

SCHEDULE OF MINIMUMS

WRITERS GUILD OF AMERICA
2023 THEATRICAL AND
TELEVISION BASIC AGREEMENT

RATES REFLECT YEAR 2 DIVERSION TO PWGA HEALTH FUND EFFECTIVE MAY 2, 2024

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**WRITERS GUILD OF AMERICA
2023 THEATRICAL AND
TELEVISION BASIC AGREEMENT**

RATES REFLECT YEAR 2 DIVERSION TO PWGA HEALTH FUND EFFECTIVE MAY 2, 2024

This schedule covers the entire term of the 2023 Basic Agreement, but is not a substitute for the Basic Agreement. If there is any inconsistency between this schedule and the Basic Agreement, the Basic Agreement controls.

If you have any questions regarding the application of these provisions or minimums, or relating to categories of minimums not included in this schedule, or if you have a question as to interpretation of the Basic Agreement, contact the Guild.

Writers Guild of America, West, Inc.

7000 West Third Street
Los Angeles, California 90048-4329

| | |
|--------------------------|---|
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| CONTRACTS | contracts@wga.org (323) 782-4501 |
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Writers Guild of America, East, Inc.

250 Hudson Street
New York, New York 10013

| | |
|-------------------------|-----------------------|
| MAIN SWITCHBOARD | (212) 767-7800 |
| AGENCY | (212) 767-7837 |
| CLAIMS | (212) 767-7852 |
| CONTRACTS | (212) 767-7852 |
| CREDITS | (212) 767-7852 |
| LEGAL SERVICES | (212) 767-7844 |
| MEMBERSHIP | (212) 767-7821 |
| ORGANIZING | (212) 767-7808 |
| REGISTRATION | (212) 767-7801 |
| RESIDUALS | (212) 767-7814 |
| SIGNATORIES | (212) 767-7837 |

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**WGA 2023 THEATRICAL AND TELEVISION BASIC AGREEMENT
PENSION PLAN AND HEALTH FUND / AGENT COMMISSIONS**

PENSION PLAN, HEALTH FUND AND PAID PARENTAL BENEFIT FUND CONTRIBUTIONS

All employment under the WGA 2023 Theatrical and Television Basic Agreement is subject to employer contributions of:

11.25% to the PRODUCER-WRITERS GUILD OF AMERICA PENSION PLAN, except for pilots and the first season of any one-hour series, the contributions for which are **9.75%** to the PRODUCER-WRITERS GUILD OF AMERICA PENSION PLAN;

11.5% (12.5% effective May 2, 2024) to the WRITERS GUILD-INDUSTRY HEALTH FUND; and

0.5% to the PAID PARENTAL BENEFIT FUND, to be paid directly to the WRITERS GUILD-INDUSTRY HEALTH FUND.

The Guild has the right to divert from minimum increases an additional 0.5% in Year 3 to either the Health Fund or Pension Plan. The Guild exercised a similar right Year 2. The amounts herein reflect that diversion.

Employer reporting forms and information regarding benefits are available from the Pension Plan and Health Fund offices:

Producer-Writers Guild of America Pension Plan
Writers Guild-Industry Health Fund
2900 W. Alameda Ave, Suite 1100
Burbank, California 91505
Telephone: (818) 846-1015
www.wgaplans.org

Teams

For the purposes of Article 17 of the MBA, each individual on a writing team shall receive contributions up to 100% of the applicable ceiling as if they are sole writer. In addition, each individual on a writing team of two (2) or three (3) employed pursuant to Article 13.A.15, Article 13.B.7.s., Article 13.B.7.t., Article 14.K., or Article 14.L. shall receive contributions on no less than the full weekly minimum.

AGENT COMMISSIONS

Initial compensation*, whether or not at minimum, for writing services and for an option or purchase of literary material is generally subject to a 10% commission.

Other MBA payments – such as residuals, program fees and sequel payments – are not commissionable.

If you have any questions, contact the Guild Agency Department at (323) 782-4502 or agency@wga.org.

*Except minimum comedy-variety pre-production payments.

WGA 2023 THEATRICAL AND TELEVISION BASIC AGREEMENT
THEATRICAL COMPENSATION (ARTICLE 13.A.1.a.)

HIGH BUDGET
(Costs equal or exceed \$5,000,000)

| | First Period Effective <u>9/25/23 – 5/1/24</u> | Second Period Effective <u>5/2/24 – 5/1/25</u> | Third Period Effective <u>5/2/25 – 5/1/26</u> |
|--|---|---|--|
| A. <u>Original Screenplay, Including Treatment</u> | \$ 160,084 | \$ 165,686 | \$ 171,485 |
| Installments for Employment: | | | |
| Delivery of Original Treatment | 63,979 | 66,218 | 68,536 |
| Delivery of First Draft Screenplay | 63,979 | 66,218 | 68,536 |
| Delivery of Second Draft Screenplay | 32,126 | 33,250 | 34,413 |
| B. <u>Non-Original Screenplay, Including Treatment</u> | \$138,756 | \$ 143,612 | \$ 148,638 |
| Installments for Employment: | | | |
| Delivery of Treatment | 42,653 | 44,146 | 45,691 |
| Delivery of First Draft Screenplay | 63,979 | 66,218 | 68,536 |
| Delivery of Second Draft Screenplay | 32,124 | 33,248 | 34,411 |
| C. <u>Original Screenplay, Excluding Treatment or Sale/Purchase of Original Screenplay</u> | \$ 117,279 | \$ 121,383 | \$ 125,632 |
| Installments for Employment: | | | |
| Delivery of First Draft Screenplay | 85,307 | 88,292 | 91,383 |
| Delivery of Second Draft Screenplay | 31,972 | 33,091 | 34,249 |
| D. <u>Non-Original Screenplay, Excluding Treatment or Sale/Purchase of Non-Original Screenplay</u> | \$ 95,951 | \$ 99,309 | \$ 102,785 |
| Installments for Employment: | | | |
| Delivery of First Draft Screenplay | 63,979 | 66,218 | 68,536 |
| Delivery of Second Draft Screenplay | 31,972 | 33,091 | 34,249 |
| E. <u>Additional Compensation for Story included in Screenplay</u> | \$ 21,328 | \$ 22,074 | \$ 22,847 |
| F. <u>Story or Treatment</u> | \$ 42,653 | \$ 44,146 | \$ 45,691 |
| G. <u>Original Story or Treatment</u> | \$ 63,979 | \$ 66,218 | \$ 68,536 |
| H. <u>First Draft Screenplay, with or without Option for Second Draft Screenplay (Non-Original)*</u> | | | |
| First Draft Screenplay | 63,979 | 66,218 | 68,536 |
| Second Draft Screenplay | 42,653 | 44,146 | 45,691 |
| I. <u>Rewrite of Screenplay</u> | \$ 42,653 | \$ 44,146 | \$ 45,691 |
| J. <u>Polish of Screenplay</u> | \$ 21,328 | \$ 22,074 | \$ 22,847 |

***Guaranteed Second Step:** Whenever Company employs a writer to write a first draft screenplay (including or excluding treatment) or purchases a screenplay from a professional writer at 200% or less of the applicable minimum compensation as provided in Sections A. through D. above, Company shall be required to employ the writer to write a rewrite at no less than the minimum in Section I., above.

WGA 2023 THEATRICAL AND TELEVISION BASIC AGREEMENT
THEATRICAL COMPENSATION (ARTICLE 13.A.1.a.)

LOW BUDGET
(Costs are less than \$5,000,000)

| | First Period Effective <u>9/25/23 – 5/1/24</u> | Second Period Effective <u>5/2/24 – 5/1/25</u> | Third Period Effective <u>5/2/25 – 5/1/26</u> |
|--|---|---|--|
| A. <u>Original Screenplay, Including Treatment</u> | \$ 85,281 | \$ 88,265 | \$ 91,354 |
| Installments for Employment: | | | |
| Delivery of Original Treatment | 38,636 | 39,988 | 41,388 |
| Delivery of First Draft Screenplay | 33,578 | 34,753 | 35,969 |
| Delivery of Second Draft Screenplay | 13,067 | 13,524 | 13,997 |
| B. <u>Non-Original Screenplay, Including Treatment</u> | \$ 74,614 | \$ 77,225 | \$ 79,928 |
| Installments for Employment: | | | |
| Delivery of Treatment | 27,978 | 28,957 | 29,970 |
| Delivery of First Draft Screenplay | 33,578 | 34,753 | 35,969 |
| Delivery of Second Draft Screenplay | 13,058 | 13,515 | 13,989 |
| C. <u>Original Screenplay, Excluding Treatment or Sale/Purchase of Original Screenplay</u> | \$ 57,289 | \$ 59,294 | \$ 61,369 |
| Installments for Employment: | | | |
| Delivery of First Draft Screenplay | 44,245 | 45,793 | 47,395 |
| Delivery of Second Draft Screenplay | 13,044 | 13,501 | 13,974 |
| D. <u>Non-Original Screenplay, Excluding Treatment or Sale/Purchase of Non-Original Screenplay</u> | \$ 46,622 | \$ 48,254 | \$ 49,943 |
| Installments for Employment: | | | |
| Delivery of First Draft Screenplay | 33,578 | 34,753 | 35,969 |
| Delivery of Second Draft Screenplay | 13,044 | 13,501 | 13,974 |
| E. <u>Additional Compensation for Story included in Screenplay</u> | \$ 10,667 | \$ 11,040 | \$ 11,426 |
| F. <u>Story or Treatment</u> | \$ 27,978 | \$ 28,957 | \$ 29,970 |
| G. <u>Original Story or Treatment</u> | \$ 38,636 | \$ 39,988 | \$ 41,388 |
| H. <u>First Draft Screenplay, with or without Option for Second Draft Screenplay (Non-Original)*</u> | | | |
| First Draft Screenplay | 33,578 | 34,753 | 35,969 |
| Second Draft Screenplay | 22,380 | 23,163 | 23,974 |
| I. <u>Rewrite of Screenplay</u> | \$ 27,978 | \$ 28,957 | \$ 29,970 |
| J. <u>Polish of Screenplay</u> | \$ 13,999 | \$ 14,489 | \$ 14,996 |

***Guaranteed Second Step:** When a Company employs a writer to write a first draft screenplay (including or excluding treatment) or purchases a screenplay from a professional writer at 200% or less of the applicable minimum compensation as provided in Sections A. through D. above, Company shall be required to employ the writer to write a rewrite at no less than the minimum in Section I. above.

WGA 2023 THEATRICAL AND TELEVISION BASIC AGREEMENT
THEATRICAL COMPENSATION

OPTIONED MATERIAL

Company may option literary material from a “professional writer” for a period of up to 18 months upon payment of not less than 10% of minimum. Each renewal period of up to 18 months requires payment of not less than an additional 10% of minimum.

PURCHASES FROM A PROFESSIONAL WRITER

The minimums on pages 2 and 3 apply to purchases of literary material from a “professional writer” as that term is defined in the MBA and to any writer who has negotiated the right to be treated as a “professional writer.”

ISSUANCE OF CONTRACT/DEAL MEMO

The MBA requires timely delivery, generally 10-12 days, of a contract or deal memo to the writer or the writer’s representative after agreement on the major deal points. Contact the Guild Contracts Department for details.

PAYMENT SCHEDULE (ARTICLE 13.A.3.)

With respect to a writer employed on a flat deal basis under Article 13.A. at compensation of twice the applicable minimum compensation or less, Company must pay the writer at least 50% of their agreed compensation for a given step upon commencement. If the writer has not delivered the material within 9 weeks of commencement, upon invoice to the Company, Company must pay an additional 25% of the writer’s agreed compensation. The final 25% of the writer’s agreed compensation is due on delivery.

For all other writers, upon commencement of writing services, the writer is to receive **the greater of:**

- (a) 10% of the agreed compensation for delivery of first material;
- or (b) \$ 6,442 (effective 9/25/23 – 5/1/24);
\$ 6,667 (effective 5/2/24 – 5/1/25);
\$ 6,900 (effective 5/2/25 – 5/1/26).

In addition, Company will make its best efforts to pay the writer within 48 hours of delivery but in no event more than 7 days after delivery. Interest accrues at 1.5% a month (18% a year) for late payment.

Payment shall not be contingent upon the acceptance or approval by the Company of the literary material so delivered, or upon any other contingency such as obtaining financing.

WEEK-TO-WEEK AND TERM EMPLOYMENT (ARTICLE 13.A.15.)

| <u>Compensation Per Week</u> | <u>Effective 9/25/23 – 5/1/24</u> | <u>Effective 5/2/24 – 5/1/25</u> | <u>Effective 5/2/25 – 5/1/26</u> |
|-------------------------------------|--|---|---|
| Week-to-week | \$ 6,941 | \$ 7,184 | \$ 7,435 |
| 14 out of 14 weeks | 6,442 | 6,667 | 6,900 |
| 20 out of 26 weeks | 5,948 | 6,156 | 6,371 |
| 40 out of 52 weeks | 5,475 | 5,667 | 5,865 |

SCRIPT PUBLICATION FEE (ARTICLE 16.A.10.)

Credited writers must receive \$12,500, in the aggregate, within 30 days after final determination of credits for the Company’s right to publish a theatrical motion picture script on a disc or on any new media platform (whether or not the script is actually included in the disc or published online). For other publication rights, contact the Guild Contracts Department.

PRIOR TO COMMENCEMENT

The writer must be notified of all conditions the Company contends must be met prior to the writer’s commencement of services (e.g., securing the rights in the underlying property, signing of producer’s contract).

**WGA 2023 THEATRICAL AND TELEVISION BASIC AGREEMENT
THEATRICAL COMPENSATION & RESIDUALS**

NARRATION (ARTICLE 13.A.2.) (written by a writer other than writer of Screenplay or Story & Screenplay)

Minimums for narration are based on the status of film assembly and nature of previously written material as follows:

| Nature of Material Written Prior to Employment of Narration Writer | Film Assembled in Story Sequence | Film Footage Not Assembled in Story Sequence |
|---|---|---|
| None | Applicable Screenplay excluding Treatment Minimum | Applicable Screenplay including Treatment Minimum |
| Story Only | Applicable Screenplay excluding Treatment Minimum | Applicable Screenplay excluding Treatment Minimum |
| Story and Screenplay | Per Rate Schedule A | Per Rate Schedule A |

| <u>Rate Schedule A</u> | <u>Effective 9/25/23 – 5/1/24</u> | <u>Effective 5/2/24 – 5/1/25</u> | <u>Effective 5/2/25 – 5/1/26</u> |
|------------------------------------|--|---|---|
| Two minutes or less | \$ 1,302 | \$ 1,348 | \$ 1,395 |
| Over two minutes thru five minutes | 4,613 | 4,774 | 4,941 |
| Over five minutes of narration | | Applicable Polish Minimum | |

THEATRICAL RESIDUALS (ARTICLE 15.A., ARTICLE 51, ARTICLE 58, and SIDELETTER ON EXHIBITION OF MOTION PICTURES TRANSMITTED VIA NEW MEDIA)

Residual compensation of 1.2% of distributor's gross receipts is due to the credited writer(s) of a theatrical motion picture for reuse in the following markets: free TV, pay TV, basic cable, new media (rental, streaming, ad-supported). No residual is due for the worldwide theatrical release (including in-flight). Disc residuals are 1.5% of producer's gross for the first million dollars and 1.8% thereafter, and Electronic Sell Through (e.g., iTunes purchases) residuals are 0.36% of distributor's gross for the first 50,000 units and 0.65% thereafter. Contact the Guild Residuals Department for more information.

**WGA 2023 THEATRICAL AND TELEVISION BASIC AGREEMENT
TELEVISION COMPENSATION**

NETWORK PRIME TIME (ARTICLE 13.B.7.d.) (ABC, CBS, FBC, NBC, Pay TV) (Tier 1 SVOD/AVOD)*

Length of Program: **15 minutes or less**

| | Effective <u>9/25/23 – 5/1/24</u> | Effective <u>5/2/24 – 5/1/25</u> | Effective <u>5/2/25 – 5/1/26</u> |
|-----------------------------|--|---|---|
| <u>STORY+</u> | \$ 5,424 | \$ 5,614 | \$ 5,810 |
| <u>TELEPLAY</u> | 13,173 | 13,634 | 14,111 |
| Installments: | | | |
| + First Draft: | 90% of minimum or 60% of Agreed Compensation, whichever is greater | | |
| Final Draft: | Balance of Agreed Compensation | | |
| <u>STORY & TELEPLAY</u> | 16,294 | 16,864 | 17,454 |
| Installments: | | | |
| + Story: | 30% of Agreed Compensation | | |
| First Draft Teleplay: | The difference between the Story Installment and 90% of minimum, or 40% of Agreed Compensation, whichever is greater | | |
| Final Draft Teleplay: | Balance of Agreed Compensation | | |

Length of Program: **30 minutes or less***

| | Effective <u>9/25/23 – 5/1/24</u> | Effective <u>5/2/24 – 5/1/25</u> | Effective <u>5/2/25 – 5/1/26</u> |
|-----------------------------|--|---|---|
| <u>STORY+</u> | \$ 9,944 | \$ 10,292 | \$ 10,652 |
| <u>TELEPLAY</u> | 21,389 | 22,138 | 22,913 |
| Installments: | | | |
| + First Draft: | 90% of minimum or 60% of Agreed Compensation, whichever is greater | | |
| Final Draft: | Balance of Agreed Compensation | | |
| <u>STORY & TELEPLAY</u> | 29,823 | 30,867 | 31,947 |
| Installments: | | | |
| + Story: | 30% of Agreed Compensation | | |
| First Draft Teleplay: | The difference between the Story Installment and 90% of minimum, or 40% of Agreed Compensation, whichever is greater | | |
| Final Draft Teleplay: | Balance of Agreed Compensation | | |

Length of Program: **60 minutes or less***

| | Effective <u>9/25/23 – 5/1/24</u> | Effective <u>5/2/24 – 5/1/25</u> | Effective <u>5/2/25 – 5/1/26</u> |
|-----------------------------|--|---|---|
| <u>STORY+</u> | \$ 17,502 | \$ 18,115 | \$ 18,749 |
| <u>TELEPLAY</u> | 28,858 | 29,868 | 30,913 |
| Installments: | | | |
| + First Draft: | 90% of minimum or 60% of Agreed Compensation, whichever is greater | | |
| Final Draft: | Balance of Agreed Compensation | | |
| <u>STORY & TELEPLAY</u> | 43,862 | 45,397 | 46,986 |
| Installments: | | | |
| + Story: | 30% of Agreed Compensation | | |
| First Draft Teleplay: | The difference between the Story Installment and 90% of minimum, or 40% of Agreed Compensation, whichever is greater | | |
| Final Draft Teleplay: | Balance of Agreed Compensation | | |

+On pilots only, the writer is to be paid 10% of the first installment (as an advance against such first installment) upon commencement of services. The applicable minimum for a pilot is 150% of the amount set forth above. A backup script is 115% of the amounts set forth above.

