

This AGREEMENT made as of the first day of October, 2008 by and between LDM WORLDWIDE (hereinafter the "Company") and THE INTERNATIONAL ALLIANCE OF THEATRICAL STAGE EMPLOYEES, MOVING PICTURE TECHNICIANS, ARTIST AND ALLIED CRAFTS OF THE UNITED STATES, ITS TERRITORIES AND CANADA, AFL-CIO, and its LOCAL 100 (hereinafter the "Union" or "IATSE").

## ARTICLE I RECOGNITION

1. The Company recognizes the Union as the exclusive collective bargaining representative for the following bargaining unit of technicians ("technicians") employed by the Company and engaged through its office as technical production crew members:

INCLUDED: All full-time and regular part-time freelance sports broadcast technicians, including camera operators, videotape operators, digital recording device operators (e.g., Profile, EVS, or LSM), video technicians, audio technicians, graphic/chyron (character generator) operators, technical directors, audio assistants, video assistants, utility technicians, score box operators, **stage managers, phone ad's, statisticians, font coordinators** and other television remote technical positions performing work, including on site pre-production, production and post-production work, except for off location pre-production and post-production work in connection with the telecasting of events in the New York Metropolitan area.

EXCLUDED: All other employees, including managers, producers, directors, technical managers, maintenance employees, clerical employees and guards, professional employees and supervisors as defined in the Act, as well as any individual not engaged by the Company through its office.

2. This Agreement is intended to cover the employment of the above technicians for **all entertainment productions, corporate productions**, professional sporting events and **all other sporting events and productions at all levels** ~~NCAA Division 1 football and basketball events~~. The wage scales and working condition provisions of this Agreement shall be minimums and employees shall not be precluded from obtaining "better conditions" than those outlined in this Agreement. Any employee enjoying such better conditions shall not have their wages or working conditions reduced as a consequence of this Agreement.
3. It is understood that the business of the Employer is the providing of crewing services to client television broadcast/transmission companies pursuant to the request of the client companies. Client companies determine the nature and extent of the labor services.
4. Listing of the above classifications is not intended to create individual or collective exclusive jurisdictions, staffing requirements or manning requirements. There is full interchange of duties and cooperation among the crew, and also between the crew and other personnel who are involved in or responsible for the production.

**ARTICLE II**  
**MANAGEMENT RIGHTS**

The Union recognizes the Employer's inherent and traditional right to manage its business, to direct the work force and to establish and modify the terms and conditions of the employee's employment, except as such right is expressly limited by specific provisions of this Agreement. The exercise of these management rights is vested exclusively with the Employer. All matters not specifically and expressly controlled by language of this Agreement may be administered for its duration by the Employer in accordance with such policy or procedure as the Employer from time to time may determine.

Specifically, and without limiting the generality of the foregoing, the Employer has the sole exclusive right:

1. To hire, suspend, transfer, promote, demote and discipline employees and to maintain and improve their discipline and efficiency;
2. To lay off, terminate, or otherwise relieve employees from duty;
3. To eliminate, change or consolidate jobs;
4. To install new jobs;
5. To direct the method and process of doing work and to introduce new and improved work methods or equipment;
6. To determine the location where work is to be performed;
7. To determine the starting and quitting times, the time for lunch and rest breaks, the number of hours to be worked;
8. To make and modify rules and regulations that the Employer deems necessary for the conduct of its business and to require their observance.

**ARTICLE III**  
**UNION SECURITY**

1. Any technician who performs services for the Company within the above bargaining unit, after its effective date, for a cumulative total of thirty (30) actual work days (which need not be consecutive) within any two (2) consecutive calendar years, shall be required, as a condition of continued employment, to meet the financial obligations of Union membership in the appropriate local of the IATSE. Any technician who fails to comply with the above obligations within two (2) weeks after having received written notice of delinquency from the Union (with copy to the

Company) shall be ineligible for future engagements by the Company until such delinquency has been remedied. Written notice of such ineligibility shall be given by the Union to the Company, with a copy to the technician.

