

FRINGE BENEFIT BREAKDOWN (Effective August 2, 2010)

1. ACTIVE HEALTH	MEDICAL	\$ 2.3080	
	DENTAL	\$ 0.1870	
	VISION	\$ 0.0500	
		\$ 2.5450	
PENSION PLAN	EMPLOYEE	\$0.0000	
	EMPLOYER	\$ 1.2665	
		\$ 1.2665	
RETIREE	MEDICAL	\$ 0.3000	
	DENTAL	\$ 0.0510	
	VISION	\$ 0.0200	
		\$ 0.3710	
INDIVIDUAL ACCOUNT PLAN		\$ 0.3050	
TOTAL COMPOSITE			\$ 4.4875

2. INDIVIDUAL ACCOUNT PLAN

Average Hourly Rate	%	Total	
\$31.02	6.00	\$1.86	\$ 1.8611

3. VACATION FRINGE		0.04 %	
HOLIDAY FRINGE		0.03719 %	
		0.07719 %	

Average Hourly Rate	%	Total	
\$31.02	0.07719	\$2.3943	\$ 2.3943

4. CSATF - LOCATION MGRS		0.0975	
CSATF - OTHER IA/BC UNIONS		0.2600	\$ 0.3575

TOTALS

1.	TOTAL COMPOSITE	\$ 4.4875
2.	INDIVIDUAL ACCOUNT PLAN	\$ 1.8611
3.	VACATION / HOLIDAY FRINGE	\$ 2.3943
4.	CSATF	\$ 0.3575 *
TOTAL HOLLYWOOD FRINGE BENEFIT RATE		\$ 9.10
TOTAL NON HOLLYWOOD FRINGE BENEFIT RATE		\$ 8.74 *

* Note: CSATF Rate (#4) is not applicable to Locals outside of Hollywood in the thirteen (13) western states.