AD/UPM RATES - LOW BUDGET SIDELETTER

Rates Effective July 1, 2026 thru June 30, 2027

LBSL RATES, TERMS & CONDITIONS ARE TENTATIVE AND REMAIN SUBJECT TO CHANGE - PLEASE CHECK BACK FOR ANY REVISIONS

Level 1	**A**	For pictures with budgets of $500,000 or less, initial compensation is negotiable provided the salary paid for any hour of work shall in no event be less than the applicable federal or state minimum wage.

Level 1	**B**	On motion pictures with budgets greater than $500,000 but equal to or less than $1,100,000, initial compensation shall be no less than 33% of the minimum weekly salaries in Paragraph 13-101(a) of the BA (see following schedule), provided that the salary paid for any hour of work shall in no event be less than the applicable federal or state minimum wage:	DAILY RATES ARE 1/4 OF THE WEEKLY RATES (BELOW):	
			UPM	$2,375
			1A	$2,258
			Key 2A	$1,513
			All other 2A	$1,058

Level 2	On motion pictures with budgets greater than $1,100,000 but equal to or less than $3,000,000, initial compensation shall be no less than 50% of the minimum weekly salaries in Paragraph 13-101(a) of the BA, provided that the salary paid for any hour of work shall in no event be less than the federal or state minimum wage. Production Fees for the UPM, 1AD and Key 2nd AD is $100 per week. Any 2AD hired in addition to the Key 2AD may be paid no less than 50% of the minimum weekly salary for an Add'l 2AD (see following schedule):	DAILY RATES ARE 1/4 OF THE WEEKLY RATES (BELOW):	
		UPM	$3,599
		1A	$3,422
		Key 2A	$2,293
		All other 2A	$1,318

Level 3	On motion pictures with budgets greater than $3,000,000 but equal to or less than $4,000,000, initial compensation shall be no less than 60% of the minimum weekly salaries in Paragraph 13-101(a) of the BA, provided that the salary paid for any hour of work shall in no event be less than the federal or state minimum wage. Production Fees for the UPM and 1AD is $200 per week; and $150 per week for the Key 2AD (see the following schedule):	DAILY RATES ARE 1/4 OF THE WEEKLY RATES (BELOW):	
		UPM	$4,318
		1A	$4,106
		Key 2A	$2,751
		All other 2A	$1,581

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Level 4 **A**

On motion pictures with budgets greater than $4,000,000 but equal to or less than $5,500,000, initial compensation and production fees shall be no less than 70% of the minimum weekly salaries and production fees in Paragraphs 13-101(a) & (b) of the BA (see following schedule), provided that the salary paid for any hour of work shall in no event be less than the federal or state minimum wage:

Rates Effective July 1, 2026 thru June 30, 2027	UNIT PRODUCTION MANAGER		FIRST ASSISTANT DIRECTOR		KEY SECOND ASSISTANT DIRECTOR		SECOND SECOND ASSISTANT DIRECTOR		ADDITIONAL SECOND ASSISTANT DIRECTOR	
Weekly Studio Salary	$5,038		$4,790		$3,210		$3,030		$2,055	
Weekly Location Salary	$7,053		$6,700		$4,485		$4,237		$2,587	
Weekly Production Fee, Studio	$1,098		$889		$677		$0		$0	
Weekly Production Fee, Location	$1,300		$1,092		$889		$0		$0	
Daily Employment Salary, Studio	$1,259		$1,198		$802		$758		$514	
Daily Employment Salary, Location	$1,763		$1,675		$1,121		$1,059		$647	
Daily Employment Production Fee Studio/Location	$275	$325	$222	$273	$169	$222	$0	$0	$0	$0

Level 4 **B**

On motion pictures with budgets greater than $5,500,000 but equal to or less than $8,500,000, initial compensation and production fees shall be no less than 80% of the minimum weekly salaries and production fees in Paragraphs 13-101(a) & (b) of the BA (see following schedule), provided that the salary paid for any hour of work shall in no event be less than the federal or state minimum wage:

