

American Federation of Musicians and Employer's Pension Fund - Exhibit Section 7.07				
Group #	PDF #	Item #	Agr ID	Agreement Name
1	5	26	710519001	TMG HIPPODROME LLC CBA

Section 3. The Employer signing this Agreement ("Agreement"), having agreed to become a party to the Agreement and Declaration of Trust Establishing the American Federation of Musicians and Employers' Pension Fund (as it may be amended from time to time) which is incorporated by reference into this Agreement, shall make pension contributions to the American Federation of Musicians and Employers' Pension Fund (the "Fund") on behalf of each employee covered by this Agreement in an amount equal to the following specified percentage of total wages earned from the Employer, effective as of the date set forth below and in accordance with the terms and conditions described herein.

Effective September 1, 2012 ("Effective Date"), Employer shall contribute to the American Federation of Musicians and Employers' Pension Fund (the "Fund") in accordance with the contribution schedule of the rehabilitation plan adopted by the Board of Trustees of the Fund on April 15, 2010 (the "2010 Rehabilitation Plan"), which is incorporated herein by reference. Specifically, the Employer shall contribute the percentage of 12.5% of the total wages, as set forth in Section 1 above, of each musician. This rate is deemed to include the 9% increase mandated by the rehabilitation plan adopted by the Board of Trustees.

Such contribution shall be made within thirty (30) days after the end of the "run" of each production together with a completed form provided by the Fund or the Union.

American Federation of Musicians and Employer's Pension Fund - Exhibit Section 7.07				
Group #	PDF #	Item #	Agr ID	Agreement Name
1	5	27	953183001	TREMONT THEATRE INC CBA

PENSION

During the term of this Agreement, the Employer shall contribute to the American Federation of Musicians -- Employers' Pension Fund on behalf of each musician it employs, the following percentages of his gross non-media earned wages

Effective September 1, 1997	9%
Effective September 1, 1998	10%
Effective September 1, 1999	10%

Such gross non-media earned wages shall exclude, without limitation, cartage, harp maintenance, wages paid above minimums established in this agreement and amounts paid to employees who do not perform pursuant to Article IX (Recorded Music) and Article IV, Section 6 (Employment of Local Employees). Notwithstanding the above, gross non-media earned wages for purposes of this article shall include amounts paid to Employees who do perform pursuant to Article IX(a).

American Federation of Musicians and Employer's Pension Fund - Exhibit Section 7.07				
Group #	PDF #	Item #	Agr ID	Agreement Name
1	5	28	954230001	UNION AVENUE OPERA THEATER CBA

ARTICLE VI

AMERICAN FEDERATION OF MUSICIANS AND EMPLOYERS' PENSION FUND (AFM-EPF)

The Employer agrees to be bound by the Trust Indenture dated October 2, 1959, as amended, providing for contributions to the AFM-EPF. The Employer adopts the American Federation of Musicians and Employers' Pension Fund rehabilitation plan adopted by Board of Trustees of the Fund on April 15, 2010, including all contribution schedules, which is incorporated here by reference, and further agrees to contribute to such Fund on behalf of the musicians engaged by the Employer, under this Agreement. Starting with the 2016 season, the pension rate shall be based on 7.63% of the wages set forth in this Agreement. All contributions to the Fund shall be made by check payable to the "American Federation of Musicians and Employers' Pension Fund." All such checks shall be accompanied by a remittance form identifying each musician for whom a contribution is made, the musician's name, social security number, date(s) of engagement for which pension is paid, scale wages on which pension is paid, and the total amount of the pension contribution. The check and remittance information shall be transmitted to the Union, for forwarding to the Fund within thirty (30) days following the rendering of services for which such contributions are payable.

American Federation of Musicians and Employer's Pension Fund - Exhibit Section 7.07				
Group #	PDF #	Item #	Agr ID	Agreement Name
1	5	29	79360001	UP COMEDY CLUB CBA FOR DYSFUNCTIONAL FAMILY AFFAIR

2. Pension:

The Employer will contribute to the AMERICAN FEDERATION OF MUSICIANS AND EMPLOYERS' PENSION FUND (the "Fund") in accordance with the contribution schedule of the Rehabilitation Plan adopted by the Board of Trustees of the Fund on April 15, 2010 (the "2010 Rehabilitation Plan"), which is incorporated herein. The Employer shall pay to the FUND (**AFM & EP FUND**) an amount equal to EIGHT percent (8%), of the gross weekly pay of each Musician. Such payments shall be forwarded weekly to the Office of the Union during the week following the week for which the payment is made. The Employer shall file contemporaneously with the aforesaid payment information relating to the Musicians on whose behalf contributions are paid including the Musician's name, social security number, wages and such other information which the Trustees of the Fund may reasonably require.

The Employer adopts and agrees to be bound by all the terms and conditions of the Trust Agreement creating the AMERICAN FEDERATION OF MUSICIANS= AND EMPLOYERS= PENSION FUND, dated October 2, 1959, as amended from time to time, as fully as if the Employer were an original party thereto.

The Employer hereby ratifies and agrees to be bound by all actions taken and to be taken by the Board of Trustees pursuant to the Powers granted them by the Trust Agreement.

The Fund shall provide pension benefits according to the AMERICAN FEDERATION OF MUSICIANS= AND EMPLOYERS= PENSION PLAN, as amended by resolution dated December 3, 1964, and April 3, 1967, which said Amended Pension Plan is attached hereto and made part hereof. In the event the Pension Plan shall be further amended, either in whole or in part, during the term of this Agreement, the revised Pension Plan shall be deemed to the incorporation herein as if a part hereof.

American Federation of Musicians and Employer's Pension Fund - Exhibit Section 7.07				
Group #	PDF #	Item #	Agr ID	Agreement Name
1	5	30	78007001	UP COMEDY CLUB CBA FOR LEGENDARY LAUGHS SHE THE PEOPLE SECOND CITY IMPROV COMEDY HOUR

2. Pension:

The Employer will contribute to the AMERICAN FEDERATION OF MUSICIANS AND EMPLOYERS' PENSION FUND (the "Fund") in accordance with the contribution schedule of the Rehabilitation Plan adopted by the Board of Trustees of the Fund on April 15, 2010 (the "2010 Rehabilitation Plan"), which is incorporated herein. The Employer shall pay to the FUND (AFM & EP FUND) an amount equal to EIGHT percent (8%), of the gross weekly pay of

each Musician. Such payments shall be forwarded weekly to the Office of the Union during the week following the week for which the payment is made. The Employer shall file contemporaneously with the aforesaid payment information relating to the Musicians on whose behalf contributions are paid including the Musician's name, social security number, wages and such other information which the Trustees of the Fund may reasonably require.

The Employer adopts and agrees to be bound by all the terms and conditions of the Trust Agreement creating the AMERICAN FEDERATION OF MUSICIANS' AND EMPLOYERS' PENSION FUND, dated October 2, 1959, as amended from time to time, as fully as if the Employer were an original party thereto.

The Employer hereby ratifies and agrees to be bound by all actions taken and to be taken by the Board of Trustees pursuant to the Powers granted them by the Trust Agreement.

The Fund shall provide pension benefits according to the AMERICAN FEDERATION OF MUSICIANS' AND EMPLOYERS' PENSION PLAN, as amended by resolution dated December 3, 1964, and April 3, 1967, which said Amended Pension Plan is attached hereto and made part hereof. In the event the Pension Plan shall be further amended, either in whole or in part, during the term of this Agreement, the revised Pension Plan shall be deemed to the incorporation herein as if a part hereof.

American Federation of Musicians and Employer's Pension Fund - Exhibit Section 7.07				
Group #	PDF #	Item #	Agr ID	Agreement Name
1	5	31	712727002	UP COMEDY CLUB CBA REHAB 2

2. Pension:

The Employer will contribute to the AMERICAN FEDERATION OF MUSICIANS AND EMPLOYERS' PENSION FUND (the "Fund") an amount equal to eight and eight/tenths percent (8.8%), of the gross weekly pay of each Musician in accordance with the contribution schedule of the Rehabilitation Plan adopted by the Board of Trustees of the Fund on April 15, 2010 (the "2010 Rehabilitation Plan") and the updated Rehabilitation Plan (the "2018 Rehabilitation Plan") adopted by the Board of Trustees of the Fund on June, 2018, which is incorporated herein. The Fund will not consider 9.09% of the contribution payment when calculating future benefits.

Such payments shall be forwarded weekly to the Office of the Union during the week following the week for which the payment is made. The Employer shall file contemporaneously with the aforesaid payment information

relating to the Musicians on whose behalf contributions are paid including the Musician's name, social security number, wages and such other information which the Trustees of the Fund may reasonably require.

The Employer adopts and agrees to be bound by all the terms and conditions of the Trust Agreement creating the AMERICAN FEDERATION OF MUSICIANS' AND EMPLOYERS' PENSION FUND, dated October 2, 1959, as amended from time to time, as fully as if the Employer were an original party thereto.

The Employer hereby ratifies and agrees to be bound by all actions taken and to be taken by the Board of Trustees pursuant to the Powers granted them by the Trust Agreement.

The Fund shall provide pension benefits according to the AMERICAN FEDERATION OF MUSICIANS' AND EMPLOYERS' PENSION PLAN, as amended by resolution dated December 3, 1964, and April 3, 1967, which said Amended Pension Plan is attached hereto and made part hereof. In the event the Pension Plan shall be further amended, either in whole or in part, during the term of this Agreement, the revised Pension Plan shall be deemed to the incorporation herein as if a part hereof.

American Federation of Musicians and Employer's Pension Fund - Exhibit Section 7.07				
Group #	PDF #	Item #	Agr ID	Agreement Name
1	5	32	79548001	UTAH SYMPHONY AND OPERA CBA

AFM-EPF: Musicians employed after 9/1/06 - 8% / 8.72% with rehab
Musicians employed before 9/1/06 – 9% / 9.81% with rehab

American Federation of Musicians and Employer's Pension Fund - Exhibit Section 7.07				
Group #	PDF #	Item #	Agr ID	Agreement Name
1	5	33	953653001	UTAH SYMPHONY AND OPERA CBA

The Symphony shall contribute to the AFM-EPW fund of each Musician an amount equal to the percentages listed below of that Musician's salary, up to the prevailing Base Salary, except that contributions based upon media services shall be computed according to the current rates of the American Federation of Musicians. Several specific Musicians have accepted a one-time election to opt out of participating in the AFM-EPW fund. The Symphony shall contribute an amount equal to the percentages listed below of these "opt-out" Musicians' salaries, up to the prevailing Base Salary (except that contribution based upon media services shall be computed according to the current rates of the AFM) on behalf of said Musicians to another qualified retirement plan provided that the Administrative burdens inherent in the plans are, in the Symphony's sole discretion, reasonable.

