

MEMORANDUM OF AGREEMENT

Negotiated between

GAME ON CREATIVE, INC. (“Game On”)

and

ALLIANCE OF CANADIAN CINEMA, TELEVISION AND RADIO ARTISTS (“ACTRA”)

(COLLECTIVELY REFERRED TO AS THE “PARTIES”)

This Memorandum of Agreement reflects the complete understanding reached between the Parties. As soon as practicable, this Memorandum of Agreement will be reduced to formal contract language. This Memorandum of Agreement does not set forth contract language, except where the context clearly indicates otherwise.

The provisions of this Memorandum of Agreement modify the provisions of the 2021-2023 Agreement. All of the provisions of the 2021-2023 Agreement shall remain the same unless otherwise specifically changed as noted herein.

Except when another effective date is specified, the provisions herein shall be effective upon ratification by the Union. The Union shall immediately notify Game On of the results of the ratification.

The undersigned representatives of Game On and ACTRA do hereby agree to unanimously recommend complete acceptance of all of the terms of this Memorandum to their board/members for ratification of this Agreement.

All of the provisions of the Agreement between the Parties expiring December 31, 2023 are renewed and/or modified subject to the following:

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- The Parties herein agree that the term of the Agreement shall be 3 years from January 1, 2024 to December 31, 2026.
 - The Parties herein agree that monetary conditions will be effective January 1, 2024 and the said Agreement shall include the terms of the previous Agreement on January 21, 2021 or whenever ratification has been achieved by both Parties and the following amendments are incorporated:

General Increases in Minimum Fees:

8% effective January 1, 2024

4% effective January 1, 2025

3.5% effective January 1, 2026

1. ~~2.6 This Agreement shall remain be kept confidential between the Parties. This Agreement cannot be reproduced, transferred or published without the explicit consent of Game On and ACTRA. Upon prior notice Game On may require non-disclosure from ACTRA with respect to particular projects. The Parties agree that the provision of this Agreement to ACTRA members and their agents is an important part of labour relations. To this end the Agreement shall be published securely and provided to ACTRA members and agents for the purpose of labour relations with a message that advises the Agreement must be kept confidential. ACTRA will, with their best efforts, enforce the confidentiality of this Agreement to ACTRA members and their agents. Game On can disclose in confidentiality the information from this Agreement to its clients, potential customers and its Affiliates. In the event that Game On wishes information to be kept confidential by ACTRA staff it must make a request to the union in writing, with specific details about the nature of the information. If ACTRA disagrees with such request, the Parties agree to discuss the request and if both agree, the information will be kept in strict confidence.~~

2. **3.16 Booking Notice** means notification to a Performer and acceptance by the Performer of an engagement on a definite date or dates. To the extent known at the time of the booking, when reasonably possible will include the length of booking (hours, days, weeks, or months). A performer can decline a role without retaliation or reprisal.

The booking shall be confirmed verbally or in writing (including by email) with the Performer or their agent within forty-eight (48) hours of the booking, whenever possible.

To the extent known at the time of the booking, a description of the role to be played and the nature of the work must be given. Such description should include:

- a) Game genre
- ~~b) The game's intended rating based on the Pan European Game Information (PEGI) and/or Entertainment Software Rating Board (ESRB) rating systems.~~
- c) Any content of an intimate, sensitive or violent nature including but not limited to, intimacy, simulated sexual activity and/or sexual violence; Graphic Violence; profanity, discriminatory content, characters and/or language, and drug use.
- d) If the character will appear nude during the game.
- e) If the role requires a level of physical exertion, Vocal Stress, or any specialized skills.
- f) If the role requires any additional language, dialect or accent.
- g) When reasonable possible, if the Performer is a lead role and/or reprising an established character role in a subsequent game.
- h) When reasonably possible, Game On will provide the name of the franchise for existing games at the time of booking. All Performers shall be subject to a non-disclosure agreement as per section 8.6.

**Re-letter Article accordingly.*

3. ~~3.30 A Handheld Platform~~ is a mobile video game system with integrated controllers. Video Games recorded for Handheld Platform rates may not be sold to the public for more than \$10.00 per unit. This amount will increase commensurate with the annual rate increase of this agreement.

**Corresponding changes as follows:*

1. Article 3.35 Platform – Delete entire Article and re-number Articles accordingly
2. Appendix 1 – Delete the **asterisked note beneath the rate chart*

~~**In the case of a mobile game, Category A will be \$250,000 USD to \$4,999,999.00 USD.*~~

4. **4.4 Production Information** Game On shall submit a completed Production Information Form (see Appendix TBC) to the nearest local ACTRA office not later than forty-eight (48) hours, whenever possible, and in any event not less than twenty-four (24) hours prior to the first scheduled working day, the following information to the extent that it is available. ACTRA acknowledges that this information may change during the course of production:

- a) name of Producer
- b) title of Production(s) and/or code name(s)
- c) Production dates and location
- d) cast list of Performers
- e) persons or groups for whom work permits are required
- f) name of Production liaison
- g) names of all Minors engaged, with their dates of birth and the names of the Parent(s)/Guardian(s) of each Minor
- h) name(s) of Intimacy Coordinator and/or Performers whose character is engaged to appear nude
- i) total cast budget and total game development budget
- j) casting notices (if requested by ACTRA) ~~description of stunts (if requested by ACTRA)~~
- k) Stunt Coordinator and description of stunts (if requested by ACTRA)
- ~~l) Background Performer breakdown, if and when available~~
- m) the total amount of compensation, up to the maximum as provided for in the applicable agreement, for any Performers in respect of whom the SAG-AFTRA pension and health (P&H) contributions will be made through the ACTRA Performers' Rights Society (ACTRA PRS). An administration fee of one percent (1%) of the total P&H contributions shall be remitted to ACTRA PRS.
- ~~l) Background Performer Breakdown, if and when available.~~

**Re-letter Article accordingly.*

5. **4.1X [NEW] Transfer of Rights**

If Game On or its successors sells, licenses, assigns, or otherwise disposes of any Video Game Production or any data produced under this Agreement or any rights thereto, to a third party/transferee, Game On shall ensure that the relevant underlying contract concluded by Game On with such a third party will introduce and impose the restrictions on the transfer of rights resulting from this Agreement, as well as the use and storage of transferred data.

Transfer of data or any rights thereto shall be limited to the specific Title and shall include the Video Game Title, its Downloadable Content, add-ons, and expansion packs. Such data, in its original form or altered in any way, shall not be used in any other title, or to train a Generative Artificial intelligence system (as defined herein) or to create a Digital Replica (as defined herein) of the Performer for use in connection with the video game, without the written consent of the Performer. When data is transferred to a third party/transferee, Game On will ensure that a contractual obligation binds the third party/transferee to ensure that the data be stored in a highly secured manner.