*Tier 1 SVOD/AVOD: NPT 30-minute rate applies to streaming programs of 20 to 35 minutes which cost \$2.1 million or more; NPT 60-minute rate applies to streaming programs of 36 to 65 minutes which cost \$3.8 million or more.

**WGA 2023 THEATRICAL AND TELEVISION BASIC AGREEMENT
TELEVISION COMPENSATION**

NETWORK PRIME TIME (ARTICLE 13.B.7.d.) (ABC, CBS, FBC, NBC, Pay TV) (Tier 1 SVOD/AVOD)*

| | | | |
|-----------------------------|--|--|--|
| Length of Program: | 90 minutes or less* | | |
| | Effective <u>9/25/23 – 5/1/24</u> | Effective <u>5/2/24 – 5/1/25</u> | Effective <u>5/2/25 – 5/1/26</u> |
| <u>STORY+</u> | \$ 23,382 | \$ 24,200 | \$ 25,047 |
| <u>TELEPLAY</u> | 41,579 | 43,034 | 44,540 |
| Installments: | | | |
| + First Draft: | 90% of minimum or 60% of Agreed Compensation, whichever is greater | | |
| Final Draft: | Balance of Agreed Compensation | | |
| <u>STORY & TELEPLAY</u> | 61,712 | 63,872 | 66,108 |
| Installments: | | | |
| + Story: | 30% of Agreed Compensation | | |
| First Draft Teleplay: | The difference between the Story Installment and 90% of minimum, or 40% of Agreed Compensation, whichever is greater | | |
| Final Draft Teleplay: | Balance of Agreed Compensation | | |

| | | | |
|-----------------------------|--|--|--|
| Length of Program: | 120 minutes or less (but more than 90 minutes) EPISODIC* | | |
| | Effective <u>9/25/23 – 5/1/24</u> | Effective <u>5/2/24 – 5/1/25</u> | Effective <u>5/2/25 – 5/1/26</u> |
| <u>STORY+</u> | \$ 31,224 | \$ 32,317 | \$ 33,448 |
| <u>TELEPLAY</u> | 53,344 | 55,211 | 57,143 |
| Installments: | | | |
| + First Draft: | 90% of minimum or 60% of Agreed Compensation, whichever is greater | | |
| Final Draft: | Balance of Agreed Compensation | | |
| <u>STORY & TELEPLAY</u> | 81,198 | 84,040 | 86,981 |
| Installments: | | | |
| + Story: | 30% of Agreed Compensation | | |
| First Draft Teleplay: | The difference between the Story Installment and 90% of minimum, or 40% of Agreed Compensation, whichever is greater | | |
| Final Draft Teleplay: | Balance of Agreed Compensation | | |

| | | | |
|-----------------------------|--|--|--|
| Length of Program: | 120 minutes or less (but more than 90 minutes) NON-EPISODIC* | | |
| | Effective <u>9/25/23 – 5/1/24</u> | Effective <u>5/2/24 – 5/1/25</u> | Effective <u>5/2/25 – 5/1/26</u> |
| <u>STORY+</u> | \$ 34,078 | \$ 35,271 | \$ 36,505 |
| <u>TELEPLAY</u> | 58,213 | 60,250 | 62,359 |
| Installments: | | | |
| + First Draft: | 90% of minimum or 60% of Agreed Compensation, whichever is greater | | |
| Final Draft: | Balance of Agreed Compensation | | |
| <u>STORY & TELEPLAY</u> | 88,749 | 91,855 | 95,070 |
| Installments: | | | |
| + Story: | 30% of Agreed Compensation | | |
| First Draft Teleplay: | The difference between the Story Installment and 90% of minimum, or 40% of Agreed Compensation, whichever is greater | | |
| Final Draft Teleplay: | Balance of Agreed Compensation | | |

+On pilots and one-time programs 90 minutes or longer, the writer is to be paid 10% of the first installment (as an advance against such first installment) upon commencement of services. The applicable minimum for a pilot is 150% of the amount set forth above. However, the applicable minimum for a pilot longer than 90 minutes (96 minutes for streaming) is 150% of the applicable *non-episodic* minimum. A backup script is 115% of the amounts set forth above.

*Tier 1 SVOD/AVOD: NPT 90-minute rate applies to streaming programs of 66 to 95 minutes which cost \$4 million or more; the NPT 120-minute rates apply to streaming programs of 96 minutes or longer which cost \$4.5 million or more.

WGA 2023 THEATRICAL AND TELEVISION BASIC AGREEMENT

TELEVISION COMPENSATION

For programs in excess of 120 minutes, compensation is based on the 120 minute or less minimum plus, for each additional 30 minutes, the following additional payments:

| | Effective <u>9/25/23 – 5/1/24</u> | Effective <u>5/2/24 – 5/1/25</u> | Effective <u>5/2/25 – 5/1/26</u> |
|------------------|--|---|---|
| STORY | \$ 5,238 | \$ 5,421 | \$ 5,611 |
| TELEPLAY | 9,768 | 10,110 | 10,464 |
| STORY & TELEPLAY | 13,108 | 13,567 | 14,042 |

For Tier 1 SVOD/AVOD in excess of 131 minutes, compensation is the 96-minute rate plus, for each additional 35 minutes, the additional payments listed above.

PAYMENT SCHEDULE

Company will make its best efforts to pay writer within 48 hours of delivery but in no event more than 7 days after delivery. Payment shall not be contingent upon the acceptance or approval by the Company of the literary material so delivered. Interest accrues at 1.5% a month (18% a year) for late payment.

TELEVISION LONG-FORM REVISIONS

In certain instances, on long-form television movies, the network (or other licensee) has agreed to reimburse the Company for a “producer’s draft,” even when such draft is not delivered to the network (or other licensee). Contact the Contracts Department for further information.

TEAMS

A *bona fide* team of 2 writers who, prior to employment, agrees to be a team, may equally split not less than a single minimum. In addition, a Company may employ a team of 3 writers for no less than 200% of minimum initial compensation (150% in the case of a television team of 3 production executives employed under Article 14), with no individual writer receiving less than 1/3 of the increased minimum. The Upset Price is increased accordingly.

Each individual member of a team shall receive Pension Plan and Health Fund contributions up to 100% of the applicable ceiling as if they are sole writer. In addition, for teams employed on a weekly basis under Articles 13.B.7.s., 13.B.7.t., 14.K., or 14.L., each member of the team shall receive Pension Plan and Health Fund contributions on no less than the full weekly minimum.

Note: There are no teams under aggregate formulas in Appendix A.

PILOT SCRIPTS (ARTICLE 13.B.7.r.(1); SIDELETTER ON LITERARY MATERIAL WRITTEN FOR PROGRAMS MADE FOR NEW MEDIA)

Applicable minimum compensation for a “Pilot Script” (story and/or teleplay) is 150% of the compensation set forth herein for story and/or teleplay.

BACK-UP SCRIPTS (ARTICLE 13.B.7.r.(2); SIDELETTER ON LITERARY MATERIAL WRITTEN FOR PROGRAMS MADE FOR NEW MEDIA)

Applicable minimum compensation for a “Back-Up Script” (story and/or teleplay) is 115% of the compensation set forth herein for story and/or teleplay.

PURCHASES OF LITERARY MATERIAL

Minimums are applicable to purchases of previously unexploited material from a “professional writer” (as defined in the Basic Agreement) and to any writer who has negotiated the right to be treated as a “professional writer.”

OPTIONED MATERIAL (TELEVISION)

To option literary material from a “professional writer” the Company must pay 5% of minimum for an initial period of up to 180 days and thereafter 10% of minimum for each additional period of up to 180 days.

ANIMATION

The Guild negotiates terms and conditions for animated projects. Contact the Guild Contracts Department for details.

WGA 2023 THEATRICAL AND TELEVISION BASIC AGREEMENT
TELEVISION COMPENSATION

MADE-FOR PAY TELEVISION OR VIDEOCASSETTE/VIDEODISC

The minimum initial compensation for a writer shall be the same as the applicable minimum initial compensation for a “free” television program. Where the program is of a type generally produced for network prime time, the network prime time rates are to be utilized.

MADE-FOR BASIC CABLE

For high budget dramatic programs, the provisions of the Basic Agreement apply. For all other types of programs, the Company must employ writers using the terms of the Basic Agreement or notify the Guild not later than 30 days prior to production so that negotiations may commence regarding the production.

INFORMATIONAL PROGRAMMING AND VIDEOGAMES

The Guild offers special agreements for information programs and videogames. Contact the Contracts Department at WGAW or the Signatories Department at WGAE for information on how to use the agreement.

RADIO COMPENSATION

For minimum terms and conditions of the Radio Agreement, please contact the Contracts Department at WGAE.

PODCAST COMPENSATION

The Guild offers special agreements for podcasts. Visit www.wga.org for details.

**WGA 2023 THEATRICAL AND TELEVISION BASIC AGREEMENT
TELEVISION COMPENSATION**

OTHER THAN NETWORK PRIME TIME (ARTICLE 13.B.7.a., b., and c.)

Length of Program: **15 minutes or less**

HIGH BUDGET MINIMUMS (\$150,000 & over - \$60,000 & over in the case of non-prime time network films)

| | Effective <u>9/25/23 – 5/1/24</u> | Effective <u>5/2/24 – 5/1/25</u> | Effective <u>5/2/25 – 5/1/26</u> |
|------------------------------------|--|---|---|
| <u>STORY+</u> | \$ 3,827 | \$ 3,961 | \$ 4,100 |
| <u>TELEPLAY</u> | 7,002 | 7,247 | 7,501 |
| Installments: | | | |
| + First Draft: | 90% of minimum or 60% of Agreed Compensation, whichever is greater | | |
| Final Draft: | Balance of Agreed Compensation | | |
| <u>STORY & TELEPLAY</u> | 9,554 | 9,888 | 10,234 |
| Installments: | | | |
| + Story: | 30% of Agreed Compensation | | |
| First Draft Teleplay: | The difference between the Story Installment and 90% of minimum, or 40% of Agreed Compensation, whichever is greater | | |
| Final Draft Teleplay: | Balance of Agreed Compensation | | |

Length of Program: **30 minutes or less***

HIGH BUDGET MINIMUMS (\$215,000 & over - \$100,000 & over in the case of non-prime time network films)

| | Effective <u>9/25/23 – 5/1/24</u> | Effective <u>5/2/24 – 5/1/25</u> | Effective <u>5/2/25 – 5/1/26</u> |
|------------------------------------|--|---|---|
| <u>STORY+</u> | \$ 7,002 | \$ 7,247 | \$ 7,501 |
| <u>TELEPLAY</u> | 11,370 | 11,768 | 12,180 |
| Installments: | | | |
| + First Draft: | 90% of minimum or 60% of Agreed Compensation, whichever is greater | | |
| Final Draft: | Balance of Agreed Compensation | | |
| <u>STORY & TELEPLAY</u> | 17,501 | 18,114 | 18,748 |
| Installments: | | | |
| + Story: | 30% of Agreed Compensation | | |
| First Draft Teleplay: | The difference between the Story Installment and 90% of minimum, or 40% of Agreed Compensation, whichever is greater | | |
| Final Draft Teleplay: | Balance of Agreed Compensation | | |

Length of Program: **60 minutes or less***

HIGH BUDGET MINIMUMS (\$300,000 & over - \$200,000 & over in the case of non-prime time network films)

| | Effective <u>9/25/23 – 5/1/24</u> | Effective <u>5/2/24 – 5/1/25</u> | Effective <u>5/2/25 – 5/1/26</u> |
|------------------------------------|--|---|---|
| <u>STORY+</u> | \$ 12,725 | \$ 13,170 | \$ 13,631 |
| <u>TELEPLAY</u> | 22,036 | 22,807 | 23,605 |
| Installments: | | | |
| + First Draft: | 90% of minimum or 60% of Agreed Compensation, whichever is greater | | |
| Final Draft: | Balance of Agreed Compensation | | |
| <u>STORY & TELEPLAY</u> | 31,812 | 32,925 | 34,077 |
| Installments: | | | |
| + Story: | 30% of Agreed Compensation | | |
| First Draft Teleplay: | The difference between the Story Installment and 90% of minimum, or 40% of Agreed Compensation, whichever is greater | | |
| Final Draft Teleplay: | Balance of Agreed Compensation | | |

+On pilots only, the writer is to be paid 10% of the first installment (as an advance against such first installment) upon commencement of services. The applicable minimum for a pilot is 150% of the applicable minimum set forth above. A backup script is 115% of the above.

*Tier 2 SVOD/AVOD: OTNPT 30-minute rate applies to streaming programs of 20 to 35 minutes which cost \$1.03 million or more but less than \$2.1 million; OTNPT 60-minute rate applies to streaming programs of 36 to 65 minutes which cost \$1.75 or more million but less than \$3.8 million.

**WGA 2023 THEATRICAL AND TELEVISION BASIC AGREEMENT
TELEVISION COMPENSATION**

**MADE-FOR BASIC CABLE ONE-HOUR HIGH BUDGET DRAMATIC SERIES IN THEIR
SECOND OR SUBSEQUENT SEASON (APPENDIX C, SUBPARAGRAPH 2.b.(1)(a))**

Length of Program: **60 minutes or less**

HIGH BUDGET MINIMUMS (\$1,200,000 & over)

| | Effective <u>9/25/23 – 5/1/24</u> | Effective <u>5/2/24 – 5/1/25</u> | Effective <u>5/2/25 – 5/1/26</u> |
|------------------------------------|---|---|---|
| <u>STORY+</u> | \$ 13,548 | \$ 14,022 | \$ 14,513 |
| <u>TELEPLAY</u> | 23,464 | 24,285 | 25,135 |
| Installments: | | | |
| + First Draft: | 90% of minimum or 60% of Agreed Compensation, whichever is greater | | |
| Final Draft: | Balance of Agreed Compensation | | |
| <u>STORY & TELEPLAY</u> | 33,873 | 35,059 | 36,286 |
| Installments: | | | |
| + Story: | 30% of Agreed Compensation | | |
| First Draft Teleplay: | The difference between the Story Installment and 90% of minimum, or 40% of Agreed Compensation, whichever is greater | | |
| Final Draft Teleplay: | Balance of Agreed Compensation | | |

OTHER THAN NETWORK PRIME TIME (ARTICLE 13.B.7.a., b., and c.)

Length of Program: **90 minutes or less***

HIGH BUDGET MINIMUMS (\$500,000 & over - \$340,000 & over in the case of non-prime time network films)

| | Effective <u>9/25/23 – 5/1/24</u> | Effective <u>5/2/24 – 5/1/25</u> | Effective <u>5/2/25 – 5/1/26</u> |
|------------------------------------|---|---|---|
| <u>STORY+</u> | \$ 19,124 | \$ 19,793 | \$ 20,486 |
| <u>TELEPLAY</u> | 33,894 | 35,080 | 36,308 |
| Installments: | | | |
| + First Draft: | 90% of minimum or 60% of Agreed Compensation, whichever is greater | | |
| Final Draft: | Balance of Agreed Compensation | | |
| <u>STORY & TELEPLAY</u> | 47,808 | 49,481 | 51,213 |
| Installments: | | | |
| + Story: | 30% of Agreed Compensation | | |
| First Draft Teleplay: | The difference between the Story Installment and 90% of minimum, or 40% of Agreed Compensation, whichever is greater | | |
| Final Draft Teleplay: | Balance of Agreed Compensation | | |

+On pilots and one-time programs 90 minutes or longer, the writer is to be paid 10% of the first installment (as an advance against such first installment) upon commencement of services. The applicable minimum for a pilot is 150% of the applicable minimum set forth above. A backup script is 115% of the above.

*Tier 2 SVOD/AVOD: OTNPT 90-minute rate applies to streaming programs of 66 to 95 minutes which cost \$3 million or more but less than \$4 million.

**WGA 2023 THEATRICAL AND TELEVISION BASIC AGREEMENT
TELEVISION COMPENSATION**

OTHER THAN NETWORK PRIME TIME (ARTICLE 13.B.7.a., b., and c.)

Length of Program: **120 minutes or less***

HIGH BUDGET MINIMUMS (\$900,000 & over - \$450,000 & over in the case of non-prime time network films)

| | Effective <u>9/25/23 – 5/1/24</u> | Effective <u>5/2/24 – 5/1/25</u> | Effective <u>5/2/25 – 5/1/26</u> |
|------------------------------------|---|---|---|
| <u>STORY+</u> | \$ 25,059 | \$ 25,936 | \$ 26,844 |
| <u>TELEPLAY</u> | 44,960 | 46,534 | 48,163 |
| Installments: | | | |
| + First Draft: | 90% of minimum or 60% of Agreed Compensation, whichever is greater | | |
| Final Draft: | Balance of Agreed Compensation | | |
| <u>STORY & TELEPLAY</u> | 62,651 | 64,844 | 67,114 |
| Installments: | | | |
| + Story: | 30% of Agreed Compensation | | |
| First Draft Teleplay: | The difference between the Story Installment and 90% of minimum, or 40% of Agreed Compensation, whichever is greater | | |
| Final Draft Teleplay: | Balance of Agreed Compensation | | |

For programs in excess of 120 minutes, compensation is based on the 120 minute or less minimum plus, for each additional 30 minutes or less, the following additional payments:

| | | | |
|------------------|----------|----------|----------|
| Story | \$ 5,006 | \$ 5,181 | \$ 5,362 |
| Teleplay | 8,248 | 8,537 | 8,836 |
| Story & Teleplay | 12,535 | 12,974 | 13,428 |

+On pilots and one-time programs 90 minutes or longer, the writer is to be paid 10% of the first installment (as an advance against such first installment) upon commencement of services. The applicable minimum for a pilot is 150% of the applicable minimum set forth above. A backup script is 115% of the above.

*Tier 2 SVOD/AVOD: OTNPT 120-minute rates apply to streaming programs of 96 minutes or longer which cost \$3 million or more but less than \$4.5 million.