Rates Effective July 1, 2026 thru June 30, 2027	UNIT PRODUCTION MANAGER		FIRST ASSISTANT DIRECTOR		KEY SECOND ASSISTANT DIRECTOR		SECOND SECOND ASSISTANT DIRECTOR		ADDITIONAL SECOND ASSISTANT DIRECTOR	
Weekly Studio Salary	$5,758		$5,474		$3,668		$3,463		$2,108	
Weekly Location Salary	$8,061		$7,657		$5,126		$4,842		$2,957	
Weekly Production Fee, Studio	$1,248		$1,016		$774		$0		$0	
Weekly Production Fee, Location	$1,486		$1,248		$1,016		$0		$0	
Daily Employment Salary, Studio	$1,439		$1,369		$917		$866		$527	
Daily Employment Salary, Location	$2,015		$1,914		$1,281		$1,211		$739	
Daily Employment Production Fee Studio/Location	$312	$371	$254	$312	$193	$254	$0	$0	$0	$0

Level 4 **C**

On motion pictures with budgets greater than $8,500,000 but equal to or less than $11,000,000, initial compensation and production fees shall be no less than 90% of the minimum weekly salaries and production fees in Paragraphs 13-101(a) & (b) of the BA (see following schedule), provided that the salary paid for any hour of work shall in no event be less than the federal or state minimum wage:

Rates Effective July 1, 2026 thru June 30, 2027	UNIT PRODUCTION MANAGER		FIRST ASSISTANT DIRECTOR		KEY SECOND ASSISTANT DIRECTOR		SECOND SECOND ASSISTANT DIRECTOR		ADDITIONAL SECOND ASSISTANT DIRECTOR	
Weekly Studio Salary	$6,477		$6,159		$4,127		$3,896		$2,372	
Weekly Location Salary	$9,068		$8,614		$5,766		$5,448		$3,326	
Weekly Production Fee, Studio	$1,404		$1,143		$870		$0		$0	
Weekly Production Fee, Location	$1,671		$1,404		$1,143		$0		$0	
Daily Employment Salary, Studio	$1,619		$1,540		$1,032		$974		$593	
Daily Employment Salary, Location	$2,267		$2,153		$1,442		$1,362		$832	
Daily Employment Production Fee Studio/Location	$351	$418	$286	$351	$218	$286	$0	$0	$0	$0

AD/UPM INFORMATION - LOW BUDGET SIDELETTER

Rates Effective July 1, 2026 thru June 30, 2027

Listed below are select terms and conditions. For complete terms and conditions, please see the Low Budget Sideletter.

