

AGREEMENT BY AND BETWEEN
NATIONAL THEATRE GROUP, LLC
FOR THE NATIONAL THEATRE
AND
HAIR STYLISTS AND MAKE-UP ARTISTS
LOCAL NO. 798, I.A.T.S.E.

September 22, 2025

THIS AGREEMENT is entered into by and between The National Theatre Group, LLC (the "Employer") and Make-Up Artists and Hair Stylists Local No. 798, I.A.T.S.E., AFL-CIO, CLC (the "Union"). The parties hereby agree to the following conditions with respect to employment of Make-Up Artists, Hair Stylists, and Wig employees by The National Theatre.

I. RECOGNITION – MAKE-UP ARTISTS AND HAIR STYLISTS: Employer agrees to and does hereby recognize Local 798 as the sole and exclusive bargaining agent for Make-Up Artists and Hair Stylists employed by Employer in connection with the production and presentation of live shows in and/or by the Employer, all such Make-Up Artists and Hair Stylists being sometimes referred to hereinafter as "Employees".

II. JURISDICTION – MAKE-UP ARTISTS AND HAIR STYLISTS: The duties of Make-Up Artists and Hair Stylists employed hereunder shall include but not be limited to the following, when performed within the theatre or as directed by Management: application, removal, cleaning, blocking, setting, styling, coloring, applying chemical treatments such as permanents and straightening, braiding, maintenance and repair of all head, body and facial hairpieces including natural hair, hairpieces, and wigs; and application of make-up and cosmetics, prosthetics, body make-up and tattoos.

It is distinctly understood and agreed that nothing in this section is intended to enlarge upon or reduce the existing jurisdiction of the Union or to affect existing practices.

III. UNION ACCESS TO WORKPLACE: The Business Representative of Local 798 or a duly authorized representative shall have access to the theatre at all reasonable times for the purpose of performing legitimate union business.

IV. PRIOR OBLIGATION: As Local 798 is a local of 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, nothing in this Agreement shall be construed to interfere with any obligation Local 798 owes to such organization by reason of a prior obligation; but this shall in no event be construed or applied so as to contravene any applicable state or federal law.

V. TERM OF AGREEMENT: This Agreement shall be for a term of three (3) years, commencing on September 22, 2025 and expiring on September 24, 2028.

VI. SCHEDULE OF APPLICABLE RATES OF PAY AND FRINGE BENEFITS:

1. All Make-Up, Hair and Wig personnel shall be paid an applicable rate of pay determined in accordance with the following wage scale for all work accept as otherwise provided for herein.

2. Rates of Pay shall be as follows:

Head Make-Up Artist & Hair Stylist salaries are subject to negotiation.

MAKE-UP, HAIR & WIG ASSISTANT

PER PERFORMANCE:

		9/22/2025- 9/20/2026	9/21/2026- 9/26/2027	9/27/2027- 9/24/2028
Up to eight (8) Per Week	First Hire	\$198.68	\$210.68	\$222.68
	All Others	\$188.80	\$200.80	\$212.80
In excess of eight (8) per week or two (2) per day	First Hire	\$298.02	\$316.02	\$334.02
	All Others	\$283.20	\$301.20	\$319.20
Sunday and 1.5x Holidays	First Hire	\$298.02	\$316.02	\$334.02
	All Others	\$283.20	\$301.20	\$319.20
2x Holidays	First Hire	\$397.36	\$421.36	\$445.36
	All Others	\$377.60	\$401.60	\$425.60

BROKEN TIME:

Unpacking during take in, dress rehearsals, cleaning, maintenance, repair, casting, picture calls, etc. per hour.

First Hire	\$49.67	\$52.67	\$55.67
All Others	\$47.20	\$50.20	\$53.20

Hours in excess of eight (8) per day or forty (40) per week compounded

First Hire	\$74.51	\$79.01	\$83.51
All Others	\$70.80	\$75.30	\$79.80

Hours after Midnight or before 8 AM or Sundays and 2X holidays

First Hire	\$99.34	\$105.34	\$111.34
All Others	\$94.40	\$100.40	\$106.40

Employees packing out in connection with a performance call shall be paid an additional two (2) hours: one (1) hour for packing during the performance, and one (1) hour for packing after the performance. Any time worked in excess of one (1) hour after the performance shall be compensated in one (1) hour increments at the applicable hourly rate.