**WGA 2023 THEATRICAL AND TELEVISION BASIC AGREEMENT
TELEVISION COMPENSATION**

STAFF WRITER WEEK-TO-WEEK AND TERM EMPLOYMENT (ARTICLE 13.B.7.s.(2))

| <u>Compensation Per Week</u> | <u>Effective 9/25/23 – 5/1/24</u> | <u>Effective 5/2/24 – 5/1/25</u> | <u>Effective 5/2/25 – 5/1/26</u> |
|-------------------------------------|--|---|---|
| Week-to-Week | \$ 5,567 | \$ 5,762 | \$ 5,964 |
| 6 out of 6 weeks | 5,567 | 5,762 | 5,964 |
| 14 out of 14 weeks guarantee | 5,172 | 5,353 | 5,540 |
| 20 out of 26 weeks guarantee | 4,773 | 4,940 | 5,113 |
| 40 out of 52 weeks guarantee | 4,362 | 4,515 | 4,673 |

Effective September 25, 2023, staff writers must be paid separately for formats, bibles, stories and teleplays in addition to weekly pay.

WRITER EMPLOYED IN ADDITIONAL CAPACITIES (ARTICLE 14.K.)

Writer-Producer (Co-Producer and above)*

Week-to-Week & Term Employment

| | | | |
|----------------------------|-----------|-----------|-----------|
| up to & including 9 weeks | \$ 11,371 | \$ 11,769 | \$ 12,181 |
| 10 to 19 weeks guarantee | 9,476 | 9,808 | 10,151 |
| 20 weeks or more guarantee | 8,524 | 8,822 | 9,131 |

*Effective for rooms for new seasons of series starting on or after December 10, 2023.

Story Editor and Executive Story Editor (and all other hyphenates in rooms that start prior to December 10, 2023)

Week-to-Week & Term Employment

| | | | |
|----------------------------|-----------|-----------|-----------|
| up to & including 9 weeks | \$ 10,382 | \$ 10,745 | \$ 11,121 |
| 10 to 19 weeks guarantee | 8,652 | 8,955 | 9,268 |
| 20 weeks or more guarantee | 7,783 | 8,055 | 8,337 |

WRITERS IN A DEVELOPMENT ROOM (ARTICLE 14.L./ARTICLE 13.B.7.t.)

A “development room” is a room consisting of 3 or more writers convened before the Company has made or obtained a firm commitment for the production, exhibition or distribution of a season of a series, serial, or multi-part-closed-end series. A development room must have a minimum staff size of 3 writer-producers (including the showrunner), and every writer employed in the development room must be guaranteed at least 10 consecutive weeks of employment. For employment in a development room up to and including 19 weeks, the following rates apply:

| | | | |
|-------------------------------------|----------|----------|----------|
| Staff Writer | \$ 6,959 | \$ 7,203 | \$ 7,455 |
| Story Editor/Executive Story Editor | 12,978 | 13,432 | 13,902 |
| Writer-Producers | 14,214 | 14,711 | 15,226 |

Development room compensation cannot be credited against other compensation earned in connection with the series (including episodic fees). The weekly rates and minimum 10-week guarantee apply to contracts entered into on or after November 1, 2023. The minimum staffing requirements apply to new seasons where the literary material for the first episode is written on or after December 1, 2023. For guarantees of 20 weeks or more, the development room is treated as a regular writers’ room (please contact the Guild’s Contracts Department for more information).

WRITERS IN PRODUCTION (NEW MEDIA SIDELETTER, PARA. 4.D.(5)/APPENDIX B, PARA. D.4.)

For single-camera series made for HBSVOD and pay television that are filmed exclusively in the US and Canada, the showrunner and 2 writer-producers must be employed for 20 weeks or the duration of the production period, whichever is shorter. The showrunner has the discretion to satisfy each minimum staffing position by the employment of multiple writers during production for a combined total number of weeks that is at least 20 weeks or the duration of production, whichever is less. These requirements apply to new seasons where the literary material for the first episode is written on or after December 1, 2023.

WGA 2023 THEATRICAL AND TELEVISION BASIC AGREEMENT
TELEVISION COMPENSATION

SPAN (ARTICLE 14.K.2.)

For writers employed pursuant to Article 14, other than a writer employed as a story editor or contractually equivalent title, the negotiated episodic fee can be spread over no more than 2.4 weeks of work. Span applies when the full season order (including the pilot) is 14 or fewer episodes for streaming and basic cable, and 12 or fewer episodes for broadcast television.

Span also applies to employment under contracts entered into on or after December 1, 2023, on a multi-part closed-end series where the full order is 14 or fewer parts for streaming and basic cable, and 12 or fewer parts for broadcast television.

Span protections do not apply to writers who receive at least the following amounts in episodic fees for the season:

\$450,000 with respect to contracts (other than programs made for basic cable and High Budget AVOD Programs) entered into on or after December 1, 2023;

\$400,000 with respect to contracts (other than programs made for basic cable entered into prior to December 1, 2023);

\$375,000 with respect to contracts on programs made for basic cable; and

\$375,000 with respect to High Budget AVOD Programs for which literary material is assigned on or after January 7, 2024.

Span thresholds for contracts entered into before December 1, 2023 are as set forth in Article 14.K.2. of the 2020 MBA.

Contact the Guild's Contracts Department for more information.

MINIMUM STAFF SIZE (ARTICLE 14.M./ARTICLE 13.B.7.s.(4))

The Company is required to convene a writers' room after a season order, unless a single writer is engaged to write all episodes. The following minimum staffing requirements apply:

| <u>Number of Episodes</u> | <u>Minimum Number of Writers</u> | <u>Minimum Number of Writer-Producers</u> |
|---------------------------|----------------------------------|---|
| 1 to 6 | 3 | 3 |
| 7 to 12 | 5 | 3 |
| 13 or more | 6 | 3 |

The minimum number of writers must be guaranteed at least 20 weeks or the entire duration of the post-greenlight room, whichever is shorter. If there was a development room, the two writer-producers who worked in the development room must be hired for the writers' room if they are available. These requirements apply to new seasons where the literary material for the first episode is written on or after December 1, 2023; contact the Guild's Contracts Department for more information.

PROGRAM FEES (ARTICLE 14.G.)

| | <u>Effective</u> <u>9/25/23 – 5/1/24</u> | <u>Effective</u> <u>5/2/24 – 5/1/25</u> | <u>Effective</u> <u>5/2/25 – 5/1/26</u> |
|-----------------------------|---|--|--|
| 30-minute program | \$ 1,170 | \$ 1,211 | \$ 1,253 |
| 60-minute program | 1,549 | 1,603 | 1,659 |
| 90-minute program or longer | 1,934 | 2,002 | 2,072 |

Program fees apply only to network (ABC, CBS, FBC, and NBC) prime time episodic series. Unless one or more writers has negotiated an irreducible program fee, there is a limit of 3 program fees in total per episode produced, which is split among the eligible writers if there are more than 3 eligible writers.

**WGA 2023 THEATRICAL AND TELEVISION BASIC AGREEMENT
TELEVISION COMPENSATION**

HIGH BUDGET MINIMUMS

| | Effective <u>9/25/23 – 5/1/24</u> | Effective <u>5/2/24 – 5/1/25</u> | Effective <u>5/2/25 – 5/1/26</u> |
|---|--|---|---|
| <u>Format (ARTICLE 13.B.7.m.(1))</u> | \$ 13,243 | \$ 13,707 | \$ 14,187 |
| Rewrite | 6,622 | 6,854 | 7,094 |
| Polish | 3,311 | 3,427 | 3,547 |
| <u>Bible (ARTICLE 13.B.7.m.(2))</u> | | | |
| <u>Network Prime Time Bible</u> | \$ 66,940 | \$ 69,283 | \$ 71,708 |
| Rewrite | 33,469 | 34,640 | 35,852 |
| Polish | 16,735 | 17,321 | 17,927 |
| plus, for each story line in excess of six | 6,694 | 6,928 | 7,171 |
| Rewrite | 3,345 | 3,462 | 3,583 |
| Polish | 1,674 | 1,733 | 1,794 |
| <u>Non-Network/Non-Prime Time Bible</u> | \$ 53,552 | \$ 55,426 | \$ 57,366 |
| Rewrite | 26,775 | 27,712 | 28,682 |
| Polish | 13,388 | 13,857 | 14,342 |
| plus, for each story line in excess of six | 5,355 | 5,543 | 5,737 |
| Rewrite | 2,676 | 2,770 | 2,866 |
| Polish | 1,339 | 1,386 | 1,435 |
| <u>Rewrite (ARTICLE 13.B.7.h.(1))</u> | | | |
| 15 min. or less | \$ 4,127 | \$ 4,271 | \$ 4,420 |
| 30 min. or less (over 15) | 6,889 | 7,130 | 7,380 |
| 60 min. or less (over 45) | 13,033 | 13,489 | 13,961 |
| 90 min. or less (over 75) | 19,198 | 19,870 | 20,565 |
| 120 min. or less (over 90) | 25,361 | 26,249 | 27,168 |
| <u>Polish (ARTICLE 13.B.7.h.(2))</u> | | | |
| 15 min. or less | \$ 2,065 | \$ 2,137 | \$ 2,212 |
| 30 min. or less (over 15) | 3,438 | 3,558 | 3,683 |
| 60 min. or less (over 45) | 6,528 | 6,756 | 6,992 |
| 90 min. or less (over 75) | 9,589 | 9,925 | 10,272 |
| 120 min. or less (over 90) | 12,678 | 13,122 | 13,581 |
| <u>Plot Outline – Narrative Synopsis of Story (ARTICLE 13.B.7.g.)</u> | | | |
| Company may request a writer to prepare a narrative synopsis or outline of a story owned by the writer to determine the suitability of the story for television purposes. Company has 14 days from delivery to elect to acquire the outline and to employ the writer at not less than the applicable story with option for teleplay minimums, less the amount paid for the outline. If Company does not proceed, the outline and all right, title and interest therein is retained by writer. | | | |
| 15 min. or less | \$ 1,916 | \$ 1,983 | \$ 2,052 |
| 30 min. or less (over 15) | 3,192 | 3,304 | 3,420 |
| 60 min. or less (over 45) | 6,045 | 6,257 | 6,476 |
| 90 min. or less (over 75) | 8,932 | 9,245 | 9,569 |
| 120 min. or less (over 90) | 11,779 | 12,191 | 12,618 |

WGA 2023 THEATRICAL AND TELEVISION BASIC AGREEMENT
TELEVISION COMPENSATION

LOW BUDGET MINIMUMS

(See budget thresholds on pages 10, 11 and 12.)

| | Effective <u>9/25/23 – 5/1/24</u> | Effective <u>5/2/24 – 5/1/25</u> | Effective <u>5/2/25 – 5/1/26</u> |
|--|--|---|---|
| <u>Story (ARTICLE 13.B.7.a.)</u> | | | |
| 15 min. or less | \$ 3,256 | \$ 3,370 | \$ 3,488 |
| 30 min. or less (over 15) | 5,418 | 5,608 | 5,804 |
| 60 min. or less (over 45) | 10,244 | 10,603 | 10,974 |
| 90 min. or less (over 75) | 15,615 | 16,162 | 16,728 |
| 120 min. or less (over 90) | 20,623 | 21,345 | 22,092 |
| <u>Teleplay (ARTICLE 13.B.7.b.)</u> | | | |
| 15 min. or less | \$ 5,099 | \$ 5,277 | \$ 5,462 |
| 30 min. or less (over 15) | 8,764 | 9,071 | 9,388 |
| 60 min. or less (over 45) | 16,713 | 17,298 | 17,903 |
| 90 min. or less (over 75) | 25,590 | 26,486 | 27,413 |
| 120 min. or less (over 90) | 33,861 | 35,046 | 36,273 |
| <u>Story and Teleplay (ARTICLE 13.B.7.c.)</u> | | | |
| 15 min. or less | \$ 8,113 | \$ 8,397 | \$ 8,691 |
| 30 min. or less (over 15) | 13,524 | 13,997 | 14,487 |
| 60 min. or less (over 45) | 25,616 | 26,513 | 27,441 |
| 90 min. or less (over 75) | 39,037 | 40,403 | 41,817 |
| 120 min. or less (over 90) | 51,570 | 53,375 | 55,243 |
| <u>Rewrite (ARTICLE 13.B.7.h.(1))</u> | | | |
| 15 min. or less | \$ 3,023 | \$ 3,129 | \$ 3,239 |
| 30 min. or less (over 15) | 5,172 | 5,353 | 5,540 |
| 60 min. or less (over 45) | 9,863 | 10,208 | 10,565 |
| 90 min. or less (over 75) | 14,564 | 15,074 | 15,602 |
| 120 min. or less (over 90) | 19,242 | 19,915 | 20,612 |
| <u>Polish (ARTICLE 13.B.7.h.(2))</u> | | | |
| 15 min. or less | \$ 1,504 | \$ 1,557 | \$ 1,611 |
| 30 min. or less (over 15) | 2,580 | 2,670 | 2,763 |
| 60 min. or less (over 45) | 4,926 | 5,098 | 5,276 |
| 90 min. or less (over 75) | 7,289 | 7,544 | 7,808 |
| 120 min. or less (over 90) | 9,625 | 9,962 | 10,311 |

WGA 2023 THEATRICAL AND TELEVISION BASIC AGREEMENT
TELEVISION COMPENSATION

NARRATION (ARTICLE 13.B.7.n.) (written by a writer other than writer of Teleplay or Story & Teleplay)

Minimums for narration are based on the status of film assembly and nature of previously written material as follows:

| Nature of Material Written Prior to Employment of Narration Writer | Film Assembled in Story Sequence | Film Footage Not Assembled in Story Sequence |
|---|---|---|
| None | Rate Schedule A | Rate Schedule B |
| Story Only | Rate Schedule A | Rate Schedule A |
| Story and Teleplay | Rate Schedule C | Rate Schedule C |

| RATE SCHEDULE A | Effective 9/25/23 – 5/1/24 | Effective 5/2/24 – 5/1/25 | Effective 5/2/25 – 5/1/26 |
|---|---------------------------------------|--------------------------------------|--------------------------------------|
| <u>Program Length</u> | | | |
| 15 min. or less | \$ 8,278 | \$ 8,568 | \$ 8,868 |
| 30 min. or less (over 15) | 13,759 | 14,241 | 14,739 |
| 60 min. or less (over 30) | 26,094 | 27,007 | 27,952 |
| 90 min. or less (over 75) | 38,439 | 39,784 | 41,176 |
| 120 min. or less (over 90) | 50,772 | 52,549 | 54,388 |
| plus, for each additional ½ hour or fraction thereof | 12,333 | 12,765 | 13,212 |

| RATE SCHEDULE B | | | |
|---|----------|----------|-----------|
| <u>Program Length</u> | | | |
| 15 min. or less | \$ 9,554 | \$ 9,888 | \$ 10,234 |
| 30 min. or less (over 15) | 17,486 | 18,098 | 18,731 |
| 60 min. or less (over 30) | 31,812 | 32,925 | 34,077 |
| 90 min. or less (over 75) | 46,123 | 47,737 | 49,408 |
| 120 min. or less (over 90) | 60,423 | 62,538 | 64,727 |
| plus, for each additional ½ hour or fraction thereof | 14,334 | 14,836 | 15,355 |

| <u>RATE SCHEDULE C</u> | | | |
|-------------------------------------|----------|---|----------|
| Two minutes or less | \$ 1,327 | \$ 1,373 | \$ 1,421 |
| Over two minutes up to five minutes | 4,641 | 4,803 | 4,971 |
| Over five minutes of narration | | Rewrite minimum for applicable program length | |

**WGA 2023 THEATRICAL AND TELEVISION BASIC AGREEMENT
TELEVISION COMPENSATION**

COMEDY-VARIETY PROGRAMS (APPENDIX A, ARTICLE 13.B.2.)

Applicable Program Minimums – Per Program

| <u>Length or Time Bracket</u> | Effective <u>9/25/23 – 5/1/24</u> | Effective <u>5/2/24 – 5/1/25</u> | Effective <u>5/2/25 – 5/1/26</u> |
|-----------------------------------|--|---|---|
| 5 minutes | \$ 2,273 | \$ 2,353 | \$ 2,435 |
| 10 minutes | 4,517 | 4,675 | 4,839 |
| 15 minutes | 6,377 | 6,600 | 6,831 |
| 30 minutes | 13,833 | 14,317 | 14,818 |
| 45 minutes | 15,008 | 15,533 | 16,077 |
| 60 minutes | 19,030 | 19,696 | 20,385 |
| 75 minutes | 22,156 | 22,931 | 23,734 |
| 90 minutes | 25,941 | 26,849 | 27,789 |
| 120 minutes | 32,852 | 34,002 | 35,193 |

One Program Per Week, Minimum Variety Show Commitment

If all writers on a once-per-week variety series are employed under a contract providing for guaranteed employment in cycles of 13 or more weeks, the applicable weekly minimum for each such individual writer is:

| | |
|-----------------------------------|-----------------|
| Effective 9/25/23 – 5/1/24 | \$ 5,024 |
| Effective 5/2/24 – 5/1/25 | 5,200 |
| Effective 5/2/25 – 5/1/26 | 5,382 |

and the aggregate minimum compensation for each program is:

| <u>Number of Writers</u> | <u>Percentage of Applicable Program Minimums</u> |
|-------------------------------------|--|
| 1 | 100% |
| 2 | 150% |
| 3 | 175% |
| 4 | 200% |
| plus 25% for each additional writer | |

**WGA 2023 THEATRICAL AND TELEVISION BASIC AGREEMENT
TELEVISION COMPENSATION**

COMEDY-VARIETY PROGRAMS (APPENDIX A, ARTICLE 13.B.2.) (cont'd)

Five Programs Per Week, Minimum Variety Show Commitment

If all writers on a five-per-week comedy-variety series are employed under a contract providing for guaranteed employment in cycles of 13 or more weeks, the aggregate minimum compensation for each weekly unit of programs is as follows:

First Period

Effective 9/25/23 – 5/1/24

| <u>Length or Time Bracket</u> | <u>1</u> | <u>2</u> | <u>Number of Writers</u> | | |
|-------------------------------|-----------|-----------|--------------------------|-----------|-----------|
| | | | <u>3</u> | <u>4</u> | <u>5</u> |
| 10 minutes (Prime Time) | \$ 17,501 | \$ 19,083 | \$ 22,276 | | |
| (Non-Prime) | 13,999 | 15,264 | 17,826 | | |
| 15 minutes (Prime Time) | | 24,492 | 27,676 | \$ 30,865 | |
| (Non-Prime) | | 19,593 | 22,136 | 24,698 | |
| 30 minutes (Prime Time) | | | 41,358 | 45,331 | \$ 49,327 |
| (Non-Prime) | | | 33,093 | 36,276 | 39,473 |
| 60 minutes (Prime Time) | | | | 77,948 | 81,917 |
| (Non-Prime) | | | | 62,354 | 65,533 |