LBSL RATES, TERMS & CONDITIONS ARE TENTATIVE AND REMAIN SUBJECT TO CHANGE - PLEASE CHECK BACK FOR ANY REVISIONS

Low Budget Terms	Level 1(a) (≤ $500k)	Level 1(b) (> $500k but ≤ $1.1m)	Level 2 (> $1.1m but ≤ $3m)	Level 3 (> $3m but ≤ $4m)
Production Fee	Not Required	Not Required	UPM = $100/wk; 1AD & Key 2AD = $100/wk	UPM & 1AD = $200/wk; Key 2AD = $150/wk
Studio: Work on 6th or 7th day	Work week is 5 days. 6th & 7th days each paid at straight time (1/5 of weekly rate for weekly employees)	Work week is 5 days. 6th & 7th days each paid at straight time (1/5 of weekly rate for weekly employees)	Work week is 5 days. 6th day paid at straight time. 7th day paid at 150% of straight time	Work week is 5 days. 6th day paid at straight time. 7th day paid at 150% of straight time
Distant Location: Work on 6th or 7th day	Work week is 5 days. 6th & 7th days each paid at straight time (1/5 of weekly rate for weekly employees)	Work week is 5 days. 6th & 7th days each paid at straight time (1/5 of weekly rate for weekly employees)	Work week is 5 days. 6th day paid at straight time. 7th day paid at 150% of straight time	Work week is 5 days. 6th day paid at straight time. 7th day paid at 150% of straight time
Rest Period	Yes, per BA 13-116	Yes, per BA 13-116	Yes, per BA 13-116	Yes, per BA 13-116
Vacation Pay Fringe of 4%	Not Required	Not Required	Not Required	Not Required
Holiday Work	Paid at 200% of day rate if work on DGA Holiday; no pay for not working DGA Holiday w/in workweek	Paid at 200% of day rate if work on DGA Holiday; no pay for not working DGA Holiday w/in workweek	Paid at 200% of day rate if work on DGA Holiday; no pay for not working DGA Holiday w/in workweek	BA 13-113 applies (e.g., 200% of day rate or additional 1/5 of the studio rate when on distant location if work DGA Holiday; paid for not working DGA Holiday w/in workweek)
Unworked Holiday Pay Fringe of 4.583%	Not Required	Not Required	Not Required	Not Required
Completion of Assignment Pay (COA) (summary, next page)	Not Required	Not Required	Yes. BA 13-103 & 13-104 apply at a 50% rate	Yes. BA 13-103 & 13-104 apply
Dinner Allowance	$33 payment unless Employer provides meals, including "walking meals"	$33 payment unless Employer provides meals, including "walking meals"	$33 payment unless Employer provides meals, including "walking meals"	$33 payment unless Employer provides meals, including "walking meals"
Distant Location Housing	Accommodations shall be first class or best available	Accommodations shall be first class or best available	Accommodations shall be first class or best available	Accommodations shall be first class or best available
Per Diem on Distant Location	No less than the higher of SAG or IA (eg. $75/day)	No less than the higher of SAG or IA (eg. $75/day)	No less than the higher of SAG or IA (eg. $75/day)	No less than the higher of SAG or IA (eg. $75/day)
Incidental Allowance on Distant Location	Negotiable	Negotiable	Negotiable	Negotiable
Mileage	IRS mileage rate, however, no mileage in Los Angeles 30-mile zone unless other cast and crew receive it	IRS mileage rate, however, no mileage in Los Angeles 30-mile zone unless other cast and crew receive it	IRS mileage rate, however, no mileage in Los Angeles 30-mile zone unless other cast and crew receive it	IRS mileage rate, however, no mileage in Los Angeles 30-mile zone unless other cast and crew receive it
2AD Wrap Allowance	Not Required	Not Required	$31/day (50% of BA rate)	$31/day (50% of BA rate)
Minimum Prep Time	Negotiable, but no less than what is needed	Negotiable, but no less than what is needed	Not less than 7 days for 1AD and 3 days for Key 2AD unless additional days are needed or negotiated	Not less than 15 days for 1AD and 7 days for Key 2AD unless additional days are needed or negotiated
Aircraft Flight & Underwater Work Allowance for 1ADs & 2ADs	Not Required	Not Required	Not Required	Yes, per BA 13-210 & 13-211 ($194/flight & $194/dive or descent)

AD/UPM INFORMATION - LOW BUDGET SIDELETTER (continued)

Rates Effective July 1, 2026 thru June 30, 2027

Listed below are select terms and conditions. For complete terms and conditions, please see the Low Budget Sideletter.