Pack Out	First Hire	\$99.34	\$105.34	\$111.34
	All Others	\$94.40	\$100.40	\$106.40
Pack Out after Midnight per hour	First Hire	\$99.34	\$105.34	\$111.34
	All Others	\$94.40	\$100.40	\$106.40
Pack out on Sunday Or 1.5x Holidays	First Hire	\$74.51	\$79.01	\$83.51
	All Others	\$70.80	\$75.30	\$79.80

In the event the employee does not receive a 9-hour rest period they shall receive time-and-one-half the prevailing rate until the applicable rest period is given. This provision applies only when the subsequent calls are for the same attraction.

3. WIG/MAKE-UP CONSTRUCTION: Hair/Make Up personnel called for the express purpose of major alterations, wig or prosthetic construction or wig or prosthetic reproduction shall be paid the following hourly wage rates, subject to the usual overtime, Sunday, and holiday wage rules.

Construction Rate	First Hire	\$53.37	\$56.37	\$59.37
	All Other	\$50.90	\$53.90	\$56.90

4. KIT FEES:

a) Broadway Touring Shows: When not supplied by management there shall be forty-two dollars (\$42) per performance fee for supplying basic kit for the job. The fee will be paid per performance up to a maximum of eight (8) performances per week. Any expendables are to be prior requested and reimbursed upon presentation of a receipt.

b) Special Event Celebrity, Still Photography and/or Video/Broadcast When not supplied by management there shall be a one hundred twenty-five dollars (\$125) kit fee per performance. Any expendables are to be prior requested and reimbursed upon presentation of a receipt. Special request make-up or hair products must be prior requested and approval obtained for reimbursement if not supplied by management.

c) If management chooses to supply the necessary tools and expendables no kit fee shall be due or owing.

5. FIRST HIRE: In the event that The National Theater employs two (2) or more Make-Up and Hair personnel, the union will designate one (1) of those employees as First Hire. The First Hire shall be paid the First Hire Rate in Article VI.2 above subject to the usual overtime, Sunday and holiday wage rules.

6. APPLICABILITY: This Agreement shall be applicable to National Theatre productions and presentations only and is not intended to limit the right of traveling producers to employ individuals under the International's (IATSE) Traveling Make-Up Artists and Hair Stylists Contract ("Pink Contract").

7. MANDATORY STAFFING: This Agreement does not require mandatory staffing by The National Theatre.

8. HIRING RECOMMENDATIONS: The parties acknowledge that, in the event that a representative of Local 798 is not on site at The National Theatre, the Employer may obtain recommendations for Make-Up Artists and Hair Stylists employees from representatives of Local 798, IATSE. In particular: the area Steward, the Field Representative and the Live Theatrical Business Representative.

9. NO DISCRIMINATION: Neither the employer nor the Union shall in any manner discriminate against any employee or applicant for employment by reason of age, disability, national origin, race, religion, genetics or sex (gender), and both parties shall comply with all applicable provisions of District of Columbia and federal laws.

10. HOLIDAYS:

a) New Year's Day, Independence Day, Memorial Day, Labor Day, Thanksgiving Day, and Christmas Day, shall be paid at two (2) times, or double the applicable minimum hourly and performance rates.

- b) President's Day, Martin Luther King Day, Columbus Day, 8:00am to 5:00pm on biennial Election Day, and Veteran's Day shall be paid at one and one half (1½) times the applicable minimum hourly and performance rates.

Up to eight (8) hours worked on a holiday designated in 10.a. and 10.b. above shall be credited toward the 40 hours needed to achieve overtime. This will not allow overtime hours to be applied to hours already at one and one half time (1½) rates.

In the event that a new federal holiday is passed by Congress and signed into Law during the term of this Agreement, such new federal holiday shall be added to the list of holidays under Section 10.b) above on the latter of the first anniversary of the inaugural date of the holiday or at the beginning of Year 3 of the Agreement, and upon inclusion in Section 10.b), any work performed on such new federal holiday shall be paid at the rate of one and one-half times the applicable straight-time rate.

