

COLLECTIVE BARGAINING AGREEMENT BETWEEN

WRITERS GUILD OF AMERICA EAST, INC.

AND GARDEN SLATE PRODUCTIONS

June 26, 2025 – May 1, 2028

Article 1: Recognition and Scope

The Company recognizes the Writers Guild of America East Inc. (the “Union”) as the exclusive collective bargaining representative for all full-time and regular part-time employees in the following job titles:

Senior Culinary Producer
Coordinating Producer
Producer
Art Director
Assistant Art Director
Food Stylist
Production Assistant
Set PA
Associate Producer
Culinary Producer
Post Producer
Post Associate Producer
Prop Stylist

The Union and the Company agree that should any new non-supervisory creative job title be created by the Company after the adoption of the above unit description, that they will bargain in good faith over whether said title should be included or excluded from the bargaining unit.

Prior to each season or deal memo period, when hiring is finalized, the Company will provide to the Union a list of all unit employees, including their dates of hire, expected end date (if known and subject to change), job titles, project, compensation, and, to the extent these are available to the Company, addresses, cell phone numbers, and personal email addresses. If production becomes more frequent such that any stage of production is active in at least six months of the year, the company will provide such list every other month upon request.

Article 2: Minimum Wage Rates

Titles	Weekly Hours	Weekly Rate
Art Director	Exempt	\$3350
Assistant Art Director	Exempt	\$1925
Art Production Assistant	Exempt	\$1200
Coordinating Producer	Exempt	\$2375
Producer	Exempt	\$2300
Associate Producer	Exempt	\$1450
Post Producer	Exempt	\$2375
Post Associate Producer	Exempt	\$1450

Production Assistant/Set PA	Non-Exempt (50 Hours)	\$1200
Culinary Producer	Exempt	\$2325
Food Stylist	Exempt	\$2000
Prop Stylist	Exempt	\$2400
Flex/Culinary Assistant	Exempt	\$1375

The rates above are minimums and nothing in this CBA prevents unit employees from negotiating higher rates.

The minimum rates above apply to Year 1 of the CBA. In year 2, the rates above increase by 2%. In Year 3, the rates increase 2% above the Year 2 rates.

Each employee shall receive a rate increase of at least 1.5% upon the commencement of the first new series or new cycle of the same series after September 1, 2026 and after September 1, 2027, provided that the employee worked 2 or more shoot cycles in the prior 12 months, and provided that the employee has not received an increase of at least that amount within the same period (i.e., the preceding 12 months), including as a result of an increase in the minimum rate.

Article 3: Transparency and Staffing on Multiple Productions

1. If an employee is asked to work on more than one show, including repacks, spinoffs, and specials, the unit employee will be given a formal offer that outlines the salary and work effort breakdown over a regular work week for the different shows.

Article 4: Work Week and Work Day

1. Overtime for non-exempt unit employees is owed for all hours worked over 40 in a 7-day work week and shall be one-and-one-half times the hourly rate. All overtime hours must be approved in advance by senior management.
2. Employees will have breaks and time for meals during working periods. Employees will be provided, at a minimum, with meal breaks every six hours. Employees are encouraged to take short periodic breaks every three hours when possible without impacting production.
3. Swing Period/Turnaround Time: If a unit employee is assigned by the Company a call time that is fewer than 10 hours following the end of the previous work day, the unit employee shall be paid time-and-a-half (for non-exempt employees) or provided comp time (for exempt employees) for all invaded hours (i.e., time worked that is within the minimum rest period).
4. 7th Day Work: All non-exempt employees will receive time and a half for any work performed on their 7th consecutive day worked without receiving a day off. When an exempt employee who has worked a full work week (approximately 40 or more hours) and on a (full) sixth day, is directed by management to work four (4) or more hours on a seventh (7th) consecutive day within the same work week, the Employer shall provide the

Employee with one comp day. Employees must be permitted to use all comp time within four weeks of accrual or the comp time shall be paid out.

