

AGREEMENT OF FEBRUARY 1, 2026 – JANURAY 31, 2029 between Mavencraft Studios and the International Alliance of Theatrical Stage Employees and Moving Picture Technicians Artists and Allied Crafts of the United States, its Territories and Canada and COSTUME DESIGNERS GUILD, LOCAL 892 IATSE.

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APPENDIX A – CLASSIFICATIONS AND WAGE SCALES

THIS AGREEMENT of FEBRUARY 1, 2026 (hereinafter “Agreement”), by and between MavenCraft Studios (hereinafter referred to as “COMPANY”) and the Costume Designers Guild, Local 892 (hereinafter referred to as “LOCAL 892”) of the International Alliance of Theatrical Stage Employees and Moving Picture Technicians Artists and Allied Crafts of the United States, its Territories and Canada (hereinafter referred to as “IATSE”). Local 892 and IATSE will hereinafter collectively be referred to as “UNION” unless specified otherwise.

In consideration of the mutual agreements hereinafter contained, it is agreed as follows:

1. SCOPE OF AGREEMENT

This Agreement shall be applicable to the classifications of employment listed in the “Classifications and Wage Scales” of the attached Appendix A, employed by COMPANY to perform services at COMPANY. The term “Designer” hereinafter used shall be deemed to mean employee subject to the terms and conditions of this Agreement. Unless otherwise specifically defined, terms shall be given their common meaning in the craft and profession of Costume Design, Assistant Costume Design, and Costume Illustration in and about the Motion Picture and Television Industries.

2. RECOGNITION

- (a) The COMPANY recognizes IATSE and its affiliated local, LOCAL 892, as the exclusive collective bargaining representative of all classifications listed in this Agreement employed by the COMPANY based upon a union showing majority status.
- (b) The parties incorporate by reference all job classifications contained in the LOCAL 892 Constitution and By-laws.

3. SHOP REQUIREMENTS

- (a) Each and every employee subject to this Agreement hired by the COMPANY to perform services shall be and remain a member in good standing of the UNION on or after the thirtieth (30) day following the beginning of that Employee’s first employment as hereinafter defined, or the effective date of this Agreement, whichever is later. The foregoing requirements of UNION membership as a condition of employment shall be subject to the obligations of the parties under the law.
- (b) Within a reasonable time, but not to exceed three (3) days, after receipt of written notice from the UNION that any employee is not a member in good standing as above required, the COMPANY shall discharge any such employee. The COMPANY shall not default unless it fails to act within said time after receipt of such notice.
- (c) The COMPANY agrees to inform the UNION in writing within seven (7) days (Sundays and holidays excluded) from the date of employment hereinafter of any

employee subject to this Agreement: of such employee's name, residence address, social security number, and date of employment.

- (d) In case of repeal of amendment of the Labor-Management Relations Act of 1947, or in case of new legislation rendering permissible any union security to the Union greater than those specified in this section of the Agreement, then and in such an event such provisions shall automatically be deemed substituted in lieu thereof. In such an event, and if permissible under the law, the UNION agrees to supply adequate, competent, and qualified employees for the job requirements of the COMPANY in the crafts and classifications covered by this Agreement, and if the UNION fails to do so, the COMPANY may secure such employees from any source.

4. WAGE SCALES

All minimum wage rates are listed in "Classifications and Wage Scales" of the attached Appendix A.

5. BETTER CONDITIONS

Nothing in this Agreement shall prevent any individual from negotiating and obtaining better conditions and terms of employment from the COMPANY; provided also, that the COMPANY, at its discretion, with or without UNION consultation, may give better terms and conditions than those contained herein.

6. PERSONAL SERVICE CONTRACTS

- (a) COMPANY will notify the UNION of the fact that it has executed any written personal service contract with any persons subject to this Agreement and COMPANY will certify that such personal service contract conforms, at a minimum, to the terms and conditions of this Agreement, and that an extra copy of such contract has been furnished to the Designer.
- (b) No such granting to any individual or better conditions and terms, if any, than those herein contained shall in any manner affect the conditions and terms of this Agreement, nor shall it be considered, in any manner, as a precedent for granting to other individuals better conditions and terms than those herein provided.
- (c) The following language shall be included in all deal memos or personal service contracts: "All provisions of this deal memo (or personal service contract) are subject to and must provide no less than the terms and conditions of the MavenCraft Studios - Costume Designers Guild Agreement."
- (d) The UNION will be provided copies of any deal memos or personal service contracts.

7. **AUTHORITY OF THE UNION AND THE COMPANY**

The UNION and the COMPANY each agree that it will not maintain or adopt any Articles or By-laws of any rules or orders that will be in conflict with this Agreement.

8. **GRIEVANCE PROCEDURE**

(a) In the event of any dispute between the UNION or of the persons subject to this Agreement and the COMPANY with respect to wages, hours of employment or working conditions of employment, or with regard to interpretation of this Agreement, the procedure for both the COMPANY and the UNION, unless otherwise specifically provided herein, shall be as follows:

(I) Step One

The Executive Director or Assistant Executive Director of LOCAL 892 and an authorized Representative of the COMPANY shall meet immediately to discuss the matter and the dispute shall be settled if at all possible. The decision of the parties, if any, shall be final and binding upon the parties to the dispute.

(II) Step Two

In the event of a failure to settle the dispute under Step One, the aggrieved party shall deliver to the other party a written statement of the grievance and such grievance shall thereupon be presented to the COMPANY – UNION Grievance Committee. Such Grievance Committee shall consist of the Executive Director of LOCAL 892 and an authorized representative of the COMPANY. The Grievance Committee, and the parties to the dispute, shall immediately settle the dispute. The decision, if any, shall be final and binding upon the parties to the dispute.

(III) Step Three

If the Grievance Committee cannot settle the dispute within ten (10) days of the invocation of Step Two, an Arbitrator shall be mutually agreed upon by the parties to dispute within ten (10) days thereafter and sure Arbitrator shall promptly proceed to hear the matter and settle the dispute. In the event the parties to the dispute cannot mutually agree upon an Arbitrator, then the aggrieved party may immediately request the American Arbitration Association to submit a list of five (5) names of Arbitrators to the parties of the dispute for the purpose of selection of an Arbitrator. Each party shall be entitled to strike two names from the list. The remaining name will be the Arbitrator. Selection of such Arbitrator shall be made within five (5) days, Sundays and Holidays excepted, after receipt by the parties to the dispute of the names of the Arbitrators. The Arbitrator selected shall notify the parties as

to the time and place of the Arbitration hearing. The decision of the Arbitrator shall be final and binding upon the parties hereto and upon the person, or persons, subject to this Agreement. Fees and expenses of the Arbitrator shall be borne equally by the parties of the dispute.

- (b) Any grievance for the payment of wages, not presented under Step One within three hundred and sixty-five (365) days after the Designer is entitled to such wages, shall be deemed to be waived
- (c) Any grievance other than a claim for wages not presented with ninety (90) calendar days after the occurrence of the subject matter of the grievance or within ninety (90) calendar days after the Designer or the UNION has had a reasonable opportunity to become aware of the occurrence, whichever is later, shall be deemed to be waived.
- (d) Failure to settle a dispute within ten (10) days after the invocation of Step One, entitles either party to proceed to Step Two. Failure to settle a dispute within ten (10) days after the invocation of Step Two, entitles either party to proceed to Step Three.

9. TERM OF AGREEMENT

- (a) The term of this Agreement shall be for a period commencing with the 1st day of FEBRUARY, 2026, and extending to and including the 31st day of JANUARY, 2029.
- (b) Either party may, by written notice to the other, served on or before the 30th day of NOVEMBER, 2027, request renegotiation of the terms and conditions of this Agreement. Such notice shall set forth the proposed changes or recommendations of the party serving such notice of renegotiation. If such notice is served, the parties agree to commence negotiations within thirty (30) days concerning the proposed changes and to continue such negotiations diligently and in good faith.
- (c) The obligations concerning negotiations in this paragraph shall survive expiration of this agreement.

10. WORK WEEK

The full work week shall be the established week of the Company unless otherwise herein provided.

11. MINIMUM CALLS

- (a) The minimum call is a guarantee of employment for the number of hours of the minimum call indicated in (c).
- (b) Employees shall hold themselves in readiness to serve the Company during the periods of the minimum call, and for such additional time as the Company may require.

- (c) The minimum daily call for all Employees shall be eight (8) hours, except Saturdays, Sundays, and Holidays, which shall be four (4) hours. Any employee required to work on Saturday, Sunday, or a Holiday shall be paid a minimum of four (4) hours at the prevailing rate.

12. OVERTIME

- (a) All overtime shall be computed on the regular basic hourly rate in effect when such overtime occurs.
- (b) All time an Employee is required to work in excess of the minimum call, unless otherwise specified herein, shall be computed at not less than one and one-half of the hourly rate in effect when such overtime occurs.
- (c) Time and one-half shall be paid for all work performed in excess of eight (8) hours per day and forty (40) hours per week.
- (d) All work time on Saturdays will be paid for at time and one-half.
- (e) All time worked on Sundays and Holidays shall be computed at double time. Sunday and Holiday work time shall be defined as starting at 12:01 a.m. on the Sunday or Holiday worked, and ending at 12:00 midnight of that same day.
- (f) Any call of shift originating on a Sunday or a Holiday and extending into a straight time day shall be paid at double time until the call of shift is completed.

13. GOLDEN HOURS

- (a) Golden Hour pay rates shall commence after twelve (12) hours worked and shall be paid for at the rate of two (2) times the normal straight-time hourly rates.
- (b) Golden Hours worked on Sunday or a Holiday shall be paid for at the rate of four (4) times the normal straight-time hourly rate.
- (c) An Employee who is on Golden Hours shall receive not less than eight (8) consecutive hours of rest before being called for the next shift. If eight (8) consecutive hours of rest are not completed before the next regular call, the Employee shall be on Golden Hours for the entire shift, minimum call to be effective.

14. WORKING IN HIGHER CLASSIFICATION

If any part of the workday is worked at a classification higher than the classification under which the Employee is called for work, the higher rate shall prevail for the entire workday. The employee reverts to their regular classification on the following day unless notified to the contrary. However, the provisions of

this Paragraph do not apply unless the Employee is assigned to work in the higher classification for two (2) hours or more.

15. LAYOFF PROVISION

Any daily Employee not personally notified of his/her discharge by four (4:00) p.m. on a day worked, shall be considered as having a minimum call for the next regular scheduled workday

16. PAYOFF REQUIREMENTS

The regular pay day will be the established pay day of the COMPANY. When an Employee is laid off and requests his/her pay, he/she shall be paid at the time of layoff or his/her pay shall be provided to him/her through the Employee's standard ACH direct deposit account within twenty-four (24) hours thereafter.

17. NON-DISCRIMINATION

The parties affirm their commitment to a policy of non-discrimination in connection with the engagement of Employees under this Agreement on the basis of race, color, religion, sex (including pregnancy), gender, gender identity, gender expression, veteran status, medical condition (including genetic characteristics), sexual orientation, age, national origin, disability as defined in the Americans with Disabilities Act, marital status, Union membership, or any other basis prohibited by applicable law. Claims alleging a violation of this Non-Discrimination provision are not subject to arbitration, but are instead subject to non-binding mediation.

18. MEAL PERIODS AND MEALS

Meal periods (deductible from work time) shall not be less than one-half hour (1/2) or more than one (1) hour. Not more than one (1) meal period shall be deducted from work time during a minimum call. The employee's first meal period shall commence within six (6) hours following the time of first call for the day. When the employee is required to work more than six (6) hours after the end of the preceding meal period the employee shall be entitled to a non-deductible walking meal provided by the employer. The meal period is not to exceed 30 minutes.

19. VACATIONS

(a) Payment of vacation will be based on the following options at the discretion of the COMPANY: (1) weekly, (2) end of COMPANY's fiscal year, or (3) a yearly date set by the COMPANY. All Employees are to be informed verbally and in writing of the vacation payments.

- (b) Employees who have worked under this Agreement for a period of not less than six (6) months to two (2) years shall be paid an amount equal to 2.1% of their straight time wages as vacation pay.
- (c) Employees who have worked under this Agreement two (2) years or more shall be paid an amount equal to 4.2% of their straight time wages as vacation pay.
- (d) Employees who have worked under this Agreement ten (10) years or longer shall be paid an amount equal to 6.3% of their straight time wages as vacation pay.
- (e) Accrued vacation and accrued holiday pay shall be due when the Employee is scheduled for vacation. If the Employee is no longer employed by the COMPANY, the accrued vacation and holiday pay will be due and payable in the first payroll period of the next calendar year.
- (f) After any new Employee has worked at least six (6) months under this Agreement, he/she shall be paid any accrued vacation pay due him/her upon separation of employment from the COMPANY.
- (g) The provisions hereof are intended to supersede, under Labor Code §227.3, the provisions of Labor Code §§ 201-202.

20. HOLIDAY PAY

- (a) The following days shall be recognized as holidays for the purposes of this Agreement:

- New Year's Day
- Martin Luther King, Jr. Day
- President's Day
- Good Friday
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day and the day after Thanksgiving
- Christmas Day

If any of the recognized holidays fall on a Saturday, the preceding Friday shall be considered the holiday, and if a holiday falls on a Sunday, the following Monday shall be considered the holiday.

- (b) Employees who did not work on one of the above holidays shall receive four percent (4%) of their annual straight time earnings as a holiday allowance. Such holiday allowance shall be payable the year following the year accumulated and will be paid at the same time vacation pay is received. Effective January 1, 2027, Juneteenth shall

be added to the list of holidays, and the percentage for unworked holidays shall be increased to 4.583% of their annual straight-time earnings.

- (c) Employees who work on one of the recognized holidays shall receive compensation for such day worked, and hours worked will be included on their pay checks for the week. No further allowance will be paid for a holiday worked under this provision.

21. BEREAVEMENT LEAVE

Any employee who has worked a minimum of one (1) year, as defined in Article 23, for the COMPANY shall be eligible for three (3) paid bereavement days per year for the death of a family member. Such bereavement allowance to be based on a minimum call (8 hours) and shall be paid within the payroll week in which the bereavement day is taken.

22. JURY DUTY LEAVE

Any employee who has worked a minimum of 1 year shall be eligible for paid jury duty leave in the amount of one (1) day (8 hours) for appearance at jury selection.

23. SEVERANCE PAY

An employee who has been in the employ of the COMPANY as of November 12, 1993 for two (2) or more consecutive years shall receive two (2) weeks pay at that Employee's average mean rate in lieu of two (2) weeks written notice of severance of employment.

For an Employee employed as of November 12, 1994 who has been an Employee of the COMPANY for five (5) or more years shall receive if severed for ninety (90) days or more, two (2) weeks pay at that Employee's average mean rate.

An Employee who has been employed by the Company for ten (10) or more years shall receive upon retirement (under the Motion Picture Industry Pension Plan) three (3) weeks pay for ten (10) years, four (4) weeks pay for fifteen (15) years, five (5) weeks pay for twenty (20) years. In order to qualify the Employee must inform the COMPANY at least ninety (90) days prior to retirement and show necessary retirement documentation (date, etc.) from the Motion Picture Industry Pension Plan.

The severance pay shall be paid no later than ninety (90) days after the Employee's last day of employment for both severance and severance retirement pay. No severance pay shall be effective if the Employee is dismissed for cause or Employee voluntarily left employment or refused a call for work from the COMPANY.

24. DEFINITION OF A YEAR

For purposes of calculating vacation, bereavement, jury duty leave, severance pay, wage scales, and others, a “year of employment” shall be defined as a 365-day period from the initial date of hire in which an employee works at least 200 minimum call days, or 1600 hours. At the discretion of the employer, an employee may be reset to a new initial date of hire only if they have a leave of absence longer than 1 year or a period of time equal to their previous period of employment, whichever is greater.

25. SICK LEAVE POLICY

- (a) Employees who work for the COMPANY for 30 days or more within a year from commencement of employment will be entitled to paid sick leave.
- (b) Employees will accrue 1/8 of the daily rate (1 hour of paid sick leave) for every 30 hours worked.
- (c) Employees are entitled to take up to 48 hours of paid sick leave in each year of employment.
- (d) Accrued unused paid sick leave shall carry over to the following year of employment.
- (e) COMPANY will provide paid sick leave upon the oral or written request of a Employee for himself/herself or a family member, or for any individual related by blood or affinity whose close association with the employee is the equivalent of a family relationship.
- (f) Paid sick leave may be used for the following purposes:
 - (I) Diagnosis, care, or treatment of an existing health condition of, or preventative care for, an Employee or an Employee’s family member.
 - (II) For an Employee who is a victim of domestic violence, sexual assault, or stalking, for the purposes described in subdivision (c) of Section 230 and subdivision (a) of Section 230.1 of the California Labor Code.
- (g) COMPANY may require Employees to provide reasonable documentation of an absence from work for which paid sick leave is or will be used.
- (h) COMPANY is not required to provide compensation to Employees for accrued or unused sick days upon termination, resignation, retirement, or other separation from employment.

- (i) If an Employee separates from the COMPANY and is rehired by the COMPANY within one year from the date of separation, previously accrued and unused paid sick time shall be reinstated.

26. COMPLIANCE WITH LABOR CODE 432.7 AND THE LOS ANGELES FAIR CHANCE INITIATIVE FOR HIRING

To the extent applicable, COMPANY will comply with California Labor Code Section 432.7 and the Fair Chance Initiative for Hiring (City of Los Angeles Ordinance No. 184652).

Violations of this section of the agreement shall not be subject to the grievance and arbitration provisions of this agreement.

27. MOTION PICTURE HEALTH & PENSION PLANS

- (a) COMPANY agrees that all Designers covered by this Agreement will be provided benefits pursuant to, and will be covered by, the Motion Picture Industry Health Plan, Motion Picture Industry Pension Plan, and the Motion Picture Industry Individual Account Plans (hereinafter collectively referred to as "MPIPHP" unless otherwise specified). COMPANY agrees to execute and provide to the MPIPHP, with copies to the UNION, all required documents to effectuate the provision of benefits to Designers under the MPIPHP.
- (b) For the purposes of the rates of hourly contribution to the MPIPHP for Designers covered by this Agreement, the following will apply:
- (c) For daily Designers, the actual hours worked or the minimum call, whichever is greater.

28. EARNING REPORTS

At the end of each quarter, COMPANY will submit to the UNION a list of all Employees subject to this Agreement showing each Employee's earnings for that quarter.

29. JOB DESCRIPTION

- (a) A Costume Designer, Assistant Costume Designer, or Costume Illustrator (hereinafter collectively referred to as "Employee" unless otherwise specified) are designations for an Employee subject to this Agreement who renders his/her services by creating, designing, or re-designing costumes for COMPANY.
- (b) In addition to creating, designing, or re-designing costumes, an Employee engaged under this Agreement may engage in the shopping and selection of fabrics, notions, and all other items and materials needed for costumes that will be custome made (also

referred to as made to order), and may direct and supervise the activities of others in regard to the Employee's duties.

(c) The sketching of costumes for the purposes of creating, designing, or re-designing costumes that will be custom made (also referred to as made to order) or re-designed from that sketch is covered by this Agreement.

(d) It is clearly understood and agreed that notwithstanding the Job Description of a Costume Designer, an Assistant Costume Designer, and a Costume Illustrator under this Agreement that all the traditional definitions, duties (including the duplication of existing garments), and divisions of work covered by the Motion Picture Costumers, Local 705 of the IATSE are in no way limited or diminished by this Agreement.

30. MINIMUM WAGE SCHEDULE

The minimum compensation that will be paid to an Employee working under this Agreement are listed in the "Classifications and Wage Scales" of Appendix A attached hereto.

31. PREFERENCE OF EMPLOYMENT

COMPANY, in the hiring of Designers, shall give preference of employment to qualified Designers. For purposes of this provision only, a "qualified Designer" is defined as a person who has had prior employment as a Designer in the production of motion picture (as defined in the Producer – I.A.T.S.E. and M.P.T.A.A.C. Basic Agreement), television or legitimate theater at least once during a period of three (3) years prior to the date of the proposed employment. For these purposes, screen credit alone shall not be determinative proof of such prior employment.

In order to assist the COMPANY in locating qualified Designers, the GUILD will, on a current basis, supply to the COMPANY an availability list containing the names of currently available qualified Designers. Prior to selecting a Designer, the COMPANY will give good faith consideration to the Designers on the current availability list supplied by the GUILD. The decision as to whether or not to employ a person from said availability list shall be in the sole discretion of the COMPANY.

The foregoing preference of employment requirement shall not apply to the employment of a person who: (a) has had sufficient training and/or experience so as to qualify for a career as a professional Designer, and (b) such person intends to be currently available for employment in the motion picture industry.

32. NOTICE

Any notice required or desired to be given pursuant to this Agreement shall be given in writing and addressed as follows (or any other subsequent notice address that a party provides to the other party in accordance with this notice paragraph):

COMPANY: MavenCraft Studios, Inc.
1621 1st Street Unit 1
San Fernando, CA 91340
Attn: Suzan OrtMeier

UNION: Costume Designers Guild
3919 W Magnolia Boulevard
Burbank, CA 91505
Attn: Brigitta Romanov, Executive Director

IATSE: IATSE
2210 W Olive Avenue
Burbank, CA 91506
Attn: International Vice-President Michael Miller

33. PARTIAL INVALIDTY

All agreements and covenants contained in this Agreement are severable. In the event any of them shall be held to be invalid by any competent court, this Agreement shall be interpreted as if such invalid agreements or covenants are not contained in this Agreement.

34. JOINT EFFORT

Each party to this Agreement voluntarily enters into it. Each has considered their own interests and has had the opportunity to consult with persons of their own choice concerning the provisions of this Agreement. This Agreement is neutrally construed neither for or against any party. Each party acknowledges their full and voluntary consent to this Agreement by their signature below.

35. SOLE AGREEMENT

This Agreement supersedes any and all other agreements, whether oral or in writing, between the parties hereto and contains all of the covenants and agreements between the parties in any manner whatsoever. Each party to this Agreement acknowledges that no representation, inducements, promises, or agreements, orally or otherwise have been made by any party, or anyone acting on behalf of any party, which are not embodied herein, and that no other agreement, statement, or promise not contained in this Agreement, shall be valid or binding. Any modification of this Agreement will be effective only if it is in writing signed by the party to be charged.

36. NO WAIVER

If any party to this Agreement fails to exercise of delays in exercising any right, power, or remedy in connection with this Agreement, such failure or delay shall not operate as a waiver of any such right, power, or remedy.

37. VISITATION RIGHTS

Upon twenty-four (24) hours notice, a UNION representative shall be permitted to visit the operations coming under this Agreement for the purpose of conferring with the COMPANY or Employees regarding the administration of this Agreement or processing of grievances. This privilege to visit shall be exercised reasonably by the UNION. No Employee's work shall be interrupted without the express advance permission of the COMPANY.

IN WITNESS WHEREOF, the parties hereto have hereunto set their hands and seals the day and year first above written.

COMPANY: MavenCraft Studios, Inc.



Suzan OrtMeier, President 5/23/26
Date

UNION: Costume Designers Guild, Local 892 IATSE



Brigitta Romanov, Executive Director 5/28/26
Date

IATSE: International Alliance of Theatrical Stage Employees and Moving Picture Technicians Artists and Allied Crafts of the United States, its Territories and Canada

DocuSigned by:


855F26894BA44E4...
Michael Miller, International Vice-President 6/1/2026
Date

Date

APPENDIX A
CLASSIFICATIONS AND WAGE SCALES

| | 02/01/26 to 01/31/27 | 02/01/27 to 01/31/28 | 02/01/28 to 01/31/29 |
|-----------------------------------|----------------------|----------------------|----------------------|
| | | | |
| Costume Designer | \$38.31 | \$39.65 | \$41.04 |
| | | | |
| Assistant Costume Designer | \$31.79 | \$32.90 | \$34.05 |
| | | | |
| Costume Illustrator | \$31.79 | \$32.90 | \$34.05 |
| | | | |