11. COST OF LIVING ADJUSTMENT:

- a) For each year of this agreement, if the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) for Washington, D.C., Maryland, and Virginia Metropolitan Area cost of living index figure for the months of May and July (averaged), for the current year as published by the U.S. Bureau of Labor Statistics, is more than four percent (4%) higher than such figure for the months of May and July (averaged), of the previous year, then in such event, all of the rates of pay specified above shall be increased by the amount of such excess percentage but in no event more than two percent (2%), and the dollar increases resulting there from shall automatically be added to the rates of pay beginning with the next year of the agreement.
- b) Monetary increases during the term of this Agreement may be placed in wages or benefits at the option of the Union after due notice and approval by the Employer.

12. VACATION: Employees shall accrue vacations at the rate of five percent (5%) of gross weekly earnings in Years 1 and 2 of the Agreement and five-and-one-quarter percent (5.25%) of gross weekly earnings in Year 3 of the Agreement, which amount shall be added to the weekly wages of said employees for the computation of payroll taxes, benefits and withholding requirements, including service fees, and paid out to said employees on a weekly basis as net earnings.

13. BENEFITS: Contributions at the applicable rates specified below shall be remitted to the "Pension Fund of Make-Up Artists and Hair Stylists Local 798," "I.A.T.S.E. National Health and Welfare Fund," a "I.A.T.S.E. Annuity Fund," and the "I.A.T.S.E. Training and Education Trust Fund":

- a) The Employer shall contribute to the "Pension Fund of Make-Up Artists and Hair Stylists Local 798," the sum of seven percent (7%) of gross salary for each week of employment for each employee hereunder for Year 1 of the Agreement, seven and one quarter percent (7.25%) of gross salary for each week of employment for each employee hereunder for Years 2 and 3 of the Agreement.
- b) The Employer shall contribute to the "I.A.T.S.E. National Health and Welfare Fund," the sum of fourteen and one quarter percent (14.25%) of gross salary for each week of employment for each employee in Year 1 of the Agreement, fourteen and a three quarters percent (14.75%) of gross salary for each week of employment for each employee in Year 2 of the Agreement and fifteen and one-quarter percent (15.25%) of gross salary for each week of employment for each employee in Year 3 of the Agreement.
- c) The Employer shall contribute to the "I.A.T.S.E. Annuity Fund," the sum of thirteen percent (13%) of gross salary for each week of employment for each employee hereunder in Years 1 and 2, and the sum of thirteen and one-half percent (13.5%) of gross salary for each week of employment for each employee hereunder in Year 3 of this Agreement such contribution shall be made by check payable to the "I.A.T.S.E. Annuity Fund" no later than the 10th of each month in respect to all employment during the preceding month in which contributions were payable. In conjunction with each such payment, Employer shall submit a remittance report showing the names of the employees for whom contributions are being made, their Social Security Numbers, their dates of employment, and their gross earnings as well as the amount of contributions paid for them. Interest at the prime rate compounded monthly from the due date

shall be payable on all late payments of contributions. The parties hereto agree to execute the standard form of Participation Agreement provided by said Annuity Fund and the filing thereof with such Fund shall be a condition of their participation therein.

d) The Employer shall contribute to the "I.A.T.S.E. Training and Education Trust Fund" the sum of one-quarter of one percent (0.25%) of gross salary for each week of employment for each employee hereunder throughout the term of this agreement.

VII. CALLS:

1. For performances running after midnight, any time worked after midnight is to be paid at the double time rate. All broken time calls shall be for a minimum four (4) hours, except as provided for picture calls and continuity calls. All time in excess of the four (4) hour minimum call shall be on an hourly basis, other than the two (2) hours prior to, or the two (2) hours following a performance, all picture calls shall be for a minimum of four (4) hours.