Article 5: Appropriate Work Resources

Bargaining unit employees may request that the Company provide access to industry-related resources that are directly relevant to their job duties. Such requests shall be given due consideration by the Company and will not be arbitrarily denied. Decisions shall be based in part upon the Company's evaluation of the direct need for the request, the costs associated with the request, and the discretion of the Company as to the need for any associated project.

Article 6: Remote Work

Employees may request to work remotely during pre-production and post-production, including on a hybrid schedule (e.g., work in the office a certain number of days a week) and such requests shall be considered by the company in good faith on a case-by-case basis, subject to operational and creative needs. The parties anticipate that employees may be expected to work in the office on certain days (e.g., to attend team days or all-hands or other production meetings) during pre-production and post-production. Management shall make best efforts to inform affected employees of such in-person days at least one week in advance, but employees shall be expected to attend such meetings regardless of the notice provided.

Article 7: Paid Sick and Safe Leave

1. Unit employees shall be entitled to accrue one hour of sick leave for every 30 hours worked, up to a maximum of 40 hours in a calendar year, and may carry over up to 40 hours of sick leave from one engagement to the next if the interruption in service is 6 months or less. Employees shall be entitled to an advance of sick leave of up to 8 hours of sick leave immediately upon employment and 16 hours (days) after one week of employment, if necessary.
2. Sick leave may be used for any reason permissible under applicable law, for instance, care for your own or a loved one's physical or mental illness.
3. In addition to the above, a unit employee may also use sick leave for "Safe Time" leave when the employee has been or whose family member has been the victim of domestic violence, family offense matters, sexual offense, stalking, or human trafficking for the following. For the purposes of this article, family members shall include any individual related by blood or marriage to the employee, and any other individual whose close association with the employee is the equivalent of a family relationship.
 - a. To obtain services from a domestic violence shelter, rape crisis center, or other shelter or services program;
 - b. To participate in safety planning, temporarily relocate, or take other actions to increase the safety of the employee or employee's family members;
 - c. To meet with an attorney or other social service provider to obtain information and advice on, and prepare for or participate in any criminal or civil proceeding;
 - d. To file a complaint or domestic incident report with law enforcement;
 - e. To meet with a district attorney's office;
 - f. To enroll children in a new school;

- g. 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.
 - h. Sick leave may also be used to meet with an 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 custody, visitation, matrimonial issues, orders of protection, immigration, housing, discrimination in employment, housing or consumer credit.
1. If a unit employee in the Culinary or Art department is out sick for more than one day, the Company shall make all reasonable best efforts to temporarily hire a qualified substitute worker to fill in while said unit employee is on sick leave during production. "Reasonable efforts" shall not require that the Company pay the replacement employee more than the absent employee's rate.

Article 8: Holidays

1. The Company shall offer the following paid holidays to bargaining unit employees when the holidays fall within the employee's period of engagement (i.e., holidays shall not be paid during dark weeks or between seasons): New Year's Day, MLK Day, President's Day, Memorial Day, Juneteenth, Independence Day, Labor Day, Indigenous People's Day, Veteran's Day, Thanksgiving, Christmas Day, and New Year's Day. Management shall make all reasonable efforts to ensure that all unit employees receive these days off. Unit employees who have these days off shall receive regular pay for the day.
2. Unless a unit employee is scheduled to work on the Saturday or Sunday of a holiday, when a holiday falls on a Saturday or a Sunday, management shall make best efforts to designate either the preceding Friday or following Monday as the holiday whenever possible (i.e., unless the Friday and Monday operationally need to be worked because they fall within the production schedule).
3. In the event that a unit employee must work on any of these holidays, they shall receive 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. If such comp days are not used, they shall be paid out at the end of the unit employee's employment.

Article 9: Parental Rights

The company shall accommodate lactating employees by providing them with reasonable break time each day and a suitable room or other location with privacy, other than a toilet stall within the same building, to express breast milk in private. The Company prohibits discrimination against any employee for exercising their rights under this provision.

