



THE JOINT POLICY
COMMITTEE, LLC

2019-20 EXTENSION TO THE COMMERCIAL ANNOUNCEMENTS AGREEMENT

This second extension agreement ("Second Extension Agreement") is made on the 1st day of November (the "Effective Date"), by and between the American Federation of Musicians and The Joint Policy Committee, LLC ("JPC"). By the terms of this Extension Agreement, the Commercial Announcements Agreement (the "CBA") in effect from June 5, 2014 through and including the previous extension through December 4, 2019 (the "First Extension Agreement"), 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 March 31, 2020, as of the Effective Date hereof.

2. Base Wages; Credit.

a. Base wages shall increase by one-half percent (0.5%) for services provided on or after the December 5, 2019. All payments under the CBA (e.g., use and re-use cycles) will continue to be based on their current ratio to the applicable session fee.

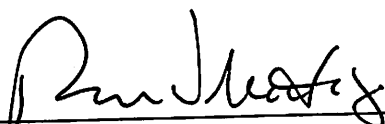
b. Rates are effective December 5, 2019. For services performed for commercials made after December 5, 2019, all retroactive payments must be made not later than 60 days from December 14, 2019.

c. The JPC will receive "credit" for the interim increase under this Second Extension Agreement in connection with the overall percentage increase agreed to by the bargaining parties during the 2020 negotiations.

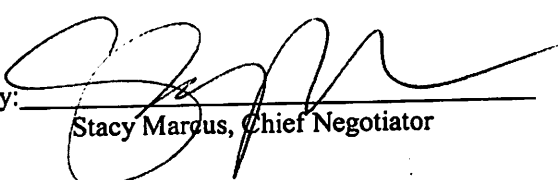
In all other respects, the provisions of the 2014-2018 Commercial Announcements Agreement (including the First Extension Agreement) shall remain in full force and effect through the term of this Second Extension Agreement.

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

AMERICAN FEDERATION OF MUSICIANS
OF THE UNITED STATES AND CANADA

By: 
Ray Hair, President

THE JOINT POLICY COMMITTEE, LLC

By: 
Stacy Mardus, Chief Negotiator