2. Make-Up and Hair personnel may be called for one or two hours immediately prior to performance calls on the basis of continuity. All Make-Up and Hair personnel required for handling of hairpieces, make-up, and prosthetics to be used for the picture call must be employed. All hairpieces and prosthetics must be accompanied by a member of the Union when removed from place of employment, except when removed for cleaning, repairs, etc.

a) Performance Hours: A performance shall consist of the time between one-half hour prior to the advertised curtain time of the first scene or act until hair pieces are properly stored for the night after the final curtain, and this shall not exceed four (4) hours

b) Cleaning Maintenance, Repair, etc. Pick-Up: In the event that an employee is required to remain up to 20 minutes after a performance to handle any cleaning, maintenance, and/or repair pick-up, the employee shall be paid an additional 2 hours per week at the prevailing rate in effect on the last day of the work week or on the last day of the engagement if the engagement does not end on Sunday. The theatre/company make-up and hair head shall determine the need and the number of employees necessary to perform such work

c) Meals: All make-up and hair employees shall be entitled to a one (1) hour meal period after not less than four (4) hours but not later than after five (5) hours of consecutive work. Employees shall not be paid for such meal period. If the work load does not permit a one (1)-hour meal period, the employer may provide an appropriate meal and employees shall be given thirty (30) minutes without loss of time in which to eat it. When Employees are required to work beyond five (5) consecutive hours without a meal being provided and paid for by Employer, Employees shall be paid two times (2X) the prevailing applicable hourly rate from the end of the fifth (5th) hour for each half hour worked until such time as the crew is broken for a meal period.

d) Work in Sight of the Audience: Any time employees must work in sight of the audience for their unit work, they shall receive one (1) extra hour compensation that shall not be counted towards overtime.

3. At least one (1) member of Local No. 798 must be employed when more than (1) company make up or hair person is employed. This article shall not apply to a solo performer event where the artist travels with their own Hair and/or Make-Up artists.

4. TRAINING: Employees may be called to complete Employer or government mandated training, as set out below:

a) For training scheduled to be completed off-site by Employees, as directed by Employer, Employees shall be paid for the number of hours (rounded up to the next hour) that it takes to complete the training as indicated by the training materials and/or instructor, with a one (1) hour minimum call, paid on an hourly basis in minimum 1-hour increments with full benefits. Employees shall be allowed a minimum of one (1) week from the time they receive notice of the training to provide proof of completion. Employees shall be paid for completed training on the weekly payroll subsequent to the date they submit proof of completion to Employer.

b) Onsite training may be scheduled to be contiguous with any other call, including work calls and performance calls, but shall not be scheduled during a performance call or after the last performance of the day. For example, Employees may be called for training during a continuity call as outlined in Section VII.2 above, and such training time shall count toward consecutive hours worked for purposes of the meal period in Section VII.2.c. above.

VIII. GRIEVANCE PROCEDURE:

1. For the purpose of this Agreement, a grievance is defined as a complaint, dispute, or controversy between the Union (for itself or on behalf of an Employee), on the one hand, and the Employer, on the other hand, as to the application or interpretation of this Agreement. All grievances shall be presented by either party to the other within ten (10) calendar days of the occurrence giving rise to the grievance. When the Union is submitting a grievance on behalf of an Employee, the 10 calendar days shall run from the date that the Employee knew or should have known of the occurrence. All grievances not raised or processed in accordance with the time periods set out herein shall be considered waived and abandoned unless the parties mutually agree otherwise. Failure by either party to answer a grievance at any step shall not be deemed acquiescence thereto, and either party may proceed to the next step within the time period provided. In the event that the Employer is the aggrieved party, the Employer may begin processing the grievance at **Step 2** below.

2. The following procedure shall be followed exclusively in the resolution of all grievances arising under this Agreement:

Step 1. The first step of the grievance procedure shall be between the Union and the Employer's Director of Production or other designee (hereafter referred to as "supervisor"). If the Union is dissatisfied with the action taken by the supervisor on the grievance, then the Union shall proceed to Step 2 within three (3) calendar days of the supervisor's response or, if no response is received, then within five (5) calendar days of the date the grievance was first presented to the supervisor.