Article 10: Bereavement Leave

Bargaining unit employees engaged to work at least four weeks on a production shall receive at least three (3) days paid time off to be used at the discretion of the unit employee within six weeks of the event of the death of a spouse, domestic partner, child, step-child, parent, step-parent, father-in-law, mother, mother-in-law, daughter-in-law, son-in-law, grandparent, brother, sister, or step-sibling.

Article 11: Credits

For each episode aired, management shall make best efforts to ensure that networks provide employees with a screen credit reflecting their job title for the work they performed on the feature or episode in accordance with network credit guidelines, recognizing that networks traditionally do not provide credits to every bargaining unit position. Before the airing of the next season following the ratification of this contract, the company shall request that all bargaining unit members receive a screen credit for the work they performed and report back to the union on the response.

Article 12: Rehire Protections, Seniority, Retraining

1. When hiring for a new season of *The Kitchen*, the company shall give hiring preference to employees who have worked previously on the show in order of the amount of their past service and who have not had any performance issues that rise to the level of severity to have resulted in a formal, documented letter of discipline with cited examples. Employees who worked the prior season shall be given initial preference, but the number of seasons that an employee has worked shall be considered thereafter in making offers for a new season. Nothing herein, however, requires the Company to hire individuals for positions that it determines in its sole discretion are not required or necessary for any season.
2. Past employees who have not worked in the past two years may request to be considered for open positions and their past service shall be considered. If a new series is initiated, the above rehire protections will apply to employees on that series and begin upon the commencement of the second season or run.

Article 13: Entertainment Industry Benefit Plan / Healthcare

1. 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 as set forth below. The Employer will make contributions on behalf of each unit employee in the sum set forth below, beginning on the first day of work on the first series commencing during the following periods:

Series commencing on or after September 1, 2025: \$12 per day worked
Series commencing on or after September 1, 2026: \$14 per day worked
Series commencing on or after September 1, 2027 through the last day worked prior to the expiration of the contract: \$16 per day worked

2. For the purposes of this Article, "work day" shall include any full day worked by the employee, including any sick and bereavement days and any Company holidays (See Articles 7, 8, 10).
3. The Entertainment Industry Flex Plan is a Trust, 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.

4. 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.
5. For more information about remittance, please see www.flexplan.com/remittance
www.ei401kplan.com/remittance
6. Payments and remittance report should be mailed to: Entertainment Industry Benefit Plans PO Box 60669 Los Angeles CA 90060-0669

Article 14: Kit Fee, Expenses and Equipment

The Company shall provide or reimburse employees for any additional equipment or services necessary to complete assigned job duties, including software and subscriptions, that the company has pre-approved.

Article 15: Travel / Late Night Work

If the Company requires a unit employee to stay overnight on location, the unit employee will be paid a per diem at the M&IE level set by the US GSA for the location, and booked to stay in a safe and conveniently located hotel of reasonable quality. Meal breaks will be provided as required by law; on shoot days, lunch will be provided on set.

If a unit employee's service on a given workday concludes between hours of 10:00 pm and 5:00 am (local time) or begins before 6:00 am (local time), the unit employee shall be entitled to expense up to \$45 for taxi, car service or rideshare. If multiple unit employees share a ride, the amount can increase accordingly and be paid to a single unit employee. Upon timely submission of receipts and supervisor approval, the reimbursement will be added to the Employee's next regular paycheck.

Article 16: Transportation

1. For any shoot location requiring more than a one-half mile walk from public transportation, the company shall use best efforts to provide car or shuttle transportation to and from the shoot location at the beginning and end of the production day for all employees who require it.
2. The company will provide adequate company vehicles for production needs. If unit employees are expressly required by management to use their personal vehicles for production needs, mileage will be reimbursed to employees at the current IRS rate.
3. For productions requiring air travel, the company will provide air transportation and travel to and from airports.

Article 17: 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; and otherwise to take such measures as the Company may determine to be necessary for the orderly or economical Company operation.

