



2018 EXTENSION TO THE COMMERCIAL ANNOUNCEMENTS AGREEMENT

This extension agreement (“Extension Agreement”) is made on the 1st day of June, 2018 (the “Effective Date”), 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 (the “CBA”) in effect from June 5, 2014 through and including June 4, 2018 shall be extended and modified as set forth below:

1. **Term and Effective Date.** The term of the CBA shall continue and extend through and including December 4, 2019, as of the Effective Date hereof.
2. **Base Wages.** Base wages shall increase by two percent (2%) for services provided on or after the Effective Date, provided all payments under the CBA (e.g., use and re-use cycles) will continue to be based on the their current ratio to the applicable session fee.

In all other respects, the provisions of the 2014-2018 Commercial Announcements Agreement shall remain in full force and effect through the term of this Extension Agreement.

IN WITNESS WHEREOF, the undersigned duly authorized representatives have entered into this Extension Agreement as of the Effective Date hereof.

AMERICAN FEDERATION OF MUSICIANS
OF THE UNITED STATES AND CANADA

By: _____

Ray Hair, President

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

By: _____

Stacy Marcus, Chief Negotiator