Second Period

Effective 5/2/24 – 5/1/25

| <u>Length or Time Bracket</u> | <u>1</u> | <u>2</u> | <u>Number of Writers</u> | | |
|-------------------------------|-----------|-----------|--------------------------|-----------|-----------|
| | | | <u>3</u> | <u>4</u> | <u>5</u> |
| 10 minutes (Prime Time) | \$ 18,114 | \$ 19,751 | \$ 23,056 | | |
| (Non-Prime) | 14,489 | 15,798 | 18,450 | | |
| 15 minutes (Prime Time) | | 25,349 | 28,645 | \$ 31,945 | |
| (Non-Prime) | | 20,279 | 22,911 | 25,562 | |
| 30 minutes (Prime Time) | | | 42,806 | 46,918 | \$ 51,053 |
| (Non-Prime) | | | 34,251 | 37,546 | 40,855 |
| 60 minutes (Prime Time) | | | | 80,676 | 84,784 |
| (Non-Prime) | | | | 64,536 | 67,827 |

Third Period

Effective 5/2/25 – 5/1/26

| <u>Length or Time Bracket</u> | <u>1</u> | <u>2</u> | <u>Number of Writers</u> | | |
|-------------------------------|-----------|-----------|--------------------------|-----------|-----------|
| | | | <u>3</u> | <u>4</u> | <u>5</u> |
| 10 minutes (Prime Time) | \$ 18,748 | \$ 20,442 | \$ 23,863 | | |
| (Non-Prime) | 14,996 | 16,351 | 19,096 | | |
| 15 minutes (Prime Time) | | 26,236 | 29,648 | \$ 33,063 | |
| (Non-Prime) | | 20,989 | 23,713 | 26,457 | |
| 30 minutes (Prime Time) | | | 44,304 | 48,560 | \$ 52,840 |
| (Non-Prime) | | | 35,450 | 38,860 | 42,285 |
| 60 minutes (Prime Time) | | | | 83,500 | 87,751 |
| (Non-Prime) | | | | 66,795 | 70,201 |

| | | |
|--|----------------------|-----------------------------|
| Applicable Weekly Minimum for Each Individual Writer: | First Period | <u>Per Week</u> \$ 5,024 |
| | Second Period | 5,200 |
| | Third Period | 5,382 |

**WGA 2023 THEATRICAL AND TELEVISION BASIC AGREEMENT
TELEVISION COMPENSATION**

COMEDY-VARIETY PROGRAMS (APPENDIX A, ARTICLE 13.B.2.) (cont'd)

Discounts for Non-Cancellable Contracts

For any writer who is employed under a term contract non-cancellable for 13 or more weeks, the applicable weekly minimum is subject to a 10% discount. For any writer who is employed under a term contract non-cancellable for 26 or more weeks, the applicable weekly minimum is subject to a 20% discount. If all writers on a comedy-variety series are employed under term contracts non-cancellable for 13 or more weeks, the applicable program minimums are subject to a 10% discount. If all of the writers on a comedy-variety series are employed under term contracts non-cancellable for 26 or more weeks, the applicable program minimums are subject to a 20% discount. Discounts are not applicable to pre-production periods.

| | <u>Effective</u> <u>9/25/23 – 5/1/24</u> | <u>Effective</u> <u>5/2/24 – 5/1/25</u> | <u>Effective</u> <u>5/2/25 – 5/1/26</u> |
|---|---|--|--|
| SKETCH MINIMUMS | | | |
| <u>(APPENDIX A, ARTICLE 13.B.3.)</u> | | | |
| Prime Time | \$ 4,688 | \$ 4,852 | \$ 5,022 |
| Non-Prime Time | 3,742 | 3,873 | 4,009 |
| | | | |
| LYRICS UNACCOMPANIED BY MUSIC | | | |
| <u>(APPENDIX A, ARTICLE 13.B.3.)</u> | | | |
| | \$ 3,692 | \$ 3,821 | \$ 3,955 |
| | | | |
| MINIMUMS FOR PRE-PRODUCTION PERIODS | | | |
| FOR WRITERS EMPLOYED UNDER MINIMUM | | | |
| VARIETY SHOW COMMITMENT | | | |
| <u>(APPENDIX A, ARTICLE 13.B.2.g.)</u> | | | |
| | | <u>Compensation Per Week</u> | |
| First and Second Weeks | \$ 3,514 | \$ 3,637 | \$ 3,764 |
| Third and Fourth Weeks | 4,020 | 4,161 | 4,307 |
| Fifth and Sixth Weeks | 4,522 | 4,680 | 4,844 |
| Thereafter | 5,024 | 5,200 | 5,382 |

**WGA 2023 THEATRICAL AND TELEVISION BASIC AGREEMENT
TELEVISION COMPENSATION**

**QUIZ AND AUDIENCE PARTICIPATION – NETWORK
(APPENDIX A, ARTICLE 13.B.4.)**

| <u>Applicable Minimum Per Weekly Unit of Not More Than 5 Programs</u> | Effective <u>9/25/23 – 5/1/24</u> | Effective <u>5/2/24 – 5/1/25</u> | Effective <u>5/2/25 – 5/1/26</u> |
|---|--|---|---|
|---|--|---|---|

Guarantee

| | | | |
|-----------------------------------|----------|----------|----------|
| 13 weekly units | \$ 3,773 | \$ 3,905 | \$ 4,042 |
| 14, but less than 20 weekly units | 3,504 | 3,627 | 3,754 |
| 20, but less than 39 weekly units | 3,217 | 3,330 | 3,447 |
| 39 or more weekly units | 2,951 | 3,054 | 3,161 |

Writers of Questions, Answers and/or
Ideas for Stunts Where Such Writer
Supplies No Other Material

Guarantee

| | | | |
|-----------------------------------|----------|----------|----------|
| 13 weekly units | \$ 1,999 | \$ 2,069 | \$ 2,141 |
| 14, but less than 20 weekly units | 1,852 | 1,917 | 1,984 |
| 20 or more weekly units | 1,709 | 1,769 | 1,831 |

For syndicated series in production prior to August 8, 1988, the applicable minimum compensation shall be two-thirds (2/3) of the above compensation applicable to network programs. If any one program per weekly unit is on a network, the network rates shall apply to the entire weekly unit.

For series that begins production on or after August 8, 1988, the following formula will apply:

- a) Two-thirds (2/3) of the above for the first 52 weeks of production, and
- b) Five-sixths (5/6) of the above for the next 52 weeks of production.
- c) Thereafter, the above rates will apply to that series.

For services on 6 programs per weekly unit, the applicable minimum shall be increased by 80%.
For services on 7 programs per weekly unit, the applicable minimum shall be increased by 100%.

**WGA 2023 THEATRICAL AND TELEVISION BASIC AGREEMENT
TELEVISION COMPENSATION**

**SERIALS AND OTHER DRAMATIC FIVE-PER-WEEK (STRIP) PROGRAMS –
OTHER THAN PRIME TIME (APPENDIX A, ARTICLE 13.B.5.a.)**

| <u>Aggregate Minimum for Each Weekly Unit of 5 Programs (Head Writer)*</u> | <u>Effective 9/25/23 – 5/1/24</u> | <u>Effective 5/2/24 – 5/1/25</u> | <u>Effective 5/2/25 – 5/1/26</u> |
|--|---------------------------------------|--------------------------------------|--------------------------------------|
| 15 minutes | \$ 14,500 | \$ 14,863 | \$ 15,309 |
| 30 minutes | 24,169 | 24,773 | 25,516 |
| 45 minutes | 35,046 | 35,922 | 37,000 |
| 60 minutes | 44,711 | 45,829 | 47,204 |
| 90 minutes | 67,066 | 68,743 | 70,805 |

Script Fee

For each script on which a writer, other than the Head Writer, performs writing services, such writer will be paid not less than:

| | | | |
|------------|----------|----------|----------|
| 15 minutes | \$ 1,378 | \$ 1,412 | \$ 1,454 |
| 30 minutes | 2,311 | 2,369 | 2,440 |
| 45 minutes | 3,344 | 3,428 | 3,531 |
| 60 minutes | 4,266 | 4,373 | 4,504 |
| 90 minutes | 6,415 | 6,575 | 6,772 |

Long-Term Story Projection

The minimum for a long-term story projection (when written by a writer other than the Head Writer) for a non-prime time serial is:

| | | | |
|--|-----------|-----------|-----------|
| 3 months or less | \$ 20,736 | \$ 21,254 | \$ 21,892 |
| 6 months or less, but more than 3 months or unspecified | 31,103 | 31,881 | 32,837 |
| 12 months or less, but more than 6 months | 41,466 | 42,503 | 43,778 |

Breakdowns

The minimum for a daily breakdown of a network non-prime time serial (when written by a writer other than the Head Writer) is:

| | | | |
|-------------------------------|--------|--------|--------|
| 15 or less | \$ 612 | \$ 627 | \$ 646 |
| 30 or less (but more than 15) | 1,303 | 1,336 | 1,376 |
| 45 or less (but more than 30) | 1,458 | 1,494 | 1,539 |
| 60 or less (but more than 45) | 2,439 | 2,500 | 2,575 |
| 90 or less (but more than 60) | 2,811 | 2,881 | 2,967 |

Script and Breakdown Editing

The minimum for rewriting or polishing a non-prime time serial script or breakdown (when done by a writer other than the Head Writer) is 30% of the script or breakdown fee.

*The Head Writer aggregate may be reduced by payments of up to 5 minimum script fees.

**WGA 2023 THEATRICAL AND TELEVISION BASIC AGREEMENT
TELEVISION COMPENSATION**

DOCUMENTARY PROGRAMS (APPENDIX A, ARTICLE 13.B.8.b)

For the purpose of Documentary programs, high budget (HB) refers to programs whose negative cost equals or exceeds the amounts set forth below. Low budget (LB) refers to programs whose negative cost is less than the amounts set forth below:

| | |
|-----------------------------------|-----------|
| 15 minutes or less | \$ 50,000 |
| 30 minutes or less (more than 15) | 100,000 |
| 60 minutes or less (more than 30) | 200,000 |
| 90 minutes or less (more than 60) | 300,000 |
| For each additional 30 minutes | 100,000 |

| <u>Story and Telescript</u> | <u>Effective</u> <u>9/25/23 – 5/1/24</u> | | <u>Effective</u> <u>5/2/24 – 5/1/25</u> | | <u>Effective</u> <u>5/2/25 – 5/1/26</u> | |
|------------------------------------|---|------------------|--|------------------|--|------------------|
| | <u>LB</u> | <u>HB</u> | <u>LB</u> | <u>HB</u> | <u>LB</u> | <u>HB</u> |
| 10 minutes or less | \$ 5,010 | \$ 5,885 | \$ 5,185 | \$ 6,091 | \$ 5,366 | \$ 6,304 |
| 15 minutes or less | 7,311 | 8,597 | 7,567 | 8,898 | 7,832 | 9,209 |
| 30 minutes or less | 12,164 | 15,742 | 12,590 | 16,293 | 13,031 | 16,863 |
| 60 minutes or less | 23,079 | 28,646 | 23,887 | 29,649 | 24,723 | 30,687 |
| 90 minutes or less | 33,894 | 41,508 | 35,080 | 42,961 | 36,308 | 44,465 |
| 120 minutes or less | 44,760 | 54,387 | 46,327 | 56,291 | 47,948 | 58,261 |
| <u>Story Only</u> | <u>LB</u> | <u>HB</u> | <u>LB</u> | <u>HB</u> | <u>LB</u> | <u>HB</u> |
| 10 minutes or less | \$ 1,453 | \$ 1,618 | \$ 1,504 | \$ 1,675 | \$ 1,557 | \$ 1,734 |
| 15 minutes or less | 2,145 | 2,368 | 2,220 | 2,451 | 2,298 | 2,537 |
| 30 minutes or less | 3,542 | 4,279 | 3,666 | 4,429 | 3,794 | 4,584 |
| 60 minutes or less | 6,714 | 8,035 | 6,949 | 8,316 | 7,192 | 8,607 |
| 90 minutes or less | 9,883 | 11,785 | 10,229 | 12,197 | 10,587 | 12,624 |
| 120 minutes or less | 13,058 | 15,533 | 13,515 | 16,077 | 13,988 | 16,640 |
| <u>Telescript Only</u> | <u>LB</u> | <u>HB</u> | <u>LB</u> | <u>HB</u> | <u>LB</u> | <u>HB</u> |
| 10 minutes or less | \$ 3,704 | \$ 5,058 | \$ 3,834 | \$ 5,235 | \$ 3,968 | \$ 5,418 |
| 15 minutes or less | 5,412 | 7,394 | 5,601 | 7,653 | 5,797 | 7,921 |
| 30 minutes or less | 9,219 | 12,267 | 9,542 | 12,696 | 9,876 | 13,140 |
| 60 minutes or less | 17,596 | 23,289 | 18,212 | 24,104 | 18,849 | 24,948 |
| 90 minutes or less | 25,977 | 34,272 | 26,886 | 35,472 | 27,827 | 36,714 |
| 120 minutes or less | 34,368 | 45,263 | 35,571 | 46,847 | 36,816 | 48,487 |

Rewrite or Polish Minimum (APPENDIX A, ARTICLE 13.B.8.d.)

| | <u>LB</u> | <u>HB</u> | <u>LB</u> | <u>HB</u> | <u>LB</u> | <u>HB</u> |
|---------------------|------------------|------------------|------------------|------------------|------------------|------------------|
| 15 minutes or less | \$ 2,704 | \$ 3,692 | \$ 2,799 | \$ 3,821 | \$ 2,897 | \$ 3,955 |
| 30 minutes or less | 4,620 | 6,149 | 4,782 | 6,364 | 4,949 | 6,587 |
| 60 minutes or less | 8,507 | 11,632 | 8,805 | 12,039 | 9,113 | 12,460 |
| 90 minutes or less | 12,997 | 17,142 | 13,452 | 17,742 | 13,923 | 18,363 |
| 120 minutes or less | 17,493 | 22,646 | 18,105 | 23,439 | 18,739 | 24,259 |

Narrative Synopsis of Story (APPENDIX A, ARTICLE 13.B.8.c.)

Company may request a writer to prepare a narrative synopsis of a story owned by that writer to determine the suitability of the story for telescript purposes. Company has 14 days from delivery to elect to acquire the synopsis and to employ the writer to prepare a telescript. If Company does not proceed, the synopsis and all right, title and interest therein is retained by the writer.

| | | | |
|------------|----------|----------|----------|
| 15 minutes | \$ 1,714 | \$ 1,774 | \$ 1,836 |
| 30 minutes | 2,849 | 2,949 | 3,052 |
| 60 minutes | 5,412 | 5,601 | 5,797 |
| 90 minutes | 7,959 | 8,238 | 8,526 |

**WGA 2023 THEATRICAL AND TELEVISION BASIC AGREEMENT
TELEVISION COMPENSATION**

NEWS PROGRAMS (APPENDIX A, ARTICLE 13.B.8.b.(4)(a))

Minimum for a Single News Program Script:

| <u>Program Length</u> | <u>Effective</u> | | <u>Effective</u> | |
|-----------------------|-------------------------|--|------------------------|----------|
| | <u>9/25/23 – 5/1/24</u> | | <u>5/2/24 – 5/1/25</u> | |
| 5 minutes | \$ 1,850 | | \$ 1,896 | \$ 1,953 |
| 10 minutes | 3,692 | | 3,784 | 3,898 |
| 15 minutes | 5,218 | | 5,348 | 5,508 |
| 30 minutes | 10,425 | | 10,686 | 11,007 |
| 45 minutes | 12,265 | | 12,572 | 12,949 |
| 60 minutes | 15,642 | | 16,033 | 16,514 |
| 75 minutes | 18,099 | | 18,551 | 19,108 |
| 90 minutes | 22,095 | | 22,647 | 23,326 |

Minimum for News Programs Broadcast as a Strip 5 Times per Week:

(Column 1 refers to one telecast per day; column 2 refers to two telecasts per day.)

| <u>Program Length</u> | <u>Strip</u> | | <u>Strip</u> | | <u>Strip</u> | |
|-----------------------|--------------|------------|--------------|------------|--------------|------------|
| | <u>(1)</u> | <u>(2)</u> | <u>(1)</u> | <u>(2)</u> | <u>(1)</u> | <u>(2)</u> |
| 5 minutes or less | \$ 1,855 | \$ 3,035 | \$ 1,901 | \$ 3,111 | \$ 1,958 | \$ 3,204 |
| 10 minutes or less | 2,453 | 4,073 | 2,514 | 4,175 | 2,589 | 4,300 |
| 15 minutes or less | 3,089 | 4,906 | 3,166 | 5,029 | 3,261 | 5,180 |
| 30 minutes or less | 3,869 | 5,604 | 3,966 | 5,744 | 4,085 | 5,916 |
| 60 minutes or less | 4,711 | 6,765 | 4,829 | 6,934 | 4,974 | 7,142 |
| 90 minutes or less | 5,550 | 7,927 | 5,689 | 8,125 | 5,860 | 8,369 |
| 120 minutes or less | 6,386 | 9,090 | 6,546 | 9,317 | 6,742 | 9,597 |

**WGA 2023 THEATRICAL AND TELEVISION BASIC AGREEMENT
TELEVISION COMPENSATION**

NON-DRAMATIC PROGRAMS

Once-Per-Week Non-Dramatic Programs
(Including Non-Dramatic Children's Programs)
(APPENDIX A, ARTICLE 13.B.6.a.)+*

| <u>Prime Time</u> | <u>Effective 9/25/23 – 5/1/24</u> | <u>Effective 5/2/24 – 5/1/25</u> | <u>Effective 5/2/25 – 5/1/26</u> |
|--------------------------|--|---|---|
| 5 minutes | \$ 1,981 | \$ 2,050 | \$ 2,122 |
| 10 minutes | 3,953 | 4,091 | 4,234 |
| 15 minutes | 5,597 | 5,793 | 5,996 |
| 30 minutes | 11,177 | 11,568 | 11,973 |
| 45 minutes | 13,141 | 13,601 | 14,077 |
| 60 minutes | 16,756 | 17,342 | 17,949 |
| 75 minutes | 19,398 | 20,077 | 20,780 |
| 90 minutes | 23,658 | 24,486 | 25,343 |

Non-Prime Time

| | | | |
|------------|----------|----------|----------|
| 5 minutes | \$ 1,584 | \$ 1,639 | \$ 1,696 |
| 10 minutes | 2,985 | 3,089 | 3,197 |
| 15 minutes | 4,472 | 4,629 | 4,791 |
| 30 minutes | 7,891 | 8,167 | 8,453 |
| 45 minutes | 9,671 | 10,009 | 10,359 |
| 60 minutes | 12,492 | 12,929 | 13,382 |
| 75 minutes | 13,815 | 14,299 | 14,799 |
| 90 minutes | 17,421 | 18,031 | 18,662 |

Prime Time Five-Per-Week (Strip) Non-Dramatic Programs**
(APPENDIX A, ARTICLE 13.B.6.b.)+*

| | | | |
|------------|----------|----------|----------|
| 5 minutes | \$ 4,081 | \$ 4,224 | \$ 4,372 |
| 10 minutes | 5,780 | 5,982 | 6,191 |
| 15 minutes | 6,575 | 6,805 | 7,043 |
| 30 minutes | 8,498 | 8,795 | 9,103 |
| 60 minutes | 9,716 | 10,056 | 10,408 |
| 90 minutes | 11,528 | 11,931 | 12,349 |

Non-Prime Time Five-Per-Week (Strip) Non-Dramatic Programs+*

| | | | |
|-------------|----------|----------|----------|
| 5 minutes | \$ 3,252 | \$ 3,366 | \$ 3,484 |
| 10 minutes | 4,362 | 4,515 | 4,673 |
| 15 minutes | 5,252 | 5,436 | 5,626 |
| 30 minutes | 6,000 | 6,210 | 6,427 |
| 60 minutes | 7,245 | 7,499 | 7,761 |
| 90 minutes | 8,488 | 8,785 | 9,092 |
| 120 minutes | 9,732 | 10,073 | 10,426 |

+Use of this category requires notice to the Guild. Contact the Guild Contracts Department for details.