2. Within thirty (30) calendar days of the initial hire by the Company of any technician, the Company shall notify the Union of the technician's name, address, social security number, date of hire and classification, and thereafter, on a monthly basis, of the dates of employment and gross wages earned by each technician on an ongoing basis.
3. The foregoing obligations shall be interpreted and applied consistent with applicable law. IATSE shall indemnify and hold the Company harmless against any claim or liability arising from the Company terminating the employment of or failing to further employ a technician in response to a notice of ineligibility issued in accordance with Section 1.
4. The Company shall deduct two percent (2 %) of all wages earned or to be earned by each technician for whom there shall be filed with the Company that technician's individual written assignment in accordance with Section 302(c) of the Labor Management Relations Act, 1947, as amended. The Company shall commence making such deductions with the first wage payment to be made to each such technician following the date of the filing of said written assignment, and such deductions shall continue thereafter with respect to each and every subsequent wage payment to be made to each such technician during the effective term of said assignment. IATSE shall indemnify and hold the Company harmless against any claim or liability, including legal fees, arising from the Company making the foregoing deductions.
5. Once each month, by no later than the end of the first full calendar week in that month, the Company shall remit to the applicable local or locals of the IATSE, by check(s) drawn to the order of such local(s), the total amount of all deductions made during the preceding calendar month for those technicians who have made assignments to that local in accordance with this Article. At the time of such remittance, and together therewith, the Company shall also furnish to the applicable local a record certifying the names of the individuals on whose account such deductions were made, their respective earnings for each payroll period and the amount of deduction for each individual during said payroll period.
6. A written assignment in the following form, or substantially the same as the following form, shall be acceptable for the purpose of this Article:

"Effective immediately, the undersigned assigns to Local 100 of The International Alliance Of Theatrical Stage Employees, Moving Picture Technicians, Artist And Allied Crafts Of The United States, Its Territories And Canada, AFL-CIO, two percent (2%) of all wages earned and to be earned by him as a technician, and authorizes and directs the Company to deduct such two percent (2%) from his wages and to remit the same to said Local. This assignment shall be irrevocable for a period of either one (1) year or until termination of the applicable collective bargaining agreement, whichever is sooner; and shall be automatically renewed, with the same irrevocability, for successive like periods unless terminated by the undersigned in writing not more than twenty (20) nor less than ten (10) days prior to the expiration of such period."

7. The Employer may not subcontract with third parties for the performance of work within the scope of this Agreement, unless the Employer determines that insufficient qualified freelancers are available in the market, or that special skills or equipment is needed and cannot be supplied by the Employer.
8. Thirty (30) days prior to implementing substantive changes in past practices with respect to staffing/manning requirements or to subcontracting, the Employer shall give notice of such intended changes and the opportunity to discuss the situation prior to implementation. The requirements of this paragraph are not applicable to staffing/manning requirements or subcontracting caused by equipment limitations, or in emergency situations.

**ARTICLE IV**  
**WAGES**

1. The following minimum hourly wages shall apply for all Entertainment Productions including but not limited to Music Concerts and Studio Sessions, Talk Shows, Award Shows and Special Events:

	10/1/08	10/1/09	10/1/10
Tier One			
TD, A1, ENG Camera, Editing DDR, V1	\$59.00	\$61.50	\$64.00
Tier Two			
Other Technicians, <u>Stage Managers</u> <u>Font Coordinators</u>		\$52.25	\$54.35
			\$57.00
Tier Three			
Utility, <u>Phone AD, Stats, Score Box</u>	\$48.50	\$50.90	\$53.50

2. The following minimum hourly wages shall apply for all Corporate Productions including but not limited to Teleconferences, Shareholder meetings, Webcasts, Closed Circuit meetings, Press Conferences and Special Events:

	10/1/08	10/1/09	10/1/10
Tier One			
TD, A1, ENG Camera, Editing DDR, V1	\$54.30	\$56.50	\$58.75
Tier Two			

Other Technicians, <u>Stage Managers</u> <u>Font Coordinators</u>	\$47.50	\$49.50	\$52.00
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Tier Three Utility, <u>Phone AD, Stats, Score Box</u>	\$43.00	\$45.25	\$47.50
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3. The following minimum hourly wages shall apply for all Professional Sports, NCAA Division 1 Football, Big East and Ivy League Basketball, Horse Racing, and all NCAA Playoffs, Tournaments and Special Events:

	10/1/08	10/1/09	10/1/10
Tier One TD, A1, ENG Camera, Editing DDR, <u>V1</u>	\$48.30	\$49.80	\$51.30

