

Program Productions, LLC – IATSE 762

CHSN Side Letter #2

This Side Letter Agreement, including Appendix B attached hereto, is made and entered into and will effective as of July 1, 2025, by and between **Program Productions, LLC** ("PPI", "Employer" or "Company") and **the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists, and Allied Crafts of the United States**, its Territories, and Canada, AFL-CIO, CLC and its Local 762 ("IATSE" or "Union") The Side Letter Agreement integrates all subject matter of the 1/27/2025 Collective Bargaining Agreement (CBA) with the inclusion of the matters specifically described and shall replace the current Side Letter # 2, as follows:

This Side Letter expressly covers the work at the two current CHSN Studios, located at United Center (1901 W. Madison Street, Chicago, IL 60612) and Guaranteed Rate Field (333 W. 35th Street, Chicago, IL 60616). Any terms and conditions not modified herein shall be pursuant to the underlying CBA.

- a. Article I: Recognition, Jurisdiction, and Application of Agreement. b. Inclusions. Add Floor/Studio Stage Manager to the included categories.
- b. Article I: Recognition, Jurisdiction, and Application of Agreement. d. The Parties agree and acknowledge that some employees may have their wages or working conditions reduced as a consequence of this Agreement.
- c. Article XII Minimum Conditions. a. Wages. The minimum wage rates, and wage increases, shall be outlined in "APPENDIX B".
- d. Article XII Minimum Conditions. b. Workday. All Employees shall be guaranteed eight (8) hours of work paid at straight time. If, without authorization from the Employer or the on-site client representative, an Employee arrives at the worksite after his/her Call Time or leaves the worksite prior to completion of the event and dismissal by the PDER, the applicable Minimum Call rate shall be reduced to reflect the Employee's actual time present at the worksite.

Article XII Minimum Conditions. e. Overtime. For 8-hour minimum guaranteed positions, any straight time hours in excess of eight (8) hours actually worked on any workday, or any straight time hours in excess of forty (40) hours actually worked in any work week will be paid at one and one half (1 ½) times the minimum hourly rate.

- e. Article XIII Holidays. b. The "Holiday Pay Bonus" shall be compensated at an additional four (4) hours at the applicable straight-time rate.
- f. Article XV Crafts, Manning, and Fees. Add new paragraph o. as follows:
Floor/Studio Stage Manager. The Floor/Studio Stage Manager shall work under the direction of the Production Manager and Director to implement their instruction for on-air talent. The Floor/Studio Stage Manager shall have the required skills to assist with setting

up and troubleshooting microphones, placing IFBs, and mic'ing talent. Additional skills include, but are not limited to, basic distribution of scheduled work (rundowns) to the crew and talent.

- g. Article XXII Travel. All time traveling between studios during the workday shall count as time worked. However, it should be clear that work time starts and ends at the site(s) of assignment and Employee is not paid for travel time or mileage to or from the Employee's home; however, travel time and mileage will be compensated/reimbursed for travel between the studios, currently located at United Center and Guaranteed Rate Field (as defined in paragraph 2 above).
- h. Article XXIII Health and Welfare. Employer shall contribute based on the appropriate geographical jurisdiction, the following:

1. For each hour worked by an employee or paid for by Employer, Employer shall contribute to the IATSE National Benefit Funds (Health and Welfare Plan) the following:

July 1, 2025 – December 31, 2025	\$5.00 per hour
January 1, 2026 – December 31, 2026	\$5.50 per hour
January 1, 2027 - December 31, 2027	\$6.00 per hour

2. The Employer shall contribute to the IATSE National Benefit Funds (Annuity Fund) on behalf of each employee the following percentage of such employee's gross wage:

July 1, 2025 – December 31, 2025	0% of gross wages
January 1, 2026 – December 31, 2026	2% of gross wages
January 1, 2027 - December 31, 2027	3% of gross wages

3. The Employer shall make the following defined pension plan contributions to the IATSE National Benefit Funds (Pension Fund) on behalf of each employee:

July 1, 2025 – December 31, 2025	\$0.00 per day
January 1, 2026 – December 31, 2026	\$5.00 per day
January 1, 2027 - December 31, 2027	\$6.00 per day

[SIGNATURE PAGE TO FOLLOW APPENDIX B]


APPENDIX B

CHSN MINIMUM STUDIO RATES


Position	7/1/25- 12/31/25 (+2%)	1/1/26- 12/31/26 (+2%)	1/1/27- 12/31/27 (+2.5%)
TD	\$68.09	\$69.45	\$71.19
A1	\$51.51	\$52.54	\$53.85
Graphics	\$51.51	\$52.54	\$53.85
Studio Camera	\$33.97	\$34.65	\$35.52
Steady Cam	\$63.75	\$65.03	\$66.66
JIB	\$44.63	\$45.52	\$46.66
EVS	\$51.51	\$52.54	\$53.85
Floor/Stage Manager	\$38.25	\$39.02	\$40.00

SIGNATURE PAGE

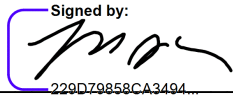
INTERNATIONAL ALLIANCE OF THEATRICAL STAGE EMPLOYEES, MOVING PICTURE TECHNICIANS, ARTISTS AND ALLIED CRAFTS

Signature:  _____
Name: Justin Conway
Title: International representative
Date: 6/14/2025 | 8:33 AM PDT

IATSE Local 762

Signature:  _____
Name: Joel Colwell
Title: Business Manager
Date: 6/14/2025 | 11:32 AM PDT

Program Productions, LLC

Signature:  _____
Name: Michael J. Campolo
Title: General Counsel
Date: 6/14/2025 | 9:05 PM CDT