

STEVE BELSKY
CO-DIRECTOR, BROADCAST
*International Alliance of Theatrical Stage Employees, Moving Picture Technicians,
Artists and Allied Crafts of the United States, Its Territories and Canada*

1821 West 11th Street
Austin, TX 78703

Cell: 512-281-6671 Tel: 512-477-2040
Email: sbelsky@iatse.net

July 1, 2019

Memorandum of Agreement
Sports Media Services, LLC - IATSE Local 414 Contract Revision/Extension

By the signatures below, the parties herein agree to revise and extend the expired Agreement between Sports Media Services, LLC. (hereinafter "Employer"), The International Alliance of Theatrical Stage Employees, Artists, and Allied Crafts of the United States, its Territories, and Canada, and its Local 414 (hereinafter "IATSE" or "The Union"), effective 7/1/2019.

It is expressly understood that only the economics/terms/conditions detailed in items 1., 2., and 3., *below*, shall change, and all other terms and conditions contained in the full IATSE Local 414 Agreement for Sports Media Services, LLC. (hereinafter "the Agreement") shall remain the same.

1. Wages

Hourly Rates	
Craft	7/1/19 - 6/30/20
Technical Director	\$61.42
Audio A-1	\$61.42
Audio A-2	\$48.67
Lead EVS / CPO1	\$61.42
RO / CPO2	\$48.67
Hard Camera Operator	\$48.67
Handheld Camera Operator	\$53.92
Robotic Camera Operator	\$54.06
Video Controller V-1	\$61.42
Assistant Video Controller V-2	\$48.67
Graphics Operator	\$61.42
Graphics Coordinator	\$35.65
Fox Box Operator	\$27.01
Stage Manager	\$29.47
Utility	\$25.32
Statistician	\$20.06

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2. Benefits

IATSE NBF Contributions	7/1/19 - 6/30/20
Health & Welfare	\$7.50/hr.
Annuity	3.25%
Pension	\$7.00/day

3. Assistant Video Controller – V2

There shall be established the position of Assistant Video Controller (V2) which shall have the required skills to execute camera and video cabling, connections, and patching; to maintain images to broadcast standards; and to operate/perform other related equipment/services necessary to the fulfillment of their job skills and responsibilities. Additional skills include but are not limited to: assisting/relieving the V1 with their direct skills as may be required; running and interfacing with multiple building-to-truck, truck-to-truck, and other interconnected cabling.

Wage minimum(s) for the Assistant Video Controller shall be as detailed in the revised Appendix of crafts; Item 1., *above*.

Accepted and Agreed:

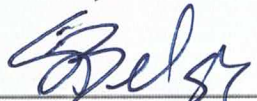
SPORTS MEDIA SERVICES, LLC

**THE INTERNATIONAL ALLIANCE OF
THEATRICAL STAGE EMPLOYEES, MOVING
PICTURE TECHNICIANS, ARTISTS, AND
ALLIED CRAFTS OF THE UNITED STATES, ITS
TERRITORIES, AND CANADA, AFL-CIO
(LOCAL 414)**



Steve Moy
Vice President, Labor Relations

Date: 8/15/19



Steve Belsky
Co-Director Broadcast Dept.

Date: 8/22/19