Tier Two Other Technicians, <u>Stage Managers</u> <u>Font Coordinators</u>	<del>_____</del>	\$41.00	\$42.25	\$43.55
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Tier Three Utility, <u>Phone AD, Stats, Score Box</u>	\$37.00	\$38.00	\$40.00
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Tier Four <del>Score Box,</del>	<del>\$20.20</del>	<del>\$27.50</del>	<del>\$30.00</del>
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4. The following minimum hourly wages shall apply for all Sports productions that do not fall under the previous item 3:

	10/1/08	10/1/09	10/1/10
Tier One TD, A1, ENG Camera, Editing DDR, <u>V1</u>	\$42.50	\$44.25	\$46.00

Tier Two Other Technicians, <u>Stage Managers</u> <u>Font Coordinators</u>	<del>_____</del>	\$36.50	\$38.00	\$40.00
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Tier Three Utility, <u>Phone AD, Stats, Score Box</u>	\$33.50	\$35.25	\$37.00
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5. All employees shall be guaranteed two hours of overtime on each day scheduled **with the exception of Stage Managers, Phone Ads, Statisticians, and Score Box.**
6. When any utility employee is assigned Tier Two duties and actually performs such duties on more than an incidental basis that employee shall receive the Tier Two rate for a minimum of two hours or if the Tier Two duties actually performed last longer than two (2) hours, for all hours so worked more than 2 hours pay at rate.
- ~~7. —7.—Hand held camera operators shall receive additional compensation of \$50.00 per day worked.~~
- ~~8. When more than three (3) utilities are engaged for an event one shall be designated the “Key Utility” and paid at the Tier Two rate.~~
8. Employer shall notify union of all events that are not clearly defined by these pay scales to determine which pay scale the production falls under.

#### **ARTICLE V** **HIRING**

1. The Union agrees that it is and will continue to be an open union and that it will keep its membership rolls open and will offer membership to all eligible employees engaged by the Employer.
2. To the extent that the Employer is in need of qualified persons to perform work covered by this Agreement, ~~it will give~~ it will give preference of employment, provided qualifications as determined by the Employer is acceptable, to Employees currently referred for work by the Local Union (the Referral List) so long as a qualified person is available.  
~~consideration for employment to individuals registered to work with the Union.~~
3. In assigning employees for work the Employer shall apply the following criteria, in no particular order and with no specific weight:
  1. Individual’s skill, knowledge and ability.
  2. The request of the client.
  3. Individual’s prior performance and work record with the Company.
  4. Individual’s past and current availability.
  5. The historical assignment of the particular position.

6. Length of employment within the local market.
4. If crewing or staffing concerns arise between quarterly Labor/Management Committee meetings, either party can call a meeting by sending written notice to the other. The parties will make a good faith effort to meet within ten (10) days of such notice.
5. The Union also agrees that the Employer is not obligated to recognize seniority
6. Any production that has seven (7) or more Triax or Fiber backed Cameras shall hire a second Video engineer at the Tier two rate. An additional Video engineer shall be hired for each additional seven (7) cameras.
7. If the production uses RF equipment an additional A2 shall be hired.
8. ~~8.~~—One Utility shall be hired on all Setup and Strike days.
9. ~~Relief personnel will be provided for each position on double headers.~~
10. ~~Unmanned cameras shall be limited to the following positions; scoreboard camera, booth camera, announcer POV camera, beauty camera, shot clock camera and game clock camera. All other camera positions shall require a dedicated operator.~~

**ARTICLE VI**  
**DISCIPLINE AND DISCHARGE**

1. The Employer maintains the right to make and modify work and conduct rules and require their observance.
2. Employees may be terminated by the Employer by sending a “No Dispatch Letter” to the Union for serious or repeated infractions of the Employer’s rules. In addition, Employees may be disciplined, up to and including suspension of duties, wherein the Employer shall send a “Notice of Discipline Letter” to the Union for infraction of the Employer’s rules.
3. The Union agrees that the issuance of “No Dispatch” and “Notice of Discipline” letters is a management decision, however no employee shall be disciplined or discharged without just cause. Before issuance of a letter involving suspension or discharge, the company will notify the employee and the union of its preliminary decision to suspend or discharge the employee. The parties will make a good faith effort to meet within fourteen (14) days after such notification has been given. However, prior to the meeting and/or until a final determination has been made by the company, the company is not under any obligation to schedule the employee for other assignments.