Article 18: No Strike, No Lockout

During the term of the Agreement, neither the WGAE, nor any represented employees, shall engage in any picketing, strike, including any sympathy or unfair labor practice strike, sick-out or other refusal to work, or any boycott of the business of the Company. 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.

Notwithstanding the above, bargaining unit employees whose jobs require them to work from a specific location shall not be required to cross picket lines in situations where they have a reasonable fear for their personal safety and may discuss with their manager or supervisor how to perform the job in a safe manner.

Article 19: Union Security

Except where prohibited by law, the Company agrees that it will not continue any employee in its employ under this collective bargaining agreement ("Agreement") unless they are a member in good standing of the Union and/or have made application for membership in the Union or for "agency fee" status within 30 days following the beginning of their employment, or the effective date of this Agreement, whichever is later.

Except where prohibited by law, the failure of any employee covered hereunder to be or become a member in good standing of the Union by reason of a refusal to tender the initiation fees or periodic dues and assessments (or agency fees) uniformly required on a percentage basis of gross wages or incorporated with dues so uniformly required shall obligate the Company to discharge such person upon written notice to such effect by the Union unless such dues and/or initiation fees are tendered within 30 days after such notice is received by the Company and the employee.

Article 20: Dues Checkoff

The Company agrees that upon 30 days' notice thereafter from the Union, it shall deduct initiation fees and membership dues and assessments uniformly required on a percentage basis of gross wages or incorporated with dues as designated by the Union upon receipt from each employee who individually and in writing signs a voluntary check-off authorization card in the form and in the manner required by law. Prior to any termination pursuant to this provision, the Guild shall provide the Company with information sufficient to establish that the Guild has complied with all legal obligations to the employee, including providing adequate notice of the amounts owed, and been provided a reasonable amount of time to make any required payments.

The Union shall indemnify and hold the Company harmless from any claims, suits, judgments, attachments and from any other form of liability, including attorneys' fees incurred in defending any claim or action, as a result of making any deduction in accordance with the foregoing authorizations and assignments.

Article 21: Workplace Transparency

The Company shall inform bargaining unit employees of the reporting structure at the beginning of each project or series. The reporting structure shall also indicate company executives.

Article 22: Health and Safety

1. The Company agrees to provide employees with safe physical office and set working conditions.
2. The Company shall maintain a policy for reporting and investigating injuries, illness, or other accidents that occur because of work activities.
3. An employee shall continue to have the right to refuse to perform work that is objectively unsafe, recognizing that certain work is inherently dangerous (i.e., use of knives and other kitchen products).
4. Whenever and as soon as practicable, the Company shall inform employees when significant shoot timing changes are made to the daily shoot schedule. Notwithstanding the above, the failure to inform shall not privilege any employee from refusing to work when instructed or required. The health and safety effects of such shoot timing changes shall be a subject for discussion at the Labor Management Committee.

Article 23: Labor Management Committee

The Company and the Union will establish a Joint Labor-Management Committee ("LMC") consisting of up to two bargaining unit employee representatives and one Guild representative, as well as two management representatives, for the purpose of meeting and discussing employee concerns and matters affecting relations between the parties, including among others, diversity, training, new technology, workload, overtime, work process, health and safety, and other such matters. Either party may, for the purposes of discussing a specific issue, bring up to two additional individuals to a meeting with relevant knowledge of a particular issue to be discussed or experiences in order to discuss the issue. The parties shall notify each other in advance of attendees and any issues to be addressed in any LMC meeting. The LMC shall meet once per production, although the parties may decide to meet more frequently upon mutual consent.

Article 24: Artificial Intelligence

1. The Company and Union acknowledge that definitions of generative artificial intelligence ('GAI') vary, but agree that the term generally refers to a subset of artificial intelligence that learns patterns from data and produces content, including written material and video production, based on those patterns, and may employ algorithmic methods (e.g., ChatGPT, Llama, MidJourney, Dall-E).
2. The Company shall make best efforts (i.e., when in GSP's control or when known by GSP) to give the Union at least 60 days' notice of intent to use any new GAI tool that could result in the elimination or a significant reduction in days or hours of an existing unit employee or role or make significant material changes to the working conditions of bargaining unit members and, at the Union's request, shall meet to discuss with the Union and consider any concerns and/or alternatives in good faith prior to implementation. Such discussions may include shifting of roles, retraining or other mitigations.