For the 2015/16 Season, retirement is 9% of Base Salary for Musicians employed prior to September 1, 2000. All others will be 8%.

For the 2016/17 Season, retirement is 9% of Base Salary for Musicians employed prior to

September 1, 2001. All others will be 8%.

For the 2017/18 Season, retirement is 9% of Base Salary for Musicians employed prior to September 1, 2002. All others will be 8%.

The Symphony shall contribute to the pension fund on behalf of all Substitute and Extra Musicians who have been engaged in 33 or more services in any one Season. This contribution will be an amount equal to 8% of their earnings with the Symphony for services rendered after the 32nd service.

Except as modified herein, the Symphony shall comply with all the terms and conditions of the AFM-EPW fund.

American Federation of Musicians and Employer's Pension Fund - Exhibit Section 7.07				
Group #	PDF #	Item #	Agr ID	Agreement Name
1	5	34	954733001	VARIETY CHILDRENS THEATER CBA

Effective on the Effective Date, Employer will contribute to the American Federation of Musicians and Employers' Pension Fund (the "Fund") in accordance with the contribution schedule of the rehabilitation plan adopted by the Board of Trustees of the Fund on April 15, 2010 (the "2010 Rehabilitation plan"), which is incorporated herein by reference. Specifically, Employer's contribution rate will be as follows:

Effective on the Effective Date, Employer's contribution rate will be 5.45% of wages for live performance and 10.90% for broadcast or recording services.

All contributions to the Fund shall be made by check payable to the "American Federation of Musicians and Employers' Pension Fund." All such checks shall be accompanied by a remittance form identifying each musician for whom a contribution is made, the musician's name, social security number, date(s) of engagement for which pension is paid, scale wages on which pension is paid, and the total amount of the pension contribution. The check and remittance information shall be transmitted to the Union, for forwarding to the Fund within thirty (30) days following the rendering of services for which such contributions are payable.

No service or any part thereof shall be recorded, reproduced or transmitted from the performance in any manner or by any means whatsoever, by Employer or by any other person(s), in the absence of a specific written Agreement with the American Federation of Musicians International Office.

American Federation of Musicians and Employer's Pension Fund - Exhibit Section 7.07				
Group #	PDF #	Item #	Agr ID	Agreement Name
1	5	35	713023002	VARIETY CHILDRENS THEATER CBA REHAB 2

Effective on the Effective Date, Employer will contribute to the American Federation of Musicians and Employers' Pension Fund (the "Fund") in accordance with the contribution schedule of the rehabilitation plan adopted by the Board of Trustees of the Fund on April 15, 2010 (the "2010 Rehabilitation plan"), which is incorporated herein by reference. Specifically, Employer's contribution rate will be as follows:

Effective on the Effective Date of September 1, 2019, Employer's contribution rate will be 6.00% of scale wages for live performance, inclusive of all amounts required by the Fund's Rehabilitation Plan and 11.99% for broadcast or recording services.

The Fund will not consider 9.09% of these contribution payments when calculating future benefits."

All contributions to the Fund shall be made by check payable to the "American Federation of Musicians and Employers' Pension Fund." All such checks shall be accompanied by a remittance form identifying each musician for whom a contribution is made, the musician's name, social security number, date(s) of engagement for which pension is paid, scale wages on which pension is paid, and the total amount of the pension contribution. The check and remittance information shall be transmitted to the Union, for forwarding to the Fund within thirty (30) days following the rendering of services for which such contributions are payable.

American Federation of Musicians and Employer's Pension Fund - Exhibit Section 7.07				
Group #	PDF #	Item #	Agr ID	Agreement Name
1	5	36	715381001	VARIETY CHILDRENS THEATER MADE AND PLAYED COMMERCIAL LCL 2 197 AGRMT

Producer agrees to be bound by the Trust Indenture dated October 2, 1959, as amended, providing for contributions to the AFM and Employer's Pension Fund and further agrees to contribute to such Fund on behalf of the musicians engaged by the Producer, an amount equal to 16.5% of the Made and Played scale wages earned by said musicians.

American Federation of Musicians and Employer's Pension Fund - Exhibit Section 7.07				
Group #	PDF #	Item #	Agr ID	Agreement Name
1	5	37	958121002	VIRGINIA SYMPHONY ORCHESTRA CBA REHAB 2

On behalf of each Musician covered under this Agreement, the Symphony shall contribute to the American Federation of Musicians' and Employers' Pension Fund (AFM-EPF) an additional amount equal to 7.194% of all wages earned under this Agreement, excluding any additional amounts negotiated by individual Musicians under personal service contracts. Each payment shall be accompanied by the appropriate personnel and/or AFM B report form, setting forth for each Musician on behalf of whom pension is being paid, the Musician's name, social security number, date (or month) of service (s) for which pension is being paid, and the amount of pension contributed. All contributions to the AFM-EPF shall be paid no later than the end of the month following the month in which the services occurred. As a contributing employer to the AFM-EPF, the Symphony agrees to comply with and be legally bound by the terms and conditions of the Agreement and Declaration of Trust establishing the American Federation of Musicians' and Employers' Pension Fund. The Principal Librarian will be included in the pension fund.

American Federation of Musicians and Employer's Pension Fund - Exhibit Section 7.07				
Group #	PDF #	Item #	Agr ID	Agreement Name
1	5	38	713296002	WALT DISNEY ENTERTAINMENT DISNEY CRUISE LINE ALADDIN 2019 SINGLE PROJECT THEME PARK AGRMT REHAB 2

Pension - Producer agrees to be bound by the Trust Indenture dated, 10 / 2 / 08, as amended from time to time, providing for contributions to the AFM and Employers' Pension Fund, and further agrees to contribute to such fund on behalf of the musicians engaged by the employer an amount equal to 14.09% of the scale wages earned by said musicians, inclusive of all amounts required by the Fund's Rehabilitation Plan. 9.09 % of the total contribution amount will not be considered when calculating future benefit payments to the fund.

American Federation of Musicians and Employer's Pension Fund - Exhibit Section 7.07				
Group #	PDF #	Item #	Agr ID	Agreement Name
1	5	39	713552002	WALT DISNEY PARKS AND RESORTS DCA LION KING SINGLE PROJECT THEME PARK AGRMT REHAB 2

2. Pension - Producer agrees to be bound by the Trust Indenture dated, 10 / 2/ 59, as amended from time to time, providing for contributions to the AFM and Employers' Pension Fund, and further agrees to contribute to such fund on behalf of the musicians engaged by the employer an amount equal to 14.09% of the scale wages earned by said musicians, inclusive of all amounts required by the Fund's Rehabilitation Plan. 9.09 % of the total contribution amount will not be considered when calculating future benefit payments to the fund.

American Federation of Musicians and Employer's Pension Fund - Exhibit Section 7.07				
Group #	PDF #	Item #	Agr ID	Agreement Name
1	5	40	78687001	WASHINGTON BALLET CBA

ARTICLE VII – PENSION

For every engagement performed by Employees within or outside the territorial jurisdiction of the Union, the Employer shall contribute on behalf of each Employee, a sum equal to ten and nine-tenths percent (10.9%) of the scale wages set forth above to the American Federation of Musicians' and Employers' Pension Fund created pursuant to the Trust Indenture dated October 2, 1959 to which the Employer hereby subscribes.

American Federation of Musicians and Employer's Pension Fund - Exhibit Section 7.07				
Group #	PDF #	Item #	Agr ID	Agreement Name
1	5	41	75932001	WASHINGTON CONCERT OPERA CBA

ARTICLE V

The Employer adopts and agrees to be bound by all terms and conditions of the Agreement and Declaration of Trust Establishing the American Federation of Musicians and Employers' Pension Fund (the "Fund"), as it may be amended from time to time, which is incorporated by reference into this Agreement.

The Employer agrees to make pension contributions to the Fund on behalf of each Musician covered by this Agreement in an amount equal to ten and nine-tenths per cent (10.9%) of the gross earnings of each such Musician from the Employer. Such contribution amount is inclusive of any amounts required by the Fund's Rehabilitation Plan.

All contributions to the Fund by the Employer shall be made by check payable to "AFM-EPF Plan". All such checks shall be accompanied by a remittance form identifying each Musician for whom a contribution is being made, the Musician's name, Social Security number, date(s) of engagement for which such pension contribution is being made, the gross wages on which such pension contribution is based, and the amount of such pension contribution. Such check and remittance information shall be transmitted to the Union, for forwarding to the Fund, within ten (10) days following the rendering of services as to which such pension contribution is being made.

American Federation of Musicians and Employer's Pension Fund - Exhibit Section 7.07				
Group #	PDF #	Item #	Agr ID	Agreement Name
1	5	42	713758002	WASHINGTON HEIGHTS CHAMBER ORCHESTRA TOO HOT TO HANDEL CBA REHAB 2

The Employer adopts the American Federation of Musicians and Employers' Pension Fund rehabilitation plan adopted by the Board of Trustees of the Fund on April 15, 2010, and the rehabilitation plan adopted by the Board of Trustees in June, 2018, including all contribution schedules, which is incorporated here by reference.

The Employer's contribution shall be remitted to the MHF no later than fourteen (14) business days after the date of each payment to musicians and shall be accompanied by whatever documentation or information may be required by the Trustees of the Fund. All contributions to the MHF shall be made by check payable to "Local 802 Musicians Health Fund."

American Federation of Musicians and Employer's Pension Fund - Exhibit Section 7.07				
Group #	PDF #	Item #	Agr ID	Agreement Name
1	5	43	710728001	WASHINGTON NATIONAL OPERA MUSIC STAFF CBA

A. Pension

1. For all members of the music staff employed under this Agreement, there shall be contributions made by the Opera into the American Federation of Musicians' and Employers' Pension Fund (AFM-EP Fund), of an amount equal to the following during the specified years:

10%

Accordingly, the Opera agrees to be bound by and hereby accepts the terms and conditions of the Agreement and Declaration of Trust, dated October 2, 1959 establishing the AFM-EP (and all plans, rules and policies hereunder) as amended or as may be amended from time to time (the "Trust" collectively). Thus, the Employer specifically acknowledges the terms of the AFM-EP Trust, which are incorporated by reference and made a part thereof, and agrees, when employing musicians covered by the Agreement to provide reasonable access to all information that the AFM-EP may require, and to permit the AFM-EP to conduct an audit of the Opera payroll and wage records to verify the accuracy of the contributions made.

