

**WRITERS GUILD OF AMERICA, EAST AND NBC NEWS STUDIOS
MEMORANDUM OF AGREEMENT**

This Memorandum of Agreement confirms the agreement reached between the parties as a result of the 2023 collective bargaining negotiations between the Writers Guild of America, East (“WGAE” or the “Union”) and NBC News Studios (“NBC” or the “Company”) for a successor to the 2019 – 2022 collective bargaining agreement. This Memorandum of Agreement (“Memorandum”) is conditioned upon an affirmative ratification and confirmation by the Union. The parties agree to incorporate this Memorandum into a revised collective bargaining agreement (“Agreement”) at the earliest mutually agreed time. Furthermore, all proposals made during the negotiations and not included herein are deemed to have been mutually withdrawn by the parties.

1. Term

January 15, 2022 – January 14, 2026

2. Article IV: Minimum Pay Scales

Increase the minimum wage rates set forth in Article IV as follows:

- (a) Three percent (3.0%), effective the first full payroll period following notice of ratification;
- (b) Three percent (3.0%) effective as of the beginning of the first full payroll period following January 15, 2024.
- (c) Three percent (3.0%) effective as of the beginning of the first full payroll period following January 15, 2025.

3. Article VI: Holidays

Add Juneteenth to the holidays listed in Article VI.

4. Article VII: Paid Time Off

Eliminate Paragraph B of Article VII.

5. Article VIII: Benefits

Increase contribution to the Entertainment Industry Flex Plan as follows:

- (a) Two dollars (\$2.00) effective the first full payroll period following notice of ratification;
- (b) One dollar (\$1.00) effective as of the beginning of the first full payroll period following January 15, 2024; and
- (c) One dollar (\$1.00) effective as of the beginning of the first full payroll period following January 15, 2025.

6. Article VIX: Company Formal Review Process

Eliminate Article VIX in its entirety.

7. Drafting

The parties agree to incorporate Sideletter 4 into the body of the collective bargaining agreement.

8. Dark Week(s)

The Company will continue to endeavour to inform individuals of anticipated dark week(s) of production upon their onboarding, or with reasonable notice as appropriate.

ACCEPTED AND AGREED:

For NBC News Studios:

Erika Niner

Erika Niner

5/30/2023

Date

For WGAE:

Andrew Greenberg

Andrew Greenberg

5/17/23

Date