Article 25: Nondiscrimination and Inclusion within the Unit

1. 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, union activity, political ideology or any other factor protected by applicable law and each within the meaning of applicable law, or where none exists, by commonly accepted meaning .
2. The Company will promptly and appropriately investigate and take appropriate actions, if any, in response to complaints of discrimination or harassment based on any of the factors listed above.
3. The Company 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.
4. The Company will make best efforts to advertise open unit positions for which it has not identified a preferred existing or former bargaining unit employee candidate in places with high exposure to underrepresented groups (e.g., Media Mavens, Media Makers, NY

Women in Film and TV, Hue You Know: For BIPOC in Media, Pink Mafia Network), to attract a diverse candidate pool. The parties may discuss open positions and job postings in labor management committee meetings, during which employees may make recommendations to management. The Company will make good faith efforts to consider these recommendations.

5. When the Company seeks candidates for a vacant bargaining unit position for which no preferred existing or former bargaining unit employee candidate has been identified the position will be posted for a minimum of one week, except where the position needs to be filled expeditiously. The Company will make best efforts to interview at least one candidate from traditionally underrepresented groups (prior to making a hiring decision.
6. The Company shall continue to maintain procedures for employees to request disability-related accommodations and the company shall make reasonable efforts to accommodate such requests. All employees will receive a copy of these procedures upon hire.
7. For the purposes of recruitment of traditionally under-represented candidates, the Company shall provide resources (e.g., where to post for open positions) to employees whose role it is to hire.

Article 26: Anti-Harassment

1. The Company will continue to provide its employees with a safe and respectful work environment.
2. The Company shall clearly identify an appropriate supervisor-level representative to serve as a point person for unit employees who wish to make a report about harassment or discrimination. Unit employees may also report concerns to any other manager identified by management for such purposes.
3. 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. All concerns raised with the Company will be properly handled and addressed. Employees shall not be retaliated against for making claims under this Agreement.
4. The Company shall maintain a sexual harassment policy in accordance with applicable state law(s).
5. In the event an employee brings a harassment complaint through the Company's internal complaint procedures, any settlement agreement, separation agreement or release between the Company and employee will not contain a non-disclosure or non-disparagement agreement prohibiting the disclosure of facts underlying the employee's claim unless such agreement is the complainant's preference and is agreed to by the Union and the Company. If such a non-disclosure and non-disparagement policy is included, it shall be mutual.
6. Nothing in this contract prevents an employee from seeking a legal remedy to a sexual harassment complaint; however, employee may not pursue the same claim(s) under this

provision in more than one forum (i.e., the employee may not pursue claims at the EEOC or in a lawsuit while also arbitrating claims pursuant to this Agreement).

7. 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 on an annual basis.
8. The Company will notify the Union before promulgating any changes to such policies.

Article 27: Discipline

1. Discipline may consist of counseling, verbal and written warnings, reprimands, suspensions, demotions, or discharge. Prior to discharge, any and all discipline shall be corrective in intent.
2. Discipline shall not be arbitrary or capricious.
3. Performance issues that rise to the level of severity to have resulted in a formal, documented disciplinary communication or notice with cited examples that could result in termination or a determination not to rehire shall be clearly indicated as such in the text of the communication or notice.
4. Discipline other than cases of gross misconduct should include counseling elements such as training recommendations, corrective action plans, mentoring, accommodation, or rehabilitation. Such discipline may extend across subsequent seasons but shall expire after two seasons in good standing.
5. As required by law, employees shall have the right to Union representation at all investigatory meetings that may lead to discipline.
6. The Company will provide the employee and Union with copies of any written disciplinary action.

