

April 20<sup>th</sup>, 2026

Mr. Brian Munroe  
International Representative  
IATSE  
207 W. 25th St, 4th Fl.  
New York, NY 10001

Dear Brian,

This letter shall supplement the collective bargaining agreement (the “Agreement”) between The Juilliard School (hereinafter referred to as the “School” or “Juilliard”) and the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, its Territories and Canada, AFL-CIO, CLC (hereinafter referred to as “Union” or “IATSE”), effective April 20<sup>th</sup>, 2026 to June 30, 2030.

Article Fifteen of the Agreement provides that the School shall make benefit contributions to the IATSE National Health & Welfare Fund on behalf of certain Full-Time and Full-Time Seasonal bargaining unit employees (“NBF Covered Employees”). The parties acknowledge that certain NBF Covered Employees received health insurance coverage under the School’s health insurance policy prior to the ratification of the Agreement.

It is the parties’ mutual intent that NBF Covered Employees who were covered by the School’s health insurance policy prior to the ratification of the Agreement shall be eligible for health insurance coverage under the IATSE National Health & Welfare Fund beginning July 1, 2026, rather than the School’s health insurance policy, and shall be eligible to continue such IATSE National Health & Welfare Fund coverage in the following quarter (which begins October 1, 2026).

Further, it is the parties’ mutual intent that NBF Covered Employees who were covered by the School’s health insurance policy prior to the ratification of the Agreement shall not experience a lapse in health insurance coverage before moving coverage to the IATSE National Health & Welfare Fund.

Accordingly, provided the Agreement has been ratified by April 19, 2026, the parties agree:

1. The School shall continue providing health insurance coverage under the School’s health insurance policy, through and including June 30, 2026, to those NBF Covered Employees who are currently covered under the School’s health insurance policy. Effective July 1, 2026, those NBF Covered Employees shall cease receiving health insurance coverage through the School’s health insurance policy.
2. The School shall make a first lump sum contribution in the amount of \$44,073.00 to the IATSE National Health & Welfare Fund, on or before April 20, 2026, on

behalf of the NBF Covered Employees who are currently covered under the School's health insurance policy.

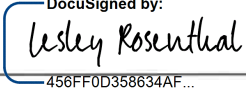
- 3. The School shall make a lump sum contribution in the amount of \$42,273.00 to the IATSE National Health & Welfare Fund, on or before July 20, 2026, on behalf of the NBF Covered Employees who are currently covered under the School's health insurance policy.

Attached hereto is a table listing the names of the NBF Covered Employees whose coverage under the School's health insurance policy shall continue pursuant to Paragraph 1 above, and the amounts of the contributions that shall be made on each individual's behalf pursuant to Paragraphs 2 and 3 above.

If the foregoing constitutes our understanding, kindly execute a copy of this letter in the space provided and it shall become a binding agreement by and between the parties.

Sincerely,

THE JULLIARD SCHOOL

By:  \_\_\_\_\_  
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Date: 5/6/2026

ACCEPTED AND AGREED TO:

IATSE

By:  \_\_\_\_\_

Date: 4.30.2026

<b>Name</b>	<b>NBF Coverage type</b>	<b>Lump Sum payment 4/20/2026</b>	<b>Lump Sum payment 7/20/2026</b>
Creekmore, Emma	Single	\$ 3,195.00	\$ 3,045.00
Guevera, Pedro	Single	\$ 3,195.00	\$ 3,045.00
Madison, Sierra	Single	\$ 3,195.00	\$ 3,045.00
Manning, Kimberly Glennon	Family	\$ 5,106.00	\$ 4,956.00
Michael, Julie	Single	\$ 3,195.00	\$ 3,045.00
Nake, Tomoko	Family	\$ 5,106.00	\$ 4,956.00
Prouty-Due, Meredith	Family	\$ 5,106.00	\$ 4,956.00
Sanger, Jacky	Single	\$ 3,195.00	\$ 3,045.00
Vincenzi, Angelina	Single	\$ 3,195.00	\$ 3,045.00
Violante, Jana	Single	\$ 3,195.00	\$ 3,045.00
Walker, Neil	Single	\$ 3,195.00	\$ 3,045.00
Nottke, Morgan	Single	\$ 3,195.00	\$ 3,045.00
	<b>Total due:</b>	<b>\$ 44,073.00</b>	<b>\$ 42,273.00</b>