Step 2. The second step of the grievance procedure shall commence upon the Union's submission of the grievance in writing to the Employer within the time periods referenced above in Step 1, or if the Employer is the aggrieved party, upon the Employer's submission of the grievance in writing to the Union within 10 calendar days of the occurrence giving rise to the grievance. The written grievance shall set forth a description of the complaint, dispute or controversy; the terms in the CBA that are at issue; and the relief sought. This step of the grievance procedure shall be between the Union and the Employer's Vice President of Operations or other designee. If the grievance is not resolved, then the grieving party shall proceed to Step 3 within five (5) calendar days of the non-grieving party's response to Step 2 or, if no response is received, then within five (5) calendar days of the date the written grievance was submitted under Step 2.

Step 3. The third step of the grievance procedure shall commence upon the grieving party's submission of a written request to refer the grievance to a Joint Conference Committee consisting of two (2) Union representatives and two (2) Employer representatives, all of whom shall meet to jointly discuss the grievance and seek a resolution. The two Union representatives and two Employer representatives shall vote on any proposed resolution, and if the resolution passes by majority vote, it shall be binding on all Parties. Such meeting shall occur within fifteen (15) calendar days of the submission of the written grievance in Step 2. If no resolution passes by a majority vote during the meeting, or if no meeting occurs within fifteen (15) calendar days of the submission of the written grievance in Step 2, the grieving party may proceed to STEP 4.

Step 4. In the event that the parties do not achieve a resolution at Step 3, then the matter may be referred to the American Arbitration Association ("AAA") for a final and binding arbitration by the filing of a demand for arbitration with the AAA within thirty (30) calendar days of the submission of the written grievance in Step 2.

3. It is understood that the parties by mutual written agreement may extend any time period for processing grievances.

4. Grievances shall not be initiated or processed by the Employer or Union officials while a performance or rehearsal is taking place in the Theatre, unless mutually agreed to between the Union and the Employer. In the event that a performance or rehearsal is scheduled on a day proposed by either party to meet on a grievance related matter, both parties agree to either schedule the meeting at a mutually convenient time either before or after the performance or rehearsal to avoid any overlap, or move the meeting to the next mutually convenient day in which the meeting will not conflict with a rehearsal or performance.

5. In the event that a grievance is referred to arbitration, the grievance shall be submitted to American Arbitration Association ("AAA") with the request that AAA send to the parties a list of seven (7) labor arbitrators, and the parties shall follow AAA procedure and deadlines for selection of the arbitrator from the list provided by the AAA. If the parties fail to agree on an arbitrator from the list, either party may request the AAA to submit an additional panel. If, within seven (7) calendar days from receipt of the second list, the parties still fail to agree on an arbitrator, the Arbitrator shall be appointed by the AAA. All grievances referred to the AAA shall be heard by a single arbitrator and the arbitrator's decision and/or award shall be final and binding on the parties hereto. The expenses incident to the arbitration shall be borne equally by the Union and the Employer. Each party shall bear its own legal expenses and other costs. Only one grievance at a time shall be heard by the arbitrator unless otherwise agreed to by the parties. The arbitrator shall not have the power to add to, subtract from, or modify any of the terms of this Agreement.

IX. UNION DUES CHECKOFF AND AUTHORIZATION:

1. Union Dues Check off. The employer will deduct and pay to the Union the regular amount of assessments established by the Union Constitution and By-Laws from the pay of each employee covered by this agreement who voluntarily authorizes and directs the employer to make such deductions. Each such authorization shall be in writing in the form prescribed below and shall be governed by the provisions thereof and of the National Labor Relations Act, as amended, as if such Act were applicable to the Employer and the Union. The Union shall notify the employer in writing who the payee of checks for such deductions shall be, and the name and address of the person to whom such checks are to be sent. The employer shall be entitled to rely on such notices until receipt of a written modification thereof. The employer shall transmit to the Union not later than the seventh (7th) day following the applicable payday, for which the deductions are made, a check for the total amount deducted together with a statement showing the name of each employee and the amount paid on his or her behalf. The Union agrees to indemnify the Employer from any claim by an Employee that any deductions under this provision are improper, provided that Employer will remit to the Union the completed Authorization For Dues Check-off Forms, as referenced herein, and applicable monies withheld.

