

TELEVISION VIDEOTAPE AGREEMENT

Effective January 25, 2015 to February 2, 2016 (Extended)

| WEEKLY VARIETY AND SPECIAL PROGRAMS | | | |
|--|--|----------|-----------------|
| Show Length | Minimum Rehearsal | Air Rate | Base Wage |
| 30 minutes | 2 hours | \$108.50 | \$265.65 |
| 60 minutes | 4 hours | \$135.95 | \$450.30 |
| 90 minutes | 6 hours | \$202.90 | \$674.40 |
| Additional air rate, per 15 minutes | Add one hour of required rehearsal time to each additional 15 minutes | \$33.90 | -- |
| Rehearsal rates | \$78.60 per hour \$19.65 per 15 minutes | -- | -- |
| STRIP VARIETY SHOW, 5 DAYS PER WEEK | | | |
| Show Length | Minimum Rehearsal | Air Rate | Base Wage |
| 30 minutes | 1 hour in a 3 hour span | \$138.30 | \$216.85 |
| 60 minutes | 2 hours in a 4 hour span | \$165.40 | \$322.60 |
| 90 minutes | 2 hours in a 5 hour span | \$248.10 | \$405.25 |
| Additional air rate, per 15 minutes | Add one hour of required rehearsal time to each additional 15 minutes | \$41.35 | -- |
| Rehearsal rates | \$78.60 per hour | -- | -- |
| DAYTIME: The single musician premium is 125% of scale on a 5 day per week daytime program. | | | |
| NEWS MAGAZINE: All news or public affairs programs of over 60 minutes uses the pays the 60 minute rate above. | | | |
| STRIP VARIETY SHOW, 4 DAYS PER WEEK | | | |
| Show Length | Minimum Rehearsal | Air Rate | Base Wage |
| 30 minutes | 1 hour in a 3 hour span | \$152.15 | \$230.70 |
| 60 minutes | 2 hours in a 4 hour span | \$182.75 | \$339.95 |
| 90 minutes | 2 hours in a 5 hour span | \$273.85 | \$431.05 |
| Additional air rate, per 15 minutes | Add one hour of required rehearsal time to each additional 15 minutes | \$46.95 | -- |
| Rehearsal rates | \$78.60 per hour | -- | -- |
| STRIP VARIETY SHOW, 3 DAYS PER WEEK | | | |
| Show Length | Minimum Rehearsal | Air Rate | Base Wage |
| 30 minutes | 1 hour in a 3 hour span | \$170.50 | \$249.10 |
| 60 minutes | 2 hours in a 4 hour span | \$204.05 | \$361.25 |
| 90 minutes | 2 hours in a 5 hour span | \$304.20 | \$461.40 |
| Additional air rate, per 15 minutes | Add one hour of required rehearsal time to each additional 15 minutes | \$53.25 | -- |
| Rehearsal rates | \$78.60 per hour | -- | -- |

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| PENSION: 11% of scale wages. |
| HEALTH BENEFITS: \$25.00 per musician, per day. There is no longer a weekly cap. |
| LEADER/SINGLE MUSICIAN: Paid 200% of scale wages, except as noted above. |
| CONTRACTOR: 1-6 musicians – no contractor required. 7-14 musicians – playing contractor paid 200% of scale, non-playing contractor paid 150% of scale. 15+ musicians – non-playing contractor required; paid 200% of scale. |

DOUBLING

25% for the first double, 10% for each subsequent, under the following conditions:

WEEKLY VARIETY AND SPECIAL PROGRAMS

Doubles are calculated from a fixed formula, regardless of actual rehearsal time.

| Show Length | Fixed Formula | First Double | Each Subsequent Double |
|-------------|-------------------------------|--------------|------------------------|
| 30 minutes | Air Rate + 4 hours rehearsal | \$105.73 | \$42.29 |
| 60 minutes | Air Rate + 8 hours rehearsal | \$191.19 | \$76.48 |
| 90 minutes | Air Rate + 12 hours rehearsal | \$286.53 | \$114.61 |
| 120 minutes | Air Rate + 16 hours rehearsal | \$382.08 | \$152.83 |

For each 15 minutes beyond 2 hours, doubles are calculated at the air rate plus 2 extra hours of rehearsal (for example, doubles for 150 minutes would be calculated from the air rate + 20 hours of rehearsal.)

STRIP VARIETY PROGRAMS

Doubles are calculated from actual rehearsal time, with the limitations below.

| Show Length | Double Calculated From: |
|-------------|---|
| 30 minutes | Air Rate + Actual Rehearsal Used, but in no event more than 4 Hours. |
| 60 minutes | Air Rate + Actual Rehearsal Used, but in no event more than 8 Hours. |
| 90 minutes | Air Rate + Actual Rehearsal Used, but in no event more than 12 Hours. |

For each 15 minutes beyond 90 minutes, doubles are calculated from the air rate plus actual rehearsal used but in no event greater than two hours for each 15 minutes (for example, no more than 16 hours for a 120 minute show.)

The doubling fee shall be paid for each additional instrument requiring a double fee that the musician is being directed to bring to the engagement, whether or not used.

If, in addition to the normal sound of an instrument, an electronic device (i.e. multiplex, divider, maestro, or multiplier of octaves) is used to simulate other instrumental sounds, such use shall be construed as a double.

The following are NOT construed as doubles:

- Piano and Celeste, when the latter is furnished.
- Drummer's regulation outfit (consisting of bass drum, snare drum, pedal, cymbals, gongs, wood blocks, small traps, and bells.)

CARTAGE: \$30 for harp and electric piano. **\$6** for timpani and all other cartage instruments.

MAKE-UP AND COSTUMING: \$20

PARTICIPATING SPONSORS: There is no longer a participating sponsor payment under Videotape.

PRODUCTION MUSICIANS and MUSIC SOUND CONSULTANTS: Hourly rehearsal rate with 2 hour minimum call, pro rata per half-hour overtime after minimum call.

RADIO SIMULCASTS: \$29.15 for 30-minute program, **\$38.50** for 60-minute program, **\$9.35** for each additional 30 minutes.

PREMIUM TIME:

150% pay for work performed beyond 8 hours between 8:00 a.m. and midnight.

150% pay for work performed between midnight and 8:00 a.m.

200% pay for work performed beyond 8 hours between midnight and 8:00 a.m.

HOLIDAYS: 200% of scale for New Year's Day, President's Day, Memorial Day, Labor Day, Thanksgiving Day, and Christmas Day.