*These rates also apply to dramatic religious programs.

**Including Non-Dramatic Children's programs whether or not prime time.

**WGA 2023 THEATRICAL AND TELEVISION BASIC AGREEMENT
TELEVISION COMPENSATION**

NON-COMMERCIAL OPENINGS & CLOSINGS (ARTICLE 13.B.7.p.)

| <u>Aggregate Running Time of Material</u> | <u>Effective</u> <u>9/25/23 – 5/1/24</u> | <u>Effective</u> <u>5/2/24 – 5/1/25</u> | <u>Effective</u> <u>5/2/25 – 5/1/26</u> |
|---|---|--|--|
| 3 minutes or less | \$ 3,438 | \$ 3,558 | \$ 3,683 |
| More than 3 minutes | 4,828 | 4,997 | 5,172 |

ADDITIONAL TERMS APPLICABLE TO CERTAIN APPENDIX A PROGRAMS

Minimal Writing (Comedy-Variety, Documentary and News Programs)
(APPENDIX A, ARTICLE 13.B.7.g. and APPENDIX A, ARTICLE 13.B.8.i.)+

Where there is minimal writing and the only literary material written for a program is for openings, closings, introductions, questions and/or bridging, the applicable minimums for non-dramatic programs on page 25 may be utilized in lieu of the otherwise applicable minimums.

Segment Formula (Documentary, News and Once-Per-Week Non-Dramatic Programs)
(APPENDIX A, ARTICLE 13.B.6.c. and APPENDIX A, ARTICLE 13.B.8.b.(5))+

Different writers may be employed to write self-contained segments of programs under a segment formula subject to certain conditions. Contact the Guild Contracts Department for details.

Minimum Series Commitment (Documentary, News and Other Non-Dramatic Programs)
(APPENDIX A, ARTICLE 13.B.6.a.(1)(b)(i) and APPENDIX A, ARTICLE 13.B.8.b.(5))

If all writers are employed under a contract providing for guaranteed employment in cycles of 13 or more weeks, the applicable weekly minimum for each such individual writer is:

| <u>Effective</u> | |
|-------------------------|----------|
| <u>9/25/23 – 5/1/24</u> | \$ 3,942 |
| <u>5/2/24 – 5/1/25</u> | 4,080 |
| <u>5/2/25 – 5/1/26</u> | 4,223 |

and the aggregate minimum compensation for each program (or weekly unit) is:

| <u>Number of Writers</u> | <u>Percentage of Applicable Program Minimums</u> |
|--------------------------|--|
| 1 | 100% |
| 2 | 150% |
| 3 | 175% |
| 4 | 200% |

plus 25% for each additional writer

+Use of this provision requires notice to the Guild. Contact the Guild Contracts Department for details.

WGA 2023 THEATRICAL AND TELEVISION BASIC AGREEMENT
TELEVISION COMPENSATION

ADDITIONAL TERMS APPLICABLE TO CERTAIN APPENDIX A PROGRAMS (cont'd)

Discounts for Non-Cancellable Contracts (Documentary, News and Other Non-Dramatic Programs)

For any writer who is employed under a term contract non-cancellable for 13 or more weeks, the applicable weekly minimum is subject to a 10% discount. For any writer who is employed under a term contract non-cancellable for 26 or more weeks, the applicable weekly minimum is subject to a 20% discount. If all writers on a series are employed under term contracts non-cancellable for 13 or more weeks, the applicable program minimums are subject to a 10% discount. If all of the writers on a series are employed under term contracts non-cancellable for 26 or more weeks, the applicable program minimums are subject to a 20% discount.

APPLICABLE TIME PERIOD

Where 50% or less of a television program covered by Appendix A is intended to consist of material written by a writer or writers, the applicable minimum compensation shall be the minimum basic compensation applicable to the time period actually consumed by the material but no less than the minimum time bracket indicated:

- (1) Prime Time Comedy-Variety, One Per Week or Less
(APPENDIX A, ARTICLE 13.B.7.a.)

| <u>Length of Program</u> | <u>Minimum Time Bracket</u> |
|---|-----------------------------|
| 15 minutes or less | 10 minutes |
| Over 15 minutes but less than 60 minutes | 15 minutes |
| 60 minutes or over | 30 minutes |

- (2) Documentary and News Programs
(APPENDIX A, ARTICLE 13.B.8.e.)

| <u>Length of Program</u> | <u>Minimum Time Bracket</u> |
|--|-----------------------------|
| 15 minutes or less | length of entire film |
| Over 15 minutes but not over 60 minutes | 15 minutes |
| Over 60 minutes | 30 minutes |

However, if a writer writes the story and telescript for a one-hour documentary film, the minimum time bracket shall be 30 minutes.

- (3) Comedy-Variety (other than those specified in (1) above) and
Non-Dramatic Programs (other than those specified in (2) above and
Quiz and Audience Participation programs)
(APPENDIX A, ARTICLE 13.B.7.a.)

| <u>Length of Program</u> | <u>Minimum Time Bracket</u> |
|--|-----------------------------|
| 15 minutes or less | 10 minutes |
| Over 15 minutes but not over 60 minutes | 15 minutes |
| Over 60 minutes | 30 minutes |

**WGA 2023 THEATRICAL AND TELEVISION BASIC AGREEMENT
TELEVISION COMPENSATION**

High Budget Derivative and Original Non-Dramatic Programs Made for Initial Exhibition on a Subscription Consumer Pay Platform

Derivative and original Comedy-Variety, Quiz & Audience, and Other Non-Dramatic* programs made for exhibition on a subscription video-on-demand consumer pay platform (e.g., Hulu Plus, Amazon Prime, Netflix) that meet the following high budget thresholds are defined as “High Budget SVOD Non-Dramatic Programs.” Programs shorter than 20 minutes in length do not fall under this category regardless of the budget. The terms herein shall not apply to any program or season of a series that would otherwise qualify as a “High Budget SVOD Non-Dramatic Program” for which the literary material for the program or for the first episode of the season is written prior to January 7, 2024. Contact the Guild’s Contracts Department for details.

| <u>Length of Program as Initially Exhibited</u> | <u>High Budget Threshold</u> |
|---|------------------------------|
| 20-35 Minutes | \$600,000 and above |
| 36-65 Minutes | \$1,150,000 and above |
| 66-95 Minutes | \$1,500,000 and above |
| 96 Minutes or more | \$2,200,000 and above |

High Budget SVOD Strip Non-Dramatic Programs

The threshold for a High Budget SVOD Comedy-Variety Program produced and initially exhibited four (4) or more times per week shall be \$150,000 or more per episode for a 20-35-minute program and \$250,000 or more per episode for a program 36 minutes or longer.

The “High Budget” threshold for a High Budget Other Non-Dramatic SVOD Program or a High Budget Quiz and Audience Participation SVOD Program produced and initially exhibited four (4) or more times per week shall be \$125,000 or more per episode for a 20-35 program and \$150,000 or more per episode for a Program 36 minutes or longer.

Terms and Conditions for High Budget SVOD Non-Dramatic Programs

Minimum Initial Compensation for writers employed on a High Budget SVOD Comedy-Variety Program shall be the rates set forth on pages 18-20 of this Schedule of Minimums, with certain exceptions. In addition, a High Budget SVOD Comedy-Variety Program in Tier 1 as defined below shall be subject to “prime time” rates as provided in Appendix A of the MBA. Contact the Guild’s Contracts Department for more information.

| Program Length | Budget Tier |
|-----------------------|---|
| 20-35 Minutes | Tier 1: \$1,100,000 or more |
| | Tier 2: \$600,000 or more but less than \$1,100,000 |
| 36-65 Minutes | Tier 1: \$2,000,000 or more |
| | Tier 2: \$1,150,000 or more but less than \$2,000,000 |
| 66-95 Minutes | Tier 1: \$2,500,000 or more |
| | Tier 2: \$1,500,000 or more but less than \$2,500,000 |
| 96 Minutes or More | Tier 1: \$3,200,000 or more |
| | Tier 2: \$2,200,000 or more but less than \$3,200,000 |

Daytime Serials

In the event a daytime serial that was previously produced for television continues in production but is subsequently made for initial exhibition on an SVOD platform, the provision set forth in Appendix C, Paragraphs 2.a.(1) and (2) shall apply, and the Guild has the right to negotiate terms and conditions applicable to such daytime serial.

*Other Non-Dramatic programs rates may not be used unless the Company gives the Guild written notice of its intention to produce a program under these terms at least 30 days prior to commencement. Other Non-Dramatic “non-dramatic children’s programs” include all children’s programs except those which are dramatic.

**WGA 2023 THEATRICAL AND TELEVISION BASIC AGREEMENT
TELEVISION RESIDUALS**

NETWORK PRIME TIME RERUNS (ARTICLE 15.B.1.b.(2)(a))

All reruns on ABC, CBS, FBC, and NBC in prime time are payable as follows:

Effective 9/25/23 – 5/1/24

| <u>Program Length in Minutes</u> | <u>Story</u> | <u>Teleplay</u> | <u>Story & Teleplay</u> |
|--|--------------|-----------------|-----------------------------|
| 15 or less | \$ 2,955 | \$ 5,406 | \$ 7,375 |
| 30 or less (but more than 15) | 5,406 | 8,778 | 13,511 |
| 60 or less (but more than 30) | 9,822 | 17,012 | 24,558 |
| 75 or less (but more than 60) | 13,985 | 24,757 | 35,000 |
| 90 or less (but more than 75) | 14,762 | 26,167 | 36,906 |
| 120 or less (but more than 90) | 19,345 | 34,707 | 48,365 |
| For programs in excess of 120 minutes, each additional 30 minutes or less | 4,582 | 8,540 | 11,456 |

Effective 5/2/24 – 5/1/26

| <u>Program Length in Minutes</u> | <u>Story</u> | <u>Teleplay</u> | <u>Story & Teleplay</u> |
|--|--------------|-----------------|-----------------------------|
| 15 or less | \$ 3,014 | \$ 5,514 | \$ 7,523 |
| 30 or less (but more than 15) | 5,514 | 8,954 | 13,781 |
| 60 or less (but more than 30) | 10,018 | 17,352 | 25,049 |
| 75 or less (but more than 60) | 14,265 | 25,252 | 35,700 |
| 90 or less (but more than 75) | 15,057 | 26,690 | 37,644 |
| 120 or less (but more than 90) | 19,732 | 35,401 | 49,332 |
| For programs in excess of 120 minutes, each additional 30 minutes or less | 4,674 | 8,711 | 11,685 |

Under certain circumstances a promotional launch period may apply. Contact the Guild Residuals Department for more details.

OTHER RERUNS (ARTICLE 15.B.1.b.(2)(c))+#**

The minimum compensation payable with respect to reruns in the United States and Canada (other than in prime time on ABC, CBS, FBC, and NBC) is computed as a percentage of the applicable residual base as follows:

| | |
|---|--------------------------------------|
| 2nd run | 40%; 50% if on ABC, CBS, FBC, or NBC |
| 3rd run | 30%; 40% if on ABC, CBS, FBC, or NBC |
| 4th-6th run | 25% each run |
| 7th-10th run | 15% each run |
| 11th-12th run | 10% each run |
| 13th run and <u>each</u> run thereafter | 5% |

RESIDUAL BASE - HIGH BUDGET

| <u>Program Length in Minutes</u> | <u>Effective 9/25/23 – 5/1/24</u> | <u>Effective 5/2/24 – 5/1/25</u> | <u>Effective 5/2/25 – 5/1/26</u> |
|--|---------------------------------------|--------------------------------------|--------------------------------------|
| <u>STORY</u> | | | |
| 15 or less | \$ 3,573 | \$ 3,680 | \$ 3,790 |
| 30 or less (but more than 15) | 6,538 | 6,734 | 6,936 |
| 60 or less (but more than 30) | 11,882 | 12,238 | 12,605 |
| 75 or less (but more than 60) | 16,917 | 17,425 | 17,948 |
| 90 or less (but more than 75) | 17,859 | 18,395 | 18,947 |
| 120 or less (but more than 90) | 23,402 | 24,104 | 24,827 |
| For programs in excess of 120 minutes, each additional 30 minutes or less | 5,541 | 5,707 | 5,878 |

+There is a limited waiver based on a ratio of "revenues contracted for" covering syndication reruns of one-hour network (ABC, CBS, FBC, or NBC) prime time dramatic series which were not broadcast in syndication before March 1, 1988. For details, contact the Guild Residuals Department.

For 30-minute series which have not been syndicated before May 2, 2001, and are sold into syndication in markets representing 50% or fewer US television households, the rerun payment for each run will be 20% of applicable minimum. This additional residual stream will not apply against or otherwise affect the above "Other Reruns."

**If the Company licenses a dramatic television motion picture or series for exhibition in broadcast syndication in the US and/or Canada on or after July 1, 2020, Company shall pay a residual of 2% of the Company's "accountable receipts."

**WGA 2023 THEATRICAL AND TELEVISION BASIC AGREEMENT
TELEVISION RESIDUALS**

RESIDUAL BASE - HIGH BUDGET (cont'd)
Program Length in Minutes **Effective** **Effective** **Effective**
 9/25/23 – 5/1/24 **5/2/24 – 5/1/25** **5/2/25 – 5/1/26**

TELEPLAY

| | | | |
|--|----------|----------|----------|
| 15 or less | \$ 6,538 | \$ 6,734 | \$ 6,936 |
| 30 or less (but more than 15) | 10,618 | 10,937 | 11,265 |
| 60 or less (but more than 30) | 20,579 | 21,196 | 21,832 |
| 75 or less (but more than 60) | 29,950 | 30,849 | 31,774 |
| 90 or less (but more than 75) | 31,652 | 32,602 | 33,580 |
| 120 or less (but more than 90) | 41,984 | 43,244 | 44,541 |
| For programs in excess of 120 minutes, each additional 30 minutes or less | 10,332 | 10,642 | 10,961 |

STORY & TELEPLAY

| | | | |
|--|----------|----------|----------|
| 15 or less | \$ 8,922 | \$ 9,190 | \$ 9,466 |
| 30 or less (but more than 15) | 16,342 | 16,832 | 17,337 |
| 60 or less (but more than 30) | 29,705 | 30,596 | 31,514 |
| 75 or less (but more than 60) | 42,336 | 43,606 | 44,914 |
| 90 or less (but more than 75) | 44,643 | 45,982 | 47,361 |
| 120 or less (but more than 90) | 58,506 | 60,261 | 62,069 |
| For programs in excess of 120 minutes, each additional 30 minutes or less | 13,859 | 14,275 | 14,703 |

RESIDUAL BASE - LOW BUDGET

Program Length in Minutes

STORY

| | | | |
|--|----------|----------|----------|
| 15 or less | \$ 3,042 | \$ 3,133 | \$ 3,227 |
| 30 or less (but more than 15) | 5,058 | 5,210 | 5,366 |
| 60 or less (but more than 30) | 9,566 | 9,853 | 10,149 |
| 75 or less (but more than 60) | 13,618 | 14,027 | 14,448 |
| 90 or less (but more than 75) | 14,580 | 15,017 | 15,468 |
| 120 or less (but more than 90) | 19,258 | 19,836 | 20,431 |
| For programs in excess of 120 minutes, each additional 30 minutes or less | 4,674 | 4,814 | 4,958 |

TELEPLAY

| | | | |
|--|----------|----------|----------|
| 15 or less | \$ 4,762 | \$ 4,905 | \$ 5,052 |
| 30 or less (but more than 15) | 8,185 | 8,431 | 8,684 |
| 60 or less (but more than 30) | 15,607 | 16,075 | 16,557 |
| 75 or less (but more than 60) | 22,521 | 23,197 | 23,893 |
| 90 or less (but more than 75) | 23,896 | 24,613 | 25,351 |
| 120 or less (but more than 90) | 31,620 | 32,569 | 33,546 |
| For programs in excess of 120 minutes, each additional 30 minutes or less | 7,701 | 7,932 | 8,170 |

STORY & TELEPLAY

| | | | |
|--|----------|----------|----------|
| 15 or less | \$ 7,576 | \$ 7,803 | \$ 8,037 |
| 30 or less (but more than 15) | 12,631 | 13,010 | 13,400 |
| 60 or less (but more than 30) | 23,920 | 24,638 | 25,377 |
| 75 or less (but more than 60) | 34,653 | 35,693 | 36,764 |
| 90 or less (but more than 75) | 36,454 | 37,548 | 38,674 |
| 120 or less (but more than 90) | 48,155 | 49,600 | 51,088 |
| For programs in excess of 120 minutes, each additional 30 minutes or less | 11,704 | 12,055 | 12,417 |

Under certain circumstances a promotional launch period may apply. Contact the Guild Residuals Department for more details.

