



**Training Proposal for:
Paramount Pictures Corporation
Agreement Number: ET15-0254**

Panel Meeting of: August 22, 2014

ETP Regional Office: North Hollywood

Analyst: E. Wadzinski

PROJECT PROFILE

Contract Attributes:	Retrainee Priority Rate	Industry Sector(s):	Multimedia/Entertainment Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Los Angeles	Repeat Contractor:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Basic Crafts, Affiliated Property Craftspersons Local 44 (IATSE 44)		
Number of Employees in: (as of May, 2014)	CA: 1,288	U.S.: 1,328	Worldwide: 1,928
<u>Turnover Rate:</u>	15%		
<u>Managers/Supervisors:</u> (% of total trainees)	12%		

FUNDING DETAIL

Program Costs	-	(Substantial Contribution)	(High Earner Reduction)	=	Total ETP Funding
\$254,880		\$0	\$0		\$254,880

In-Kind Contribution:	100% of Total ETP Funding Required	\$323,587
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TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage
				Class / Lab	CBT		
1	Retrainee Priority Rate	Business Skills, Computer Skills, Commercial Skills, HazMat	472	8-200	0	\$540	\$16.04
				Weighted Avg: 30			

Minimum Wage by County: \$16.04 for Los Angeles County

Health Benefits: Yes No This is employer share of cost for healthcare premiums – medical, dental, vision.

Used to meet the Post-Retention Wage?: Yes No Maybe

\$1.78 per hour may be used to meet the Post-Retention Wage.

Wage Range by Occupation		
Occupation Titles	Wage Range	Estimated # of Trainees
Basic Crafts		84
Property Craftsperson's		40
Administrative Staff 1		25
Administrative Staff 2		20
Coordinator		13
Senior Coordinator		7
Finance Staff 1		16
Finance Staff 2		9
Supervisors		20
Assistant Managers		14
Technical Professionals 1		32
Technical Professionals 2		27
Managers 1		33
Managers 2		17
Directors 1		38
Directors 2		12
Executive Directors 1		27
Executive Directors 2		8
Vice President's 1		20
Vice President's 2		10

INTRODUCTION

Founded in 1912, Paramount Pictures Corporation (Paramount Pictures) (www.paramount.com) is a producer and distributor of motion picture, television, digital and home media entertainment. Paramount Pictures has various domestic and international offices, with its primary headquarters in Hollywood. Training under this Agreement will be limited to employees at the Hollywood location.

Paramount Pictures' theatrical, TV, digital and home media content is available in regions throughout the world. In addition, Paramount Pictures licenses content for theme parks, consumer products and other entertainment-related experiences. Paramount's direct and/or indirect customers range from theater operators and movie-going audiences, to cable and broadcast networks and retail distributors and consumers.

PROJECT DETAILS

Paramount Pictures marked a milestone of 100 years in show business in 2012. The Company has been an innovator in the entertainment industry for a century and continues to deliver high caliber entertainment in various media to audiences in regions throughout the world. The Studios at Paramount Pictures (Paramount's backlot) is home to a number of television productions and can also be used for motion picture production. As part of its efforts to remain competitive, Paramount Pictures implements training to develop employee skills and competencies.

Key areas of focus for Paramount's training program are: goal setting, communication skills, teambuilding, leadership, technology and office skills, and equipment training. Training will emphasize strategies for engaging the strengths and expertise of employees to drive team effectiveness and business results.

Training Plan

Training will be provided to Administrative, Professional and Technical Staff. Training will also be provided to develop the skills of Basic Crafts and Property Craftspersons, who provide on-lot services to maintain a state-of-the-art facility.

The main focus of training will be in Business Skills. Although some of Paramount Pictures professional staff who are expected to receive training include occupation titles of Director, Executive Director and Vice President; these titles are used for employees who lead others and/or have a proven functional or creative expertise. Employees at this level who will receive training are considered frontline workers responsible for completing day-to-day work and deliverables, and planning and implementing projects for the Studio, in addition to any managerial responsibilities they may have. Employees receiving training under the ETP funded Program do not generally set company policy and the ETP funds are not designated for training for high-level executive positions.

Business Skills (55%): This training will be provided to all staff receiving training under the Program and will focus on ways to help employees implement company goals and strategies, fulfill their specific job duties and sharpen general business skills, including communication, leadership and team collaboration skills.

Commercial Skills (25%): Commercial Skills training will be provided to Property Craftspersons and Basic Crafts Staff who receive training under the Program. This training will focus on how to operate equipment and machinery, production equipment set-up, maintenance and operation including job planning, basic construction, and building renovation techniques used on lot and at the studio.

Computer Skills (15%): Computer Skills training will be provided to Administrative Staff, Finance Staff, Supervisors, Assistant Managers, Technical Professionals, Coordinators, Senior Coordinators, Managers, Directors, Executive Directors and Vice Presidents who receive training under the Program to enhance efficiency and proficiency. This training will include computer programs and systems that support both business and office functions as well as the creative components of Paramount Pictures' business.