LBSL RATES, TERMS & CONDITIONS ARE TENTATIVE AND REMAIN SUBJECT TO CHANGE - PLEASE CHECK BACK FOR ANY REVISIONS

Low Budget Terms	Level 4(a) (> $4m but ≤ $5.5m)	Level 4(b) (> $5.5m but ≤ $8.5m)	Level 4(c) (> $8.5m but ≤ $11m)
Production Fee	70% of BA minimums for UPM, 1AD & Key 2AD	80% of BA minimums for UPM, 1AD & Key 2AD	90% of BA minimums for UPMs, 1AD & Key 2AD
Studio: Work on 6th or 7th day	Work week is 5 days. BA 13-112(a) applies (e.g., 6th day paid add'l 150% of day rate or 1/5 of weekly rate, and 7th day add'l 200% of day rate or 1/5 of weekly rate)	Work week is 5 days. BA 13-112(a) applies (e.g., 6th day paid add'l 150% of day rate or 1/5 of weekly rate, and 7th day add'l 200% of day rate or 1/5 of weekly rate)	Work week is 5 days. BA 13-112(a) applies (e.g., 6th day paid add'l 150% of day rate or 1/5 of weekly rate, and 7th day add'l 200% of day rate or 1/5 of weekly rate)
Distant Location: Work on 6th or 7th day	The d/l rate includes pay for all 7 days, including work on the 6th day. Any work on the 7th day is paid per BA 13-112(b) & 13-101(b) (e.g., 7th day paid add'l 1/5 of studio weekly rate; prod fee add'l 1/6 location wkly prod fee)	The d/l rate includes pay for all 7 days, including work on the 6th day. Any work on the 7th day is paid per BA 13-112(b) & 13-101(b) (e.g., 7th day paid add'l 1/5 of studio weekly rate; prod fee add'l 1/6 location wkly prod fee)	The d/l rate includes pay for all 7 days, including work on the 6th day. Any work on the 7th day is paid per BA 13-112(b) & 13-101(b) (e.g., 7th day paid add'l 1/5 of studio weekly rate; prod fee add'l 1/6 location wkly prod fee)
Rest Period	Yes, per BA 13-116	Yes, per BA 13-116	Yes, per BA 13-116
Vacation Pay Fringe of 4%	Not Required	Not Required	Yes, at 4% per BA 13-601
Holiday Work	BA 13-113 applies (e.g., 200% of day rate or additional 1/5 of the studio rate when on distant location if work DGA Holiday; paid for not working DGA Holiday w/in workweek)	BA 13-113 applies (e.g., 200% of day rate or additional 1/5 of the studio rate when on distant location if work DGA Holiday; paid for not working DGA Holiday w/in workweek)	BA 13-113 applies (e.g., 200% of day rate or additional 1/5 of the studio rate when on distant location if work DGA Holiday; paid for not working DGA Holiday w/in workweek)
Unworked Holiday Pay Fringe of 4.583%	Not Required	Not Required	Yes, at 4.583% per BA 13-115
Completion of Assignment Pay (COA) (summary, next page)	Yes. BA 13-103 & 13-104 apply	Yes. BA 13-103 & 13-104 apply	Yes. BA 13-103 & 13-104 apply
Dinner Allowance	$33 payment unless Employer provides meals, including "walking meals"	$33 payment unless Employer provides meals, including "walking meals"	$33 payment unless Employer provides meals, including "walking meals"
Distant Location Housing	Accommodations shall be first class or best available	Accommodations shall be first class or best available	Accommodations shall be first class or best available
Per Diem on Distant Location	No less than the higher of SAG or IA (eg. $75/day)	No less than the higher of SAG or IA (eg. $75/day)	No less than the higher of SAG or IA (eg. $75/day)
Incidental Allowance on Distant Location	Not Required	Not Required	$24/day on distant location and travel days
Mileage	IRS mileage rate, however, no mileage in Los Angeles 30-mile zone unless other cast and crew receive it	IRS mileage rate, however, no mileage in Los Angeles 30-mile zone unless other cast and crew receive it	IRS mileage rate, however, no mileage in Los Angeles 30-mile zone unless other cast and crew receive it
2AD Wrap Allowance	$31/day (50% of BA rate)	$31/day (50% of BA rate)	$62/day as per BA13-118
Minimum Prep Time	Not less than 15 days for 1AD and 7 days for Key 2AD unless additional days are needed or negotiated	Not less than 15 days for 1AD and 7 days for Key 2AD unless additional days are needed or negotiated	Not less than 15 days for 1AD and 7 days for Key 2AD unless additional days are needed or negotiated
Aircraft Flight & Underwater Work Allowance for 1ADs & 2ADs	Yes, per BA 13-210 & 13-211 ($194/ flight & $194/dive or descent)	Yes, per BA 13-210 & 13-211 ($194/ flight & $194/dive or descent)	Yes, per BA 13-210 & 13-211 ($194/ flight & $194/dive or descent)

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TRAVEL:	Coach for (a) all non-stop flights of less than 1,000 air miles from departure point to final destination; (b) flights between Los Angeles and Vancouver; or (c) flights of less than 1,000 air miles between the United States and either Toronto or Vancouver. Except as noted above, travel will be business class for non-stop domestic or foreign flights of 1,000 or more miles from departure point to final destination. If an Employee covered under this Agreement is traveling on the same flight as another employee employed on the same production by the same Employer and the other employee is entitled to travel in a higher class of transportation pursuant to the minimum terms of the collective bargaining agreement under which they are employed, then the DGA-covered Employee shall be upgraded to the same class of transportation.