Contracts with any third party/transferee shall define restrictions resulting from this Agreement with respect to the use of transferred data and required records and reports, highly secured storage of data, the creation or use of GAI or a Digital Replica, and the use of data to train an artificial intelligence system. The use of such Video Game Production or any data outside the scope permitted hereunder shall be subject to and conditioned upon the consent of the Performer and the prompt payment to the Performers involved of all compensation as provided in said Agreement, and ACTRA, on behalf of the Performers involved, shall be entitled to injunctive relief in the event such payments are not made.

**Renumber Articles, as required. Replace 4.12 Security language with this new article.*

6. **4.16 Equal Opportunity Policy: Equitable Engagement Opportunities and Affirmative Action in Casting**

Game On is committed to diverse, inclusive, and authentic casting. Where an available Role is for Motion Capture, or otherwise non-gendered or “open ethnicity”, Game On shall make best efforts to offer equal opportunity to women, gender diverse Performers, and Black, Indigenous or Persons of Colour and/or Performers living with disabilities with due regard for the physical proportions (height, frame, etc.) and skillset, required for the game character. Best efforts will be made to ensure that Performers are engaged/asked to portray characters that are their own culture and ethnicity. Performers may thus avoid lapses into caricatures to illicit authenticity, which would not reflect reality, be biased, and/or offensive.

7. 4.17 Informed Consent to Touch a Performer at Any Time

The Affirmative Consent Basis

When a performer is aware of each instance of touching and can affirm the times, places and how they are willing to be touched it leads to less anxiety, and a safer workplace environment. For example, negotiating when mechanical equipment adjustments (head mounted camera) happen, and how they happen, and agreeing what happens during and in between shoots is a necessary step in creating a workplace environment in which gaining unambiguous consent becomes the norm before touching performers. It also leads to less contention between performers and production staff when it is pre-agreed.

Seeking Affirmed Consent For Any Touching

When a performer signs a contract and agrees to work on a set that does not infer consent to being touched without explicit and timely consent.

A performer should know and agree to how they will be prepped and what that means in terms of how, how often, and when they will be touched on and off set i.e. wardrobe, equipment, motion capture suit, audio/visual.

The performer must provide consent in advance of any physical contact for any reason to ensure a safe and healthy workplace.

Game On will, at the start of each project, session have a meeting with the cast and crew to review health and safety which include and consent-based interactions/touching. Thereafter, they shall meet with each new Performer assigned to the project who was not part of the initial meeting, or a returning Performer who has not been on set for thirty (30) days, to review health and safety and consent-based interactions/touching.

8. **4.X [NEW] Protection of Personally Identifiable Information and Performer Data** Game On shall use commercially reasonable best efforts to protect the Personally Identifiable Information (or "PII") of Performers, whether in electronic or tangible form, including contact information, social insurance numbers, employment contracts, and other disclosures, reports, or paperwork that may include personal information. A Digital Replica shall be considered PII of the depicted Performer. Game On will use available and commercially reasonable technical measures to watermark all Performer data (or mark such data with a unique ID) to identify what has been generated and to identify the data sources.

In the event of any data break or other loss, theft, or mishandling of Performer PII including, without limitation, Digital Replicas, in addition to compliance with applicable law, Game On shall provide prompt notification to the Performer and, if the applicable laws allow it, with a copy to ACTRA, setting forth the actual or approximate date of the incident, the nature of the incident, the number and names of the Performers affected, and any other information ACTRA may reasonably request under the applicable law.

9. **7.11** A Grievance that has been referred to arbitration by arbitration notice shall be heard by a sole Arbitrator. The parties must agree on an Arbitrator by mutual agreement. Such Arbitrator may have familiarity with the video game industry but shall not be affiliated with any of the Parties to the dispute.

10. **8.6. Non-Disclosure Agreements** Given the nature of the video game industry and requirement for confidentiality, Game On and ACTRA agree that Game On may require Performers to sign to the attached formulate a generic Non-Disclosure Agreement (NDA) sanctioned set forth in Appendix 5 by both parties, displaying both parties' logos. The NDA shall be completed upon ratification of this Agreement. This is the only NDA that is permitted to be provided to Performers. Game On shall provide Performers with a copy of the Non-Disclosure Agreement twenty-four (24) hours in advance of the booking.

Stet

11. **8.X [NEW] Statutory Holidays** In the event of an unforeseen circumstance, and with the consent of both the Union and the Performer, the Engager can request a Performer to work all or part of a Statutory Holiday and be compensated a minimum of two times (200%) the contracted daily rate for that Performer. Statutory Holidays will be in accordance with the Province of Quebec.

12. **9.3 Stunt Adjustment** The fee for a Stunt Performer to perform a stunt shall be the Performance Capture session fee, as appropriate, plus any additional amount (Stunt Adjustment) that may be negotiated between the Stunt Performer and the Stunt Coordinator in consultation with and subject to the approval of the assigned Game On representative in relation to the difficulties, danger, and other pertinent details regarding the stunt to be performed. In case of an on-set change that modifies the difficulties, dangers and risks associated with the stunt to be performed, the Stunt Coordinator and Game On's designated representative shall discuss and may negotiate an additional Stunt Adjustment prior to execution of the stunt(s). Stunt Performers may refuse to do anything not negotiated and agreed to in advance of the work, without liability or forfeiture of any portion of the Contracted Fee.

13. **9.X [NEW] Stunt consultation/Stunt preparation meeting** is when a Stunt Coordinator is engaged during pre-production to discuss the creation, feasibility, planning and/or engineering of a Stunt, or is required to review the stunts and safety measures, and confirm details in the lead up to a shoot. These Stunt consultations/meetings may occur in-person or remote. There shall be a consultation/preparation fee (see Appendix 1) for which the Stunt Coordinator shall be available for two (2) hours, if remote, and for four (4) hours, if in-person. Beyond which the Stunt Coordinator shall be entitled to the daily fee.

14. ~~13.4 Rest Period for Vocal Stress and Rest Periods~~ Any dialogue requiring Vocal Stress shall be limited to the final two (2) hours of a session. Performers engaged to perform Barks, Onos or other vocally stressful work may request and be granted rest breaks, during which they shall not be required to provide any work. When scheduling sessions involving Vocal Stress, best efforts will be made to schedule a rest period of forty-eight (48) hours in between sessions. The Performer/their representative has the discretion to waive this provision.

NOTE: In conjunction with updating the Article language, both Parties agree to put out a joint statement and include an Appendix with details related to Vocal Stress.