WGA 2023 THEATRICAL AND TELEVISION BASIC AGREEMENT
TELEVISION RESIDUALS

TIMING OF RESIDUAL PAYMENTS (ARTICLE 15.B.1.b.(5))

Residuals for Network (ABC, CBS, FBC, and NBC) and for The CW are payable within 30 days of the run. Other run-based residuals, including for basic cable (“*Sanchez*”), are payable within 4 months of the run.

PRIME TIME COMEDY-VARIETY RESIDUALS, ONCE PER WEEK OR LESS (APPENDIX A, ARTICLE 15.B.2.a.)

Compensation for reruns is allocated among the credited writers and shall be computed as follows:

| | |
|-----------------------|--|
| 2nd run | 100% of applicable aggregate minimum |
| 3rd run | |
| Prime Time | 100% of applicable aggregate minimum |
| Other Than Prime Time | 75% of applicable aggregate minimum |
| 4th run | → 50% of applicable aggregate minimum for <u>each</u> such run |
| 5th run | |
| 6th run | 25% of applicable aggregate minimum |
| 7th run | 10% of applicable aggregate minimum |
| Each subsequent run | 5% of applicable aggregate minimum for <u>each</u> such run |

FOREIGN TELECAST COMPENSATION (ARTICLE 15.B.2.)

| | |
|-------------------------------------|--|
| Initial Foreign Telecast | 15%* of applicable minimum |
| When foreign gross <u>exceeds</u> : | |
| \$ 7,000 on 30 minute film | → Additional 10% of applicable minimum |
| 13,000 on 60 minute film | |
| 18,000 on longer film | |
| When foreign gross <u>exceeds</u> : | |
| \$ 10,000 on 30 minute film | → Additional 10% of applicable minimum |
| 18,000 on 60 minute film | |
| 24,000 on longer film | |

Effective July 1, 2023, in addition to the above, 1.2% of Distributor’s Foreign Gross, including both foreign basic cable and foreign free television receipts, in perpetuity, after the following thresholds:

| | |
|--|-------------|
| 30 minutes: | \$375,950 |
| 60 minutes: | \$751,900 |
| Over 1 hour but not more than 2 hours: | \$1,915,800 |
| Over 2 hours but not more than 3 hours: | \$3,213,000 |
| Over 3 hours but not more than 4 hours: | \$4,295,100 |
| Over 4 hours but not more than 5 hours: | \$5,366,300 |
| Over 5 hours but not more than 6 hours: | \$6,437,500 |
| Over 6 hours, the threshold proportionately increases. | |

The above thresholds are reduced by 50% for Appendix A programs such as Comedy-Variety, Daytime Serials and Documentaries.

COMEDY-VARIETY FOREIGN TELECAST COMPENSATION (APPENDIX A, ARTICLE 15.B.2.c.)

When calculating foreign telecast compensation for prime time comedy-variety programs originally broadcast once per week or less, the applicable story and teleplay minimums are to be substituted for the applicable comedy-variety minimums.

*For one-hour network (ABC, CBS, FBC, and NBC) prime time series covered by the limited waiver (details in footnote on page 29), the 15%, 10% and 10% payments are to be collapsed into a single payment of 35% payable upon initial foreign telecast. Contact the Guild Residuals Department for details.

WGA 2023 THEATRICAL AND TELEVISION BASIC AGREEMENT
TELEVISION RESIDUALS

RESIDUALS FOR MADE-FOR BASIC CABLE PROGRAMS ON BASIC CABLE “SANCHEZ” FORMULA (APPENDIX C, ARTICLE 2.b.(1))

The minimum compensation payable with respect to reruns on basic cable of made-for basic cable programs is as follows:

| | <u>Percentage of Applicable Minimum</u> |
|---------------------------------------|---|
| 2nd run* | 17.00% |
| 3rd run* | 12.00% |
| 4th run* | 11.00% |
| 5th run* | 10.00% |
| 6th run | 6.00% |
| 7th & 8th run | 4.00% per run |
| 9th & 10th run | 3.50% per run |
| 11th run | 3.00% |
| 12th run | 2.50% |
| 13th run & <u>each</u> run thereafter | 1.50% |

*Payment for the 3rd, 4th and 5th runs is due at the same time the residual payment is due for the 2nd run.

RESIDUALS FOR MADE-FOR BASIC CABLE PROGRAMS ON BASIC CABLE “HITCHCOCK” FORMULA (APPENDIX C, ARTICLE 2.b.(2))

For dramatic programs, 120% of the difference between the corresponding Network Prime Time minimum and the applicable minimum for the program is payable as a reuse fee covering 12 runs over 5 years on the basic cable service. For other types of programs, the reuse fee is 84% of the applicable minimum. The reuse fee is payable upon the initial exhibition of the program, but no earlier than the final determination of writing credits.

RESIDUALS FOR MADE-FOR PAY TELEVISION AND MADE-FOR VIDEOCASSETTE/DVD PROGRAMS (APPENDIX B)

Dramatic and Comedy-Variety Programs (Appendix B, Paragraph D.3.a.(1))

After the earlier of the first exhibition year or the first 10 exhibition days, residuals are payable for subsequent exhibition years as follows:

| | | <u>Effective 9/25/23 – 5/1/24</u> | <u>Effective 5/2/24 – 5/1/25</u> | <u>Effective 5/2/25 – 5/1/26</u> |
|------------------|------------------------------|---------------------------------------|--------------------------------------|--------------------------------------|
| 30 minute | For each of the next 3 years | \$ 5,391 | \$ 5,580 | \$ 5,775 |
| | Each year thereafter | 972 | 1,006 | 1,041 |
| 60 minute | For each of the next 3 years | 9,253 | 9,577 | 9,912 |
| | Each year thereafter | 1,279 | 1,324 | 1,370 |
| 90 minute | For each of the next 3 years | 8,336 | 8,628 | 8,930 |
| | Each year thereafter | 1,472 | 1,524 | 1,577 |
| 120 minutes plus | For each of the next 3 years | 10,920 | 11,302 | 11,698 |
| | Each year thereafter | 1,613 | 1,669 | 1,727 |

Other Made-For Pay Television Programs and Made-For Videocassette/DVD Programs (Appendix B, Paragraph C)

For made-for videocassette/DVD programs and pay television programs of a type other than those referred to in the preceding section, a 2% residual is payable after certain thresholds are met. For details and for rates applicable to such programs released in other markets, contact the Guild Residuals Department.

**WGA 2023 THEATRICAL AND TELEVISION BASIC AGREEMENT
TELEVISION RESIDUALS**

FREE TELEVISION PRODUCT (MADE FOR NETWORK OR SYNDICATION) RELEASED ON BASIC CABLE (ARTICLE 58)

A 2.5% residual is payable for free television product made for network or syndication produced prior to July 1, 1984, released on Basic Cable. For free television product produced after July 1, 1984, a 2% residual is payable. For details, contact the Guild Residuals Department.

REUSE OF TELEVISION PROGRAMS IN NEW MEDIA (SIDELETTER ON EXHIBITION OF MOTION PICTURES TRANSMITTED VIA NEW MEDIA)

| <u>Consumer Pays to View</u> | <u>Free to the Consumer – Ad Supported</u> |
|--|--|
| <p>Rental (e.g., Netflix) = 1.2% of “distributor’s gross”+</p> <p>Electronic Sell Through (“EST”) (e.g., iTunes purchases) = 0.36% of distributor’s gross for the first 100,000 units; thereafter, 0.7% of distributor’s gross</p> | <p>Initial Exhibition = Company shall be entitled to a “streaming window” for a 7 consecutive day period, except that:</p> <ul style="list-style-type: none"> • It shall be a 24 consecutive day period for the first 7 episodes of a new series and any one-time television motion picture; and • It shall be a 17 consecutive day period for daytime serials and children’s programming. <p>For each episode of a series in its first year, the free streaming window may commence up to 30 days before initial exhibition on television of the episode.</p> <p>The “streaming window” for any made for free TV program is 7 consecutive days for each rerun of the program on free TV, with the 7 consecutive days measured separately for each city in the U.S. and Canada. If the program is rerun more than once in any 7 consecutive day period, the “streaming window” is limited to a single 7 consecutive day period surrounding one of the runs.</p> <p>For each 26-week period in the year immediately following the streaming window, if Company makes available on AVOD* of a MVPD** or any similar service, then Company shall make a residual payment equal to 5.5% of the applicable Other Than Network Prime Time minimum (or Appendix A minimum, where applicable).</p> |

*AVOD = Advertiser-Supported Video-On-Demand

**MVPD = Multichannel Video Programming Distributor (e.g., cable, satellite or telephone company television service)

+For questions about “distributor’s gross,” contact the Guild Residuals Department.

WGA 2023 THEATRICAL AND TELEVISION BASIC AGREEMENT

NEW MEDIA COMPENSATION

For new media programs covered by the 2023 Basic Agreement which do not meet the criteria for High Budget SVOD/AVOD programs, certain terms of the Basic Agreement are automatically included via the Sideletter on Literary Material Written for Programs Made for New Media.

ORIGINAL NEW MEDIA PROGRAMS – OTHER THAN HIGH BUDGET SVOD/AVOD PROGRAMS

Initial compensation for an original new media program is fully negotiable between the writer and the Company. Contact the Guild Contracts Department for details.

DERIVATIVE NEW MEDIA PROGRAMS – OTHER THAN HIGH BUDGET SVOD/ADOD PROGRAMS

For any writer employed to write a new media program that is derivative of an existing television motion picture or series, the writer shall be paid no less than the following:*

Effective 10/15/23 – 5/1/26

New Media Productions Derivative of Dramatic Programs (other than Daytime Serials):

- \$874 for programs up to two minutes in length
- \$429 for each minute or portion thereof in excess of two minutes

New Media Productions Derivative of Comedy-Variety Programs and Daytime Serials:

- \$510 for programs up to two minutes in length
- \$250 for each minute or portion thereof in excess of two minutes

New Media Productions Derivative of All Other Types of Programs:

- \$439 for programs up to two minutes in length
- \$215 for each minute or portion thereof in excess of two minutes

*Initial compensation is separate from compensation for writing services for the original production on traditional media.

**WGA 2023 THEATRICAL AND TELEVISION BASIC AGREEMENT
NEW MEDIA COMPENSATION**

HIGH BUDGET DRAMATIC SVOD PROGRAMS (SIDELETTER ON LITERARY MATERIAL WRITTEN FOR PROGRAMS MADE FOR NEW MEDIA, PARAGRAPH 4)

Derivative and original dramatic new media programs made for exhibition on a subscription video-on-demand consumer pay platform (e.g., Disney+, Paramount+, Peacock, Apple TV+, Hulu, Prime, Netflix) that meet the following high budget thresholds are defined as “High Budget SVOD Programs.” Programs shorter than 20 minutes in length do not fall under this category regardless of the budget.

| <u>Length of Program as Initially Exhibited</u> | <u>High Budget Threshold</u> |
|---|------------------------------|
| 20-35 Minutes | \$1,030,000 and above |
| 36-65 Minutes | \$1,750,000 and above |
| 66 Minutes or more | \$3,000,000 and above |

HIGH BUDGET SVOD PROGRAMS THAT ARE 96 MINUTES OR MORE IN LENGTH AND HAVE A BUDGET OF \$30 MILLION OR MORE, AND ARE MADE FOR A PLATFORM WITH 20 MILLION OR MORE SUBSCRIBERS

| | <u>Effective 9/25/23 – 5/1/24</u> | <u>Effective 5/2/24 – 5/1/25</u> | <u>Effective 5/2/25 – 5/1/26</u> |
|------------------|---------------------------------------|--------------------------------------|--------------------------------------|
| Story | \$ 38,394 | \$ 39,738 | \$ 41,129 |
| Teleplay | 65,587 | 67,883 | 70,259 |
| Story & Teleplay | 100,000 | 103,500 | 107,123 |

For Programs in excess of 120 minutes, compensation is based on the minimum above plus, for each additional 30 minutes, the following additional payments:

| | | | |
|------------------|----------|----------|----------|
| Story | \$ 5,902 | \$ 6,109 | \$ 6,323 |
| Teleplay | 11,005 | 11,390 | 11,789 |
| Story & Teleplay | 14,769 | 15,286 | 15,821 |

ALL OTHER HIGH BUDGET SVOD PROGRAMS:

| <u>Platforms with Fewer than 20 Million Subscribers:</u> | <u>Effective 9/25/23 – 5/1/24</u> | <u>Effective 5/2/24 – 5/1/25</u> | <u>Effective 5/2/25 – 5/1/26</u> |
|--|---------------------------------------|--------------------------------------|--------------------------------------|
| <u>STORY</u> | | | |
| 20-35 Minutes in Length | \$ 7,002 | \$ 7,247 | \$ 7,501 |
| 36-65 Minutes in Length | 12,725 | 13,170 | 13,631 |
| 66-95 Minutes in Length | 19,124 | 19,793 | 20,486 |
| 96 Minutes or More in Length | 25,059 | 25,936 | 26,844 |
| <u>TELEPLAY</u> | | | |
| 20-35 Minutes in Length | \$ 11,370 | \$ 11,768 | \$ 12,180 |
| 36-65 Minutes in Length | 22,036 | 22,807 | 23,605 |
| 66-95 Minutes in Length | 33,894 | 35,080 | 36,308 |
| 96 Minutes or More in Length | 44,960 | 46,534 | 48,163 |
| <u>STORY & TELEPLAY</u> | | | |
| 20-35 Minutes in Length | \$ 17,501 | \$ 18,114 | \$ 18,748 |
| 36-65 Minutes in Length | 31,812 | 32,925 | 34,077 |
| 66-95 Minutes in Length | 47,808 | 49,481 | 51,213 |
| 96 Minutes or More in Length | 62,651 | 64,844 | 67,114 |

**WGA 2023 THEATRICAL AND TELEVISION BASIC AGREEMENT
NEW MEDIA COMPENSATION**

HIGH BUDGET SVOD PROGRAMS (SIDELETTER ON LITERARY MATERIAL WRITTEN FOR PROGRAMS MADE FOR NEW MEDIA) (cont'd)

Platforms with 20 Million or More Subscribers:

| | Effective <u>9/25/23 – 5/1/24</u> | Effective <u>5/2/24 – 5/1/25</u> | Effective <u>5/2/25 – 5/1/26</u> |
|--|--|---|---|
| <u>STORY</u> | | | |
| 20-35 Minutes in Length | | | |
| TIER 1: Budget of \$2,100,000 or more | \$ 9,944 | \$ 10,292 | \$ 10,652 |
| TIER 2: \$1,030,000 or more but less than \$2,100,000 | 7,002 | 7,247 | 7,501 |
| 36-65 Minutes in Length | | | |
| TIER 1: Budget of \$3,800,000 or more | 17,502 | 18,115 | 18,749 |
| TIER 2: \$1,750,000 or more but less than \$3,800,000 | 12,725 | 13,170 | 13,631 |
| 66-95 Minutes in Length | | | |
| TIER 1: Budget of \$4,000,000 or more | 23,382 | 24,200 | 25,047 |
| TIER 2: \$3,000,000 or more but less than \$4,000,000 | 19,124 | 19,793 | 20,486 |
| 96 Minutes or More in Length | | | |
| TIER 1: Budget of \$4,500,000 (plus \$2,250,000 for each additional 35 minutes or portion thereof) or more | | | |
| Serials & Episodic | 31,224 | 32,317 | 33,448 |
| Non-Episodic | 34,078 | 35,271 | 36,505 |
| TIER 2: \$3,000,000 or more but less than \$4,500,000 (plus \$2,250,000 for each additional 35 minutes or portion thereof) | 25,059 | 25,936 | 26,844 |
| <u>TELEPLAY</u> | | | |
| 20-35 Minutes in Length | | | |
| TIER 1: Budget of \$2,100,000 or more | \$ 21,389 | \$ 22,138 | \$ 22,913 |
| TIER 2: \$1,030,000 or more but less than \$2,100,000 | 11,370 | 11,768 | 12,180 |
| 36-65 Minutes in Length | | | |
| TIER 1: Budget of \$3,800,000 or more | 28,858 | 29,868 | 30,913 |
| TIER 2: \$1,750,000 or more but less than \$3,800,000 | 22,036 | 22,807 | 23,605 |
| 66-95 Minutes in Length | | | |
| TIER 1: Budget of \$4,000,000 or more | 41,579 | 43,034 | 44,540 |
| TIER 2: \$3,000,000 or more but less than \$4,000,000 | 33,894 | 35,080 | 36,308 |
| 96 Minutes or More in Length | | | |
| TIER 1: Budget of \$4,500,000 (plus \$2,250,000 for each additional 35 minutes or portion thereof) or more | | | |
| Serials & Episodic | 53,344 | 55,211 | 57,143 |
| Non-Episodic | 58,213 | 60,250 | 62,359 |
| TIER 2: \$3,000,000 or more but less than \$4,500,000 (plus \$2,250,000 for each additional 35 minutes or portion thereof) | 44,960 | 46,534 | 48,163 |

**WGA 2023 THEATRICAL AND TELEVISION BASIC AGREEMENT
NEW MEDIA COMPENSATION**

HIGH BUDGET SVOD PROGRAMS (SIDELETTER ON LITERARY MATERIAL WRITTEN FOR PROGRAMS MADE FOR NEW MEDIA) (cont'd)

Platforms with 20 Million or More Subscribers:

| | Effective <u>9/25/23 – 5/1/24</u> | Effective <u>5/2/24 – 5/1/25</u> | Effective <u>5/2/25 – 5/1/26</u> |
|--|--|---|---|
| <u>STORY & TELEPLAY</u> | | | |
| 20-35 Minutes in Length | | | |
| TIER 1: Budget of \$2,100,000 or more | \$ 29,823 | \$ 30,867 | \$ 31,947 |
| TIER 2: \$1,030,000 or more but less than \$2,100,000 | 17,501 | 18,114 | 18,748 |
| 36-65 Minutes in Length | | | |
| TIER 1: Budget of \$3,800,000 or more | 43,862 | 45,397 | 46,986 |
| TIER 2: \$1,750,000 or more but less than \$3,800,000 | 31,812 | 32,925 | 34,077 |
| 66-95 Minutes in Length | | | |
| TIER 1: Budget of \$4,000,000 or more | 61,712 | 63,872 | 66,108 |
| TIER 2: \$3,000,000 or more but less than \$4,000,000 | 47,808 | 49,481 | 51,213 |
| 96 Minutes or More in Length | | | |
| TIER 1: Budget of \$4,500,000 (plus \$2,250,000 for each additional 35 minutes or portion thereof) or more | | | |
| Serials & Episodic | 81,198 | 84,040 | 86,981 |
| Non-Episodic | 88,749 | 91,855 | 95,070 |
| TIER 2: \$3,000,000 or more but less than \$4,500,000 (plus \$2,250,000 for each additional 35 minutes or portion thereof) | 62,651 | 64,844 | 67,114 |

OTHER TERMS

See pages 8, 13, 14 and 15 for additional terms, including the minimums for pilots, backup scripts, rewrites, polishes, staff size, duration, development room premiums, etc.

