

2010-2011 AFTRA INTERACTIVE MEDIA AGREEMENT

Rates effective January 1, 2010 – March 31, 2011

<u>On-Camera Performers</u>	<u>1/1/10</u>	<u>4/1/10</u>
Day Performers (including solo/duo singers)	\$781.75	\$801.30
3-Day Performers (including solo/duo singers)	1,977.60	2,027.05
Weekly Performers (including solo/duo singers)	2,713.00	2,780.85
6 Day Overnight Location	2,983.90	3,058.50
Group Singers 3-8 (4-hour day)	741.60	760.15
Group Singers 9+ (4-hour day)	646.85	663.00
Contractor 3-8	+50%	+50%
Contractor 9+	+100%	+100%

a) Over-Dubbing

33 1/3% of above applicable rate without limitation as to the number of tracks.

b) Sweetening

100% of the applicable rate (with or without Over-Dubbing), without limitation as to the number of tracks.

c) Stepping-Out

- (i) If a solo or duo is called upon to Step Out of a group to sing up to fifteen (15) cumulative bars during a session, the solo/duo shall be paid an adjustment of fifty percent (50%) of the solo/duo rate in addition to the appropriate group rate for that day.
- (ii) If a solo or duo is called upon to Step Out of a group to sing sixteen (16) or more cumulative bars, or remain more than one (1) hour after the group has been released, to perform a solo or duo of any length, the solo/duo shall be paid the full solo/duo rate in addition to the appropriate group rate for that day.
- (iii) Any member of a group who Steps Out to perform as part of a smaller group to sing over four (4) consecutive bars shall be paid at the smaller group fee for that day. Such re-classification shall not operate to reduce the size of the overall group with respect to fees payable to the remainder of the group.

<u>Dancers</u>	<u>1/1/10</u>	<u>4/1/10</u>
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Rehearsal Days Only	\$459.40	\$470.90
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Work Days (no rehearsal)

Solo/Duo	781.75	801.30
Group 3-8	684.95	702.05
Group 9+	598.45	613.40
Weekly Option (includes rehearsals)		
Solo/Duo	2,513.20	2,576.05
Group 3-8	2,303.10	2,360.70
Group 9+	2,095.00	2,107.40

<u>Background Actor Rates</u>	<u>1/1/10</u>	<u>4/1/10</u>
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General Background Actors	\$133.90	\$137.25
Special Ability Actors and Stand-ins	167.90	172.10

<u>Off-Camera Performers</u>	<u>1/1/10</u>	<u>4/1/10</u>
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Day Performer (Up to 3 voices/ 4-hour day)	\$781.75	\$801.30
Day Performer (1 voice / 1 hr)	390.90	400.65
Additional Voices (each)	260.60	267.10
6-10 Voices / 6-hour day	1,563.55	1,602.65

Singers (4 hour day)

Solo/Duo	781.75	801.30
Hourly Rate*	390.90	400.65
Group Singers 3-8	414.05	424.40
Group Singers 9+	359.45	368.45
Group Hourly Rate*	231.75	237.55
Contractor 3-8	+50%	+50%
Contractor 9+	+100%	+100%

Over-dubbing, Sweetening and Stepping-Out for Off-Camera Singers (same as on-camera rates, see Subsections (a) - (c) above).

* Once Producer engages Singers at hourly rate, no conversion to Day Player rates.

<u>Atmospheric Voices</u>	<u>1/1/10</u>	<u>4/1/10</u>
Up to twenty (20) Atmospheric Voices [300-word limit] (4-hour session)	\$781.75	\$801.30
Unlimited number of Atmospheric Voices (4-hour session)	1,563.50	1,602.60

- a) A Producer that employs at least ten (10) principal performers on a specific Interactive Program may hire performers to do “Atmospheric Voices” under the terms set forth above.
- b) “Atmospheric Voices” shall be defined as voices for characters that (1) do not have more than 300 scripted words and (2) do not advance the principal storyline.
- c) A performer (or his or her agent) must be notified in writing prior to engagement that the Producer shall be recording Atmospheric Voices including whether the Producer is utilizing the twenty (20) voices or less option or the unlimited option. If the required notice is not given, then all voices beyond the third voice recorded in that session shall be paid as “additional voices” as set forth in the AFTRA Interactive Media Agreement.
- d) A Performer may not record Atmospheric Voices and non-Atmospheric Voices in the same session.

<u>Overtime Rate Maximums</u>	<u>1/1/10</u>	<u>4/1/10</u>
Day Players	\$1,616.05	\$1,656.45
3-Day Players	3,328.95	3,412.15
Weekly Performers	4,208.05	4,313.25

	<u>1/1/10 – 3/31/11</u>
<u>Hazardous Work</u>	\$74.35
<u>Wet Work</u>	13.90
<u>Body Makeup, Skull Cap, Hair Goods</u>	18.55

AFTRA Health and Retirement Funds Contribution: 15.0%