15. 14.4 When travel time and expenses are payable, Game On shall pay for

- a) *Stet*
- b) to d) *Stet*
- e) a per diem allowance of ~~\$100.00~~ ~~\$65.00~~, in the case of a Nearby Location or Distant Location, to cover all personal meal expenses. However, if meals are provided at the expense of Game On, the per diem allowance ~~may~~ shall be reduced in the following manner:

Breakfast ~~\$15.00~~ \$25.00

Lunch ~~\$20.00~~ \$25.00

Dinner ~~\$30.00~~ 50.00

16. 15.X [NEW] Motion Capture Weekly Rate A weekly rate is applicable to only Motion Capture and Performance Capture performance categories when no fewer than five (5) consecutive days of work out of any seven (7) consecutive days during the project are guaranteed in the ACTRA member’s written contract with Game On.

Rates payable to the Performer	Rehearsal/ Demo	Category "A"	Category "B"
Mocap			
<u>Motion Capture (Week)</u>	<u>\$4,256.00</u>	<u>\$4,256.00</u>	<u>\$4,256.00</u>
<u>Performance Capture (Week)</u>	<u>\$5,534.00</u>	<u>\$6531.00</u>	<u>\$8792.00</u>

NOTE: 5% discount applied to Game On’s current 2023 Rates. Deletion and renaming of categories as per MOA item #24. This is subject to the negotiated Wage Increase.

17. 15.X [NEW] Cost-of-Living Adjustment

The Parties agree that a Cost-of-Living Adjustment (COLA) to the negotiated annual percentage increase will be applied if the negotiated general Minimum Fee percentage increase for Performers is less than the COLA as set forth below.

The period for determining the annualized average of the Consumer Price Index (AACPI), as reported by Statistics Canada, shall be from October 1st to September 30th of the year preceding the January 1st annual general Minimum Fee increase.

The general Minimum Fee increase is set out in Article 15 of the Collective Agreement.

The Parties agree that when the AACPI is greater than the percentage of the general Minimum Fee increase, the difference shall be added to the general Minimum Fee increase effective January 1st. COLA shall not result in a reduction in any negotiated general Minimum Fee increases.

Example:

General Minimum Fee increase on January 1st, 2024 is 1%

AACPI (calculated from October 1st, 2023 to September 30, 2024) amounts to 1.2%

General Minimum Fee increase on January 1st, 2025 is 1%

General Minimum Fee increase with COLA effective January 1st, 2025 shall be 1.2%

***NOTE:** COLA cannot be applied to year 1 of this Agreement, only year 2 and 3.*

18. 15.X [NEW] MINIMUM FEES The general Minimum Fee increase to all performance categories listed in Appendix 1 shall be as follows: Year 1 (2024): 8% | Year 2 (2025): 4% | Year 3 (2026): 3.5%. The rate structure in Appendix 1 includes the agreed 8% increase effective January 1, 2024.

19. 16.X [NEW] Artificial Intelligence and GAI Protections

The Parties acknowledge that Game On has historically used digital technologies to replicate or alter a Performer's voice or likeness (e.g., CGI, audio/visual effects) during all stages of video game production and may continue to do so, consistent with its historical practices.

The Parties acknowledge the importance of human performance in video games and the potential impact on employment under this Agreement when a GAI system is used in a role that would otherwise be performed by a human.

The Parties agree that Game On may use current technologies and historical practices to adjust an existing performance provided that the performance remains substantially as scripted, performed and/or recorded.

Claims for violation of this Section are arbitrable under the general provisions of this Agreement. Remedies shall be limited to monetary damages which shall include punitive compensation.

The Parties agree to meet with during the term of this Agreement to discuss and review information related to GAI. This will form an ongoing discussion item at the Semi-Annual Business Review Meetings.

The Parties agree to meet six (6) months in advance of the expiration date of this Agreement to begin negotiations regarding the extension of the Agreement.

20. **16.1 [NEW] Digital Replica** means a digital version of a Performer or Performer's recorded performance that can be used to independently generate new material not previously recorded by the Performer.

For clarity, a Digital Replica is a Performer's recorded performance that is independently generated from Material and consists of a new material not previously recorded by the Performer.

21. **16.2 [NEW] Generative Artificial Intelligence (GAI)** The Parties acknowledge that definitions of 'Generative Artificial Intelligence' (GAI) vary, but agree that the term generally refers to a subset of artificial intelligence that learns patterns from data and produces content based on those patterns (e.g., ChatGPT4, MidJourney, Adobe Firefly, Dall-E2). It does not include current 'traditional AI' technologies programmed to perform specific functions in game production such as those already used during all stages of production (e.g. facial and body tracking, stitching, solving and retargeting, audio cleaning, restoring and enhancing). The term GAI is used for convenience and shall also apply to any technology that is consistent with this definition, regardless of its name.

22. **16.3 [NEW] Consent** Game On must obtain the Performer's consent and negotiate compensation, prior to using GAI or creating a Digital Replica of the Performer for use in connection with the video game. The consent must be clear and conspicuous. It shall be obtained through an addition to the Performer's contract that is separately signed by the Performer, or an appropriate statement in the Performer's contract that is a separate section signed by the Performer. Any consent required must include a reasonably specific description of the intended use of the Digital Replica or GAI in the video game.

Compensation for use of GAI or creating a Digital Replica shall be subject to bargaining at no less than the minimum fees provided for in this Agreement.

**New Section 16 – Re-number subsequent sections of Agreement, as required.*

23. 19 TERM AND EXECUTION

This Agreement, between the Alliance of Canadian Cinema, Television and Radio Artists ("ACTRA") and (Game On) governs the engagement of Performers working on Video Game Productions.

~~This Agreement will become effective on~~ The term of the agreement shall be from January 1, 2024 2021 and remain in effect until December 31, 2026 2023.

24. APPENDIX 1: MINIMUM SESSION AND USE FEES

Category "A" Budget and Rates will be deleted from **Appendix 1: Minimum Session and Use Fees** (Rate Structure 2024-2026)

NOTE: Rename Category "B" (<\$45,020,351 USD Budgets) to Category "A". Rename Category "C" (≥\$45,020,352 USD Budgets) to Category "B".

3% increase for the year of 2024 to Game budgets

3% increase for the year of 2025 to Game budgets

3% increase for the year of 2026 to Game budgets

**Any corresponding changes will need to be made as a result to this proposal.*

25. APPENDIX 1: MINIMUM SESSION AND USE FEES

Rates payable to the Performer	<u>Reh/ Demo</u>	<u>Category A</u>	<u>Category B</u>
<u>Motion Capture with Facial Capture (4H)</u>	<u>\$ 745.00</u>	<u>\$745.00</u>	<u>\$745.00</u>
<u>Motion Capture with Facial Capture (8H)</u>	<u>\$1,120.00</u>	<u>\$1,120.00</u>	<u>\$1,120.00</u>
<u>Overtime (per hour)</u>	<u>\$175.00</u>	<u>\$258.00</u>	<u>\$330.00</u>

NOTE: Deletion and renaming of categories as per MOA item #24. Negotiated rates are subject to general increase.