American Federation of Musicians and Employer's Pension Fund - Exhibit Section 7.07				
Group #	PDF #	Item #	Agr ID	Agreement Name
1	5	44	953387001	WASHINGTON NATIONAL OPERA MUSIC STAFF CBA

A. Pension

I. For all members of the music staff employed under this Agreement, there shall be contributions made by the Opera into the American Federation of Musicians' and Employers' Pension Fund (AFM-EP Fund), of an amount equal to the following during the specified years:

10%

Accordingly, the Opera agrees to be bound by and hereby accepts the terms and conditions of the Agreement and Declaration of Trust, dated October 2, 1959 establishing the AFM-EP (and all plans, rules and policies hereunder) as amended or as may be amended from time to time (the "Trust" collectively). Thus, the Employer specifically acknowledges the terms of the AFM-EP Trust, which are incorporated by reference and made a part thereof, and agrees, when employing musicians covered by the Agreement to provide reasonable access to all information that the AFM-EP may require, and to permit the AFM-EP to conduct an audit of the Opera payroll and wage records to verify the accuracy of the contributions made.

American Federation of Musicians and Employer's Pension Fund - Exhibit Section 7.07				
Group #	PDF #	Item #	Agr ID	Agreement Name
1	5	45	72894001	WEDDINGTON STREET PRODUCTIONS AT EL PORTAL THEATRE CBA

- K. **Pension Contributions:** The Employer shall be bound by the *Agreement and Declaration of Trust Establishing the American Federation of Musicians and Employers' Pension Fund* (as it has been and may be amended), which is incorporated herein by reference as though set forth in full. The Employer agrees to abide by the American Federation of Musicians and Employers' Pension Fund rehabilitation plan adopted by the Board of Trustees of the Fund on April 15, 2010, including all contribution schedules, which is incorporated here by reference. Specifically, the employer's contribution shall be 10.9%.

Timeliness of Payments: Payment for all Services shall be made within 15 working days of the final Service in each week. Wages not paid within this time period shall be subject to liquidated damages of 5% of the amount due plus an additional 5% for each additional 15-day period that the payments are late. Payment for contributions to the AFM-EPF and the Health and Welfare Fund shall be made by the 15th day of the month following each performance. Contributions to these funds not paid within this time period shall be subject to liquidated damages of 20% of the amount due plus an additional 20% for each additional month the payments are late.

American Federation of Musicians and Employer's Pension Fund - Exhibit Section 7.07				
Group #	PDF #	Item #	Agr ID	Agreement Name
1	5	46	76108001	WELK GROUP INC LAWRENCE WELK PUBLIC TELEVISION DEAL P AGRMT

6. Welk Syndication agrees to be bound by the Agreement and Declaration of Trust establishing the American Federation of Musicians' and Employers' Pension Fund, as amended from time to time, providing for contributions to the Pension Fund, and further agrees to contribute to such Fund on behalf of the musicians engaged by Welk Syndication, an amount equal to 11.00% of the wages paid under this agreement to said musicians. This contribution rate shall be deemed to include the contributions required under the rehabilitation plan adopted by the Board of Trustees of the Fund on April 15, 2010, and updated June 27, 2016.

American Federation of Musicians and Employer's Pension Fund - Exhibit Section 7.07				
Group #	PDF #	Item #	Agr ID	Agreement Name
1	5	47	953191001	WEST COAST POPS ORCHESTRA CBA

L. Pension Contributions: The Employer shall be bound by the Agreement and Declaration of Trust Establishing the American Federation of Musicians and Employers' Pension Fund (as it has been and may be amended), which is incorporated herein by reference as though set forth in full and adopts the AFM-EPF rehabilitation plan adopted by the Board of Trustees of the Fund on April 15, 2010, including all contribution schedules, which is incorporated here by reference as though set forth in full. The Employer shall make contributions to the AFM-EPF on behalf of each Musician it employs in the amount of 11% of that Musician's scale wages.

American Federation of Musicians and Employer's Pension Fund - Exhibit Section 7.07				
Group #	PDF #	Item #	Agr ID	Agreement Name
1	5	48	711302002	WEST COAST POPS ORCHESTRA CBA REHAB 2

L. Pension Contributions: The Employer shall be bound by the Agreement and Declaration of Trust Establishing the American Federation of Musicians and Employers' Pension Fund (as it has been and may be amended), which is incorporated herein by reference as though set forth in full and adopts the AFM-EPF rehabilitation plan adopted by the Board of Trustees of the Fund on April 15, 2010, **and any updates thereto (collectively the "Rehabilitation Plan")**, including all contribution schedules, which is incorporated here by reference as though set forth in full. The Employer shall make contributions to the AFM-EPF on behalf of each Musician it employs in the amount of 12.1% of that Musician's scale wages, **inclusive of all amounts required by the Rehabilitation Plan. The Fund will not consider 9.09% of these contribution payments when calculating future benefits.**

B. Other Payments: Payment of work dues and of contributions to the AFM-EPF shall be made not later than the 15th day of the month following the month of the engagement. Work dues and/or benefit contributions not paid within this time period shall be subject to liquidated damages of 15% of the amount due plus an additional 15% for each additional month the payments are late. An extension of these time limits for good cause may be approved of the Local's Executive Board.

American Federation of Musicians and Employer's Pension Fund - Exhibit Section 7.07				
Group #	PDF #	Item #	Agr ID	Agreement Name
1	5	49	72880001	WEST EDGE OPERA CBA

ARTICLE 16: PENSION

Employer agrees to contribute according to the following table on all payments (including wages, premiums, doubling, and overtime, per Article 14 of this Agreement) to the American Federation of Musicians and Employers Pension Fund (AFM-EPF) for each musician employed by Employer. A check in the proper amount shall be made payable to "AFM-EPF" and shall be mailed to the Union each pay period with a copy of the payroll, including names, Social Security numbers, wages and pension amounts. The amounts indicated below are inclusive of all additional contributions required by the American Federation of Musicians and Employers Pension Fund Rehabilitation Plan.

2016-2017	2017-2018	2018-2019
3%	5%	7%

American Federation of Musicians and Employer's Pension Fund - Exhibit Section 7.07				
Group #	PDF #	Item #	Agr ID	Agreement Name
1	5	50	713495002	WESTERN STARS FILM LLC WESTERN STARS SPECIAL PROGRAM AT THE FARM AT COLTS NECK TOWNSHIP REHAB 2

D. Pension contribution: Producer agrees to be bound by the Trust Indenture dated 10/2/59, as amended from time to time, with respect to the Program, providing for contributions to the AFM Employers' Pension Fund (the "Fund"), and further agrees to contribute to such fund on behalf of the Musicians engaged by the Producer for the Program, an amount equal to 11.99% of scale wages earned by said Musicians. This contribution rate shall be deemed to include the contributions required under the rehabilitation plan adopted by the Board of Trustees of the Fund on April 15, 2010, and updated June 27, 2016.

F. In the event that the program is made available solely on a streaming or new media platform, the Employer shall pay four percent (4%) of gross revenue for each 26 weeks of internet streaming of the Program. Two percent (2%) shall be paid pro-rata to the musicians, and two percent (2%) shall be an unallocated payment to the AFM Employers' Pension Fund.

American Federation of Musicians and Employer's Pension Fund - Exhibit Section 7.07				
Group #	PDF #	Item #	Agr ID	Agreement Name
1	5	51	71453001	WHATEVER WORKS INC AT EL CAPITAN THEATRE CBA

PENSION CONTRIBUTIONS

The Employer shall be bound by the Agreement and Declaration of Trust Establishing the *American Federation of Musicians and Employers' Pension Fund*, "AFM-EPF", (as it has been and may be amended), which is incorporated herein by reference as though set forth in full. The Employer agrees to abide by the American Federation of Musicians and Employers' Pension Fund rehabilitation plan adopted by the Board of Trustees of the Fund on April 15, 2010, including all contribution schedules, which is incorporated here by reference. Specifically, the employer's contribution shall be 5.45%.

American Federation of Musicians and Employer's Pension Fund - Exhibit Section 7.07				
Group #	PDF #	Item #	Agr ID	Agreement Name
1	5	52	712551002	WHATEVER WORKS INC AT EL CAPITAN THEATRE CBA REHAB 2

PENSION CONTRIBUTIONS

The Employer shall be bound by the Agreement and Declaration of Trust Establishing the *American Federation of Musicians and Employers' Pension Fund*, "AFM-EPF", (as it has been and may be amended), which is incorporated herein by reference as though set forth in full. The Employer will contribute 6% of scale wages, inclusive of all amounts required by the Fund's Rehabilitation Plan. The Fund will not consider 9.09% of these contribution payments when calculating future benefits.

American Federation of Musicians and Employer's Pension Fund - Exhibit Section 7.07				
Group #	PDF #	Item #	Agr ID	Agreement Name
1	5	53	79532001	WICHITA FALLS SYMPHONY ORCHESTRA CBA

7.9 Pension Benefits. Effective June 1, 2018, the Association shall contribute to the American Federation of Musicians and Employers' Pension Fund (AFM-EP Fund), created pursuant to Trust Indenture, dated October 2, 1959. Specifically, the Association shall contribute an amount equal to the percentage of scale wages set forth in Exhibit I annexed hereto on behalf of each musician covered by this agreement, inclusive of the contribution schedule the Rehabilitation Plan adopted by the Board of Trustees of the Fund on April 15, 2010. Effective June 1, 2018 the Association's contribution rate will be seven percent (7%).

American Federation of Musicians and Employer's Pension Fund - Exhibit Section 7.07				
Group #	PDF #	Item #	Agr ID	Agreement Name
1	5	54	715202002	WISCONSIN CHAMBER ORCHESTRA INC CBA REHAB 2

5. On behalf of each Musician, Employer shall contribute to the American Federation of Musicians and Employers' Pension Fund (the "Pension Fund") at the rate of 6% of the applicable Service Scale.

The Employer shall make contributions, at its expense, to the A.F. of M. Employers' Pension Fund on behalf of all contracted musicians, at a rate of seven and one-hundred ninety-four thousandths percent (7.194%). This contribution schedule reflects the nine percent (9%) increase in the original six percent (6%) contribution under the 2010 rehabilitation plan ($6\% \times 1.09 = 6.54\%$) and the 10% increase required by the June 2018 Rehabilitation Plan update ($6.54\% \times 1.10 = 7.194\%$).

The Employer will contribute 7.194% of scale wages, inclusive of all amounts required by the Fund's Rehabilitation Plan. This percentage shall be changed in accordance with any further adjustments made in the Fund's Rehabilitation Plan which occur during the course of this Agreement.

