

FRINGE BENEFIT BREAKDOWN

(Effective August 1, 2011)

1. ACTIVE HEALTH	MEDICAL	\$ 2.8080	
	DENTAL	\$ 0.1870	
	VISION	\$ 0.0500	
		\$ 3.0450	
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			\$ 4.9875

2. INDIVIDUAL ACCOUNT PLAN

Average Hourly Rate	%	Total	
\$31.64	6.00	\$1.90	\$ 1.8984

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

Average Hourly Rate	%	Total	
\$31.64	0.07719	\$2.4423	\$ 2.4423

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

TOTALS

1.	TOTAL COMPOSITE	\$ 4.9875
2.	INDIVIDUAL ACCOUNT PLAN	\$ 1.8984
3.	VACATION / HOLIDAY FRINGE	\$ 2.4423
4.	CSATF	\$ 0.3575 *
TOTAL HOLLYWOOD FRINGE BENEFIT RATE		\$ 9.69
TOTAL NON HOLLYWOOD FRINGE BENEFIT RATE		\$ 9.33 *

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