**WGA 2023 THEATRICAL AND TELEVISION BASIC AGREEMENT
NEW MEDIA COMPENSATION**

HIGH BUDGET DRAMATIC SVOD PROGRAMS COVERED BY A PRIOR MBA (SIDELETTER ON LITERARY MATERIAL WRITTEN FOR PROGRAMS MADE FOR NEW MEDIA)

A High Budget SVOD program or series is covered by a predecessor MBA to the 2023 MBA if the license agreement for the program or series was entered into prior to May 2, 2017 with all material terms fixed. Such program or series is governed by the terms of the MBA in effect when the license agreement was made, subject to certain exceptions. However, the full terms of the 2023 MBA apply to any High Budget SVOD series when the literary material for the first episode of the season is written on or after October 15, 2023.

The following terms are only applicable to High Budget SVOD Programs licensed under the 2014 MBA:

| <u>Length of Program as Initially Exhibited</u> | <u>High Budget Threshold</u> |
|---|------------------------------|
| 20-35 Minutes | \$1,300,000 and above |
| 36-65 Minutes | \$2,500,000 and above |
| 66 Minutes or more | \$3,000,000 and above |

| <u>Platforms with Fewer than 15 Million Subscribers:</u> | <u>Effective</u> <u>9/25/23 – 5/1/24</u> | <u>Effective</u> <u>5/2/24 – 5/1/25</u> | <u>Effective</u> <u>5/2/25 – 5/1/26</u> |
|--|---|--|--|
|--|---|--|--|

STORY

| | | | |
|------------------------------|----------|----------|----------|
| 20-35 Minutes in Length | \$ 7,002 | \$ 7,247 | \$ 7,501 |
| 36-65 Minutes in Length | 12,725 | 13,170 | 13,631 |
| 66-95 Minutes in Length | 19,124 | 19,793 | 20,486 |
| 96 Minutes or More in Length | 25,059 | 25,936 | 26,844 |

TELEPLAY

| | | | |
|------------------------------|-----------|-----------|-----------|
| 20-35 Minutes in Length | \$ 11,370 | \$ 11,768 | \$ 12,180 |
| 36-65 Minutes in Length | 22,036 | 22,807 | 23,605 |
| 66-95 Minutes in Length | 33,894 | 35,080 | 36,308 |
| 96 Minutes or More in Length | 44,960 | 46,534 | 48,163 |

STORY & TELEPLAY

| | | | |
|------------------------------|-----------|-----------|-----------|
| 20-35 Minutes in Length | \$ 17,501 | \$ 18,114 | \$ 18,748 |
| 36-65 Minutes in Length | 31,812 | 32,925 | 34,077 |
| 66-95 Minutes in Length | 47,808 | 49,481 | 51,213 |
| 96 Minutes or More in Length | 62,651 | 64,844 | 67,114 |

Platforms with 15 Million or More Subscribers:

STORY

20-35 Minutes in Length

| | | | |
|---|-----------|-----------|-----------|
| TIER 1: Budget of \$2,100,000 or more | \$ 10,394 | \$ 10,758 | \$ 11,135 |
| TIER 2: \$1,300,000 or more but less than \$2,100,000 | 7,002 | 7,247 | 7,501 |

36-65 Minutes in Length

| | | | |
|---|--------|--------|--------|
| TIER 1: Budget of \$3,800,000 or more | 18,296 | 18,936 | 19,599 |
| TIER 2: \$2,500,000 or more but less than \$3,800,000 | 12,725 | 13,170 | 13,631 |

66-95 Minutes in Length

| | | | |
|---|--------|--------|--------|
| TIER 1: Budget of \$4,000,000 or more | 24,442 | 25,297 | 26,182 |
| TIER 2: \$3,000,000 or more but less than \$4,000,000 | 19,124 | 19,793 | 20,486 |

96 Minutes or More in Length

| | | | |
|--|--------|--------|--------|
| TIER 1: Budget of \$4,500,000 (plus \$2,250,000 for each additional 35 minutes or portion thereof) or more | | | |
| Serials & Episodic | 32,637 | 33,779 | 34,961 |
| Non-Episodic | 35,618 | 36,865 | 38,155 |
| TIER 2: \$3,000,000 or more but less than \$4,500,000 (plus \$2,250,000 for each additional 35 minutes or portion thereof) | 25,059 | 25,936 | 26,844 |

**WGA 2023 THEATRICAL AND TELEVISION BASIC AGREEMENT
NEW MEDIA COMPENSATION**

HIGH BUDGET DRAMATIC SVOD PROGRAMS COVERED BY A PRIOR MBA (SIDELETTER ON LITERARY MATERIAL WRITTEN FOR PROGRAMS MADE FOR NEW MEDIA) (cont'd)

| <u>Platforms with 15 Million or More Subscribers:</u> | Effective <u>9/25/23 – 5/1/24</u> | Effective <u>5/2/24 – 5/1/25</u> | Effective <u>5/2/25 – 5/1/26</u> |
|--|--|---|---|
| <u>TELEPLAY</u> | | | |
| 20-35 Minutes in Length | | | |
| TIER 1: Budget of \$2,100,000 or more | \$ 22,357 | \$ 23,139 | \$ 23,949 |
| TIER 2: \$1,300,000 or more but less than \$2,100,000 | 11,370 | 11,768 | 12,180 |
| 36-65 Minutes in Length | | | |
| TIER 1: Budget of \$3,800,000 or more | 30,163 | 31,219 | 32,312 |
| TIER 2: \$2,500,000 or more but less than \$3,800,000 | 22,036 | 22,807 | 23,605 |
| 66-95 Minutes in Length | | | |
| TIER 1: Budget of \$4,000,000 or more | 43,462 | 44,983 | 46,557 |
| TIER 2: \$3,000,000 or more but less than \$4,000,000 | 33,894 | 35,080 | 36,308 |
| 96 Minutes or More in Length | | | |
| TIER 1: Budget of \$4,500,000 (plus \$2,250,000 for each additional 35 minutes or portion thereof) or more | | | |
| Serials & Episodic | 55,761 | 57,713 | 59,733 |
| Non-Episodic | 60,849 | 62,979 | 65,183 |
| TIER 2: \$3,000,000 or more but less than \$4,500,000 (plus \$2,250,000 for each additional 35 minutes or portion thereof) | 44,960 | 46,534 | 48,163 |
| <u>STORY & TELEPLAY</u> | | | |
| 20-35 Minutes in Length | | | |
| TIER 1: Budget of \$2,100,000 or more | \$ 31,173 | \$ 32,264 | \$ 33,393 |
| TIER 2: \$1,300,000 or more but less than \$2,100,000 | 17,501 | 18,114 | 18,748 |
| 36-65 Minutes in Length | | | |
| TIER 1: Budget of \$3,800,000 or more | 45,848 | 47,453 | 49,114 |
| TIER 2: \$2,500,000 or more but less than \$3,800,000 | 31,812 | 32,925 | 34,077 |
| 66-95 Minutes in Length | | | |
| TIER 1: Budget of \$4,000,000 or more | 64,506 | 66,764 | 69,101 |
| TIER 2: \$3,000,000 or more but less than \$4,000,000 | 47,808 | 49,481 | 51,213 |
| 96 Minutes or More in Length | | | |
| TIER 1: Budget of \$4,500,000 (plus \$2,250,000 for each additional 35 minutes or portion thereof) or more | | | |
| Serials & Episodic | 84,873 | 87,844 | 90,919 |
| Non-Episodic | 92,766 | 96,013 | 99,373 |
| TIER 2: \$3,000,000 or more but less than \$4,500,000 (plus \$2,250,000 for each additional 35 minutes or portion thereof) | 62,651 | 64,844 | 67,114 |

**WGA 2023 THEATRICAL AND TELEVISION BASIC AGREEMENT
NEW MEDIA COMPENSATION**

HIGH BUDGET DRAMATIC AVOD PROGRAMS (SIDELETTER ON LITERARY MATERIAL WRITTEN FOR PROGRAMS MADE FOR NEW MEDIA)

A derivative or original dramatic new media program made for exhibition on a free-to-the-consumer advertiser-supported new media platform that meets the following high budget thresholds is defined as a “High Budget AVOD Program.” Programs shorter than 20 minutes in length do not fall under this category regardless of the budget. In addition, the terms and conditions herein do not apply to a program that satisfies the definition of a “High Budget AVOD Program” but for which the literary material is assigned prior to January 7, 2024. Please contact the Guild’s Contracts Department for more information.

| <u>Length of Program as Initially Exhibited</u> | <u>High Budget Threshold</u> |
|---|------------------------------|
| 20-35 Minutes | \$1,030,000 and above |
| 36-65 Minutes | \$1,750,000 and above |
| 66 Minutes or more | \$3,000,000 and above |

Note: the provisions of Articles 13.B.7.t. and 14.L. regarding development rooms, and the provisions of Article 14.M. regarding staffing requirements for post-greenlight series, do not apply to a High Budget AVOD Program.

| STORY | Effective <u>1/7/24 – 5/1/24</u> | Effective <u>5/2/24 – 5/1/25</u> | Effective <u>5/2/25 – 5/1/26</u> |
|---|---|---|---|
| 20-35 Minutes in Length | | | |
| TIER 1: Budget of \$2,100,000 or more | \$ 9,944 | \$ 10,292 | \$ 10,652 |
| TIER 2: \$1,030,000 or more but less than \$2,100,000 | 7,002 | 7,247 | 7,501 |
| 36-65 Minutes in Length | | | |
| TIER 1: Budget of \$3,800,000 or more | 17,502 | 18,115 | 18,749 |
| TIER 2: \$1,750,000 or more but less than \$3,800,000 | 12,725 | 13,170 | 13,631 |
| 66-95 Minutes in Length | | | |
| TIER 1: Budget of \$4,000,000 or more | 23,382 | 24,200 | 25,047 |
| TIER 2: \$3,000,000 or more but less than \$4,000,000 | 19,124 | 19,793 | 20,486 |
| 96 Minutes or More in Length | | | |
| TIER 1: Budget of \$4,500,000 or more (plus \$2,250,000 for each additional 35 minutes) | | | |
| Serials & Episodic | 31,224 | 32,317 | 33,448 |
| Non-Episodic | 34,078 | 35,271 | 36,505 |
| TIER 2: \$3,000,000 or more but less than \$4,500,000 (plus \$2,250,000 for each additional 35 minutes) | 25,059 | 25,936 | 26,844 |

**WGA 2023 THEATRICAL AND TELEVISION BASIC AGREEMENT
NEW MEDIA COMPENSATION**

HIGH BUDGET DRAMATIC AVOD PROGRAMS (SIDELETTER ON LITERARY MATERIAL WRITTEN FOR PROGRAMS MADE FOR NEW MEDIA) (cont'd)

| | <u>Effective 1/7/24 – 5/1/24</u> | <u>Effective 5/2/24 – 5/1/25</u> | <u>Effective 5/2/25 – 5/1/26</u> |
|--|--------------------------------------|--------------------------------------|--------------------------------------|
| <u>TELEPLAY</u> | | | |
| 20-35 Minutes in Length | | | |
| TIER 1: Budget of \$2,100,000 or more | \$ 21,389 | \$ 22,138 | \$ 22,913 |
| TIER 2: \$1,000,000 or more but less than \$2,100,000 | 11,370 | 11,768 | 12,180 |
| 36-65 Minutes in Length | | | |
| TIER 1: Budget of \$3,800,000 or more | 28,858 | 29,868 | 30,913 |
| TIER 2: \$1,700,000 or more but less than \$3,800,000 | 22,036 | 22,807 | 23,605 |
| 66-95 Minutes in Length | | | |
| TIER 1: Budget of \$4,000,000 or more | 41,579 | 43,034 | 44,540 |
| TIER 2: \$3,000,000 or more but less than \$4,000,000 | 33,894 | 35,080 | 36,308 |
| 96 Minutes or More in Length | | | |
| TIER 1: Budget of \$4,500,000 or more (plus \$2,250,000 for each additional 35 minutes or portion thereof) | | | |
| Serials & Episodic | 53,344 | 55,211 | 57,143 |
| Non-Episodic | 58,213 | 60,250 | 62,359 |
| TIER 2: \$3,000,000 or more but less than \$4,500,000 (plus \$2,250,000 for each additional 35 minutes) | 44,960 | 46,534 | 48,163 |
| <u>STORY & TELEPLAY</u> | | | |
| 20-35 Minutes in Length | | | |
| TIER 1: Budget of \$2,100,000 or more | \$ 29,823 | \$ 30,867 | \$ 31,947 |
| TIER 2: \$1,000,000 or more but less than \$2,100,000 | 17,501 | 18,114 | 18,748 |
| 36-65 Minutes in Length | | | |
| TIER 1: Budget of \$3,800,000 or more | 43,862 | 45,397 | 46,986 |
| TIER 2: \$1,700,000 or more but less than \$3,800,000 | 31,812 | 32,925 | 34,077 |
| 66-95 Minutes in Length | | | |
| TIER 1: Budget of \$4,000,000 or more | 61,712 | 63,872 | 66,108 |
| TIER 2: \$3,000,000 or more but less than \$4,000,000 | 47,808 | 49,481 | 51,213 |
| 96 Minutes or More in Length | | | |
| TIER 1: Budget of \$4,500,000 or more (plus \$2,250,000 for each additional 35 minutes or portion thereof) | | | |
| Serials & Episodic | 81,198 | 84,040 | 86,981 |
| Non-Episodic | 88,749 | 91,855 | 95,070 |
| TIER 2: \$3,000,000 or more but less than \$4,500,000 (plus \$2,250,000 for each additional 35 minutes) | 62,651 | 64,844 | 67,114 |

HIGH BUDGET AVOD RESIDUALS

Initial compensation for a High Budget AVOD Program constitutes payment for a twenty-six (26) consecutive week period of use on any free-to-the-consumer advertiser-supported new media platform. For all uses of a High Budget AVOD Program on any free-to-the-consumer advertiser-supported new media platform beyond the twenty-six (26) consecutive week period, the Company shall pay a residual of 2% of “accountable receipts” as defined in Paragraph 3 of the Sideletter on Exhibition of Motion Pictures Transmitted Via New Media.

For exhibition of a High Budget AVOD Program on any consumer pay new media platform (i.e., a subscription consumer pay new media platform or a transactional consumer pay new media platform involving download-to-own or download-to-rent transaction), the Company shall make a separate residual payment of 1.2% of its “accountable receipts.”

**WGA 2023 THEATRICAL AND TELEVISION BASIC AGREEMENT
NEW MEDIA RESIDUALS**

REUSE OF NEW MEDIA PROGRAMS (SIDELETTER ON LITERARY MATERIAL WRITTEN FOR PROGRAMS MADE FOR NEW MEDIA)

Performance-Metric Bonus for High Budget SVOD Programs

The Company shall pay a bonus equal to 50% of the applicable fixed residual (both domestic and foreign) to the credited writer(s) of each episode of a season of a High Budget SVOD series or serial, multi-part closed-end series, or one-time program, that reaches a “performance metric” of 20% or more on the domestic service within the first 90 days of exhibition. The bonus shall also apply to subsequent Exhibition Years wherein the season or one-time program meets the performance metric in the first 90 days of any subsequent year of exhibition. The performance metric is calculated based on the number of domestic views divided by number of domestic subscribers, and views are calculated as total aggregated domestic hours viewed for all episodes of a season or for a one-time program.

The Performance-Metric Bonus applies to a season of a High Budget SVOD series, serial or multi-part closed-end series or a High Budget SVOD Program that is initially exhibited on the SVOD service on or after January 1, 2024.

New Media Programs Reused in Traditional Media

If a new media program is reused in traditional media (e.g., theatrical, free television, basic cable, pay TV or DVD), residuals are payable under existing MBA formulas. For example, if a derivative new media program is reused on basic cable, Company pays 2% of distributor’s gross receipts. For details, contact the Guild Residuals Department.*

Original New Media Programs (Other Than High Budget SVOD/AVOD Programs) Reused in New Media

If an original new media program is reused in new media, the following applies:

| <u>Consumer Pays to View</u> | <u>Free to the Consumer – Ad Supported</u> |
|--|---|
| <ul style="list-style-type: none"> • First 26 weeks, no residual due • Thereafter, 1.2% of distributor’s gross <u>only</u> if the budget for the program was at least \$25,000 per minute, otherwise freely negotiable | <ul style="list-style-type: none"> • Writer must negotiate for residuals |

Derivative New Media Programs (Other Than High Budget SVOD/AVOD) Reused in New Media

If a derivative new media program is reused in new media, the following minimums apply:

| <u>Consumer Pays to View</u> | <u>Free to the Consumer – Ad Supported</u> |
|--|--|
| <ul style="list-style-type: none"> • First 26 weeks, no residual due • Thereafter, 1.2% of distributor’s gross | <ul style="list-style-type: none"> • First 13 weeks, no residual due • Then, for up to two 26-week periods, 3.5% of the applicable minimum per period, prorated in 5-minute increments and prorated for less than 26 weeks, as applicable • Thereafter, 2% of distributor’s gross |

High Budget SVOD/AVOD Programs Reused in Other New Media Markets

For subsequent exhibition of a High Budget SVOD Program or a High Budget AVOD Program on any consumer pay new media platform other than the platform on which the program was initially exhibited (i.e., subscription, download-to-own or download-to-rent), Company shall make a residual payment equal to 1.2% of distributor’s gross.

For details, contact the Guild Residuals Department.

*For reuse of new media programs on free television, call the Guild Residuals Department for calculation of residuals.