American Federation of Musicians and Employer's Pension Fund - Exhibit Section 7.07				
Group #	PDF #	Item #	Agr ID	Agreement Name
1	5	55	79932001	WOLF MOON INC CBA

3. PENSION

The employer adopts the American Federation of Musicians and Employers' Pension Fund Rehabilitation Plan adopted by the Board of Trustees of the Fund on April 15, 2010, including all contribution schedules, which is incorporated here by reference. Specifically, the employer's contribution shall be:

For all engagements **on or after April 1, 2011**, an amount equivalent to **16.35%** of each employee's wage as defined in Article 2 of this Agreement (which shall be considered to be scale wages) to the American Federation of Musicians and Employers' Pension Fund.

All contributions to the Fund shall be made by check payable to the "American Federation of Musicians and Employers' Pension Fund." All such checks shall be accompanied by a remittance form identifying for each employee for whom a contribution is made, the musician's name, social security number, date(s) of engagement for which pension is paid, scale wages on which pension is paid and the amount of pension. the check and remittance information shall be transmitted to Local 1000 AFM for forwarding to the Fund **within 30 days following the rendering of services** for which such contributions are payable. If the employer is unincorporated, no contributions will be paid on behalf of any owner or part-owner of the Employer.

The Employer agrees to be bound by The Agreement and Declaration of Trust establishing The American Federation of Musicians and Employers' Pension Fund, as it may be amended from time to time, which is incorporated by reference into this Agreement.

American Federation of Musicians and Employer's Pension Fund - Exhibit Section 7.07				
Group #	PDF #	Item #	Agr ID	Agreement Name
1	5	56	71022001	WOLF TRAP FOUNDATION CBA

III. PENSION

The Employer agrees to pay into the American Federation of Musicians' and Employers' Pension Fund, which has been established in accordance with applicable provisions of law, an amount equal to thirteen and eight one hundredths percent (13.08%) of all monies earned by the musicians under this Agreement. Checks for this purpose shall be drawn to the order of the "AFM-EP Fund" and transmitted to the Union each week.

American Federation of Musicians and Employer's Pension Fund - Exhibit Section 7.07				
Group #	PDF #	Item #	Agr ID	Agreement Name
1	5	57	79567001	WOODMINSTER THEATER CBA

PENSION

Employer agrees to pay an amount equal to 10% of all wages to the American Federation of Musicians and Employers Pension Fund (AFM-EPF) on behalf of each musician employed by Employer. A check in the proper amount shall be

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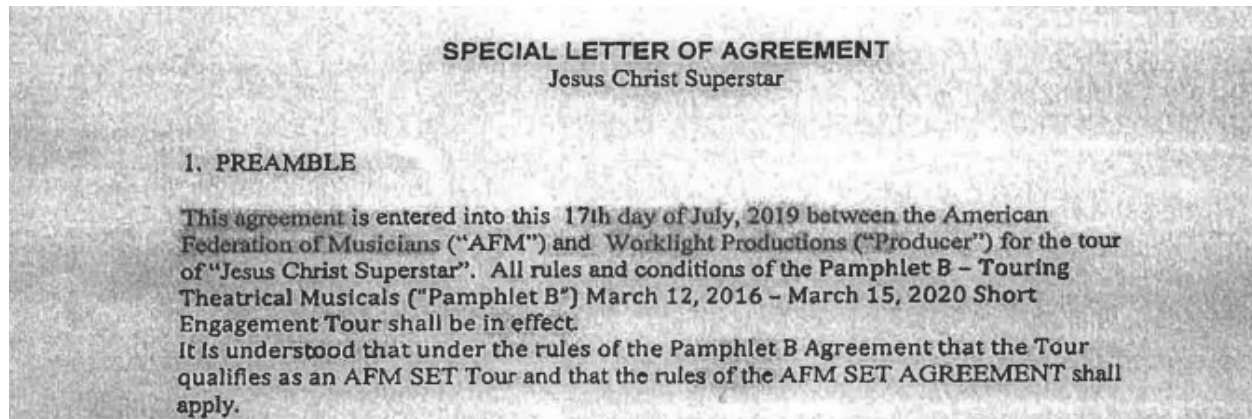
made payable to AFM-EPF and shall be mailed each pay period to the Union with a copy of the payroll which includes names, Social Security numbers, wages and pension amounts for each musician.

Effective June 1, 2010, Employer will contribute to the American Federation of Musicians and Employers' Pension Fund (the "Fund") in accordance with the contribution schedule of the rehabilitation plan adopted by the Board of Trustees of the Fund on April 15, 2010 (the "2010 Rehabilitation Plan"), which is incorporated by reference into this Supplemental Agreement. Specifically, the Employer's contribution rate under the CBA will increase as follows:

Effective June 1, 2010, the Employer's contribution rate will increase from 10% to 10.4%.

Effective on April 1, 2011, Employer's contribution rate will increase from 10% to 10.9%.

American Federation of Musicians and Employer's Pension Fund - Exhibit Section 7.07				
Group #	PDF #	Item #	Agr ID	Agreement Name
1	5	58	714425001	WORKLIGHT PRODUCTIONS JESUS CHRIST SUPERSTAR TOURING AGRMT



**RULE 29: AFM & EP FUND CONTRIBUTIONS AND REGULATIONS
APPLICABLE TO ALL OF THE FOREGOING ENGAGEMENTS**

- A. With respect to all services covered by this Pamphlet, a pension contribution is required in accordance with the detailed provisions set forth in RULE 4.
- B. Employer shall transmit all Pension, Health and Welfare payments and Work Dues through the Federation's Touring Division which shall be responsible for forwarding those payments to the AFM-EP Fund, applicable Health and Welfare Funds, and Work Dues together with the appropriate forms prescribed by the funds properly filled out.
- C. It shall be the duty of the Employer to transmit such contributions as aforesaid within fourteen (14) calendar days after the close of each week of an engagement.
- D. The Employer shall cause the filing of, with the aforesaid AFM & EP Fund and the appropriately assigned Welfare Fund at least ten (10) days before a tour is to be started or an engagement is to be played, whichever is earlier, a copy of the contract or contracts covering complete tour contracted, a copy of each statement required to be submitted to each local union in whose jurisdiction an engagement is to be played, and a tour itinerary. The contract or statements, for purposes of reporting to the AFM & EP Fund and appropriately assigned Welfare Fund(s), shall contain a listing of the names of each member for whom pension contributions shall be paid, his/her Social Security number, his/her local union membership and the scale wage to be paid. For members of locals in Canada, there shall be substituted for the Social Security number, a Canadian Social Insurance number.
- E. The Employer agrees to be bound by Trust Indenture dated October 2, 1959, as amended, and by the agreement and Declaration of Trust, dated April 9, 1962, as amended, relating to the AFM & EP Fund and appropriately assigned Welfare Fund.

American Federation of Musicians and Employer's Pension Fund - Exhibit Section 7.07				
Group #	PDF #	Item #	Agr ID	Agreement Name
1	5	59	947754001	WYNN LAS VEGAS LLC STRING ENHANCEMENT SOUND RECORDING FOR SHOWSTOPPERS AT ENCORE THEATER

5. Pension Fund Contribution - ("Employer") agrees to be bound by the Trust Indenture dated, 10/2/59, as amended from time to time, providing for contributions to the AFM and Employers' Pension Fund, and further agrees to contribute to such fund on behalf of the musicians engaged by the employer, solely for the services provided under this Agreement, an amount equal to 11.99% of the wages earned by said musicians. This contribution rate shall be deemed to include the contributions required under the rehabilitation plan adopted by the Board of Trustees of the Fund on April 15, 2010.

American Federation of Musicians and Employer's Pension Fund - Exhibit Section 7.07				
Group #	PDF #	Item #	Agr ID	Agreement Name
1	5	60	409001	AFM BASIC TELEVISION FILM AGREEMENT

Producer will contribute to the American Federation of Musicians and Employers' Pension Fund (the "Fund") in accordance with the contribution schedule of the rehabilitation plan adopted by the Board of Trustees of the Fund on April 15, 2010 (the "2010 Rehabilitation Plan"), which is incorporated by reference into this Letter of Acceptance. Specifically, the Producer's contribution rate is as follows:

- *Effective June 1, 2010, the 10% contribution rate set forth in the Television Film Agreement will increase to 10.4%, and the 11% contribution rate set forth in the Television Film Agreement will increase to 11.44%.*
- *Effective April 1, 2011, the 10% contribution rate set forth in the Television Film Agreement will increase to 10.9% and the 11% contribution rate set forth in the Television Film Agreement will increase to 11.99%.*

American Federation of Musicians and Employer's Pension Fund - Exhibit Section 7.07				
Group #	PDF #	Item #	Agr ID	Agreement Name
1	5	61	409002	AFM BASIC TELEVISION FILM AGREEMENT REHAB 2

Producer will contribute to the American Federation of Musicians and Employers' Pension Fund (the "Fund") in accordance with the contribution schedule of the rehabilitation plan adopted by the Fund's Board of Trustees on April 15, 2010, and updated June 27, 2016 and August 1, 2018 (the "2010 Rehabilitation Plan"), which is incorporated by reference into this Letter of Acceptance. The Rehabilitation Plan provides for an increase in the contribution rate set forth in the Motion Picture Agreement from 10% to 11.99% and from 11% to 13.189%. The Fund will not consider 9.09% of these contribution payments when calculating benefits.

American Federation of Musicians and Employer's Pension Fund - Exhibit Section 7.07				
Group #	PDF #	Item #	Agr ID	Agreement Name
1	5	62	327001	AFM BASIC THEATRICAL MOTION PICTURE AGREEMENT

Producer will contribute to the American Federation of Musicians and Employers' Pension Fund (the "Fund") in accordance with the contribution schedule of the rehabilitation plan adopted by the Fund's Board of Trustees on April 15, 2010 (the "2010 Rehabilitation Plan"), which is incorporated by reference into this Letter of Acceptance. The Rehabilitation Plan provides for an increase in the contribution rate set forth in the Motion Picture Agreement from 10% to 10.9% and from 11% to 11.99%.