Article 28: Grievance and Arbitration

1. Except as specifically excluded for elsewhere in this Agreement, 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.
2. All grievances must be presented by the grieving party to the non-grieving party in writing, no later than 45 days after the grieving party knew or reasonably should have known of the circumstances giving rise to the grievance. The Company and the Union shall meet within 10 days of receipt of the written grievance.
3. If the grievance is not resolved, the grieving party may, within 30 days following the grievance meeting (or, if the parties fail to meet as prescribed above, within 40 calendar days of presenting the written grievance), submit the grievance to arbitration before an impartial arbitrator. The Company and the Union shall attempt to agree upon a mutually satisfactory impartial arbitrator. If the parties are unable to agree on a mutually satisfactory arbitrator within five business days after a written request to arbitrate, the grieving party may 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, or to disregard any filing deadline referenced in this Article.

4. The determination of the arbitrator shall be final and binding upon the Company, the Union, 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 Union, and each party shall bear its own other costs, legal fees, and expenses relating to the arbitration.
5. The time periods in this Article may be waived or held in abeyance only by written agreement between the parties.
6. Nothing herein shall prohibit current or former unit employees from pursuing legal remedies where permitted by law but this provision shall be the exclusive remedy for resolving disputes arising under this Agreement except as provided elsewhere in this Agreement.

Article 29: Career Development and Staffing

1. Bargaining unit employees shall be afforded the opportunity to meet with their supervisor upon the employee's request at least once per season (or at the conclusion of a season) to discuss the employee's career opportunities, which could include minimum qualifications for a job to which the employee may aspire (if any), including educational requirements, work experience, and skills.
2. Each unit employee shall be entitled to request to meet with their supervisor at least once per season for the purposes of receiving a review of their performance. Employees may request a written review of their performance in a form determined by the Company after having worked at least 2 seasons or 9 weeks, whichever is sooner. Evaluations conducted under this section may be provided after the conclusion of a season and shall not be used by the Company to discipline any employee, nor shall its content be subject to the grievance and arbitration procedure.
3. 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 Company representative. Such feedback shall be provided within 14 days.
4. Management shall permit individuals including bargaining unit employees willing to volunteer to serve in a mentor role to submit their names on a list that shall be shared upon request with bargaining unit employees who wish to enter into a mentee role. Management shall not be obligated to participate in such programs or meetings.
5. Bargaining unit members who apply for other jobs within the company are protected against retaliation for so doing.

6. Bargaining unit members shall have the opportunity to anonymously review management.

Article 30: Individual Employment Agreements

1. Notwithstanding anything to the contrary, the following modifications shall be deemed to be made to the individual employment agreements, current or future, of all bargaining unit employees.
2. All future discipline provisions shall comply with the Discipline Article of this Collective Bargaining Agreement.
3. All post-employment Non-Compete obligations in existence at the time of ratification shall be deleted in their entirety.
4. All mandatory arbitration provisions shall be deleted in their entirety.
5. Each individual employment agreement shall be amended to include the following provision: "Nothing in this Agreement prohibits employees from exercising their rights under Section 7 of the NLRA."

Article 31: Separability

If any provision of this Agreement violates or requires either party to violate any applicable laws, to that extent, such provision shall be of no effect. All other provisions of this Agreement shall remain in full force and effect.

In the event any Article or Section of this Agreement is held invalid or enforcement of or compliance with which has been restrained as set forth above, the parties shall enter into immediate collective bargaining negotiations for the limited purpose of arriving at a satisfactory replacement for such Article or Section during the period of invalidity or restraint.

Article 32: Successorship

In the event that the Company sells any of its assets in the form of an asset transaction, the Company will provide advance notice of such transaction to the Guild prior to any public announcement of the sale.

Article 33: Term of Agreement

This Agreement shall be effective from June 27, 2025 through May 1, 2028.

SIGNED this 27th day of June, 2025.

GARDEN SLATE PRODUCTIONS

WRITERS GUILD OF AMERICA EAST, INC.

By: Brett Stolnick

By: 