**ARTICLE VII**  
**HOURS**

1. A technician's work day shall be computed by totaling the number of hours between the time the technician commences work at the venue and the time he quits work. An 8 ten (10) hour work day is inclusive of a paid one hour first meal period.
2. Overtime: Where a technician's work day is in excess of 8 hours (including the 1 hour paid meal period) in one day or 40 hours in one week he shall be paid overtime for such hours as are in excess in one-half (1/2) hour increments at time and one-half (1-1/2) of his straight-time rate.
3. There shall be no pyramiding of overtime pay (*i.e.*, payment of overtime pay for an hour of work at the highest overtime rate applicable to that hour shall satisfy any other requirement for the payment of overtime for that hour).
4. Meal periods: Technicians shall receive a paid 1 hour meal period during the work day. **The first meal shall start no earlier than the beginning of the 3<sup>rd</sup> hour of a technician's call nor later than the beginning of the 6<sup>th</sup> hour (e.g. if the technician's call starts at 8:00 a.m., the first meal period may not start earlier than 10:00 a.m. nor start later than 1:00 p.m.)** If a meal is not given (*i.e.* missed), the technician shall be paid for the additional one hour worked (at time and one-half because he/she worked in excess of his/her regular work day). Any technician working more than ten hours in one calendar day shall receive a second, paid one hour meal period at time and one half.
5. Rest between calls: A technician shall be allowed at least a twelve (12) hour rest period between his release from one day's assignment, including overtime hours, and his actual return to work on the following day. if the rest period is less than twelve (12) hours, the technician shall receive and additional sixty-five (65%) per cent of his straight time pay for the time of invasion, computed in half hour increments. Nothing herein shall be interpreted as preventing the Company from changing a technician's start time for the next day in order to provide him a rest period between days of 12 or more hours.
6. Breaks: All employee shall receive at least two ten (10) minute breaks plus a meal during a work day. One such ten (10) minute break shall occur within thirty (30) minutes of air time. Breaks shall not be taken in any technician position which relates to the switcher, graphics, audio, tape, in-use cameras or similar functions unless the Director shall give prior permission.

#### **ARTICLE VIII** **HOLIDAYS**

The following holidays shall be recognized under this Agreement: New Year's Day, Martin Luther King, Jr. Birthday, Presidents' Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas. If a technician works on a recognized holiday, he shall (a) be paid for the hours worked at the applicable straight-time rate and/or overtime hourly rate of pay, as the case may be, and (b) shall, in addition, be paid his straight-time hourly rate of pay multiplied by the number of hours worked on that day.

#### **ARTICLE IX**

## BENEFITS

1. The Company shall contribute, on the effective dates indicated below, to the IATSE National Health Fund, Plan C, for each hour for which a technician is paid the following amount:

10/1/08	10/1/09	10/1/10
\$4.25	\$5.00	\$5.75

2. The Company shall contribute, on the effective dates indicated below, to the IATSE National Annuity Fund the following amount of gross wages earned by each technician.

10/1/08	10/1/09	10/1/10
3.25%	3.50%	4.00%

3. The Company shall contribute, on the effective dates indicated below, to the IATSE National Pension Fund, Plan C, for each day worked by a technician the following:

10/1/08	10/1/09	10/1/10
\$8.00	\$9.00	\$10.00

4. ~~If an employee covered by this Agreement is eligible to participate in an IRS Qualified 401(k) Plan sponsored by IATSE, the Company will honor the written authorization of such employee to deduct from the employee's gross wages the specified eligible amount to be remitted to such 401(k) Plan. The Plan Administrator shall confirm in writing that employees are eligible to participate and shall provide any other information relevant to the proper administration of authorized employee contributions to the designated payroll service assigned administrative responsibility for this provision.~~

Effective October 1, 2008 in addition to the mandatory uniform employer contributions made under Articles II of this Section to the Annuity Fund for all eligible employees, each such employee may elect to defer part of his/her salary, subject to statutory limitations and the rules of the annuity fund. The Company will transmit those salary deferrals to the Annuity Fund by the third week of each month following the end of the month in which the covered services were performed.

