



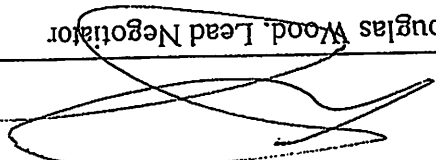
EXTENSION TO THE COMMERCIAL ANNOUNCEMENTS AGREEMENT

AS AMENDED

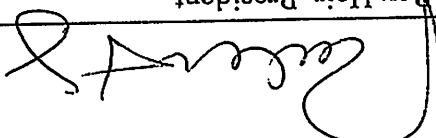
This agreement ("Extension Agreement") confirms an additional extension to the collective bargaining agreement ("CBA") by and between the American Federation of Musicians ("AFofM") and the ANA-4A's Joint Policy Committee on Broadcast Talent Union Relations ("JPC") and restates the previously agreed upon extension (now incorporated herein and as a replacement for all prior agreements). It is hereby agreed that the CBA 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 February 14, 2014.
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.
3. The new Pension Fund contribution of 14.08% also applies to music tracks produced under prior agreements when such music tracks are integrated into new commercials which are produced on or after May 1, 2013. This would apply to dub fees, conversion fees and re-use fees where applicable for any music track, regardless of the date of the original recording session, that is integrated into a new commercial where such new commercial is produced on or after May 1, 2013.
4. The new Pension Fund contribution of 14.08% also applies to the use of a music track that was produced under other AFofM collective bargaining agreements (e.g., the AFofM Sound Recordings Agreement or the AFofM Motion Picture and TV Film Agreement) and integrated into a commercial where such commercial is produced on or after May 1, 2013.

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

By: 
Douglas Wood, Lead Negotiator
DATE 10-15-13

AMERICAN FEDERATION OF MUSICIANS
OF THE UNITED STATES AND CANADA

By: 
Ray Hair, President
DATE: 11/4/13

ACCEPTED AND AGREED:

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.