | | |
| | | | | <input type="checkbox"/> Gross <input type="checkbox"/> Scale | <input type="checkbox"/> Hour <input type="checkbox"/> Day <input type="checkbox"/> Shift | | |

* If percent (%), please check off whether percent of **gross or scale earnings**.
If dollar amount (\$), please check off whether per **hour, per day or per shift**. If Other, please specify.

The parties hereto agree to the above provisions numbered 1-9:

FOR IATSE and/or IATSE Local # 796 Local 796 : Eric Norberg - Local President
 By: Int'l: Kevin Allen Local 796: Eric Norberg Int'l: Kevin Allen - Int'l Representative
 (Signature of Authorized IATSE Representative and Local Officer) (Print Name) (Title)
 Date: April 1, 2022

FOR EMPLOYER:

Castle Way Productions, Inc. 27-4593895
 (Insert Name of Employer) (Employer Federal Tax ID No.)
2295 S. Hinnassee Rd, Ste. 406, Orlando, FL 32835
 (Address) (City, State, Zip)
407-903-9993 407-903-9998
 (Area Code/Telephone No.) (Area Code/Fax No.)
 By: Andy Flesner Dir. of Production Andy Flesner
 (Signature of Authorized Officer) (Title) (Print Name)
 Date: May 11, 2022

PAYROLL COMPANY (If Applicable)

Nashville Talent Payment Alita Hayes
 (Payroll Company) (Name of Contact Person)
5111 Prince Phillip Cove, Brentwood, TN 37027
 (Address) (City, State, Zip)
615-370-8538
 (Area Code/Telephone No.) (Area Code/Fax No.)