

**2020 EXTENSION AGREEMENT TO THE 2017-2020
SCREEN ACTORS GUILD–AMERICAN FEDERATION OF TELEVISION
AND RADIO ARTISTS INTERACTIVE MEDIA AGREEMENT**

This Extension Agreement is entered into between the Screen Actors Guild–American Federation of Television and Radio Artists (hereinafter referred to as “SAG–AFTRA” or “the Union”), on the one hand, and companies listed on Schedule A (hereinafter, collectively, referred to as the “Employer”), on the other hand.

The provisions of this Extension Agreement represent modifications to the 2017-2020 SAG-AFTRA Interactive Media Agreement (the “2017 IMA”) which incorporates the 2011-2014 AFTRA Interactive Media Agreement and the 2017-2020 Memorandum of Agreement.

The terms and conditions set forth in this Extension Agreement shall be effective as of November 8, 2020.

1. **Term:** The term of the 2020 Extension Agreement to the 2017 IMA shall be for two (2) years, commencing on November 8, 2020 and terminating on November 7, 2022.
2. **Minimums:** All wage rates set forth in Article I, Section 19 “*Compensation*”, as it applies to minimum scale, of the 2017 IMA shall increase by three percent (3%) effective on Sunday, November 8, 2020, and by an additional three percent (3%) effective on the first Sunday after the first anniversary of the effective date (i.e., November 14, 2021). These increases shall be compounded. Notwithstanding the foregoing, Article I, Section 19.C “Additional Compensation” shall not be subject to general wage increases.
3. **Health and Retirement Funds:** As of the effective date, health and retirement contributions set forth in Article I, Section 34 shall increase to sixteen and one-half percent (16.5%) on all gross compensation allocated as follows: 8.17% to the Health Plan and 8.33% to the AFTRA Retirement Fund.

All other terms of the 2017 IMA shall remain in full force and effect.

ACKNOWLEDGED AND AGREED:

**ON BEHALF OF THE COMPANIES
LISTED ON SCHEDULE A**

By: DocuSigned by:
Edward Lieber
C4498E6CEBE046E _____

Edward Lieber, Counsel

Print Name and Title

Date: October 26, 2020

SAG-AFTRA

By: DocuSigned by:
Ray Rodriguez
3913E9E57DE5498 _____

Ray Rodriguez, Chief Contracts Officer

Print Name and Title

Date: October 19, 2020

SCHEDULE A

Activision Productions, Inc.

Blindlight, LLC

Disney Character Voices, Inc.

Electronic Arts Productions Inc.

Formosa Interactive, LLC

Insomniac Games, Inc.

Take 2 Productions, Inc.

VoiceWorks Productions, Inc.

WB Games Inc.