


**AMERICAN FEDERATION OF MUSICIANS  
SOUND RECORDING LABOR AGREEMENT  
EXTENSION AGREEMENT**

Effective February 1, 2020, the existing Sound Recording Labor Agreement, as extended and modified by the April 18, 2017 AFM/Recording Industry Term Sheet between the American Federation of Musicians of the United States and Canada ("Federation"), on the one hand, and Warner Records Inc. (formerly known as Warner Bros. Records Inc.), Atlantic Recording Corporation, Sony Music Entertainment, UMG Recordings, Inc., Capitol Records, LLC, Hollywood Records ("Record Companies"), on the other hand, shall be extended as follows:


1. The Sound Recording Labor Agreement shall be extended and shall remain in full force and effect until such time as a successor Sound Recording Labor Agreement is ratified, except that (a) the Federation may terminate this extension without cause upon sixty (60) days' written notice from Raymond M. Hair, Jr., Federation President, to Bernard M. Plum and/or Michael J. Lebowich, counsel to the Record Companies; and (b) the Record Companies may terminate this extension without cause upon sixty (60) days' written notice from Bernard M. Plum and/or Michael J. Lebowich, counsel to the Record Companies, to Raymond M. Hair, Jr., Federation President.

AGREED:

FOR THE SIGNATORY RECORD COMPANIES

By:   
Michael J. Lebowich, Proskauer Rose LLP

AMERICAN FEDERATION OF MUSICIANS OF THE UNITED STATES AND CANADA

By:   
Raymond M. Hair, Jr., President  
2-26-2020