26. APPENDIX 1: MINIMUM SESSION AND USE FEES

Rates payable to the Performer	<u>Reh/ Demo</u>	<u>Category A</u>	<u>Category B</u>
<u>Stunt Coordinator - Consultation Only (2H - Remote) *</u>	<u>\$ 301.50</u>	<u>\$ 301.50</u>	<u>\$ 301.50</u>
<u>Stunt Coordinator - Consultation Only (4H - In Person) *</u>	<u>\$ 804.00</u>	<u>\$ 804.00</u>	<u>\$ 804.00</u>

*See Article 9.X [NOTE NEED TO INSERT SECTION REFERENCE] for details related to Stunt Coordinator Consultation and Prep Meetings.

NOTE: Deletion and renaming of categories as per MOA item #24. Negotiated rates are subject to general increase.

27. APPENDIX 5 NON-DISCLOSURE AGREEMENT

This Agreement is entered into by and between GAME ON CREATIVE, INC., located at B405 Ogilvy Avenue, Montréal, QC H3N 1M3 (“GAME ON”), and _____, located at ____ (the “Performer”), collectively referred to as the “Parties”.

Preamble

In order to allow the Parties to evaluate potential engagement opportunities between the Parties (the “Purpose”), the Parties are prepared to exchange from time to time, following execution and delivery of this NDA (appended to the ACTRA and Game On Video Game Agreement, “VGA” as Appendix 5) by both Parties, certain proprietary and confidential information.

Each Party desires that such information will be kept confidential by the Performer receiving such information from time to time.

In consideration of each Party agreeing to make available to the other Party certain information about itself, its Affiliates and their respective businesses, each Party hereby undertakes to the other in the terms set out below. An “Affiliate” of an entity is an organization that directly or indirectly controls that entity, or is directly or indirectly controlled by that entity, or which is under common control alongside that entity.

1. **Purpose.** The Parties wish to enter into a confidential relationship with respect to the disclosure ~~by Game On to the Receiving Party~~ of certain Confidential Information (as defined below) by one Party to the other Party (the “Receiving Party”) for the sole purpose of pursuing or establishing ~~a business~~ an engagement relationship or negotiating a contract between the Parties (“Purpose”). The Receiving Party acknowledges that the Confidential Information of Game On has been developed through continual, significant expenditure of time, effort and expense of each such Party, and are willing to accept Game On’s the Confidential Information in accordance with the terms of this Agreement.
2. **Definition of Confidential Information.** “Confidential Information” means any information disclosed by ~~Game On~~ one of the Parties, whether in written, oral, graphic, machine-readable or other form, including, but not limited to, that which relates to patents, patent applications, research, product plans, products, developments, inventions, processes, designs, drawings, games, projects, contents, engineering, formulae, markets, software (including source and object code), hardware configuration, computer programs, algorithms, business plans, agreements with third parties, or the services, customers, marketing or finances ~~of Game On~~ of either Party or its Affiliates, and which is disclosed by either ~~Party~~ Party or by its ~~subsidiaries~~ Affiliates on its behalf whether before, on or after the date hereof, directly or indirectly, in writing, orally, visually or by drawings to the other ~~Party~~ Party or any of its employees or agents.
3. **Nondisclosure of Confidential Information.** The Parties each agree not to use any Confidential Information of the other ~~Party~~ Party for any purpose other than to carry out discussions concerning, and the undertaking of, the ~~Relationship~~ engagement of the Performer. Neither ~~Party~~ Party shall disclose or permit disclosure of any Confidential Information of the other ~~Party~~ Party to third parties ~~or to employees of the Receiving Party~~, other than directors, officers, employees, consultants, advisors (including ACTRA acting in its capacity as

the Performer's Representative), and agents and Affiliates of the Receiving Party who: (i) are required to have the information in order to carry out the discussions concerning, and the undertaking of, the ~~R~~relationship; and (ii) who should have access to such confidential information for reporting principles; and (iii) are subject to nondisclosure obligations similar to the provisions of this Agreement prior to their receipt of Confidential Information. Each ~~P~~party agrees that it shall take all reasonable measures to protect the secrecy of, and avoid disclosure or use of, Confidential Information of the other ~~P~~party in order to prevent it from falling into the public domain or the possession of persons other than those persons authorized under this Agreement. Such measures shall include, but not be limited to, the highest degree of care that the Receiving Party utilizes to protect its own Confidential Information of a similar nature, which shall be no less than reasonable care. Each ~~P~~party agrees to notify the other in writing of any actual or suspected misuse, misappropriation or unauthorized disclosure of Confidential Information ~~of Game On~~ which may come to the Receiving Party's attention.

4. **Exceptions.** Notwithstanding the foregoing, the Receiving Party shall have no liability to ~~Game On the other Party~~ with regard to any Confidential Information ~~of Game On~~ which the Receiving Party can prove:
 - a. was in the public domain at the time it was disclosed or has entered the public domain through no fault of the Receiving Party;
 - b. was known to the Receiving Party, without restriction, at the time of disclosure, as evidenced by written records of the Receiving Party;
 - c. is disclosed with the prior written approval of ~~Game On~~ the Party the Confidential information belongs to;
 - d. was independently developed by the Receiving Party without any use of the Confidential Information;
 - e. becomes known to the Receiving Party, without restriction, from a source other than ~~Game On the Party to whom it belongs~~, without breach of this Agreement by the Receiving Party and otherwise not in violation of ~~Game On's~~ the other Party's rights; ~~or~~
 - f. is disclosed pursuant to the order or requirement of a court, administrative agency, or other governmental body; provided, however, that the Receiving Party shall provide ~~Game On the other Party~~ with prompt notice of such court order or requirement to enable ~~Game On the other Party~~ to seek a protective order or otherwise prevent or restrict such disclosure.
5. **Performer's Representatives.** The Parties further agree that where ACTRA and/or an aAgent are acting as the Performer's Representative, the Performer shall not be liable for ACTRA and/or the aAgent's acts or omissions in breach of this NDA.
6. **Return of Materials.** Within ten (10) days of the receipt of a request by ~~Game On the Party to whom the Confidential Information belongs~~, the Receiving Party agrees to return or destroy (and certify such destruction of) all copies of all Confidential Information received pursuant to this Agreement.
7. **No Rights Granted.** Neither ~~p~~Party grants the other ~~p~~Party any rights under any patent, copyright or other intellectual property right, nor does either ~~p~~Party grant the other ~~p~~Party any rights in or to the other ~~p~~Party's Confidential Information other than the limited right to review such Confidential Information solely for the purpose set forth in Section 1. All

information is provided “as is” and without warranty, express, implied or otherwise, regarding its accuracy or completeness. The Receiving Party shall not reverse engineer, decompile, copy, permit the use or disassemble any software disclosed under this Agreement, unless otherwise specifically permitted by law. Neither Party may assign this Agreement without the prior written consent of the other Party.

