

Fox Sports Production Services, Inc. & NABET-53 Engineering
Memorandum of Agreement
March 8, 2019

This document constitutes the Company and Union's Agreement on all deal points that will be presented to the NABET-CWA Local 53 bargaining unit at Fox Sports Building 101 in Los Angeles, CA. It is fully understood that the document is subject to ratification by the Union.

Drafting of New Agreement

Upon notification from the Union that this MOA has been ratified, the Company will submit to the Union a drafted document for review and execution. It is requested that the Union execute the document and then mail originals for counter signature to the undersigned.

1. Clean-up name of signatory employer to include only "Fox Sports Production Services, Inc."
2. Clean-up all references to "Network Engineering & Operations" or "NE&O."
3. TOC Clean-up Section 8.09 "Beepers" to "Cellular Phones."
4. Two Year Agreement: July 1, 2019 through June 30, 2021.
5. Wages:
 - a. Section 9.01 (** language in Section 9.01 (e) applies for overscale)
 - i. July 1, 2019 through June 30, 2020 increase all rates by two percent (2.0%).
 - ii. July 1, 2020 through June 30, 2021 increase all rates by two percent (2.0%).
 - b. Section 9.01 (e) – include percentage increases "above" to address language in CBA.
 - c. Section 17.02
 - i. July 1, 2019 through June 30, 2020 increase all rates by two and one half percent (2.5%).
 - ii. July 1, 2020 through June 30, 2021 increase all rates by three percent (3.0%).

6. Memorandum of Understanding: Homerun Production of Events in Fox Studio Lot, Building 101

During the 2019 negotiations, the Parties discussed "Homerun" and/or "At-Home" Productions. "Homerun" and/or "At-Home" Productions are defined as live sports events normally produced out of mobile production trucks in the field relocated to a fixed control room location. Due to technological advancements in the industry, the Company has expressed interest in producing remote live sports events in this manner, in part or in whole, in order to create efficiencies. The fixed control room will be located in the Fox Network Center Building 101 on the Pico Lot.

The Union understands that remote live sports events currently produced by Fox Sports Productions, Inc. (Network) or Sports Media Services, LLC (National Cable Networks FS 1 & 2) are not covered under the jurisdiction of NABET Local 53, even when those events are located within fifty (50) miles of the Fox Network Center Building 101. Therefore, the Parties have agreed that for remote live sports events not produced by Fox Sports Production Services, Inc., the Union will not have exclusive jurisdiction (area or trade) over the production of "Homerun" and/or "At-Home" remote sports events produced in part or in

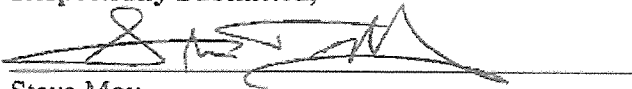
whole within Building 101, except as described herein. It is expressly understood that this jurisdictional understanding applies to work normally performed at the remote location, and to the extent this new production may create additional engineering work and/or new construction work, it may be assigned to NABET Local 53 Engineers on a non-exclusive basis. It is expressly understood that "additional engineering work and/or new construction work" does not include engineering work normally performed by NABET Local 53 engineers within Building 101, which work shall continue to be within the exclusive jurisdiction of NABET Local 53 engineers.

7. Clean-Up Throughout Agreement – "Schedule 3" or "Schedule 4" to "Appendix A" or "Appendix B."
 - a. Section 13.01 (b) – change "Schedules 3 and 4" to "Appendix A & B."
 - b. Section 13.01 (b) – change "(Schedule 3)" to "(Appendix A)" and "(Schedule 4)" to "(Appendix B)."
8. Clean-Up Section 14.05 – Engineer Outside Area
 - a. "... then he/she shall be entitled to the benefits of the Agreement while outside of the Area. In the event..."
 - b. "... to the contrary, ~~in the N~~ no other penalties or premiums..."
9. Flex Plan Contributions –
 - a. Section 16.03(l)
 - i. July 1, 2019 through June 30, 2020 increase contribution by ½ percent (1/2%) such that the total contribution will be fourteen and one half percent (14 ½%).
 - ii. July 1, 2020 through June 30, 2021 increase contribution by ½ percent (1/2%) such that the total contribution will be fifteen percent (15%).
 - b. Section 17.04
 - i. July 1, 2019 through June 30, 2020 increase contribution by ½ percent (1/2%) such that the total contribution will be sixteen and one half percent (16 ½%).
 - ii. July 1, 2020 through June 30, 2021 increase contribution by ½ percent (1/2%) such that the total contribution will be sixteen percent (17%).
10. Clean-Up in Section 16.03 (g) Minimum calls –
 - a. change "two" to "three"
11. Company Proposal to Section 16.03 (g) 2, i. – "If the call described above goes beyond five (5) hours, ~~all subsequent time will shall be paid at time and one half (1 ½)~~ the minimum call will revert to the eight (8) hour call rule."
12. Clean-Up Section 16.03 (m), (i) – "... shall receive paid time off as follows in the following calendar ~~vacation~~ year (~~February 1 through January 31~~ January 1 through December 31):"
13. Sideletter XIV – Update with current CBA dates.

14. Appendix A – Engineering – Update Seniority List as appropriate:

- a. Jackson, Jim
- b. Kluge, Robert
- c. Vasquez, Jose
- d. Sterner, David

Respectfully Submitted,



Steve Moy
Vice President, Labor Relations
Fox Group Legal

Agreed:



Steve Ross
President
NABET-CWA Local 53

March 8, 2019