

**MEMORANDUM OF AGREEMENT BETWEEN STORYBUILDERS, LLC ON THE ONE HAND AND
STUDIO TRANSPORTATION DRIVERS, LOCAL #399, INTERNATIONAL BROTHERHOOD OF
TEAMSTERS, AND THEATRICAL, RADIO, TELEVISION, FIELD EQUIPMENT, SOUND TRUCKS,
MOTION PICTURE, FILM, EXHIBITION, AND ORCHESTRA CHAUFFEURS AND HELPERS, LOCAL
#817, INTERNATIONAL BROTHERHOOD OF TEAMSTERS, ON THE OTHER HAND
(CASTING DIRECTORS)**

This Memorandum of Agreement is entered into between Studio Transportation Drivers, Local #399, International Brotherhood of Teamsters, and Theatrical, Radio, Television, Field Equipment, Sound Trucks, Motion Picture, Film, Exhibition, and Orchestra Chauffeurs and Helpers, Local #817, International Brotherhood of Teamsters, on the one hand (hereinafter “the Union” or “the Unions”), and Storybuilders, LLC (hereinafter referred to as the “Employer”).

This Memorandum of Agreement reflects the complete understanding reached between the parties (hereinafter referenced as the “Netflix Agreement.”) Except where modified by this Memorandum of Agreement the terms of the 2018 Casting Directors Agreement between the Unions and the Alliance of Motion Picture and Television Productions (“AMPTP”) and its successor agreement will be adopted and incorporated by reference into the Netflix Agreement.

EFFECT OF CHANGES

All of the provisions of the current collective bargaining agreement between these parties shall remain the same except as otherwise specifically changed as noted herein as a Sideletter.

The provisions herein shall be effective as of the Sunday following August 1, 2019.

In consideration of the mutual agreements herein contained, the parties have agreed to the following:

1. TERM OF AGREEMENT

The term of the Agreement shall be for three (3) years, commencing August 1, 2019 and terminating on August 1, 2022.

2. ESTABLISH A NEW CLASSIFICATION: SENIOR ASSOCIATE CASTING DIRECTOR

Any Associate Casting Director that is vested or vests during the term of their employment in the Motion Picture Industry Pension Plan (which requires five (5) qualified years), shall be upgraded to a Senior Associate Casting Director. Teamsters Locals 399 and 817 shall maintain a list of those who qualify as a Senior Associate Casting Director for Storybuilders, LLC to reference and such list shall be updated no less than quarterly. The duties of a Senior Associate Casting Director shall be the same as

those of the Associate Casting Director.

3. **MINIMUM WAGE RATES FOR SENIOR ASSOCIATE CASTING DIRECTORS**

The minimum salary rate for Senior Associate Casting Directors employed on a production shall be: \$21.43 per hour effective November 15, 2019; \$22.07 per hour effective July 30, 2020; and \$22.72 per hour effective August 1, 2021.

4. **OVERTIME; SIXTH AND/OR SEVENTH DAYS WORKED**

Provided that the Casting Director is providing exclusive services to Netflix, Producer agrees to pay the Casting Director for work on a sixth (6th) day and/or a seventh (7th) day worked in the employee's workweek under the following conditions: a) Employee will not work on a sixth (6th) or seventh (7th) unless it has requested in writing to work such sixth or seventh day and the reasons therefore and has received in writing approval from the Studio to do so; b) Employee will in good faith demonstrate efforts to mitigate such circumstances that would cause Employee to work such sixth or seventh day; or, c) the Producer has specifically instructed and required Employee to work such sixth or seventh day.

Subject to the foregoing, should Employee work such sixth (6th) day in Employee's workweek, s/he will be paid time and one-half of one-fifth (1.5x of 1/5th) of the weekly rate. For work performed on a seventh (7th) day, the employee shall be paid double time one-fifth (2x of 1/5th) of the weekly On-Call rate in effect.

Associate Casting Directors and Senior Associate Casting Directors who work more than twelve (12) hours in a day or more than the sixty (60) hours per week guarantee will be paid at double (2x) the regular basic hourly rate.

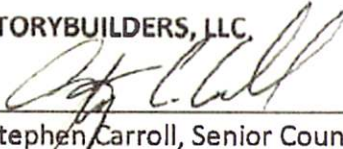
An Associate Casting Director or Senior Associate Casting Director who is required to work on a sixth (6th) consecutive day in a workweek, the employee shall be paid time and one-half (1.5x) the employee's regular basic hourly rate. If the Associate Casting Director or Senior Associate Casting Director is required to work on a seventh (7th) consecutive day in a workweek, the employee shall be paid double (2x) the employee's regular basic hourly rate.

5. **START PAPERWORK**

The Employer agrees that prior to commencement of Casting Director services, the Employer must provide the Casting Director with their "Start Paperwork" as well as a written recitation of the individually negotiated terms and conditions of employment, including, but not limited to, the weekly rate of pay for the Casting Director. Should the representative for the Casting Director, agent or attorney, be the cause of the delay in signing the agreement, the Casting Director will be paid city or state minimum wage

until the documents are signed.

FOR STORYBUILDERS, LLC.

By: 
Stephen Carroll, Senior Counsel

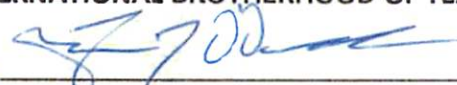
Date: 4.17.2020

FOR STUDIO TRANSPORTATION DRIVERS, LOCAL #399, INTERNATIONAL BROTHERHOOD OF TEAMSTERS

By: 
Steve Dayan, Secretary-Treasurer

Date: 4/23/20

FOR THEATRICAL, RADIO, TELEVISION, FIELD EQUIPMENT, SOUND TRUCKS, MOTION PICTURE, FILM, EXHIBITION, AND ORCHESTRA CHAUFFEURS AND HELPERS, LOCAL #817, INTERNATIONAL BROTHERHOOD OF TEAMSTERS

By: 
Thomas O'Donnell, President

Date: 4-23-2020