


MEMORANDUM OF AGREEMENT

It is here by agreed by and between Studio Transportation Drivers Local Union No. 399 of the International Brotherhood of Teamsters (the "Union") and the Association of Independent Commercial Producers, Inc. ("AICP") as follows:

1. The terms of the parties' two collective bargaining agreements, each of which are due to expire on January 31, 2014, will be extended through and including January 31, 2015.
2. The minimum scale wages in each contract will be increased by 2% effective February 1, 2014. All other terms and conditions of both contracts will remain the same as are now in effect.
3. During the term from February 1, 2014 through January 31, 2015, the Pension and Health contribution rates will match those now in effect and as may later be modified in the Commercials Production Agreement between the AICP and the IATSE.
4. The successor agreements to both contracts shall be for the period from February 1, 2015 through and including January 31, 2017, with all rates, terms and conditions effective as of February 1, 2015.
5. Negotiations for such successor agreements shall commence on September 8, 9 and 10, 2014 and/or on such other mutually acceptable dates as to which the parties may later agree.

Agreed and Accepted:

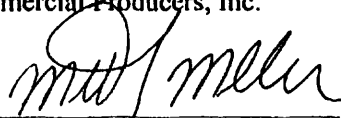
Studio Transportation Drivers
Teamsters Local Union No. 399

By: 

Its: SECRETARY-TREASURER

Date: 1/13/14

Association of Independent
Commercial Producers, Inc.

By: 

Its: President + CEO

Date: 1/14/2014