8. **Term.** The obligations that result from this Agreement apply to Confidential Information disclosed as of the effective date below. The Receiving Party's obligations of confidentiality under this Agreement shall be perpetual from receipt of the Confidential Information.
9. **Governing Law; Jurisdiction.** This Agreement shall be governed by, and interpreted in accordance with, the laws of Quebec. Each Party consents to the exclusive jurisdiction of the Montreal courts to settle any disputes arising from this Agreement.
10. **Remedies.** Any breach or threatened breach of this Agreement ~~shall~~ may cause irreparable injury to ~~Game On~~ the Party to whom the Confidential Information belongs and for which money damages alone would not be a sufficient remedy. Accordingly, in addition to any other remedies that may be available, in law, in equity or otherwise, ~~Game On~~ either Party shall be entitled to obtain injunctive relief against any actual or threatened breach of this Agreement or the continuation of any such breach by the Receiving Party, without proof of damage.
11. **Entire Agreement.** This Agreement constitutes the entire agreement between the Parties concerning the subject matter hereof and supersedes all prior negotiations concerning the subject matter hereof. Any and all other written or oral agreements existing between the Parties concerning the subject matter hereof are expressly cancelled.
12. ~~**Language.** The Parties hereto have expressly agreed that this Agreement be drawn up only in English. Les Parties ont expressément convenu que ce contrat soit rédigé en anglais seulement.~~

This Agreement is executed by the Parties below, and is delivered and takes effect on the date duly signed by both Parties.

PERFORMER (Receiving Party Signature) (Date)
INC.

GAME ON CREATIVE
(Date)

(Name, Title)

(Name, Title)

Email: _____

Email : _____

28. APPENDIX 6 [NEW]

GAME ON GUIDELINES FOR VOCALLY STRESSFUL PERFORMANCES FOR PRODUCTION

Vocal Stress guidelines will be sent in advance of the booking to Performers, Game On staff, and voice directors.

Game On's goal is to protect Performers' voices when auditioning, preparing and performing vocally stressful material.

Game On commits to posting these Guidelines in common areas and studios.

Audition

- Specify, when possible roles that will require vocally stressful lines.
- Avoid adding vocally stressful lines in self-tape auditions.
- When possible, auditions requiring vocally stressful material will take place live, in-studio.
- Character breakdowns, sides and/or scripts shall be made available, when possible, to Performers three (3) business days prior to an audition.
- Game On shall refrain from requesting screams or anything else that would be too loud or strenuous to record at home.
- When a callback requires vocal stress, Game On will provide an in-studio callback, upon Performer request.

Session Preparation

- The Performer, when possible, must be notified in advance when there is vocally stressful material.
- Reasonable efforts shall be made to provide scripts to Performers 48 hours (24 hours for revisions) in advance of their scheduled call time to give Performers adequate time to prepare.
- Plan to record all vocally stressful lines towards the end of sessions.
- Do not exceed 2 hours of vocally stressful lines per actor per 2 days.
- When possible, make vocally stressful lines clear in the script.

In Session

- Encourage the Performer to ask for breaks when they need one.
- 10-minute breaks will be provided every hour for all vocally stressful voice sessions.
- Encourage the Performer to ask to end the session if they feel their voice is at risk.
- Game On will stop the session if the Performer is demonstrating signs of Vocal Stress.
- Keep the number of takes at a minimum for vocally stressful lines.
- Guide Performers and provide suggestions on how to sustain their voices.
- If the Performer displays signs of vocal fatigue, Game On will end the session early.
- All vocally stressful material is kept to the end of sessions and will never exceed 2hrs.
- Game On shall make best efforts to keep the number of takes at a minimum per line and a professional voice director will be present for all recording sessions to guide Performers and provide suggestions on how to sustain their voices.
- Water, herbal tea, throat coat and lozenges to be provided to Performers at their sessions.

NOTE: See related proposal U9. Both Parties have agreed to place posters up with both ACTRA and Game On logos in their studios, so it is visible to Performers and will state as follows:

Your voice is your livelihood, we want to protect it!

If you need a break – ask! If you need to stop – tell us!

YOU have the choice, protect YOUR voice!

29. APPENDIX TBC [NEW]

ACTRA

PRODUCTION INFORMATION FORM

FOR GAME ON CREATIVE, INC.

VIDEO GAME PRODUCTION TITLE(S): _____

GAME ON INTERNAL CODE(S) (e.g. GOA-1234): _____

PRODUCER: _____

PRODUCTION LIAISON: _____ EMAIL: _____

PRODUCTION DATES: _____

PRIMARY PRODUCTION LOCATION(S) (check all that apply):

Montreal: Toronto: U.S.: Europe: Other:

Please specify: _____

Additional Information: _____

TYPE OF VIDEO GAME PRODUCTION (check all that apply):

Multi-Platform: Virtual Reality (VR):

Downloadable Content (DLC): First Playable Prototype (FPP):

Franchise (optional): _____ Other: _____

CAST LIST (list or attach): _____

PERFORMERS REQUIRING WORK PERMITS: _____

MINORS (if known):

(First Name, Last Name) (Date of Birth MMM/DD/YYYY) (Parent/Guardian)

(First Name, Last Name) (Date of Birth MMM/DD/YYYY) (Parent/Guardian)

(First Name, Last Name) (Date of Birth MMM/DD/YYYY) (Parent/Guardian)

STUNT COORDINATOR(S) (if requested by ACTRA): _____

DESCRIPTION OF STUNTS (if requested by ACTRA): _____

INTIMACY COORDINATOR: _____

CONTENT DETAILS (e.g. nudity of character - include Performers names, sexual violence, etc.): _____

ESTIMATED TOTAL CAST BUDGET: _____ TOTAL GAME DEVELOPMENT BUDGET: _____

SCRIPT (if required): CASTING NOTICES (if requested by ACTRA):

ADDITIONAL COMMENTS:

Game On shall submit to the nearest local ACTRA office not later than forty-eight (48) hours, whenever possible, and in any event not less than twenty-four (24) hours prior to the first scheduled working day, the following information to the extent that it is available.