American Federation of Musicians and Employer's Pension Fund - Exhibit Section 7.07				
Group #	PDF #	Item #	Agr ID	Agreement Name
1	5	63	327002	AFM BASIC THEATRICAL MOTION PICTURE AGREEMENT REHAB 2

Producer will contribute to the American Federation of Musicians and Employers' Pension Fund (the "Fund") in accordance with the contribution schedule of the rehabilitation plan adopted by the Fund's Board of Trustees on April 15, 2010, and updated June 27, 2016 and August 1, 2018 (the "2010 Rehabilitation Plan"), which is incorporated by reference into this Letter of Acceptance. The Rehabilitation Plan provides for an increase in the contribution rate set forth in the Motion Picture Agreement from 10% to 11.99% and from 11% to 13.189%. The Fund will not consider 9.09% of these contribution payments when calculating benefits.

American Federation of Musicians and Employer's Pension Fund - Exhibit Section 7.07				
Group #	PDF #	Item #	Agr ID	Agreement Name
1	5	64	970002	AFM NONSTANDARD TELEVISION PAY TV REHAB 2 AGRMT

Producer will contribute to the American Federation of Musicians and Employers' Pension Fund ("the fund" in accordance with the contribution schedule of the rehabilitation plan adopted by the Board of Trustees of the Fund on April 15, 2010 (the "2010 Rehabilitation Plan"), which is incorporated by reference into this letter of Acceptance. Specifically, the Producer's contribution rates as follows:

- Effective June 1, 2010, the 10% contribution rate set forth in the Non-Standard (Pay TV) Agreement will increase to 10.4%.
- Effective April 1, 2011, the 10% contribution rate set forth in the Non-Standard (Pay TV) Agreement will increase to 10.9%.

American Federation of Musicians and Employer's Pension Fund - Exhibit Section 7.07				
Group #	PDF #	Item #	Agr ID	Agreement Name
1	5	65	662001	AFM PUBLIC RADIO AGREEMENT

Employer may make audio and/or audiovisual recordings of live programs for archival purposes without additional compensation. Each archival recording, or portion thereof, may be made available for exhibition by way of the Internet, mobile electronic devices, and any other new media platform whether now known or hereafter known (hereinafter, "New Media"), in exchange for a one-time payment of twenty-five percent (25%) of the scale wages that were in effect at the time the live program was produced to each musician whose performance is exhibited, plus pension contribution at the applicable percentage rate, which pension contribution shall not be

allocated to any particular individual. In addition, Employer shall pay five percent (5%) of Employer's gross receipts derived from the license for exhibition in New Media of such program, or portion thereof, and any such payment will be paid to AFM and divided and distributed by AFM as follows: one-half (2.5%) to the AFM and Employers Pension Fund, not allocated to any particular individual, and one-half (2.5%) to musicians as deemed appropriate by AFM.

American Federation of Musicians and Employer's Pension Fund - Exhibit Section 7.07				
Group #	PDF #	Item #	Agr ID	Agreement Name
1	5	66	662002	AFM PUBLIC RADIO AGREEMENT REHAB 2

Employer may make audio and/or audiovisual recordings of live programs for archival purposes without additional compensation. Each archival recording, or portion thereof, may be made available for exhibition by way of the Internet, mobile electronic devices, and any other new media platform whether now known or hereafter known (hereinafter, "New Media"), in exchange for a one-time payment of twenty-five percent (25%) of the scale wages that were in effect at the time the live program was produced to each musician whose performance is exhibited, plus pension contribution at the applicable percentage rate, which pension contribution shall not be

allocated to any particular individual. In addition, Employer shall pay five percent (5%) of Employer's gross receipts derived from the license for exhibition in New Media of such program, or portion thereof, and any such payment will be paid to AFM and divided and distributed by AFM as follows: one-half (2.5%) to the AFM and Employers Pension Fund, not allocated to any particular individual, and one-half (2.5%) to musicians as deemed appropriate by AFM.

American Federation of Musicians and Employer's Pension Fund - Exhibit Section 7.07				
Group #	PDF #	Item #	Agr ID	Agreement Name
1	5	67	1008002	BASIC CABLE TELEVISION AGRMT REHAB 2

Producer will contribute to the American Federation of Musicians and Employers' Pension Fund ("the fund" in accordance with the contribution schedule of the rehabilitation plan adopted by the Board of Trustees of the Fund on April 15, 2010 (the "2010 Rehabilitation Plan"), which is incorporated by reference into this letter of Acceptance. Specifically, the Producer's contribution rates as follows:

- Effective June 1, 2010, the 10% contribution rate set forth in the Basic Cable Television Agreement will increase to 10.4%.
- Effective April 1, 2011, the 10% contribution rate set forth in the Basic Cable Television Agreement will increase to 10.9%.
- Effective August 1, 2018, the 10% contribution rate set forth in the Basic Cable Television Agreement will increase to 11.99%.

American Federation of Musicians and Employer's Pension Fund - Exhibit Section 7.07				
Group #	PDF #	Item #	Agr ID	Agreement Name
1	5	68	953717002	COUNTRY MUSIC TELEVISION AGRMT REHAB 2

Effective January 29, 2019, Employer will contribute to the American Federation of Musicians and Employers' Pension Fund (the "Fund") in accordance with the schedule of contributions rates of the rehabilitation plan adopted by the Board of Trustees of the Fund in June of 2018 (the "2018 Rehabilitation Plan"), which is incorporated by reference into the Supplemental Agreement. Specifically, the Employer's contribution rate under the CBA will increase as follows:

- Effective as of and retroactive to January 29, 2019, the Employer's contribution rate will increase from 11.99% to 13.189%.

American Federation of Musicians and Employer's Pension Fund - Exhibit Section 7.07				
Group #	PDF #	Item #	Agr ID	Agreement Name
1	5	69	713002	DOCUMENTARY INDUSTRIAL FILM REHAB 2 AGRMT

Producer will contribute to the American Federation of Musicians and Employers' Pension Fund (the "Fund") in accordance with the contribution schedule of the rehabilitation plan adopted by the Board of Trustees of the Fund on April 15, 2010 (the "2010 Rehabilitation Plan" and subsequent updates), which is incorporated by reference into this Letter of Acceptance. Specifically, the Producer's contribution rate, inclusive of all amounts required by the Fund's Rehabilitation Plan, is as follows:

- Effective June 1, 2010, the contribution rate will increase to 12.48%.
- Effective April 1, 2011, the contribution rate will increase to 13.08%.
- Effective August 1, 2018, the contribution rate will increase to 14.39%. The Fund will not consider 9.09% of these contribution payments when calculating future pension benefits.

American Federation of Musicians and Employer's Pension Fund - Exhibit Section 7.07				
Group #	PDF #	Item #	Agr ID	Agreement Name
1	5	70	979797002	HOLDING AGREEMENT SING ENG CONT IMAGE ONFILE REHAB 2

10. Pension and health benefit contributions shall be made by checks or money orders, payable to the AFM-EPF and the HBP, respectively. Within thirty (30) days following every engagement where it employs musicians, the checks or money orders, together with a copy of the attached remittance form (or a form containing the identical information), will be delivered to the Union, which will deliver them to the AFM-EPF and the HBP. THIS AGREEMENT AND REMITTANCE FORM WILL BE ACCEPTED BY THE AFM-EPF ONLY IF IT IS COMPLETE AND ACCOMPANIED BY ALL REQUIRED CONTRIBUTIONS AND ATTACHMENTS. The employer understands that if it fails to comply with this Agreement, it will be subject to liability for all contributions owed to, and such collection costs incurred by, the AFM-EPF and/or the HBP (including, without limitation, liquidated damages, attorney's fees and court costs).

The employer also agrees to provide all information which the AFM-EPF and the HBP may require and to permit the AFM-EPF and/or the HBP to conduct (at their own expense) an audit of its payroll and wage records to determine the accuracy of contributions made.

THE TRUST AGREEMENTS ARE AVAILABLE AT THE FUNDS' OFFICES OR UPON WRITTEN REQUEST FROM THE EMPLOYER.

The AFM-EPF or the HBP may accept contributions made under this agreement on behalf of any owner or part-owner of the Employer only if the Employer is incorporated and a valid certificate of incorporation is attached to this form or, in the case of the AFM-EPF, if the Employer is a limited liability company and a completed LLC Addendum (available from the AFM-EPF) is attached to this form.

This statement is accurate in all respects, has been executed by an authorized representative of the employer, and shall remain in effect unless and until revoked in writing by the undersigned and such revocation has been received by the Union, the AFM-EPF and the HBP.

American Federation of Musicians and Employer's Pension Fund - Exhibit Section 7.07				
Group #	PDF #	Item #	Agr ID	Agreement Name
1	5	71	918259002	INTEGRATED MEDIA AGRMT 09 13 REHAB 2

Effective June 1, 2010¹, Employer will contribute to the American Federation of Musicians and Employers' Pension Fund (the "Fund") in accordance with the schedule of contribution rates of the rehabilitation plan adopted by the Board of Trustees of the Fund on April 15, 2010 (the "2010 Rehabilitation Plan"), which is incorporated by reference into this Supplemental Agreement. Specifically, the Employer's contribution rate under the CBA will increase as follows:

- Effective June 1, 2010, the Employer's contribution rate will increase from 10% to 10.4%. In the case of revenue sharing, 90.58% of any revenue sharing amount payable to any Musician will be treated as scale wages, and the remaining portion (i.e., 10.4% of the scale wages (9.42% of the total revenue sharing amount)), will be treated as a pension contribution payable on behalf of the Musician to the American Federation of Musicians and Employers' Pension Fund.
- Effective on April 1, 2011, Employer's contribution rate will increase from 10% to 10.9%. In the case of revenue sharing, 90.17% of any revenue sharing amount payable to any Musician will be treated as scale wages, and the remaining portion (i.e., 10.9% of the scale wages (9.83% of the total revenue sharing amount)), will be treated as a pension contribution payable on behalf of the Musician to the American Federation of Musicians and Employers' Pension Fund.
- Effective on October 1, 2012, the Employer's contribution rate will increase from 11% to 11.99%. In the case of revenue sharing, 89.29% of any revenue sharing amount payable to any Musician will be treated as scale wages, and the remaining portion (i.e., 11.99% of the scale wages (10.71% of the total revenue sharing amount)), will be treated as a pension contribution payable on behalf of the Musician to the American Federation of Musicians and Employers' Pension Fund.

The rates set forth in this Supplemental Agreement will be discontinued immediately and will revert to the rates set forth in the Philharmonia Baroque Orchestra Integrated Media Agreement as they may have been altered from time to time (without regard to the rehabilitation plan of the American Federation of Musicians and Employers' Pension Fund) in subsequent negotiations (the "Non-Supplemental Agreement Rates") when both of the following events have occurred: (i) rates higher than the Non-Supplemental Agreement Rates are no longer required by the rehabilitation plan of the American Federation of Musicians and Employers' Pension Fund and (ii) the American Federation of Musicians and Employers' Pension Fund repeals in full its procedure that provides that an employer and collective bargaining agreement are not acceptable to the Board of Trustees of such Fund in the event of a reduction in the rate of contributions.

