



2013 EXTENSION TO THE COMMERCIAL ANNOUNCEMENTS AGREEMENT

This extension agreement ("Extension Agreement") is made on the 12th day of November, 2012, by and between the American Federation of Musicians ("AFofM") and the ANA-4A's Joint Policy Committee on Broadcast Talent Union Relations ("JPC"). By the terms of this Extension Agreement, the Commercial Announcements Agreement in effect from October 17, 2009 through and including October 16, 2012 shall be extended and modified as set forth below:

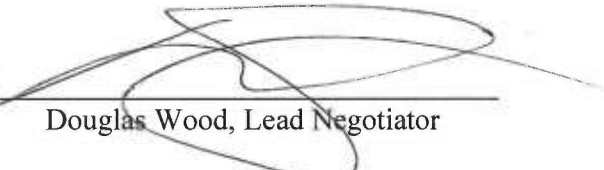
1. Term and Effective Date. The term shall continue and extend through and including December 31, 2013.
2. Pension. Contributions to the pension plan shall increase by one percent (1%), from 13.08% to 14.08% for new music tracks recorded on or after January 1, 2013.

In all other respects, the provisions of the 2009-2012 Commercial Announcements Agreement and the sideletter executed by the parties, dated April 8, 2010, shall remain in full force and effect through the term of this Extension Agreement.

AMERICAN FEDERATION OF MUSICIANS
OF THE UNITED STATES AND CANADA

ANA-4A'S JOINT POLICY COMMITTEE
ON BROADCAST TALENT UNION
RELATIONS

By: 
Ray Hair, President

By: 
Douglas Wood, Lead Negotiator