30. APPENDIX TBC [NEW]

ACTRA

PERFORMER CONTRACT FOR VIDEO GAME PRODUCTIONS

Engager #:

Contract#:

Production Company: _____

with offices at: _____ Phone: _____

Represented by: _____ Title: _____
(name of Game On Representative)

contracts with: _____ to provide the services of: _____
(performing company, if applicable)

Address: _____

Phone: _____ SIN: _____ ACTRA/Work Permit No: _____ GST/HST No: _____ QST No: _____

Age (if a Minor): _____ Legal Guardian: _____

Name of Agent/Representative: _____

Address: _____

Email: _____ Phone: _____

IN THE VIDEO GAME PRODUCTION ENTITLED _____

NATURE OF PRODUCTION

- Mobile Multi-Platform Vertical Slice/Demo/First Playable Prototype (FPP) Publicity Stills, Trailers & Promos
- Downloadable Content (DLC)

Budget: Category A Category B

NATURE OF ENGAGEMENT

Role: _____ No. of Guaranteed Days: _____

Rehearsal Date(s): _____

Performance Category: _____

Date(s) of Engagement, Declared Use & Use Fee(s): _____
(e.g. July 3, 2023 (Mocap - GP - 8.00h @ \$500.00)

Fees (Appendix 1) Above Minimum Fee Details: _____
(e.g. VO @ 1.5x scale | P-Cap @ scale)

Daily: _____ Hourly: _____ Overtime: _____

Credit / Billing: _____ Transportation: _____

Other contractual obligations: _____

There is a rider attached: Yes: No: Note: Such rider forms a part of this contract

The parties to this contract warrant that they have familiarized themselves with the provisions of the Game On Video Game Agreement and are bound by its terms.

(Signature of Performer)

(Signature of Producer)

(Type name)

(Type name)

mmm/dd/yyyy

(mmm/dd/yyyy)

31.

Letter of Understanding [NEW]
Incorporated Workers' Compensation Insurance Coverage in Quebec
Between
The Alliance of Canadian Cinema, Television and Radio Artists
(hereinafter "ACTRA")
And
Game On

ACTRA and Game On agree to the temporary provisions contained in this Sideletter for Quebec resident Performers that are engaged through a loan-out corporation. This Sideletter shall expire at the end of this Agreement term on {Month, Date, 2026}; however, depending on the circumstances, the parties may mutually agree to terminate this Sideletter prior to that date.

Currently in the province of Quebec, according to the Commission des normes de l'équité de la santé et de la sécurité du travail (CNESST), Quebec resident Performers working under a loan-out corporation (i.e. Incorporated) must pay premiums to secure income replacement indemnity in the event of a workplace injury.

As a result, the parties agree as follows:

1. Should CNESST change their rules to allow employers to pay premiums for Quebec resident Performers engaged through a loan-out corporation, Game On will be responsible for paying premiums to CNESST to allow for such coverage.
2. For Quebec resident Performers that are engaged through a loan-out corporation, and prior to such Performer being engaged on a contract, Game On shall ensure that the language below is provided in a notice to each Performer to ensure they understand the implications of being engaged through a loan-out corporation in Quebec.

Urgent Notice to Quebec Performers engaged through a loan-out corporation (Incorporated)

CNESST is the organization to which the Government of Quebec has entrusted safety/accident insurance for workers in Quebec, through the provision of income replacement indemnity. CNESST has advised that Performers engaged through their own loan-out corporation must pay their own premiums. This is an important notification to you as a Quebec resident Performer that if you are engaged by Game On through a loan-out corporation, you are not automatically covered by CNESST and if you have not secured your own coverage, you will not be insured in the event of an accident at work. It is the responsibility of the Incorporated Performer to make their own premium payments to CNESST to ensure that they are sufficiently covered.

Housekeeping

1. Gender neutral language:
Replace **2.3 Gender and Number** language with the following:
2.3 Gender and Number Gender Neutral Language The Parties to this Agreement agree that the Agreement shall be written in gender neutral language. Where the context so requires, the feminine gender shall include the masculine or neuter, and the masculine or neuter the feminine, and the singular shall include the plural and the plural the singular.

e.g. Replace ~~he/she~~ with They; replace ~~male/female~~ with all genders.
2. Add *Table of Contents* to Agreement.
3. Article 3.22 – Remove outdated reference to *Full Performance Capture or Off-camera session*, similar to update previously made to Article 3.34 Motion Capture:
3.22 Facial Motion Capture (FMC) means the recording of a Performer’s facial movement during a ~~Full Performance Capture or Off-camera~~ work session.
4. Article 3.4 – Remove reference to performance categories that are not applicable:
3.4 Intimacy Coordinator *stet* (see Appendix 1 ~~Stunt Coordinator/Stunt Key Rigger~~ for compensation)
5. Article 4.4 – Remove duplicate language in (k) and (m):
4.4 Production Information *stet*
a) to j) *stet*
k) Background Performer breakdown, if and when available
l) *stet*
m) ~~Background Performer breakdown, if and when available.~~
6. Replace all references to **Full Performance Capture** with **Performance Capture** throughout the Agreement – aligned with Appendix 1 as well as industry standards.
7. Relocate Articles **Article 3.24 Full Performance Capture** and **3.34 Motion Capture** from the Terms section to the top *Performer* section within *Definitions* as they are definitions referred to in App 1.

IN WITNESS THEREOF, THE PARTIES HAVE SIGNED ON THE DATES AND LOCATIONS BELOW.

Signed this 29th day of October, 2024

**Alliance of Canadian Cinema,
Television and Radio Artists (ACTRA)**

Game On Creative, Inc.