All remaining provisions of the CBA remain in effect to the extent they are consistent with the 2010 Rehabilitation Plan.

American Federation of Musicians and Employer's Pension Fund - Exhibit Section 7.07				
Group #	PDF #	Item #	Agr ID	Agreement Name
1	5	72	949355002	INTEGRATED MEDIA AGRMT 15 17 REHAB 2

15. ARTICLE XXI – PENSION

- A. All media payments shall be considered to be scale wages and the Employer will make ~~11%~~ 12% pension contributions on them to the American Federation of Musicians and Employers' Pension Fund. In the case of revenue sharing, ~~90-91%~~ 89.29% of any revenue sharing amount payable to any Musician will be treated as scale wages, and the remaining portion (i.e., ~~11%~~ 12% of the scale wages (~~9.09%~~ 10.71% of the total revenue sharing amount)), will be treated as a pension contribution payable on behalf of the Musician to the American Federation of Musicians and Employers' Pension Fund.
- B. The parties have agreed to the Side Letter Regarding Pension, attached to this Memorandum of Agreement as Exhibit C.

American Federation of Musicians and Employer's Pension Fund - Exhibit Section 7.07				
Group #	PDF #	Item #	Agr ID	Agreement Name
1	5	73	714977002	INTEGRATED MEDIA AGRMT 19 22 REHAB 2

C. Pension Contributions

Special call and patch payments shall be considered scale wages and the Employer shall make pension contributions on them to the American Federation of Musicians and Employers' Pension Fund as provided in Article XXII.

D. Payment Due Dates and Reporting

Payments to Musicians, payments to the American Federation of Musicians and Employers' Pension Fund, and the appropriate B-form are due within fifteen (15) days of the final taping.

XXII. PENSION CONTRIBUTIONS

All media payments (up-front, step-up, tier, patch, special call, buffet, etc.) shall be considered to be scale wages and the Employer will make 13.2% pension contributions on them to the American Federation of Musicians and Employers' Pension Fund (the AFM-EPF).

In the case of revenue sharing, 88.34% of any revenue sharing amount payable to any Musician will be treated as scale wages, and the remaining portion (i.e., 13.2% of the scale wages (11.66% of the total revenue sharing amount)), will be treated as a pension contribution payable on behalf of the Musician to the American Federation of Musicians and Employers' Pension Fund. The Employer agrees to be legally bound to the terms and conditions of the Agreement and Declaration of Trust establishing the American Federation of Musicians and Employers' Fund, as amended from time to time, which is incorporated by reference into the Agreement.

American Federation of Musicians and Employer's Pension Fund - Exhibit Section 7.07				
Group #	PDF #	Item #	Agr ID	Agreement Name
1	5	74	8081002	NATIONAL PUBLIC TELEVISION AGREEMENT REHAB 2

Producer will contribute to the American Federation of Musicians and Employers' Pension Fund ("the fund") in accordance with the contribution schedule of the rehabilitation plan adopted by the Board of Trustees of the Fund on April 15, 2010 (the "2010 Rehabilitation Plan"), which is incorporated by reference into this Letter of Acceptance. Specifically, the Producer's contribution rates as follows:

- Effective June 1, 2010 the 10% contribution rate set forth in the National Public Television Agreement will increase to 10.4%
- Effective April 1, 2011, the 10% contribution rate set forth in the National Public Television Agreement will increase to 10.9%

American Federation of Musicians and Employer's Pension Fund - Exhibit Section 7.07				
Group #	PDF #	Item #	Agr ID	Agreement Name
1	5	75	127017001	NATL CURR DEMONSTRATION RECORDING AGRMT AT 12 81 PERCENT

13. PENSION AGREEMENT:

Producer agrees to be bound by the Trust Indenture dated October 2, 1959, as amended, providing for contributions to the American Federation of Musicians Employers' Pension Fund (AFM-EPF) and further agrees to contribute to such fund on behalf of the musicians engaged by the producer, an amount equal to 13.00% of the scale wages earned by said musicians effective November 1st, 2016. This contribution rate shall be deemed to include the contributions required under the rehabilitation plan adopted by the Board of Trustees of the Fund on April 15, 2010, and updated June 27, 2016.

American Federation of Musicians and Employer's Pension Fund - Exhibit Section 7.07				
Group #	PDF #	Item #	Agr ID	Agreement Name
1	5	76	137017001	NATL CURR DEMONSTRATION RECORDING LOCAL 802 AGRMT AT 13 PERCENT

13. PENSION AGREEMENT:

Producer agrees to be bound by the Trust Indenture dated October 2, 1959, as amended, providing for contributions to the American Federation of Musicians Employers' Pension Fund (AFM-EPF) and further agrees to contribute to such fund on behalf of the musicians engaged by the producer, an amount equal to 13.00% of the scale wages earned by said musicians effective November 1st, 2016. This contribution rate shall be deemed to include the contributions required under the rehabilitation plan adopted by the Board of Trustees of the Fund on April 15, 2010, and updated June 27, 2016.

American Federation of Musicians and Employer's Pension Fund - Exhibit Section 7.07				
Group #	PDF #	Item #	Agr ID	Agreement Name
1	5	77	955242001	PAMPHLET B TOURING THEATRICAL MUSICALS CBA

5. Pension & Health Benefit Plans – Rule 4

Modify the first sentence of Rule 4A as follows:

"Employer agrees to contribute an amount equivalent to 11% of the minimum weekly salary (including doubles and rehearsal pay, but excluding ~~rehearsal~~ overtime, vacation and/or any other payment or premium to which Musician may become entitled under this Agreement) of each Musician to The American Federation of Musicians and Employers' Pension Fund (AFM-EPW for Canadian AFM members)."

American Federation of Musicians and Employer's Pension Fund - Exhibit Section 7.07				
Group #	PDF #	Item #	Agr ID	Agreement Name
1	5	78	152001	SINGLE SONG SINGLE PLAYER OVERDUB SCALE AGRMT

5 (a) The Employer agrees to be bound by the Agreement and Declaration of Trust Establishing the American Federation of Musicians and Employers' Pension Fund (as it may be amended from time to time) which is incorporated by reference into this Agreement, and warrants that, by making contributions on behalf of an individual, it has determined that the individual is an employee covered by the Agreement. (b) Employer designates (check one) ☒ Musician ☐ Employer ☐ Payroll company to make the pension contribution on Employer's behalf, and the designated entity will file the AFM Single Song/Single Player Overdub Report Form with the Local Union along with the wages, pension contribution and H&W contribution (if applicable) no later than 15 days following the completion of the overdub session. The Employer's designation of another person or entity to make contributions on its behalf does not relieve the Employer of its obligation to make contributions under this Agreement.

6 (a) If any recording produced under this Agreement ever, without limitation to the duration of this Agreement, reaches aggregate sales and/or production in excess of ten thousand (10,000) units through one or more pressings of physical product and/or digital downloads, Employer shall, within 30 days: (i) inform Musicians and the Local Union ; (ii) enter into and fulfill all conditions required by the then-

* current AFM Sound Recording Labor Agreement ("SRLA"), the Sound Recording Trust Agreement for the AFM Employers Pension Fund, and the Sound Recording Special Payments Fund Agreement, and (iii) Musician will be additionally compensated as follows, based upon the rates and conditions from the AFM's current Sound Recording Labor Agreement at the time of the upgrade: for one or two songs totaling less than 7.5 minutes, one Special Master Session (1.5 hrs.) at Master Scale, with applicable AFM H&W and Pension Fund contributions. For more than two songs, or an entire album that has reached the 10,000 unit threshold, the upgrade payment will be one Master Session, with applicable AFM H&W and Pension Fund contributions for each 15 minutes of music. The musician who is listed first on a contract with multiple players and/or whose Agreement with Employer is executed at the earliest date will be designated Session Leader and paid double scale for the additional payments described in this Agreement. All other players will receive single scale. If the original (pre-overdub) instrumental track is used in the final version of any recording, that person may be added to the contract. (b) The Local Union and the AFM agree to assist in explaining, calculating and fulfilling the contractual obligations described above.

American Federation of Musicians and Employer's Pension Fund - Exhibit Section 7.07				
Group #	PDF #	Item #	Agr ID	Agreement Name
1	5	79	112001	SOUND RECORDING LABOR AGREEMENT

8. **Pension.** Effective the first Monday of the month after ratification, increase the AFM-EPF "pre-rehab plan" rate to 11.75%.

The Streaming Obligation shall be paid as follows:

- i. The Companies shall make an aggregate, lump-sum payment to the AFM-EPF in each year of the contract ("Pension Lump Sum"), which shall be paid in semiannual installments on August 15 and February 15 of each year, beginning in August 2017.
- ii. The Pension Lump Sum shall be paid as follows:

Year	UMG and Capitol	Hollywood Records	Sony Music	Warner Music Group	Total
2017	\$2,335,458.41	\$ 138,532.09	\$ 1,489,752.32	\$ 1,036,257.18	\$ 5,000,000.00
2018	\$2,569,004.25	\$ 152,385.30	\$ 1,638,727.56	\$ 1,139,882.89	\$ 5,500,000.00
2019	\$2,802,550.09	\$ 166,238.51	\$ 1,787,702.79	\$ 1,243,508.61	\$ 6,000,000.00

Notwithstanding the above:

1. In the event that the Streaming Obligation of any Company for any year is less than its share of the Pension Lump Sum for that year, that Company's share of the Pension Lump Sum shall be reduced to its Streaming Obligation for that year and the Pension Lump Sum total shall be reduced by the same amount.
2. In the event that the Streaming Obligation of any Company for any year exceeds that Company's share of the Pension Lump Sum in that year, the excess shall be paid to the SPF.
- iii. If a new agreement is not reached by the expiration date, this provision shall continue, except that the Pension Lump Sum shall continue at the rate of \$6,000,000 per year, subject to 6(c)(ii)(1) above, with each Company's share to be paid as described below, until a new agreement is reached or the parties otherwise exercise their rights under the National Labor Relations Act.