2. Authorization: The written deduction authorization shall be substantially the form in Appendix I appended to this document

3. All employees engaged hereunder shall be required, as a condition of continued employment, to be or become, and to remain members in good standing of Local 798 on and after the 31st day following the date of this Agreement or the date of their initial employment by Employer. Failure of an employee to comply with the foregoing shall obligate Management to terminate the employment of such employee unless he/she comes into compliance therewith within five days after written demand for such termination is made by Local 798 upon Management. It is agreed, however, that nothing contained in this Section shall require Management to take or refrain from taking any action in contravention of any provision of the National Labor Relations Act of 1947, as amended. The Union agrees to indemnify the Employer from any claim by an Employee that any termination under this provision is improper.

X. STRIKES/PICKET LINES: The Union agrees not to conduct, cause, or permit any strike, picketing, work stoppage, slowdown, or other interruption of or interference with the Employer's business during the term of the Agreement. Notwithstanding the above, as per Article IV herein, the Union shall not require any of its members employed hereunder to cross a legal picket line established or sanctioned by any other I.A.T.S.E. union or other A.F.L.-C.I.O. affiliate to the extent such union has a legitimate grievance filed against Employer, nor shall any Employee be penalized by reason of refusal to cross such picket line; provided however, that Employer may take all steps necessary to provide for the continuation of its theatre and other operations as permitted by law. The Employer agrees not to lock out the Employees during the term of this Agreement.

XI. MANAGEMENT RIGHTS

1. The Parties hereby confirm that the management of the Theatre and the direction of the working force is vested exclusively in the Employer to the extent not otherwise abridged by this Agreement, including, but not limited to, the right to schedule work; to assign work and working hours to Employees; to establish quality and production standards and the most efficient utilization of Employees' services; to hire (subject to Article VI Section 8 herein), retain, transfer, promote, discipline, suspend, discharge for just cause, layoff or relieve Employees from duty because of lack of work; and to install and utilize the most efficient equipment. The Employer shall have the right to make and enforce reasonable work rules and policies not inconsistent with the provisions of this Agreement.

2. The Employer retains the right to set staffing levels consistent with the provisions of this Agreement.
3. Just Cause may include but is not limited to dishonesty, willful misconduct, incompetence, drinking, illegal drug use or drunkenness on the job, gross or repeated insubordination, substantiated misfeasance or non-feasance of assigned work, or participation in a proven, deliberate unlawful slowdown, work stoppage, or strike in violation of this Agreement.

IN WITNESS, WHEREOF, The National Theatre Group, LLC and the Union have duly executed this Agreement, this
12th Day of December, 2025.

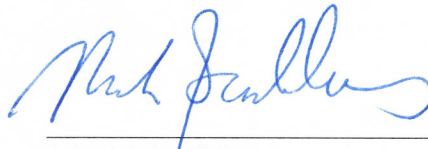
Accepted and Agreed Subject to ratification by the Union by



BY: Mr. Daniel D. Dashman
Live Theatrical Business Representative
Make-Up Artists and Hair Stylists
Local 798, I.A.T.S.E., AFL-CIO, CLC

12/12/2025

Date



BY: Nick Scandalios
Chief Operating Officer
National Theatre Group, LLC For The National Theatre

12/17/25

Date

APPENDIX I

AUTHORIZATION FOR DUES CHECK-OFF

Effective immediately from the first day of hire, the undersigned assigns to Make-Up Artists & Hair Stylists Local 798, I.A.T.S.E. five percent (5%) of the contractual minimum wages per day of wages earned. The undersigned authorizes and directs his/her employer to deduct such five percent (5%) from his/her wages and to remit the same to said union. The assignment shall be irrevocable for a period consisting of either one year or until termination of the applicable collective bargaining agreement, whichever is sooner, and shall be automatically renewed, with the same irrevocability, for a successive like period unless cancelled by the undersigned in writing before the expiration of such period.

All dues checks should be made out to Local 798 and mailed to: Make-Up Artists & Hair Stylists Local 798, 70 West 36th Street, New York, NY 10018.

Production Company: _____

Employee Name: _____ SS#: _____

Phone: _____

Email: _____

Address: _____

Signature: _____ Date: _____