

**COLLECTIVE BARGAINING AGREEMENT**  
**BETWEEN**  
**WRITERS GUILD OF AMERICA, EAST, INC., AFL-CIO**  
**AND**  
**LION TELEVISION, INC.**

**July 1, 2022 – July 15, 2026**

## **I. REPRESENTATION**

WGAE represents that it is, and the Company recognizes WGAE as, the sole and exclusive bargaining agent with respect to wages, rates of pay, hours of work, and other conditions of employment for all full-time and regular part-time Producers (including Producers, Casting Producers, Post Producers, Development Producers, Field Producers, Question Producers, and Prank Consultants), Associate Producers (including Associate Producers, Casting Associate Producers, and Location Associate Producers), Researchers, and Writers employed by the Company at and out of the Company's facility located in New York, New York. At the beginning of each month the Company will provide to the Guild a list of all unit employees, including their dates of hire, job titles, compensation, and, to the extent these are available to the Company, addresses, cell phone numbers, and email addresses.

## **II. UNION SECURITY**

Effective upon the date that the WGAE demonstrates to the Company that the WGAE has entered into collective bargaining agreements with five (5) other independent production companies located in the New York Metropolitan Area that are engaged in the production of non-fiction television, covering bargaining units similar to the one covered by this Agreement (with an average of at least seven (7) employees in the unit as measured over the previous twenty-six (26) pay periods), and where such agreements contain guild/union security obligations similar to the following (which may include provisions which would "trigger" union security obligations at the same time as this one), the following provision shall take effect:

(a) The Company agrees that it will not continue any employee in its employ under this Agreement unless he/she is a member in good standing of the Guild, or satisfies the financial obligation of membership, or has made application for membership in the Guild on the later of: (i) sixty (60) working days of employment by the Company within the previous twelve (12) months; or (ii) a period of thirty (30) calendar days following the effective date of this provision; provided, however, that the employee shall have had a minimum of fifteen (15) days of employment following the effective date of this provision.

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(b) The Company shall terminate any employee who has failed to be or become a member of the Guild in good standing by reason of a refusal to tender the initiation fees or periodic dues and assessments uniformly required, within five (5) days of notice from the Guild of this failure.

## **III. DUES CHECKOFF**

The Company agrees that upon thirty (30) days' notice thereafter from the WGAE, it will deduct membership dues, initiation fees, and assessments uniformly required (on a percentage basis of gross wages and incorporated with dues) as designated by the WGAE upon receipt from each employee who individually and in writing signs a voluntary check-off authorization card in the

form and in the manner provided below and provided that all other circumstances comply with the applicable provisions of the federal law.

WRITERS GUILD OF AMERICA, EAST

"I, the undersigned, hereby authorize and direct \_\_\_\_\_ to check-off from my wages my Guild membership dues, initiation fees and assessments uniformly required as promulgated by the Guild according to the procedure set forth in the Constitution of the WGA. The dues, fees, and assessments which are so deducted from my wages are hereby assigned and shall be remitted to the Writers Guild of America, East, Inc., 250 Hudson Street, New York, NY 10013.

This authorization and assignment shall continue until I give written notice to terminate automatic dues deduction to both the Company and the Guild."

WITNESS: SIGNATURE:

DATE: \_\_\_\_\_

The WGAE shall indemnify and hold the Company harmless from any claims, suits, judgments, attachments, and any other form of liability as a result of making any deduction in accordance with the foregoing authorizations and assignments.

**IV. GRIEVANCE AND ARBITRATION**

A. Employee discipline may consist of counseling, verbal and written warnings, reprimands, suspensions, demotions, or discharge. Prior to and/or other than discharge, discipline shall be corrective in intent.

B. Any complaint, controversy, dispute, or claim (herein, collectively, a "grievance" or "grievances") between the parties hereto arising during the term of this Agreement with respect to the provisions of this Agreement or its interpretation or any alleged breach thereof, shall be discussed promptly and in good faith by the designated representatives of the parties in an effort to attain an amicable settlement.