UMG and Capitol	Hollywood Records	Sony Music	Warner Music Group	Total
\$2,802,550.09	\$ 166,238.51	\$ 1,787,702.79	\$ 1,243,508.61	\$ 6,000,000.00

American Federation of Musicians and Employer's Pension Fund - Exhibit Section 7.07				
Group #	PDF #	Item #	Agr ID	Agreement Name
1	5	80	968002	SYMPH OPERA BALLET AUDIO VISUAL REHAB 2 AGRMT

Effective June 1, 2010¹, Employer will contribute to the American Federation of Musicians and Employers' Pension Fund (the "Fund") in accordance with the schedule of contribution rates of the rehabilitation plan adopted by the Board of Trustees of the Fund on April 15, 2010 (the "2010 Rehabilitation Plan"), which is incorporated by reference into this Supplemental Agreement. Specifically, the Employer's contribution rate under the CBA will increase as follows:

- Effective June 1, 2010, the Employer's contribution rate will increase from 10% to 10.4%.
- Effective on April 1, 2011, Employer's contribution rate will increase from 10% to 10.9%.

All remaining provisions of the CBA remain in effect to the extent they are consistent with the 2010 Rehabilitation Plan.

American Federation of Musicians and Employer's Pension Fund - Exhibit Section 7.07				
Group #	PDF #	Item #	Agr ID	Agreement Name
1	5	81	907577002	SYMPH OPERA BALLET LIVE RECORDING REHAB 2 AGRMT

Effective June 1, 2010¹, Employer will contribute to the American Federation of Musicians and Employers' Pension Fund (the "Fund") in accordance with the schedule of contribution rates of the rehabilitation plan adopted by the Board of Trustees of the Fund on April 15, 2010 (the "2010 Rehabilitation Plan"), which is incorporated by reference into this Supplemental Agreement. Specifically, the Employer's contribution rate under the CBA will increase as follows:

- Effective June 1, 2010, the Employer's contribution rate will increase from 10% to 10.4%. In the case of revenue sharing, 90.58% of any revenue sharing amount payable to any Musician will be treated as scale wages, and the remaining portion (i.e., 10.4% of the scale wages (9.42% of the total revenue sharing amount)), will be treated as a pension contribution payable on behalf of the Musician to the American Federation of Musicians and Employers' Pension Fund.
- Effective on April 1, 2011, Employer's contribution rate will increase from 10% to 10.9%. In the case of revenue sharing, 90.17% of any revenue sharing amount payable to any Musician will be treated as scale wages, and the remaining portion (i.e., 10.9% of the scale wages (9.83% of the total revenue sharing amount)), will be treated as a pension contribution payable on behalf of the Musician to the American Federation of Musicians and Employers' Pension Fund.

The rates set forth in this Supplemental Agreement will be discontinued immediately and will revert to the rates set forth in the CBA (the Non-Supplemental Agreement Rates") when both of the following events have occurred: (i) rates higher than the Non-Supplemental Agreement Rates are no longer required by the rehabilitation plan of the American Federation of Musicians and Employers' Pension Fund and (ii) the American Federation of Musicians and Employers' Pension Fund repeals in full its procedure that provides that an employer and collective bargaining agreement is not acceptable to the Board of trustees of such Fund in the event of a reduction in the rate of contributions.

American Federation of Musicians and Employer's Pension Fund - Exhibit Section 7.07				
Group #	PDF #	Item #	Agr ID	Agreement Name
1	5	82	96090002	SYMPHONY OPERA BALLET INTERNET REHAB 2 AGRMT

Effective June 1, 2010, Employer will contribute to the American Federation of Musicians and Employers' Pension Fund (the "Fund") in accordance with the contribution schedule of the rehabilitation plan adopted by the Board of Trustees of the Fund on April 15, 2010 (the "2010 Rehabilitation Plan"), which is incorporated by reference into this Supplemental Agreement. Specifically, the Employer's contribution rate under the CBA will increase as follows:

- Effective June 1, 2010, the Employer's contribution rate will increase from 10% to 10.4%.
- Effective on April 1, 2011, Employer's contribution rate will increase from 10% to 10.9%.

All remaining provisions of the CBA remain in effect to the extent they are consistent with the 2010 Rehabilitation Plan.

The rates set forth in this Supplemental Agreement will be discontinued immediately and will revert to the rates set forth in the CBA when both of the following events have occurred: (i) rates higher than the Non-Supplemental Agreement Rates are no longer required by the rehabilitation plan of the American Federation of Musicians and Employers' Pension Fund and (ii) the American Federation of Musicians and Employers' Pension Fund repeals in full its procedure that provides that an employer and collective bargaining agreement is not acceptable to the Board of Trustees of such Fund in the event of a reduction in the rate of contributions.

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American Federation of Musicians and Employer's Pension Fund - Exhibit Section 7.07				
Group #	PDF #	Item #	Agr ID	Agreement Name
1	5	83	864002	SYNDICATED RADIO REHAB 2 AGRMT

Effective June 1, 2010 or on the adoption date, if later,¹ Employer will contribute to the American Federation of Musicians and Employers' Pension Fund (the "Fund") in accordance with the schedule of contribution rates of the rehabilitation plan adopted by the Board of Trustees of the Fund on April 15, 2010 (the "2010 Rehabilitation Plan") under all collective bargaining agreements and participation agreements with the Union under which the Employer is required to make contributions on or after April 1, 2010, not including any Form LS-1 Agreements ("Agreements"), which are hereby amended by this Supplemental Agreement. Specifically, the Employer's contribution rate under each Agreement will increase as follows:

- Effective June 1, 2010 (or on the adoption date, if later), the Employer's contribution rate under each Agreement will increase by 4%.
- Effective April 1, 2011 (or on the adoption date, if later) the Employer's contribution rate under each Agreement will increase by 9%.

American Federation of Musicians and Employer's Pension Fund - Exhibit Section 7.07				
Group #	PDF #	Item #	Agr ID	Agreement Name
1	5	84	213001	TELEVISION AND RADIO COMMERCIAL ANNOUNCEMENT AGRMT

<p>JPC 16: <u>Article XVII – Pension Fund.</u></p> <p>(a) Revise Section 1 as follows: "Employer shall contribute an amount equal to 16.5% of all earnings (excluding health and welfare payments, cartage fees, late payment penalties and travel, food and clothing expenses) of whatever nature covered by this Agreement, computed at scale earnings. Of this contribution, X% shall be allocated to the Pension Fund and 0.25% to the Administrative Maintenance Fund (defined below).</p>	INTER
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<p>JPC 17: All rates, terms and provisions of a new Agreement shall be effective February 14, 2014 upon execution of the MOU and shall apply to all music tracks produced after execution of the MOU and all "new" commercials (as defined in the CBA) produced after execution of the MOU. and Employers will have sixty (60) days following ratification of the new Agreement by the Union to comply with such new rates, terms and provisions.</p>	INTER
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American Federation of Musicians and Employer's Pension Fund - Exhibit Section 7.07				
Group #	PDF #	Item #	Agr ID	Agreement Name
1	5	85	213002	TELEVISION AND RADIO COMMERCIAL ANNOUNCEMENT AGRMT REHAB 2

commercial(s)."	
JPC 16: <u>Article XVII - Pension Fund.</u>	I
(a) Revise Section 1 as follows: "Employer shall contribute an amount equal to 16.5% of all earnings (excluding health and welfare payments, cartage fees, late payment penalties and travel, food and clothing expenses) of whatever nature covered by this Agreement, computed at scale earnings. Of this contribution, X% shall be allocated to the Pension Fund and 0.25% to the Administrative Maintenance Fund (defined below).	
JPC 17: All rates, terms and provisions of a new Agreement shall be effective February 14, 2014 upon execution of the MOU and shall apply to all music tracks produced after execution of the MOU and all "new" commercials (as defined in the CBA) produced after execution of the MOU. and Employers will have sixty (60) days following ratification of the new Agreement by the Union to comply with such new rates, terms and provisions.	I

American Federation of Musicians and Employer's Pension Fund - Exhibit Section 7.07				
Group #	PDF #	Item #	Agr ID	Agreement Name
1	5	86	508002	TELEVISION VIDEOTAPE AGRMT REHAB2 IMPOSITION AFTER JAN 28 2019

13. Pension Fund Contributions

Effective August 1, 2018, Employer agrees to contribute an amount equal to 14.5% of all scale wages earned by each Musician under this Agreement on behalf of such Musician:

- a. With respect to services rendered in the United States: to the American Federation of Musicians and Employers Pension Fund ("AFM-EP") created pursuant to the Trust Indenture created Oct. 2, 1959 and Employer further agrees to be bound by the Fund's Agreement & Declaration of Trust, as amended from time to time. Such contributions shall be deemed to include all amounts required under the rehabilitation plan adopted by the Board of Trustees of the Fund on April 15, 2010, and updated June 27, 2016, which is incorporated by reference into this Agreement.
- b. With respect to services rendered in the Dominion of Canada: to the Musicians' Pension Fund of Canada created pursuant to the Agreement and Declaration of Trust dated April 9, 1962, and Employer further agrees to be to that Trust as amended from time to time.

American Federation of Musicians and Employer's Pension Fund - Exhibit Section 7.07				
Group #	PDF #	Item #	Agr ID	Agreement Name
1	5	87	713792001	VIDEO GAME INTERACTIVE MEDIA AGRMT

13. Pension Fund Contributions

Effective August 1, 2018, Employer agrees to contribute an amount equal to 14.5% of all scale wages earned by each Musician under this Agreement on behalf of such Musician:

- a. With respect to services rendered in the United States: to the American Federation of Musicians and Employers Pension Fund ("AFM-EP") created pursuant to the Trust Indenture created Oct. 2, 1959 and Employer further agrees to be bound by the Fund's Agreement & Declaration of Trust, as amended from time to time. Such contributions shall be deemed to include all amounts required under the rehabilitation plan adopted by the Board of Trustees of the Fund on April 15, 2010, and updated June 27, 2016, which is incorporated by reference into this Agreement.
- b. With respect to services rendered in the Dominion of Canada: to the Musicians' Pension Fund of Canada created pursuant to the Agreement and Declaration of Trust dated April 9, 1962, and Employer further agrees to be to that Trust as amended from time to time.

Group #	PDF #	Item #	Agr ID	Agreement Name
2	1	1	953199002	AMERICAN CLASSICAL ORCHESTRA INC CBA REHAB 2

MEMORANDUM OF AGREEMENT

Agreement made and entered into this 8th day of August, 2019, by and between Local 802, Associated Musicians of Greater New York, AFM (herein the "Union") located at 322 West 48th Street, New York, N.Y. 10036 and The American Classical Orchestra, 225 West 99th St., New York, NY 10025. (herein "TACO")

The parties hereto agree that all the terms and conditions of the Collective Bargaining Agreement (and subsequent extension agreements) between the Union and TACO, which expired on September 11, 2018, shall continue in full force and effect, except that musicians will be compensated at the current Single Engagement Classical Wage Scales (promulgated 6/11/2019 and expiring on 9/11/23), a copy of which is attached hereto, in effect at the time of service.