**WGA 2023 THEATRICAL AND TELEVISION BASIC AGREEMENT
NEW MEDIA RESIDUALS**

REUSE OF NEW MEDIA PROGRAMS (SIDELETTER ON LITERARY MATERIAL WRITTEN FOR PROGRAMS MADE FOR NEW MEDIA) (cont'd)

High Budget SVOD Programs Reused on the Original Platform

Initial compensation paid to the credited writer(s) of a High Budget SVOD Program (other than those that are covered by a prior MBA) includes 90 days of use worldwide on the original platform. For domestic use on such platform after the first 90 days, the Company must pay a residual according to the following formula:

Residual Base (Table 1) x Exhibition Year Percentage (Table 2) x Subscriber Factor (Table 3)

Table 1 – RESIDUAL BASE

| <u>Program Length in Minutes</u> | <u>Story</u> | <u>Teleplay</u> | <u>Story & Teleplay</u> |
|---|---------------------|------------------------|------------------------------------|
| 20-35 Minutes in Length | \$ 6,691 | \$ 10,866 | \$ 16,724 |
| 36-65 Minutes in Length | 12,159 | 21,058 | 30,398 |
| 66-95 Minutes in Length* | 18,273 | 32,391 | 45,684 |
| 96 Minutes or More in Length** | 23,946 | 42,961 | 59,867 |

*The residual base for a High Budget SVOD program that is 85 minutes or longer with a budget of \$13 million or more and made for a subscription consumer pay platform with 20 million or more domestic subscribers is the Other Than Network Prime Time minimum for a 90-minute or 120-minute program as applicable:

| | <u>Effective 9/25/23 – 5/1/24</u> | <u>Effective 5/2/24-5/1/25</u> | <u>Effective 5/2/25-5/1/26</u> |
|---|--|---|---|
| 85-96 Minutes, Budget of \$13 Million or More | | | |
| Story | \$ 19,124 | \$ 19,793 | \$ 20,486 |
| Teleplay | 33,894 | 35,080 | 36,308 |
| Story & Teleplay | 47,808 | 49,481 | 51,213 |
| 96 Minutes or More, Budget of \$13 Million or More | | | |
| Story | \$ 25,059 | \$ 25,936 | \$ 26,844 |
| Teleplay | 44,960 | 46,534 | 48,163 |
| Story & Teleplay | 62,651 | 64,844 | 67,114 |

**The residual base for a High Budget SVOD program 96 minutes or longer and a budget of \$30 million or more:

| | <u>Story</u> | <u>Teleplay</u> | <u>Story & Teleplay</u> |
|---|---------------------|------------------------|------------------------------------|
| 96 Minutes or More, Budget of \$30 Million or More | \$ 30,000 | \$ 53,823 | \$ 75,000 |

Table 2 – EXHIBITION YEAR PERCENTAGE

| <u>Exhibition Year</u> | <u>Percentage of Applicable High Budget SVOD Program Residual Base</u> |
|-------------------------------|---|
| Year 1 | 45% |
| Year 2 | 40% |
| Year 3 | 35% |
| Year 4 | 25% |
| Year 5 | 20% |
| Year 6 | 15% |
| Year 7 | 10% |
| Year 8 | 10% |
| Year 9 | 10% |
| Year 10 | 5% |
| Year 11 | 5% |
| Year 12 | 5% |
| Each Year thereafter | 1.5% |

**WGA 2023 THEATRICAL AND TELEVISION BASIC AGREEMENT
NEW MEDIA RESIDUALS**

REUSE OF NEW MEDIA PROGRAMS (SIDELETTER ON LITERARY MATERIAL WRITTEN FOR PROGRAMS MADE FOR NEW MEDIA) (cont'd)

High Budget SVOD Programs Reused on the Original Platform (cont'd)

Table 3 – DOMESTIC SUBSCRIBER FACTOR

For a High Budget SVOD Program that commences principal photography prior to July 1, 2024:

| Subscriber Tier | Domestic Subscribers | Subscriber Factor |
|-----------------|--|-------------------|
| 1 | Under 1 million | 20%* |
| 2 | 1 million to 5 million | 40% |
| 3 | Over 5 million but fewer than 20 million | 65% |
| 4 | 20 million to 45 million | 100% |
| 5 | Over 45 million | 150% |

*No residual is owed for the first year of exhibition on a platform with fewer than 1 million domestic subscribers.

For a High Budget SVOD Program that commences principal photography on or after July 1, 2024:

| Subscriber Tier | Domestic Subscribers | Subscriber Factor |
|-----------------|--------------------------|-------------------|
| 3 | Fewer than 20 million | 65% |
| 4 | 20 million to 45 million | 100% |
| 5 | Over 45 million | 150% |

Foreign Residuals for a High Budget SVOD Program Reused on a Foreign Consumer Pay Platform Related to or Affiliated with the Domestic Consumer Pay Platform

For material written before October 15, 2023, for reuse on a foreign consumer pay platform that is related to or affiliated with the domestic subscription consumer pay platform after the initial 90-day period, the Company must pay a residual that is 35% of the domestic residual.

For material written on or after October 15, 2023, for reuse on a foreign consumer pay platform that is related to or affiliated with the domestic subscription consumer pay platform after the initial 90-day period, the Company must pay a residual that is calculated as:

$$\text{Applicable Residual Base (Table 1)} \times \text{Exhibition Year \% (Table 2)} \times \text{Foreign Subscriber Factor (Table 4)}$$

Table 4 – FOREIGN SUBSCRIBER FACTOR

| Subscriber Tier | Domestic Subscribers | Subscriber Factor |
|-----------------|--|-------------------|
| 1 | Fewer than 20 million | 47% |
| 2 | 20 million to 45 million | 60% |
| 3 | More than 45 million but fewer than 75 million | 75% |
| 4 | 75 million or more | 90% |

If the Company's license includes the SVOD rights in foreign territories that constitute 15% or less of the value of all foreign markets, the Company must pay 1.2% of a fair and reasonable allocation of the license fee to the foreign territories.

**WGA 2023 THEATRICAL AND TELEVISION BASIC AGREEMENT
NEW MEDIA RESIDUALS**

REUSE OF NEW MEDIA PROGRAMS (SIDELETTER ON LITERARY MATERIAL WRITTEN FOR PROGRAMS MADE FOR NEW MEDIA) (cont'd)

High Budget SVOD Programs Covered by the 2014 MBA and Reused on the Original Platform

Initial compensation paid to the credited writer(s) of a High Budget SVOD Program that is covered by the 2014 MBA shall include one year of use worldwide on the original platform. For each subsequent year of use on a platform with 15 million or more subscribers, Company shall pay a fixed residual that is a percentage of the applicable Network Prime Time residual base as set forth in Article 15.B.1.b.(2)(a) (see page 29) according to the following table:

| Exhibition Year | Percentage of Applicable Network Prime Time Residual Base |
|------------------------|--|
| Year 2 | 30% |
| Year 3 | 30% |
| Year 4 | 25% |
| Year 5 | 20% |
| Year 6 | 15% |
| Year 7 | 10% |
| Year 8 | 8% |
| Year 9 | 5% |
| Year 10 | 4.5% |
| Year 11 | 3% |
| Year 12 | 2.5% |
| Each Year thereafter | 1.5% |

For each subsequent year of use on a platform with FEWER than 15 million subscribers, Company shall make a fixed residual payment according to the schedule above, but the residual base shall be 65% of the applicable Network Prime Time residual base as set forth in Article 15.B.1.b.(2)(a) (see page 29).

High Budget SVOD Programs Covered by the 2017 MBA – Reuse on the Original Platform

Initial compensation paid to the credited writer(s) of High Budget SVOD Program that is covered by the 2017 MBA shall include 90 days of use worldwide on the original platform. For domestic use on such platform after the first 90 days, the Company must pay a residual according to the following formula:

$$\text{Residual Base} \times \text{Exhibition Year Percentage} \times \text{Subscriber Factor}$$

RESIDUAL BASE

| <u>Program Length in Minutes</u> | <u>Story</u> | <u>Teleplay</u> | <u>Story & Teleplay</u> |
|---|---------------------|------------------------|------------------------------------|
| 20-35 Minutes in Length | \$ 5,649 | \$ 9,173 | \$ 14,119 |
| 36-65 Minutes in Length | 10,264 | 17,778 | 25,663 |
| 66-95 Minutes in Length* | 15,426 | 27,345 | 38,567 |
| 96 Minutes or More in Length | 20,216 | 36,269 | 50,541 |

*See page 43 above with respect to the residual base for a High Budget SVOD program that is 85 minutes or longer with a budget of \$13 million or more and made for a subscription consumer pay platform with 20 million or more domestic subscribers.

SUBSCRIBER FACTOR

| Subscriber Tier | Domestic Subscribers | Subscriber Factor |
|------------------------|--|--------------------------|
| 1 | Under 1 million | 20% |
| 2 | 1 million to 5 million | 40% |
| 3 | Over 5 million but fewer than 20 million | 65% |
| 4 | 20 million to 45 million | 100% |
| 5 | Over 45 million | 150% |

**WGA 2023 THEATRICAL AND TELEVISION BASIC AGREEMENT
NEW MEDIA RESIDUALS**

REUSE OF NEW MEDIA PROGRAMS (SIDELETTER ON LITERARY MATERIAL WRITTEN FOR PROGRAMS MADE FOR NEW MEDIA) (cont'd)

EXHIBITION YEAR PERCENTAGE

| Exhibition Year | Percentage of Applicable Residual Base |
|------------------------|---|
| Year 1 | 35% |
| Year 2 | 30% |
| Year 3 | 30% |
| Year 4 | 25% |
| Year 5 | 20% |
| Year 6 | 15% |
| Year 7 | 10% |
| Year 8 | 8% |
| Year 9 | 5% |
| Year 10 | 4.5% |
| Year 11 | 3% |
| Year 12 | 2.5% |
| Each Year thereafter | 1.5% |

High Budget SVOD Programs Covered by the 2017 MBA – Reuse on Related on a Foreign Consumer Pay Platform Related or Affiliated with the Domestic Consumer Pay Platform

For reuse on a foreign consumer pay platform that is related to or affiliated with the domestic subscription consumer pay platform after the initial 90-day period, the Company must pay a residual that is a percentage of the domestic residual, according to the table below. If the Company's license includes the SVOD rights in foreign territories that constitute 15% or less of the value of all foreign markets, the Company must pay 1.2% of a fair and reasonable allocation of the license fee to the foreign territories.

| Exhibition Year | Percentage of Domestic Residual |
|------------------------|--|
| Year 1 | 35% |
| Year 2 | 35% |
| Year 3 | 35% |
| Year 4 | 25% |
| Year 5 | 25% |
| Year 6 | 25% |
| Year 7 | 20% |
| Year 8 | 20% |
| Year 9 | 20% |
| Year 10 | 15% |
| Year 11 | 15% |
| Year 12 | 15% |
| Each Year thereafter | 10% |

WGA 2023 THEATRICAL AND TELEVISION BASIC AGREEMENT
OTHER COMPENSATION

SERIES SEQUEL PAYMENTS (ARTICLE 16.B.2.a. and SIDELETTER ON LITERARY MATERIAL WRITTEN FOR PROGRAMS MADE FOR NEW MEDIA)

If a Company exploits the television or High Budget SVOD series sequel rights in connection with material to which separation of rights applies, the writer or writers entitled to separation of rights must be paid not less than the following series sequel payment for each episode produced:

| <u>Series of:</u> | <u>Effective</u> <u>9/25/23 – 5/1/24</u> | <u>Effective</u> <u>5/2/24 – 5/1/25</u> | <u>Effective</u> <u>5/2/25 – 5/1/26</u> |
|------------------------------|---|--|--|
| 15-minute episodes | \$ 1,491 | \$ 1,543 | \$ 1,597 |
| 30-minute episodes | 2,485 | 2,572 | 2,662 |
| 60-minute episodes | 4,722 | 4,887 | 5,058 |
| 90-minute episodes or longer | 6,213 | 6,430 | 6,655 |

Certain other sequel payments may apply to original new media programs. Contact the Guild Contracts Department for more information.

MOVIE-OF-THE-WEEK (MOW) SEQUEL PAYMENTS (ARTICLE 16.B.2.b.)

The writers entitled to separation of rights in the first MOW must be paid not less than the following MOW sequel payment for each MOW sequel:

| <u>Effective</u> | |
|-----------------------|-----------|
| <u>9/25/23-5/1/24</u> | \$ 24,852 |
| <u>5/2/24-5/1/25</u> | 25,720 |
| <u>5/2/25-5/1/26</u> | 26,620 |

As to any MOW sequel after the first sequel, if the writer(s) with separated rights is not employed due to the fact that they did not receive sole teleplay credit on the immediately preceding sequel (and was not offered the opportunity to write such MOW sequel), the following payment applies:

| <u>Effective</u> | |
|-----------------------|-----------|
| <u>9/25/23-5/1/24</u> | \$ 49,704 |
| <u>5/2/24-5/1/25</u> | 51,440 |
| <u>5/1/25-5/1/26</u> | 53,240 |

DIRECT-TO-VIDEO SEQUEL PAYMENTS (ARTICLE 16.A.5.c.)

The writers entitled to separation of rights in a theatrical motion picture must be paid not less than the following one-time sequel payment for each direct-to-video sequel produced and distributed:

| <u>Effective</u> | |
|-------------------------|-----------|
| <u>9/25/23 – 5/1/26</u> | \$ 12,003 |

CHARACTER “SPIN-OFF” PAYMENTS (ARTICLE 15.B.14.h.(1))

Character “Spin-off” payments equal to the above series sequel payments are payable to the writer who introduces a new character in a serial, episodic, anthology or one-time show if such character becomes the central character in a new serial or episodic series.

RECURRING CHARACTER PAYMENTS (ARTICLE 15.B.14.h.(2))

Recurring character payments are payable to the writer who introduces a new character in an episodic series for each episode in which such character appears in the following amounts:

| <u>Effective</u> | |
|-----------------------|--------|
| <u>9/25/23-5/1/24</u> | \$ 707 |
| <u>5/2/24-5/1/25</u> | 732 |
| <u>5/2/25-5/1/26</u> | 758 |

**WGA 2023 THEATRICAL AND TELEVISION BASIC AGREEMENT
OTHER COMPENSATION**

USE OF EXCERPTS (ARTICLE 15.A.3.i., ARTICLE 15.B.10., and ARTICLE 15.B.13.i.)

The use of excerpts (clips) from a theatrical motion picture or television program in another theatrical motion picture, television program or new media program often requires payment to the Guild for distribution to the credited writers as follows:

| | Effective 9/25/23 – 5/1/24 | Effective 5/2/24 – 5/1/26 |
|--|---------------------------------------|--------------------------------------|
| Use of Television Clips in Television | | |
| 10 seconds or less | \$ 393 | \$ 413 |
| Over 10 seconds but not over 2 minutes | 1,192 | 1,252 |
| Over 2 minutes but not over 10 minutes | | |
| -- For the first 2 minutes | 1,192 | 1,252 |
| -- For each minute in excess of 2 minutes | 198 | 208 |
| Over 10 minutes | Applicable rerun fee* | |
| Use of Television Clips in Theatrical | | |
| 30 seconds or less | \$ 496 | \$ 521 |
| Over 30 seconds but not over 2 minutes | 989 | 1,038 |
| Over 2 minutes – for the first 2 minutes | 989 | 1,038 |
| Over 2 minutes – each additional minute or portion thereof in excess of 2 minutes | \$ 393 | \$ 413 |
| Use of Theatrical Clips in Theatrical or Television | | |
| 30 seconds or less | \$ 198 | \$ 208 |
| Over 30 seconds not more than 2 minutes | 594 | 624 |
| Over 2 minutes - for the first 2 minutes | 594 | 624 |
| Over 2 minutes - each additional minute or portion thereof in excess of 2 minutes | 198 | 208 |
| Use of TV Clips for Recapping Story | | |
| TV program of less than 60 minutes | | |
| -- First 90 seconds, no fee | | |
| -- For each minute or portion of minute in excess of 90 seconds | \$ 221 | \$ 232 |
| TV program 60 minutes or longer | | |
| -- First 3 minutes, no fee | | |
| -- For each minute or portion of minute in excess of 3 minutes | \$ 221 | \$ 232 |
| Use of TV Clips as Flashback | | |
| -- First 3 minutes, no fee | | |
| -- For each minute or portion of minute in excess 30 seconds | \$ 221 | \$ 232 |

*In no event shall less than \$393 (\$413 effective May 2, 2024) be paid for the use of excerpts from a single program.

If a television program contains television excerpts or a combination of film and television excerpts which comprise more than 50% of the running time of program, the program is considered a “compilation” program. The compilation rate is calculated by multiplying the applicable 30-minute minimum by 2.5 for each half-hour of broadcast time. Contact the Guild’s Residuals Department for information.

**WGA 2023 THEATRICAL AND TELEVISION BASIC AGREEMENT
OTHER COMPENSATION**

UPSET PRICE (ARTICLE 16.B.5.)

In the event Company pays not less than the following “upset price” to each writer or team 2 writers entitled to separated rights for the writing or acquisition of literary material to which separation of rights applies, the Company may bargain freely with the writers with respect to the acquisition of the writer’s reserved rights.

| <u>INITIAL COMPENSATION OF AT LEAST:</u> | Effective <u>9/25/23 – 5/1/24</u> | Effective <u>5/2/24 – 5/1/26</u> |
|---|--|---|
| Format Only | \$ 30,585 | \$ 31,197 |
| Story Only | | |
| 15 minutes or less | 10,639 | 10,852 |
| 30 minutes or less | 18,932 | 19,311 |
| 45 minutes or less | 26,907 | 27,445 |
| 60 minutes or less | 33,333 | 34,000 |
| 90 minutes or less | 45,870 | 46,787 |
| More than 90 minutes | 45,870 | 46,787 |
| Story and Teleplay | | |
| 15 minutes or less | 31,965 | 32,604 |
| 30 minutes or less | 56,812 | 57,948 |
| 45 minutes or less | 67,440 | 68,789 |
| 60 minutes or less | 83,542 | 85,213 |
| 90 minutes or less | 121,065 | 123,486 |
| More than 90 minutes | 121,065 | 123,486 |
| Format, Story and Teleplay | | |
| 15 minutes or less | 31,965 | 32,604 |
| 30 minutes or less | 56,812 | 57,948 |
| 45 minutes or less | 67,440 | 68,789 |
| 60 minutes or less | 83,542 | 85,213 |
| 90 minutes or less | 121,065 | 123,486 |
| More than 90 minutes | 121,065 | 123,486 |
| Bible | 77,311 | 78,857 |

When the upset price has been paid, the rights acquired after negotiation shall be set forth in a separate contract. The separate agreement for acquisition of the reserved rights shall state a separate consideration (other than the consideration for the original employment or purchase); only the amount of initial compensation shall be used in determining whether the upset price has been reached. Contact the Guild Contracts Department for information.

INTERACTIVE REUSE COMPENSATION (ARTICLE 64)

The Basic Agreement contains provisions governing additional compensation for reuse of MBA-covered writing in interactive programs. Contact the Guild Contracts Department for information.