(Signature)
Christine Basdeo, Senior Director,
Collective Bargaining, People &
Operations

(Signature)
Sam Girardin, President

(Signature)
Eleanor Noble, President

(Signature)

APPENDIX 1
MINIMUM SESSION AND USE FEES
CALENDAR YEAR 2024

Rates payable to the Performer	Rehearsal/Demo	Category "A" (<\$3,278,180 USD* Budget)	Category "BA" (\$3,278,181 USD to \$43,709,079 <\$45,020,351 USD Budget)	Category "GB" (≥\$43,709,079 ≥\$45,020,352 USD Budget)
Voice Over				
Voice - 1H Pick Up	n/a		\$ 664.00	\$ 934.00
Voice - 2H	\$ 549.00		\$ 1034.00	\$ 1442.00
Voice - 4H	\$ 714.00		\$ 1377.00	\$ 1941.00
Overtime (per hour)	\$ 189.00		\$ 364.00	\$ 501.00
Voice with Facial Capture - 1H Pick Up	n/a		\$ 940.00	\$ 1253.00
Voice with Facial Capture - 2H	\$ 615.00		\$ 1220.00	\$ 1665.00
Voice with Facial Capture - 4H	\$ 839.00		\$ 1628.00	\$ 2254.00
Overtime (per hour)	\$ 189.00		\$ 426.00	\$ 577.00
Voice Trailer/Marketing Up to 2H	\$ 677.00		\$ 677.00	\$ 677.00
Overtime (per hour)	\$ 189.00		\$ 189.00	\$ 189.00
Walla (2H)	n/a		\$ 516.00	\$ 516.00
Walla (4H)	n/a		\$ 677.00	\$ 677.00
Overtime (per hour)	n/a		\$ 220.00	\$ 220.00
Mocap				
Motion Capture (4H)	\$ 644.00		\$ 644.00	\$ 644.00
Motion Capture (8H)	\$ 968.00		\$ 968.00	\$ 968.00
Motion Capture (Week)	\$ 4596.00		\$ 4596.00	\$ 4596.00
Overtime (per hour)	\$ 189.00		\$ 279.00	\$ 356.00
Motion Capture with Facial Capture (4H)	\$ 805.00		\$ 805.00	\$ 805.00
Motion Capture with Facial Capture (8H)	\$ 1210.00		\$ 1210.00	\$ 1210.00
Overtime (per hour)	\$ 189.00		\$ 279.00	\$ 356.00
Rigger (8H)	\$ 968.00		\$ 968.00	\$ 968.00
Overtime (per hour)	\$ 189.00		\$ 279.00	\$ 356.00
Stunt Performance Capture/Navigation Capture (8H)	\$ 1452.00		\$ 1452.00	\$ 1452.00
Overtime (per hour)	\$ 251.00		\$ 279.00	\$ 356.00
Navigation Capture (8H)	\$ 1452.00		\$ 1452.00	\$ 1452.00
Overtime (per hour)	\$ 251.00		\$ 279.00	\$ 356.00
Performance Capture (4H)	\$ 883.00		\$ 1110.00	\$ 1614.00
Performance Capture (8H)	\$ 1258.00		\$ 1485.00	\$ 1999.00
Performance Capture (Week)	\$ 5977.00		\$ 7053.00	\$ 9495.00
Overtime (per hour)	\$ 219.00		\$ 470.00	\$ 644.00
Stunt Coordinator - Consultation Only (2H - Remote) *	\$ 326.00		\$ 326.00	\$ 326.00
Stunt Coordinator - Consultation Only (4H - In Person) *	\$ 868.00		\$ 868.00	\$ 868.00
Stunt Coordinator (8H)	\$ 1485.00		\$ 1485.00	\$ 1485.00
Overtime (per hour)	\$ 189.00		\$ 279.00	\$ 356.00
Key Rigger/Intimacy Coordinator (8H)	\$ 1485.00		\$ 1485.00	\$ 1485.00
Overtime (per hour)	\$ 189.00		\$ 279.00	\$ 356.00
Scanning				
Body Scanning - 4H	n/a		\$ 826.00	\$ 1097.00
Overtime (per hour)	n/a		\$ 279.00	\$ 356.00
Facial Scanning/Facial Likeness - 4H	n/a		\$ 1386.00	\$ 1774.00
Overtime (per hour)	n/a		\$ 279.00	\$ 356.00

* In the case of a mobile game, Category A will be \$250,000.00 USD to \$1,999,999.00 USD.

** Game Development Budget details outlined in Article 4.5

* See Article 9.X [NOTE NEED TO INSERT SECTION REFERENCE] for details related to Stunt Coordinator Consultation and Prep Meetings.

APPENDIX 1
MINIMUM SESSION AND USE FEES
CALENDAR YEAR 2025

Rates payable to the Performer	Rehearsal/Demo	Category "A" (<\$3,278,180 USD* Budget)	Category "BA" (\$3,278,181 USD to <u>\$43,709,079</u> <u>≤\$46,370,962</u> USD Budget)	Category "CB" (≥\$43,709,079 <u>≥\$46,370,963</u> USD Budget)
Voice Over				
Voice - 1H Pick Up	n/a		\$ 691.00	\$ 971.00
Voice - 2H	\$ 571.00		\$ 1075.00	\$ 1500.00
Voice - 4H	\$ 743.00		\$ 1432.00	\$ 2019.00
Overtime (per hour)	\$ 197.00		\$ 379.00	\$ 521.00
Voice with Facial Capture - 1H Pick Up	n/a		\$ 978.00	\$ 1303.00
Voice with Facial Capture - 2H	\$ 640.00		\$ 1269.00	\$ 1732.00
Voice with Facial Capture - 4H	\$ 873.00		\$ 1693.00	\$ 2344.00
Overtime (per hour)	\$ 197.00		\$ 443.00	\$ 600.00
Voice Trailer/Marketing Up to 2H	\$ 704.00		\$ 704.00	\$ 704.00
Overtime (per hour)	\$ 197.00		\$ 197.00	\$ 197.00
Walla (2H)	n/a		\$ 537.00	\$ 537.00
Walla (4H)	n/a		\$ 704.00	\$ 704.00
Overtime (per hour)	n/a		\$ 229.00	\$ 229.00
Mocap				
Motion Capture (4H)	\$ 670.00		\$ 670.00	\$ 670.00
Motion Capture (8H)	\$ 1007.00		\$ 1007.00	\$ 1007.00
<u>Motion Capture (Week)</u>	<u>\$ 4780.00</u>		<u>\$ 4780.00</u>	<u>\$ 4780.00</u>
Overtime (per hour)	\$ 197.00		\$ 290.00	\$ 370.00
<u>Motion Capture with Facial Capture (4H)</u>	<u>\$ 837.00</u>		<u>\$ 837.00</u>	<u>\$ 837.00</u>
<u>Motion Capture with Facial Capture (8H)</u>	<u>\$ 1258.00</u>		<u>\$ 1258.00</u>	<u>\$ 1258.00</u>
Overtime (per hour)	\$ 197.00		\$ 290.00	\$ 370.00
Rigger (8H)	\$ 1007.00		\$ 1007.00	\$ 1007.00
Overtime (per hour)	\$ 197.00		\$ 290.00	\$ 370.00
Stunt Performance Capture/Navigation Capture (8H)	\$ 1510.00		\$ 1510.00	\$ 1510.00
Overtime (per hour)	\$ 261.00		\$ 290.00	\$ 370.00
Navigation Capture (8H)	\$ 1510.00		\$ 1510.00	\$ 1510.00
Overtime (per hour)	\$ 261.00		\$ 290.00	\$ 370.00
Performance Capture (4H)	\$ 918.00		\$ 1154.00	\$ 1679.00
Performance Capture (8H)	\$ 1308.00		\$ 1544.00	\$ 2079.00
<u>Performance Capture (Week)</u>	<u>\$ 6216.00</u>		<u>\$ 7335.00</u>	<u>\$ 9875.00</u>
Overtime (per hour)	\$ 228.00		\$ 489.00	\$ 670.00
<u>Stunt Coordinator - Consultation Only (2H - Remote) *</u>	<u>\$ 339.00</u>		<u>\$ 339.00</u>	<u>\$ 339.00</u>
<u>Stunt Coordinator - Consultation Only (4H - In Person) *</u>	<u>\$ 903.00</u>		<u>\$ 903.00</u>	<u>\$ 903.00</u>
Stunt Coordinator (8H)	\$ 1544.00		\$ 1544.00	\$ 1544.00
Overtime (per hour)	\$ 197.00		\$ 290.00	\$ 370.00
Key Rigger/Intimacy Coordinator (8H)	\$ 1544.00		\$ 1544.00	\$ 1544.00
Overtime (per hour)	\$ 197.00		\$ 290.00	\$ 370.00
Scanning				
Body Scanning - 4H	n/a		\$ 859.00	\$ 1141.00
Overtime (per hour)	n/a		\$ 290.00	\$ 370.00
Facial Scanning/Facial Likeness - 4H	n/a		\$ 1441.00	\$ 1845.00
Overtime (per hour)	n/a		\$ 290.00	\$ 370.00