5. Contributions shall be made by separate check to the respective funds no later than the 10th day of each month with respect to all employment during the preceding month on which contributions were payable. In conjunction with each such payment, the Company shall submit a remittance report showing the names of the technicians for whom contributions are being made, their social security numbers, their dates of employment and the amount of contributions paid for them.
6. The Union represents and warrants that the funds referred to in Sections 1, 2 and 3 above are and shall remain tax exempt entities pursuant to the applicable provisions of the Internal Revenue Code.
7. In order to effectuate the above benefit contributions, the Company agrees to be bound by the IATSE national Benefit Funds Agreement and Declaration of Trust as amended.

## ARTICLE X

~~CHANGE OR CANCELLATION OF CALLS~~

1. Nothing herein shall preclude the Company from changing a technician's work hours, work location or venue or canceling a technician's work day where production requirements dictate. In such instances, the Company shall provide technicians with as much advance notice as is practicable under the circumstances.
  2. If notice of cancellation of a call (not notice of change of a call) is given to a technician by the Company less than 48 hours prior to the call, the technician shall be paid for the cancelled call up to the number of hours scheduled to be worked.
  3. If an employee has been offered an event to work and the employee accepts that offer, the employee may not cancel unless in the Company's judgment a satisfactory replacement is found. It is the responsibility of the employee to find the replacement that is satisfactory to the Company. If the Company agrees to accept responsibility for the substitution, no further action is needed on behalf of the employee. This paragraph shall not apply to cancellations due to medical or other emergencies beyond the employee's control and the Company may request proof of the medical or other emergency.
- ~~A technician may not cancel a call that he/she has accepted except for a bona fide medical situation. If it becomes necessary for a technician to cancel a call, he shall provide the Company with as much advance notice as possible.~~
4. In the event that operations are temporarily curtailed in whole or in part (excluding rain outs), neither party shall be liable in damages for any delay or default in performing hereunder if such delay or default is caused by conditions beyond its control including, but not limited to acts of god, strikes, wars, riots, or events which frustrate the purpose of broadcast or make it impossible to continue operations.

## ARTICLE XI

### GRIEVANCE AND ARBITRATION

1. Any dispute between the Company and the Union or any technician(s) concerning the interpretation, application, performance or claimed violation of this Agreement (hereinafter "grievance") shall be resolved solely and exclusively through the procedures set forth below.
2. Either the Union or the Company shall submit the grievance by giving written notice to the other. Any grievance not submitted in writing within forty-five (45) calendar days of the time the technician, the Union or the Company knew of the event giving rise to the grievance shall be barred. A meeting between the Company and the Union concerning the grievance shall be scheduled promptly.
3. If the Union and the Company are unable to settle the grievance, the grievance may, at the election of either the Union or the Company, be submitted for arbitration before a single arbitrator, by written notice to the other party and the American Arbitration Association. Unless the parties have otherwise agreed upon an arbitrator, the arbitrator shall be selected pursuant to the Voluntary Labor Arbitration Rules of the American Arbitration Association. Any grievance not submitted for arbitration within ninety (90) calendar days from the date on which the notice of grievance provided

for in Section 2 is given, shall be untimely and further proceeding shall be barred. No remedy shall be retroactive to a date more than one (1) year prior to the date on which the notice of grievance is given.

4. The decision of the arbitrator shall be in writing and shall be final and binding on the Union, any affected technician(s) and the Company. The Arbitrator shall have no power to add to, subtract from or modify any of the provisions of this Agreement and no past practices shall be binding except to the extent such past practices are specifically stated in this Agreement. Each party shall bear the expense of preparing and presenting its own case. The compensation and expenses of the arbitrator and any administrative charges of the American Arbitration Association shall be borne equally by the parties.

## **ARTICLE XII** **NO STRIKE-NO LOCKOUT**

1. During the term of this Agreement neither the Union nor any individual technician(s) shall cause, sanction, threaten, or take part in any strike, picketing, sympathy strike, refusal to cross a picket line, walkout, slowdown or stoppage of work of any kind, or any other interference with the conduct of the Company's business. If the Union or any technician(s) engages in such activities, the Company, in addition to any other remedies, shall be entitled to immediate injunctive relief from an arbitrator or a court of competent jurisdiction and the employee may be terminated. During the term of this Agreement the Company shall not engage in a lockout.
2. Notwithstanding Section 1, employees may refuse to cross a primary IATSE picket-line.