Hazardous Materials (5%): Training will be offered to Property Craftspersons and Basic Crafts Staff to learn the proper techniques, skills and knowledge for handling hazardous materials waste.

Retention

Retention is normally at least 90 consecutive days at full-time employment with one employer. Full-time employment means 35 hours per week. However, retention can also be 500 hours in 272 days with one or more employers, in keeping with the Panel's regulatory standards for motion pictures production workers. Paramount will use 500 hours in 272 days as retention.

Commitment to Training

Paramount Pictures will continue to invest funds and resources to its training programs and indicates that ETP funds will not displace such commitment to training. Paramount Pictures reports that it conducts training on product knowledge, new technology and software, and on the job training and cross training as needed. Safety training is, and will continue to be, provided in accordance with applicable state and federal law.

Impact/Outcome

ETP has acknowledged that California has long been the center of the worldwide entertainment business, but competition from outside of the state is increasing in some sectors. ETP training funds will not only allow Paramount Pictures to meet its training needs, but assist in keeping a skilled workforce in California.

➤ Training Infrastructure

Training will commence upon Panel approval. Paramount Pictures will provide most training internally with Paramount Pictures and/or parent company Viacom employees as trainers.

RECOMMENDATION

Staff recommends approval of this proposal.

DEVELOPMENT SERVICES

N/A

ADMINISTRATIVE SERVICES

N/A

TRAINING VENDORS

N/A

Exhibit B: Menu Curriculum**Class/Lab Hours**

8-200 hours

Trainees may receive any of the following:

BUSINESS SKILLS

- Innovation
- Brand Development
- Project Management
- Leadership
- Setting Goals
- Giving Feedback
- Delegation
- Teambuilding
- Communication
- Networking
- Motivating and Recognizing Employees
- Time Management
- Presentation Skills
- Sales Skills
- Effective Communication, Interpersonal Skills
- Multi-Generational Workforce
- Finance/Accounting

COMPUTER SKILLS

- Intermediate and Advanced Microsoft Office (Excel, PowerPoint, Word, Access, Project)
- SAP
- Photoshop
- After Effects
- Illustrator
- Final Cut X

COMMERCIAL SKILLS

- Production Equipment Set-Up and Operation
- Production Design and Construction Equipment
- Job Planning
- Building Renovation
- Hot Work Operations
- Powered Industrial Truck Operation
- Scaffolding Erection
- Ladder Usage
- Platform and Condor Operations
- Non-Motorized Transportation
- Traffic Operations

- Employee Transportation
- Working Around Vehicular Traffic
- Lock-out/Tag-out
- Trenching and Shoring Operations
- Spotter Training
- Confined Work Spaces
- Machine and Equipment Operation, Maintenance and Troubleshooting
- Forklift
- Working with Hand and Sharp Tools
- Working On Live Electrical
- Sound Production
- Loud Operations
- Protecting Against Atmospheric Hazards
- Pneumatic Tool Usage

HAZARDOUS MATERIALS

- Hazardous Materials Handling

Note: Reimbursement for retraining is capped at 200 total training hours per trainee, regardless of the method of delivery.



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Secretary-Treasurer

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Vice President

ROSE FALCON
Recording Secretary

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Trustee

GARY ZUCKERBROD
Trustee



AFFILIATED WITH THE
INTERNATIONAL
BROTHERHOOD OF
TEAMSTERS

June 5, 2014

To Whom It May Concern,

As Secretary-Treasurer of Teamsters Local 399 and Chairman of the Basic Crafts, I enthusiastically lend our support to Paramount Studios in its efforts to implement a training initiative through the State of California's Employment Training Panel.

Training initiatives offered by the ETP and implemented by Paramount Studios are an invaluable asset that helps keep our workforce of Electricians, Laborers, Plumbers, Plasterers and Teamsters at the top of their field and up to date with ever changing industry trends.

Please let me know if I can be of further assistance in this matter. I can be reached at (818) 985-7374.

Sincerely,

Steve Dayan
Secretary-Treasurer Teamsters Local 399
Chairman of the Basic Crafts



Affiliated Property Craftspersons Local 44

OF THE INTERNATIONAL ALLIANCE OF THEATRICAL STAGE EMPLOYEES AND MOVING PICTURE MACHINE OPERATORS OF THE UNITED STATES AND CANADA

June 3, 2014

To whom it may concern,

Local 44 IATSE Affiliated Property Craftsperson's strongly supports Paramount Studios and its proposed training initiative through the State of California's Employment Training Panel.

It is our position that ETP training would be a tremendous asset for our membership in order that they remain highly trained and competitive on the job. Training initiatives such as that offered by the Employment Training Panel keeps our frontline artists at the ready for trends in an industry that happen quickly and often.

This past year Paramount has been training our members and we are pleased at the significant upgrades to their skill that have come as a result.

If you have any questions regarding this matter please feel free to contact me at 818-769-8733.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Ed Brown'.

Ed Brown
Business Agent
IATSE Local 44