EXTENDED WORKDAYS - Levels 1, 2, 3 and 4	
UPM	Any UPM who works more than 16 hours before being dismissed shall receive an additional day's salary for each 4 hour period or portion thereof worked beyond 16 hours. Such salary in all cases shall be 1/5 of the studio work week rate and shall be excluded from all other computations.

	Workday Begins	Workday Ends	Hours Worked
1AD	General Crew Call	Camera Wrap (plus travel time on distant location or "bus-to" local location).	A 1AD who works more than 13 hours and up to 15 hours before being dismissed shall receive an additional 1/2 day's salary. If such 1AD works more than 15 hours and up to 19 hours before being dismissed, that 1AD shall receive another additional 1/2 day's salary. If such 1AD works beyond 19 hours, that 1AD shall receive another additional full day's salary for each 4 hour period or fraction thereof worked.

	Workday Begins	Workday Ends	Hours Worked - One 2AD Assigned to Shooting Unit	Hours Worked - Two or More 2ADs Assigned to Shooting Unit
Key 2nd AD & 2nd 2nd AD	At earlier of General Crew Call, Make-up Personnel Call, or Hair Dressing Personnel Call	1 hour after camera wrap (plus travel time to distant location or "bus-to" local location)	Any 2AD who works more than 13 hours and up to 15 hours shall receive an additional 1/2 day's salary. If such 2AD works more than 15 hours and up to 19 hours, that 2AD shall receive another full day's salary. If such 2AD works beyond 19 hours, that 2AD shall receive another day's salary for each 4 hours or portion thereof worked.	A 2nd AD who works more than 15 hours shall receive an additional day's salary for each 4 hour period or portion thereof worked beyond 15 hours.
Additional 2AD	Any Additional 2A who works more than 15 hours before being dismissed shall receive an additional day's salary for each 4 hour period or portion thereof worked beyond 15 hours. Such salary in all cases shall be 1/5 of the studio work week rate and shall be excluded from all other computations.			

COMPLETION OF ASSIGNMENT ("COA") - Levels 3 and 4	
UPMs, 1ADs, Key 2nd ADs, and 2 2ADs	These Employees are entitled to an additional week's salary upon completion of assignment if employed two or more consecutive weeks or 2 1/2 days salary if employed at least five consecutive days but less than two consecutive weeks. COA pay shall be based on actual (including overscale) salary paid, excluding production fee, extended day, and rest period invasion payments, and shall be computed by totaling all compensation earned (including upgrade salaries) and dividing the total thereof by the number of weeks worked.
	No COA is paid for a hiatus of at least one week over Christmas/New Years so long as (1) the Employee receives unworked holiday pay for Christmas Day and New Years Day; (2) the hiatus is a maximum of two consecutive weeks plus 2 additional weekdays beyond 2 weeks. With a waiver from the Guild, a 3rd consecutive hiatus week may be permitted; and (3) if on location, the Employer will provide travel to/from location or will provide per diem and housing if the Employer agrees that Employee remains on location.
Additional 2nd AD	Effective July 1, 2026, Additional 2nd ADs employed for at least 75% of the days of principal photography on a motion picture, or 75% of the days of principal photography for that season of the series or multi-part-closed-end series, shall receive 1 week COA at their salary. Days worked in other categories during this period shall be counted when calculating amount of COA. Additional 2A COA shall not be owed if COA is paid for work in another category.

PENSION AND HEALTH CONTRIBUTIONS AND TRAINING PLAN / QUALIFICATIONS LIST CONTRIBUTIONS
Company will contribute 8.75% to the Pension Plan, 13.5% to the Health Plan for projects that commence principal phototraphy on or after July 1 2026. The Company will contribute an additional 3/8% to the DGA-Producer Training Plan on behalf of all AD/UPMs employed. Company will also contribute 1/8% to DGACA on behalf of all ADs and UPMs employed. The Employee contributes 2.5% to the Pension Plan which shall be deducted by the Employer from the salary of such Employee. The Employer also contributes 14.5% to the Health Plan on Vacation Pay, Extended Workdays, and Completion of Assignment.

PAID PARENTAL LEAVE FUND
Employer will contribute 0.25% to the Health Plan for paid parental leave. Eligible employees may be provided benefits for leaves taken within 1 year of the birth, adoption or placement of the employee's foster child.