## **ARTICLE XIII** **UNION STEWARDS AND VISITATION**

1. The Union may appoint one steward, who shall be a working steward, for each production.
2. Duly authorized representatives of the Union shall be admitted to the workplace to confer with the Company, to confer with the steward(s) and for the purpose of verifying the performance of this Agreement, provided that they inform a designated representative of the Company upon arriving at the premises, and that they do not interfere with the work to be performed by technicians. The Company shall not be responsible for restrictive access policies imposed by the venue, but shall use its best efforts to assist the representatives with access difficulties.

**ARTICLE XIV**  
**NO DISCRIMINATION**

The Employer and the Union shall abide by Federal, State and Local laws which prohibit discrimination on the basis of race, color, creed, sex, national origin, age, marital status, disability, sexual orientation and union activity. Such laws shall provide the exclusive rights and remedies to employees and as such this article shall not be subject to Article XX, Grievance and Arbitration.

**ARTICLE XV**  
**PAYMENT OF WAGES**

The Company practice is to pay wages on a semi-monthly basis. Should the Company wish to revise this schedule, it shall provide the Union with 30 days advance notice thereof.

**ARTICLE XVI**  
**TRAINING**

In the event the Company offers any job related training, it shall be made available to members of the bargaining unit, if applicable to the position held.

**ARTICLE XVII**  
**LABOR/MANAGEMENT COMMITTEE**

A Labor/Management Committee shall be established, with an equal number of representatives from each side. The Committee shall meet, at least, quarterly to discuss issues brought before it.

**ARTICLE XVIII**  
**SAFETY AND HEALTH**

The Employer recognizes the importance of maintaining a safe and healthy work environment. Should an unsafe condition occur during an event, the condition should immediately be reported to an onsite management representative who shall make any adjustments that in his judgment require immediate attention.

**ARTICLE XIX**  
**PARKING**

Secure free parking shall be arranged by the Employer at all event locations. When an employee has accepted a package of events, parking passes and credentials will be issued ahead of time for those events if at all possible. To insure that all crewmembers are afforded access to parking and ingress to the work site, credentials or crew lists are to be made available to security personnel in a timely manner at parking entrances and/or site entrances.

**ARTICLE XX**  
**TRAVEL AND HOTEL EXPENSES**

1. When employees are asked to report to a location more than 75 miles from Times Square they will be compensated at the designated IRS rate for mileage reimbursement based upon the submission of a Mapquest print out of the distance from their home to the work location plus per diem of \$50.00.
2. When employees are asked to report to a distant location,
  1. Cabs, tolls and airport parking shall be reimbursed at the actual cost to the employee.
  2. A per diem of \$50 shall be paid to each employee.
  3. The following expenses will normally be billed directly to the Company, unless that is not possible, in which case the employee will pay the cost and be reimbursed.
    1. The cost of single room hotel accommodations, if overnight stay is required.
    2. The cost of rental cars, which shall be at least full size, 4 door cars, with no more than 3 to a vehicle. Mini vans -4 people. 6 passenger vans -5 people, 8 passenger van -6 people.
    3. The cost of coach class airfare, if air transportation is required.
    4. Any reimbursement shall be made in accordance with the Employer's policies with regard to business expense reimbursement.
    5. Employees traveling by common carrier shall be compensated one-half of the employee's regular straight time day rate.
    6. Employees will not be asked to use their own personal transportation to transport company equipment.
    7. When the Employer requests that an Employee use his own automobile for transportation in connection with an assignment at other than his normal working place, he shall be allowed the then current IRS permitted mileage allowance plus tolls and reasonable parking expenses.
    8. Employees when traveling will be covered under the Employer's travel insurance policy.

**ARTICLE XXI**  
**ENTIRE AGREEMENT**

This Agreement is intended to cover all matters affecting wages, hours and other terms and conditions of employment and all similar or related subjects. During the term of this Agreement neither the Company nor the Union will be required to negotiate and any further concerning matters affecting matters contained in this Agreement or any subjects not specifically set forth in this Agreement, whether or not such subjects were discussed or were within contemplation of either or both parties at the time they negotiated this Agreement. There are no understandings or agreements which are not set forth in this Agreement, and any future understandings or agreements are valid and enforceable only if reduced to writing and signed by authorized representatives of the parties.

**ARTICLE XXII**  
**TERM**

This Agreement shall take effect on October 1, 2008 and shall remain in effect through and including September 30, 2011.

IATSE

LDM Worldwide

By: \_\_\_\_\_

By:

Date: \_\_\_\_\_

Date:

Local 100

By:

Date: