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Re: April 2, 2023 Return to Work Agreement

This letter is to memorialize the parties' agreement on a new Return to Work Agreement as of April 2, 2023, under which the terms of Parts I and II of the Return to Work Agreement as of July 19, 2021, as modified by the letter agreements dated February 15, 2022, May 6, 2022, July 16, 2022, October 23, 2022 and January 27, 2023, are further modified as indicated below.

The Return to Work Agreement shall continue in effect through May 11, 2023. As of May 12, 2023, the Return to Work Agreement shall terminate and all of its provisions shall be of no further force and effect, except for the following:

1. Any project in production prior to May 12, 2023 which has implemented a mandatory vaccination policy for employees in Zone A may continue to apply that mandatory vaccination policy for the remainder of the production (or season, in the case of a series) as per the terms of Paragraph 2 of Part II of the Return to Work Agreement.
2. All employees shall have a total of five (5) days of temporary COVID-19 paid sick leave per Producer, which may be used during the period beginning April 2, 2023 and ending on December 31, 2023, to cover one or more Eligible COVID-19 Events, as per the terms of Paragraph 8 of Part II of the Return to Work Agreement.
3. During the period May 12, 2023 through July 31, 2023:
 - a. Upon the request of a performer or background actor whose performance will require close or intimate contact or extreme exertion, the Producer will make an antigen test available to the performer or background actor for self-administration.
 - b. A performer or background actor whose performance will require close or intimate contact or extreme exertion may request that other performer(s) or background actor(s) who will be involved in close or intimate contact or extreme exertion with the requesting performer/background actor in the same scene undergo a self-administered antigen test, and the Producer shall require the other performer(s) or background actor(s) to undergo the self-administered antigen test.

A request for testing must be made at least twenty-four (24) hours prior to general crew call on the day the scene will be shot, unless the performer/background actor is cast less than twenty-four (24) hours prior to that time, in which case the request shall be made as soon as practicable. The identity of the performer/background actor making the request shall be kept confidential.

- c. Producer shall not have any obligation to maintain records of any self-administered antigen test result provided under this Item 3.