

July 30, 2014

Jamie Goehring
Grumpy Cat Productions Inc.
2400 Boundary Rd.
Burnaby, BC
V5M 3Z3

Dear Jamie:

This Letter of Understanding confirms our agreement that the CMPA Collective Agreement with ACFC West, Local 2020 CEP, as ratified December 2, 2012 (the "CMPA Master"), shall apply to the MOW "Grumpy Cat's Worst Christmas Ever" under the company name Grumpy Cat Productions Inc. ("Grumpy Cat's Worst Christmas Ever"):


Pursuant to Article 2.02 of the CMPA Master, the following enabling shall apply to Grumpy Cat's Worst Christmas Ever:

- Use of the 2014 'Low Budget Features & Television' rates less 50 cents per hour. For example, the Key Grip scale rate will be 27.00 per hour and the Grip scale rate will be 21.50 per hour.
- The union portion of the Producer Levy (1%) will be waived and the Pension fringe reduced from 2% to 1%. The total fringe reduction is, therefore, 2%.

All other terms and conditions of the CMPA Collective Agreement with ACFC West, Local 2020 CEP will remain in effect.

Congratulations and all the best on this project.


Agreed to and accepted upon signing by both parties.



Wendy Subity
ACFC West, Local 2020 Unifor



Jamie Goehring
Producer



Greg Chambers
ACFC West, Local 2020 Unifor

Date Signed: 5th day of August, 2014