*** In the case of a mobile game, Category A will be \$250,000.00 USD to \$4,999,999.00 USD.**

** Game Development Budget details outlined in Article 4.5

* See Article 9.X [NOTE NEED TO INSERT SECTION REFERENCE] for details related to Stunt Coordinator Consultation and Prep Meetings.

APPENDIX 1
MINIMUM SESSION AND USE FEES
CALENDAR YEAR 2026

Rates payable to the Performer	Rehearsal/Demo	Category "A" (<\$3,278,180 USD* Budget)	Category "BA" (\$3,278,181 USD to \$43,709,079- ≤\$47,762,091 USD Budget)	Category "CB" (≥\$43,709,079- ≥ \$47,762,092 USD Budget)
Voice Over				
Voice - 1H Pick Up	n/a		\$ 715.00	\$ 1005.00
Voice - 2H	\$ 591.00		\$ 1113.00	\$ 1552.00
Voice - 4H	\$ 769.00		\$ 1482.00	\$ 2090.00
Overtime (per hour)	\$ 204.00		\$ 392.00	\$ 539.00
Voice with Facial Capture				
Voice with Facial Capture - 1H Pick Up	n/a		\$ 1012.00	\$ 1349.00
Voice with Facial Capture - 2H	\$ 662.00		\$ 1313.00	\$ 1793.00
Voice with Facial Capture - 4H	\$ 904.00		\$ 1752.00	\$ 2426.00
Overtime (per hour)	\$ 204.00		\$ 459.00	\$ 621.00
Voice Trailer/Marketing				
Voice Trailer/Marketing Up to 2H	\$ 729.00		\$ 729.00	\$ 729.00
Overtime (per hour)	\$ 204.00		\$ 204.00	\$ 204.00
Walla				
Walla (2H)	n/a		\$ 556.00	\$ 556.00
Walla (4H)	n/a		\$ 729.00	\$ 729.00
Overtime (per hour)	n/a		\$ 237.00	\$ 237.00
Mocap				
Motion Capture (4H)	\$ 693.00		\$ 693.00	\$ 693.00
Motion Capture (8H)	\$ 1042.00		\$ 1042.00	\$ 1042.00
Motion Capture (Week)	\$ 4947.00		\$ 4947.00	\$ 4947.00
Overtime (per hour)	\$ 204.00		\$ 300.00	\$ 383.00
Motion Capture with Facial Capture				
Motion Capture with Facial Capture (4H)	\$ 866.00		\$ 866.00	\$ 866.00
Motion Capture with Facial Capture (8H)	\$ 1302.00		\$ 1302.00	\$ 1302.00
Overtime (per hour)	\$ 204.00		\$ 300.00	\$ 383.00
Rigger				
Rigger (8H)	\$ 1042.00		\$ 1042.00	\$ 1042.00
Overtime (per hour)	\$ 204.00		\$ 300.00	\$ 383.00
Stunt Performance Capture/Navigation Capture				
Stunt Performance Capture/Navigation Capture (8H)	\$ 1563.00		\$ 1563.00	\$ 1563.00
Overtime (per hour)	\$ 270.00		\$ 300.00	\$ 383.00
Navigation Capture				
Navigation Capture (8H)	\$ 1563.00		\$ 1563.00	\$ 1563.00
Overtime (per hour)	\$ 270.00		\$ 300.00	\$ 383.00
Performance Capture				
Performance Capture (4H)	\$ 950.00		\$ 1194.00	\$ 1738.00
Performance Capture (8H)	\$ 1354.00		\$ 1598.00	\$ 2152.00
Performance Capture (Week)	\$ 6434.00		\$ 7592.00	\$ 10221.00
Overtime (per hour)	\$ 236.00		\$ 506.00	\$ 693.00
Stunt Coordinator - Consultation Only				
(2H - Remote) *	\$ 351.00		\$ 351.00	\$ 351.00
(4H - In Person) *	\$ 935.00		\$ 935.00	\$ 935.00
Stunt Coordinator (8H)	\$ 1598.00		\$ 1598.00	\$ 1598.00
Overtime (per hour)	\$ 204.00		\$ 300.00	\$ 383.00
Key Rigger/Intimacy Coordinator				
(8H)	\$ 1598.00		\$ 1598.00	\$ 1598.00
Overtime (per hour)	\$ 204.00		\$ 300.00	\$ 383.00
Scanning				
Body Scanning - 4H	n/a		\$ 889.00	\$ 1181.00
Overtime (per hour)	n/a		\$ 300.00	\$ 383.00
Facial Scanning/Facial Likeness				
- 4H	n/a		\$ 1491.00	\$ 1910.00
Overtime (per hour)	n/a		\$ 300.00	\$ 383.00

* In the case of a mobile game, Category A will be \$250,000.00 USD to \$4,999,999.00 USD.

** Game Development Budget details outlined in Article 4.5

* See Article 9.X [NOTE NEED TO INSERT SECTION REFERENCE] for details related to Stunt Coordinator Consultation and Prep Meetings.