C. All grievances must be presented by the grieving party to the non-grieving party in writing, no later than ninety (90) calendar days after the grieving party knew or with due diligence should have known of the circumstances giving rise to the grievance. The Company and the WGAE shall meet within ten (10) days of receipt of the written grievance.

D. If the grievance is not resolved, the grieving party may, within sixty (60) days following the grievance meeting (or, if the parties fail to meet as prescribed above, within seventy-five (75) calendar days of presenting the written grievance), submit the grievance to arbitration before an impartial arbitrator selected in accordance with the Labor Arbitration rules and procedures of the

American Arbitration Association. The arbitrator shall have jurisdiction and authority solely to interpret, apply, and/or determine the meaning of any provision of this Agreement, and shall have no power to change, add to, or subtract from any provision. No award in any such arbitration shall be retroactive to a date more than ninety (90) days prior to the date when the grievance was presented.

E. The determination of the arbitrator shall be final and binding upon the Company, the WGAE, and/or the represented employee(s); and the costs of the arbitration (*e.g.*, arbitrator's fee, filing fees) shall be borne equally by the Company and the WGAE, and each party shall bear its own other costs, legal fees, and expenses relating to the arbitration.

F. A failure to submit a grievance or demand arbitration in accordance with the requirements set forth above, including the time limits, shall permanently bar the grievance and/or the arbitration as the case may be. Arbitration shall be the sole and exclusive procedure for resolving disputes hereunder, and the arbitration award shall be a party's sole and exclusive remedy, provided that either party may proceed in court to confirm or vacate an award according to law.

G. The WGAE agrees and acknowledges that it is unaware of any Company employment policy or practice in effect as of the commencement of the term hereof that violates this Agreement, and the WGAE shall not grieve or otherwise object to any such current policy or practice of which it is aware.

## **V. NO-STRIKES, NO-LOCKOUT**

During the term of the Agreement, neither the WGAE, nor any represented employees, shall engage in any strike, picketing, sympathy strike, unfair labor practice strike, or refusal to cross a picket line or any boycott or any other interference in the conduct of the business of the Company for any reason whatsoever. During the term of this Agreement, the Company shall not lock out any represented employees with respect to any operations covered by this Agreement. The WGAE shall take reasonable affirmative steps to assure that its members comply with this provision.

## **VI. MANAGEMENT RIGHTS**

Except to the extent expressly abridged by a specific provision of this Agreement, the Company reserves and retains, solely and exclusively, all of its rights to manage the business, as such rights existed prior to the WGAE's becoming the collective bargaining representative of the employees covered by this Agreement.

The sole and exclusive rights of management, except to the extent expressly abridged by a specific provision of this Agreement, shall include, but are not limited to, the Company's rights: to establish or continue policies, practices, and procedures for the conduct of its business,

including but not limited to the production and exploitation of Company programming, and, from time to time, to change or abolish such policies, practices, and procedures; to determine and, from time to time, re-determine the manner, location, and methods of its operations; to discontinue operations or practices in whole or in part; to transfer, sell, or otherwise dispose of its business relating in any way to Company operations, in whole or in part; to select and to determine and, from time to time, re-determine the number and types of represented employees required; to assign work to such represented employees in accordance with the requirements determined by the Company, to establish and change work schedules and assignments, to transfer and promote represented employees, or to layoff, suspend, or terminate represented employees at any time and for any reason; to make and enforce reasonable rules for employee conduct, performance, and safety; to subcontract bargaining unit work to third parties for legitimate business reasons; and otherwise to take such measures as the Company may determine to be necessary for the orderly or economical Company operation.

## **VII. HOLIDAYS**

The Company shall offer the following paid holidays to bargaining unit employees who are employed the week before and the week after the holiday occurs (either week would include the week of the holiday): New Year's Day; MLK Day; President's Day; Good Friday; Memorial Day; Juneteenth; Independence Day; Labor Day; Columbus Day; Thanksgiving; Day After Thanksgiving; Christmas Day. Employees can also use two floating holidays in lieu of a specific religious holiday, subject to advance approval by the employee's manager. If the employee works on a holiday then s/he shall be eligible for a paid comp day in its place to be taken within the term of the employee's employment on a date that is approved by the employee's manager; provided that such approval shall not be unreasonably withheld.

The employer will provide a calendar no later than January 15 of the year identifying when holidays are observed if the holiday falls on a weekend.

## **VIII. VACATION**

An employee shall be entitled to ten (10) vacation days per year, accrued bi-weekly on a prorated basis. Vacation leave shall be taken within the employee's period of employment on dates subject to the approval of the employee's manager. Requests for vacation shall not be unreasonably denied subject to business and operational need. Employees shall be permitted to carry over a maximum of three (3) vacation days either beyond the annual anniversary date of their employment or to successive periods of employment if their interruption in service is sixty (60) days or less. Notwithstanding the above, the maximum number of unused vacation days that any employee may have at any time (including any carried over days) shall be ten (10) days. Unused vacation days shall not be paid out when employment terminates, but employees may elect to be paid out (rather than carry over) any unused days (up to a maximum of three

days) at the end of an engagement (e.g., season) that they requested to take but were unable to take for business or operational reasons.

## **IX. SICK DAYS**

Employees shall be entitled to up to seven (7) paid sick days annually, accrued on a prorated basis. Notwithstanding the above, employees may utilize up to three days of sick leave after one week of employment.

1. Employees may accrue up to nine sick days
2. An employee may also use accrued sick leave for “Safe Time” purposes as follows.
  - a. An employee who has been or whose family member has been the victim of domestic violence, a family offense matters, sexual offense, stalking, or human trafficking may use accrued sick leave for any of the following reasons:
    - i. Family emergency, wherein family member shall include any individual related by blood to the employee, and any other individual whose close association with the employee is the equivalent of a family relationship.
    - ii. To obtain services from a domestic violence shelter, rape crisis center, or other shelter or services program for relief from domestic violence, a family offense matter, sexual offense, stalking, or human trafficking;
    - iii. To participate in safety planning, temporarily relocate, or take other actions to increase the safety of the employee or employee’s family members from future domestic violence, family offense matters, sexual offenses, stalking, or human trafficking;
    - iv. To meet with a civil attorney or other social service provider to obtain information and advice on, and prepare for or participate in any criminal or civil proceeding, including but not limited to, matters related to domestic violence, a family offense matter, sexual offense, stalking, human trafficking, custody, visitation, matrimonial issues, orders of protection, immigration, housing, discrimination in employment, housing or consumer credit;
    - v. To file a complaint or domestic incident report with law enforcement;
    - vi. To meet with a district attorney’s office;
    - vii. To enroll children in a new school;
    - viii. To take other actions necessary to maintain, improve, or restore the physical, psychological, or economic health or safety of the employee or employee’s family member or to protect those who associate or work with the employee.

## **X. BEREAVEMENT**

Bargaining unit employees shall receive at least three (3) days of paid time off in the event of a death in the immediate family (including spouses, domestic partners, parents, siblings, children, and grandparents). Employees may request additional bereavement days in the event that they must travel to attend funeral services or for other similar extenuating circumstances.

## **XI. NOTICE OF NONRENEWAL**

Employees may communicate directly with their Line Producer and/or supervisor concerning the renewal of their employment engagement. When possible and practicable, the Company will attempt to notify employees regarding non-renewal of their employment within fourteen (14) days of the last day of employment.

## **XII: HEALTH BENEFITS**

A. The Company shall offer health insurance to all represented employees through the existing Company-wide plan. The Company shall pay 85% of the total monthly health insurance premium of the plan (if any) elected by an employee; the employee shall pay the remaining 15% of the monthly premium.

An employee shall be eligible to participate in the health plan if s/he has worked 45 work days, measured over the preceding twelve (12) month period. In determining eligibility, an exempt employee's employment for a week shall be deemed to be five (5) work days. Coverage will become effective the first day of the month after the employee becomes eligible, and will continue until the end of the month during which the employee leaves employment. Should an employee become eligible for coverage and leave employment before the first day of the following month, s/he nonetheless shall receive coverage for that following month. (It being understood, however, that the Company might not be able to obtain a replacement plan which permits that coverage.)

If the Company deems it necessary, in response to market conditions or business considerations, to change the plan, it will attempt to replace the plan with a substantially similar plan, subject to the Company's ability to obtain such a plan at substantially the same cost. In the event of a possible material adverse change in unit employees' coverage terms, the Company and the WGAE will engage in expedited bargaining over new terms. In such event, the Company shall offer the same plan, on the same terms, to represented employees as the plan offered to non-unit employees unless the parties agree otherwise.

B. Entertainment Industry Flex Plan Trigger: If the WGAE demonstrates to the Company by May 1st of 2026 that it has entered into collective bargaining agreements with five (5) other independent production companies located in the New York Metropolitan Area engaged in the production of non-fiction television programming, covering bargaining units similar to the one covered by this Agreement (with an average of at least seven (7) employees in the unit as measured over the previous 26 pay periods), which agreements require that the employer make

regular contributions on behalf of bargaining unit employees to the Entertainment Industry Flex Plan (the "Flex Plan") and/or require such contributions be made at the same and under the same conditions as this Agreement (i.e., contain a Flex Plan "trigger"), the Employer agrees to make contributions to the Flex Plan in the amount of \$25 per (work) day on behalf of all bargaining unit employees by June 15th for July 1st coverage in 2026 (but no earlier) and the following language will go into effect :

C The Employer agrees, in addition to all wages and other sums required to be paid hereunder, to make contributions on behalf of each employee covered by this agreement to the Entertainment Industry Benefit Plans ("The Plan") or its lawful successor. Beginning on June 15, 2026, the Employer will make contributions on behalf of each such employee in the sum of \$25 per work day to the Entertainment Industry Flex Plan for health benefits; at the beginning of the first full payroll period after June 15, 2026.

D The Entertainment Industry Flex Plan and Entertainment Industry 401(k) Plan are Trusts, operated pursuant to the terms and provisions of written Trust Agreements and employer agrees to be bound by all the terms and conditions of the Trust Agreements as they may be amended from time to time, including all decisions and determinations made by the Trustees or any impartial umpire as authorized by the Trust Agreements.

E Payment of contributions to The Plan as herein provided must be received by The Plan by the 15th day of the calendar month following the payroll month in which the Employee worked and shall be deemed delinquent thereafter. Payment of contributions to The Plan is otherwise subject to the rules, regulations and procedures of The Plan. Voluntary employee contributions have a limitation of 85% and must be remitted as soon as they may be segregated from the general assets of the employer, but in no event be received later than 15 business days after the day the funds are withheld from Employee's wages in accordance with 29 CFR 2510.3- 102.

For more information go to [www.flexplan.com/remit](http://www.flexplan.com/remit) or [www.ei401kplan.com/remit](http://www.ei401kplan.com/remit).  
Payments and remittance report should be mailed to:  
Entertainment Industry Benefit Plans PO Box 60669  
Los Angeles CA 90060-0669

### **XIII. MINIMUM SALARIES**

Producers, Post Producers, Writers, Casting/Development/Field/Question Producers and Prank Consultants shall be classified as overtime exempt and paid no less than the following minimum weekly rates:

Producer	\$2300/week
Post Producer	\$2250/week

Writer \$1950/week

Casting/Development/Field/  
Question Producer; Prank Consultant \$1850/week

Researchers, Casting Associate Producers and Associate Producers shall be paid no less than the following hourly wage rates for all hours worked up to 40 hours in any work week and 1 1/2 times their regular rate of pay for all hours worked in excess of 40 hours in a week.

Associate Producer \$27.00/hour

Casting/Location Associate Producer \$25.00/hour

Researcher \$23.00/hour

Effective January 1, 2025, all minimums will increase by 3%.

Effective January 1, 2026 all minimums will increase by 3%.

Each employee shall receive an increase of at least 2.5% of their salary after working 220 worked days over a 12-month period so long as they have not received an increase of at least that amount within that same 220-day period.

For employees who are hired into bargaining unit positions for short term work at a day rate, the minimum compensation for their day rate shall be either 1/5<sup>th</sup> the rate of the weekly minimum, or at least 10 hours of the minimum hourly rate.

The Company shall have sole discretion: (a) to pay in excess of the foregoing minimums; (b) in determining if and when an employee becomes eligible for a promotion to a new job title or shall receive a different job title; and (c) to confer a screen credit that is not in accord with the employee's job title.

#### **XIV. REST PERIODS/TURNAROUND TIME**

There shall be a minimum 10-hour rest period between the time a bargaining unit employee leaves work/set (e.g., clocks out in the case of hourly employees) and the time the employee returns to work/set the next morning (e.g., clocks in the case of hourly employees).

Any non-exempt (hourly) bargaining unit employee (e.g., associate producer) who is provided less than a 10-hour rest period between shifts shall receive pay at 1.5 times their regular rate of pay for all hours of the 10-hour rest period they worked (i.e., overtime pay for all invaded hours). This payment shall be paid only to employees whose rest period was invaded.

Overtime exempt employees (e.g., producers) who are provided less than 10 hours between leaving set and the call-time the next day shall be provided 1.5x comp time in the amount of all

invaded hours, rounded to the nearest half-hour.

If the comp time is not taken within 30 work days, the employer will pay out the comp time.

## **XV. SEVENTH DAY PAY**

When an exempt (weekly) employee who has worked a full work week (approximately 40 or more hours) and a full day on a sixth day is directed by a non-bargaining unit supervisor or their designee to work for four (4) or more hours on a seventh consecutive day within the same workweek (Sunday to Saturday), the Employer shall either pay that employee an additional 1.5x of their regular weekly rate for the hours worked or provide the Employee with one comp day. In such cases, the employee shall notify management in advance that they are being asked to work on a 7<sup>th</sup> consecutive day. The decision to provide a comp day or additional pay shall be at Employer's discretion, but employees must be permitted to use all comp time within four weeks of accrual or the comp time shall be paid out.

## **XVI. CAREER DEVELOPMENT AND STAFFING**

- A. Lion employees shall be afforded the opportunity to apply for all open positions within the organization. The employer will inform unit employees about open, posted bargaining unit positions (i.e., positions for which a candidate has not been identified) via periodic staff announcement emails or electronic posting (e.g., intranet page), at the Company's discretion.
- B. Bargaining unit employees shall be afforded the opportunity to meet with their supervisor upon the employee's request no less frequently than twice annually to discuss the employee's career opportunities.
- C. Each employee shall meet with their supervisor at least once during the term of their engagement for the purposes of reviewing their performance. Written confirmation of the review shall be provided within 14 days. Evaluations conducted under this section shall not be used by the Employer to discipline any employee.
- D. If an existing employee applies for a posted position, or formally requests a promotion, raise or title change in writing, and they are not offered the role, raise, promotion or change, they may request feedback on their application or request from their supervisor or a designated Employer representative. Such feedback shall be provided within 21 days.
- E. Upon the request of an employee, the Employer shall inform the employee of any minimum qualifications for a job to which the employee may aspire, including educational requirements, work experience, and skills. It is expressly understood that while such information may serve to provide the minimum qualifications for a position, they may not be the only criteria the Employer uses in evaluating job candidates, and the decision as to whom to hire remains within the sole discretion of the Employer.

- F. All salary increases not required by this Agreement shall be communicated to employees in writing.
- G. Bargaining unit members who apply for other jobs within Lion are protected against retaliation for so doing.
- H. All bargaining unit employees shall be informed of their direct manager upon hire.

## **XVII. STAFFING AND TRANSPARENCY**

- A. The Company shall provide employees with the opportunity to provide feedback on the work experience on the series on which they worked at or near the completion of each season. This shall also include the ability to anonymously review management.
- B. If an employee who does not typically work on multiple series (e.g., development producers) is asked to work on more than one show, upon request, the Company will provide the employee with written expectations with regard to the salary and work effort breakdown for the different shows.
- C. Lion will not retaliate against an employee for raising concerns over the workload or work allocation when assigned to more than one show.

## **XVIII. REMOTE WORK**

Employees may request to work remotely, including on a hybrid schedule (e.g., work in the office a certain number of days a week). The Company shall consider an employee's role and responsibilities, the type and nature of the series on which they are engaged, whether they can work as effectively from home, the schedule proposed (i.e., number of days in the office), and other business considerations in responding to a request to work remotely. Any remote work arrangement must be made in coordination with and to the satisfaction of the employee's supervisor (i.e., showrunner, line producer, or comparable position).

Management shall consider any remote work request in good faith and shall make decisions based on reasonable business considerations such as those noted above. If an employee's request for a remote work arrangement is denied, management shall provide an explanation of why the employee's duties have been determined to be unsuitable for remote work.

## **XIX. DARK WEEKS**

- A. The Company shall endeavor to provide employees with no less than one week's notice of any Dark Week (i.e., a week in which no work will be scheduled or performed).
- B. If the Company provides at least one week's notice of a dark week, no payments shall be owed to employees during such dark week. If the Company provides less than one week's notice

of any Dark Week, impacted employees will be paid the following rates of pay based on the amount of notice provided:

1. 5-6 days' notice: 25% of employee's rate
2. 3-4 days' notice: 45% of employee rate
3. 1-2 days' notice: 80% of rate.

C. Notwithstanding the above, the Company shall not be obligated to make the payments set forth in Section B in the event that the dark week(s) is occasioned by unforeseeable circumstances outside of the Company's control (i.e., pandemic; severe weather event; talent, participant or other illness, death or unavailability; network cancellation of series).

## **XX. ANTI-HARASSMENT**

A. The Company will continue to provide its employees with a safe and respectful work environment. Should an employee believe that they are being placed in an unsafe, unhealthy work environment that does not meet Company expectations or policy, the employee should immediately escalate the concerns to their supervisor or any other channels provided to employees to report such concerns. All such concerns raised with the Company will be properly handled and addressed. Employees shall not be retaliated against for making claims under this Agreement.

B. In the event an employee brings a discrimination or harassment complaint through the Company's internal complaint procedures, at the request of the unit employee who makes such complaint, the Company shall inform the Guild of such complaint and, thereafter, of the resolution of such complaint. When requested, the Company shall provide the employee with a list of counselors covered under its current health insurance plan.

C. Any settlement agreement, separation agreement or release between the Company and employee will not contain a non-disclosure or non-disparagement agreement with regard to the underlying facts of any complaint of sexual harassment, unless such agreement is the complainant's preference and is agreed to by the Company. [Policy in Side Letter]

D. Nothing in this contract prevents an employee from seeking a legal remedy.

E. The Company shall continue to enforce its anti-harassment policy, ensure that the policy is available to all employees, and inform all employees of the policy upon hire, or on an annual basis, as applicable. [Policy in Side Letter]

F. The company will notify, and upon request, meet and consult with the Guild prior to promulgating any material changes to Company policies regarding sexual harassment and discrimination, including procedures for reporting, investigating, and resolving complaints. The foregoing shall not apply to changes mandated by or in accordance with applicable law or changes occasioned by employee resignation or other such events that would require changes to the policy (i.e., changes to whom complaints may be reported).

G. The employee shall provide a safe outlet for every employee to communicate their pronouns, not just for queer, gender neutral, gender non-conforming, non-binary, and gender variant people.

H. The Company shall provide mandatory anti-harassment training on work time during regular working hours.

## **XXI. NON-DISCRIMINATION AND INCLUSION**

A. The Company will not discriminate against bargaining unit members based on race, ethnicity, creed, color, national origin, native language or dialect, sex, age, physical or mental disability, criminal record, DACA status, marital and/or parental status, sexual orientation, religion, gender identity, gender expression, veteran status, pregnancy, childbirth, genetic characteristics, or union activity.

B. The Company will make a concerted effort to advertise posted, open positions in the unit widely, in particular in places with high exposure to underrepresented groups, to attract a diverse candidate pool, including, for example, individuals from different racial, ethnic and socio-economic backgrounds and/or who identify as LGBTQ+. The Guild may provide the Company with job posting, advertising or other recommendations relating to and addressing obstacles to historically marginalized groups. Such recommendations may include but are not limited to procedures to decrease unconscious and conscious biases when reviewing applications. The Company will consider these recommendations in good faith.

C. The Company will track the self-identification of race/ethnicity of unit employees in accordance with EEOC guidelines and allow employees to self-identify their gender and sexual orientation. Upon request, the Company will provide the Union no less than twice annually, reports on the diversity of unit employees (including freelance employees), aggregated sufficiently to protect individual privacy.

D. When the Company seeks candidates for a vacant bargaining unit position where no preferred candidate has been identified and time permits, (a) the position will be posted for a minimum of one week (7 days), and (b) the Company shall make every effort to interview at least one candidate from traditionally underrepresented groups (e.g., Black, indigenous, people of color, those identifying as LGBTQ+) prior to making a hiring decision. Such efforts may include posting open positions on sites or with organizations designed to encourage applicants from underrepresented groups.

E. The Company shall continue to permit employees with a disability to request a disability-related accommodation. Upon receiving such a request, the Company shall make best efforts to

provide any reasonable accommodation within the meaning of the law. All Unit employees will receive a copy of these procedures upon hire in the Employee Handbook or by other means.

F. For the purposes of recruitment of traditionally under-represented candidates, the Company shall provide resources to hiring managers, including but not limited to information on where to post jobs.

## **XXII. APPROPRIATE WORK RESOURCES**

A. If Company requires Employees to stay overnight on location, Employee will be paid a minimum per diem of \$55 per travel day and \$45 per shoot day. Travel expenses will be covered in the field and in preparation for field shoots. Meal breaks will be provided as required by law; on shoot days, meals will be provided, on set whenever practicable.

B. If Employee's service on a given work day concludes between hours of 10:00pm and 5:00am (local time) Employee shall, subject to supervisor approval, be entitled to expense up to Forty Dollars (\$40) for transportation. Employee shall utilize taxi/car service at the Company's discretion. Upon timely submission of receipts and supervisor approval, the Company will make best efforts to reimburse Employees within 30 days of submission of relevant receipts.

## **XXIII. START TIME**

An AP's or a Researcher's start time on shoot (field) days for compensation and other purposes shall be the time at which the employee is instructed by his or her supervisor to report to work (whether at the Employer's offices, the shoot location or any other location) or the time at which the employee actually arrives at the location he or she was instructed to report, whichever is later. In the event that an AP or Researcher is not required to report to any location prior to the scheduled call time for the shoot, the employee's start time shall be the time at which the employee first performs any work at the direction of any supervisor or the call time, whichever is sooner.

## **XXIV. NOTIFICATION OF COLLECTIVE BARGAINING AGREEMENT**

The Company will include a link to the WGAE website in the information packet provided to new employees as part of the onboarding process.

## **XXV. LABOR-MANAGEMENT COMMITTEE**

The parties shall meet at the request of either party, but no more frequently than once every four (4) months, for the purpose of discussing employee concerns and matters affecting relations between the parties. The parties shall exchange written agendas at least forty-eight (48) hours in

advance of any meeting date. No more than two WGAE representatives and no more than four (4) unit employees shall attend the meeting, which shall also be attended by at least one company management representative.

## **XXVI. TERM OF CONTRACT**


Except as otherwise provided elsewhere herein, this Agreement shall be effective on the date of ratification and shall continue in effect to July 15, 2026.

SIGNED this \_\_\_\_ day of April 2024, at New York, New York.

**LION TELEVISION, INC.**

By \_\_\_\_\_  
Allison Corn

**WRITERS GUILD OF AMERICA, EAST, INC., AFL-CIO**

By  \_\_\_\_\_  
Sam Wheeler