ARTICLE 6 - PENSION

American Classical Orchestra, Inc. agrees to be bound by the Agreement and Declaration of Trust establishing the American Federation of Musicians and Employers Pension Fund, as it may be amended from time to time, which is incorporated by reference into this Agreement.

The Employer adopts the American Federation of Musicians and Employers' Pension Fund Rehabilitation Plan adopted by the Board of Trustees of the Fund on April 15, 2010, including all contribution schedules, which is incorporated by reference into and made part of this Agreement. The current rehabilitation schedule requires pension contribution of 16.35%.

All contributions to the Fund shall be made by check payable to the "American Federation of Musicians and Employers Pension Fund." All such checks shall be accompanied by a remittance form identifying for each employee for whom a contribution is made, the musician's name, social security number, date(s) of engagement for which pension is paid, scale wages on which pension is paid and the amount of pension. The check and remittance information shall be transmitted to Local 802 AFM for forwarding to the fund within ten (10) days following the rendering of services for which such contributions are payable. If American Classical Orchestra, Inc. is unincorporated, no contributions will be paid on behalf of any owner or part-owner of American Classical Orchestra, Inc.

Group #	PDF #	Item #	Agr ID	Agreement Name
2	1	2	958088002	AMERICAN SYMPHONY ORCHESTRA CBA REHAB 2

V. ARTICLE 10

AFM-EPF new rehab plan announced in June 2018, requiring 10% additional pension payments from all employer participants, unallocated. Old rate is 16.35%. The new contribution rate shall be 17.99%. (The math works as follows: stated pension contribution remains at 15%. Under the AFM-EPF 2010 rehabilitation plan that contribution rate was increased by 9%. $15 \times 1.09 = 16.35$. Under the June 2018 AFM-EPF rehabilitation plan, that new amount is increased by 10%, such amount to be unallocated to individual accounts. $16.35 \times 1.1 = 17.99$).

ARTICLE 10 – PENSION

ASO agrees to contribute an amount equivalent to fifteen percent (15%) of each employee's total gross contractual wages as set forth in Article 8, excluding cartage (which shall be considered to be scale wages) to the American Federation of Musicians and Employers' Pension Fund ("Pension Fund"). All contributions to the Fund shall be made by check payable to the "American Federation of Musicians and Employers' Pension Fund." All such checks shall be accompanied by a remittance form identifying each Employee for whom a contribution is made, the Musician's name, social security number, date(s) of engagement for which pension contribution is paid, scale wages on which pension is paid, and the amount of pension. The check and remittance information shall be transmitted to Local 802 for forwarding to the Fund within fourteen (14) days following the rendering of services for which such contributions are payable. If the Employer is unincorporated, no contributions will be paid on behalf of any owner or part-owner of the Employer. ASO agrees to be bound by The Agreement and Declaration of Trust establishing The

American Federation of Musicians and Employers' Pension Fund, as it may be amended from time to time, which is incorporated by reference into this Agreement.

The Employer adopts the American Federation of Musicians and Employers' Pension Fund Rehabilitation Plan adopted by the Board of Trustees of the Fund on April 15, 2010, including all contribution schedules, which is incorporated by reference into and made a part of this Agreement. The current rehabilitation schedule requires pension contributions of 16.35%, such rate of contribution to be reviewed by the Fund as of April 1, 2012.

Group #	PDF #	Item #	Agr ID	Agreement Name
2	1	3	715066002	BALTIMORE SYMPHONY ORCHESTRA CBA REHAB 2

**BALTIMORE SYMPHONY ORCHESTRA
MEMORANDUM OF UNDERSTANDING
September 20, 2019**

1. **Duration.** The 2013-2016 collective bargaining agreement, the 6-8-16 MOU, and the 5-31-17 MOU shall continue in effect with the modifications set forth below, subject to ratification on or before September 24, 2019, by both the Baltimore Symphony Musicians and the Baltimore Symphony Orchestra Board of Directors.

Per the Union's offer on September 19 2019, on the following permissive subject of bargaining: the Union will withdraw and not refile the Unfair Labor Practice Charge that was filed on September 10, 2019.

The term of this Agreement is for 50 weeks, beginning September 23, 2019, and expiring on September 6, 2020.

5.6 Pension Plan

A. Eligibility

All covered employees shall be entitled to receive the pension benefits (or pension contributions to the American Federation of Musicians and Employers' Pension Fund "AFM-EP Fund") as set forth below. A covered employee is (i) any Tenured or Probationary Musician of the Orchestra, (ii) the Librarian and Associate Librarian, (iii) unless the plan otherwise provides, any employee of the Association who has occupied one (1) or more of the foregoing categories for at least ten (10) years (whether consecutive or not) and who, without a break in employment with the Association, has become employed by the Association in a capacity not covered by the foregoing categories.

D. American Federation of Musicians and Employers' Pension Fund

1. The employer signing this agreement ("Agreement"), having agreed to become a party to the Agreement and Declaration of Trust establishing the American Federation of Musicians and Employers' Pension Fund (as it may be amended from time to time) which is incorporated by reference into this Agreement, shall make pension contributions to the American Federation of Musicians and Employers' Pension Fund (the "Fund") on behalf of each employee covered by this Agreement in an amount equal to the following specified percentage (or percentages) of scale wages earned from the Employer, effective as of the date (or dates) set forth below and in accordance with the terms and conditions described herein:
2. Effective September 12, 2011 ("Effective Date"), Employer shall contribute to the American Federation of Musicians and Employers' Pension Fund (the "Fund") in accordance with the contribution schedule the rehabilitation plan adopted by the Board of Trustees of the Fund on April 15, 2010 (the "2010 Rehabilitation Plan"), which is incorporated herein by reference. Specifically, the employer's contribution

Group #	PDF #	Item #	Agr ID	Agreement Name
2	1	3	715066002	BALTIMORE SYMPHONY ORCHESTRA CBA REHAB 2

Contd.

rate will increase as follows:

3. Tenured and Probationary Musicians

The Association shall make pension contributions to the AFM-EP Fund on behalf of each covered employee. For the term of this Agreement the amount shall be five percent (5.00%) (inclusive of 0.9% "Rehabilitation" fee) of the combined amount of minimum weekly scale plus each individual musician's personal seniority rate. Additional pension contributions required by AFM electronic media agreements shall be made by the Association. The Association agrees to comply with the terms of the Fund's participation Agreement.

For 2014-15 and 2015-16, the Association shall contribute a 1% of the combined amount of minimum weekly scale plus each individual musician's personal seniority rate to one of the 401(a) accounts administered by the Association.

4. Per Service, Substitute and Extra Musicians, Season Substitutes and Part-Time Contracted Players

The Association shall pay five (5.00%) (inclusive of 0.9% "Rehabilitation" fee) pension contribution to the AFM-EP Fund on behalf of those Musicians hired as substitutes and extras not classified as covered employees. Additional pension contributions required by AFM electronic media agreements shall be made by the Association.

For 2014-15 and 2015-16, the Association shall contribute an additional 1% of either each musician's per service rate or weekly rate to the AFM EP-Fund.

Group #	PDF #	Item #	Agr ID	Agreement Name
2	1	4	958124002	BALTIMORE SYMPHONY ORCHESTRA CBA REHAB 2

The 2013-16 Agreement between Baltimore Symphony Orchestra, Inc. and The Musicians' Association of Metropolitan Baltimore, Local 40-543, AFM, as modified by the MOU expiring on September 9, 2018, shall continue in effect unchanged except as modified below:

5.6 Pension Plan

A. Eligibility

All covered employees shall be entitled to receive the pension benefits (or pension contributions to the American Federation of Musicians and Employers' Pension Fund "AFM-EP Fund") as set forth below. A covered employee is (i) any Tenured or Probationary Musician of the Orchestra, (ii) the Librarian and Associate Librarian, (iii) unless the plan otherwise provides, any employee of the Association who has occupied one (1) or more of the foregoing categories for at least ten (10) years (whether consecutive or not) and who, without a break in employment with the Association, has become employed by the Association in a capacity not covered by the foregoing categories.

D. American Federation of Musicians and Employers' Pension Fund

1. The employer signing this agreement ("Agreement"), having agreed to become a party to the Agreement and Declaration of Trust establishing the American Federation of Musicians and Employers' Pension Fund (as it may be amended from time to time) which is incorporated by reference into this Agreement, shall make pension contributions to the American Federation of Musicians and Employers' Pension Fund (the "Fund") on behalf of each employee covered by this Agreement in an amount equal to the following specified percentage (or percentages) of scale wages earned from the Employer, effective as of the date (or dates) set forth below and in accordance with the terms and conditions described herein:
2. Effective September 12, 2011 ("Effective Date"), Employer shall contribute to the American Federation of Musicians and Employers' Pension Fund (the "Fund") in accordance with the contribution schedule the rehabilitation plan adopted by the Board of Trustees of the Fund on April 15, 2010 (the "2010 Rehabilitation Plan"), which is incorporated herein by reference. Specifically, the employer's contribution

Group #	PDF #	Item #	Agr ID	Agreement Name
2	1	4	958124002	BALTIMORE SYMPHONY ORCHESTRA CBA REHAB 2

Contd.

rate will increase as follows:

3. Tenured and Probationary Musicians

The Association shall make pension contributions to the AFM-EP Fund on behalf of each covered employee. For the term of this Agreement the amount shall be five percent (5.00%) (inclusive of 0.9% "Rehabilitation" fee) of the combined amount of minimum weekly scale plus each individual musician's personal seniority rate. Additional pension contributions required by AFM electronic media agreements shall be made by the Association. The Association agrees to comply with the terms of the Fund's participation Agreement.

For 2014-15 and 2015-16, the Association shall contribute a 1% of the combined amount of minimum weekly scale plus each individual musician's personal seniority rate to one of the 401(a) accounts administered by the Association.

4. Per Service, Substitute and Extra Musicians, Season Substitutes and Part-Time Contracted Players

The Association shall pay five (5.00%) (inclusive of 0.9% "Rehabilitation" fee) pension contribution to the AFM-EP Fund on behalf of those Musicians hired as substitutes and extras not classified as covered employees. Additional pension contributions required by AFM electronic media agreements shall be made by the Association.

For 2014-15 and 2015-16, the Association shall contribute an additional 1% of either each musician's per service rate or weekly rate to the AFM EP-Fund.

Group #	PDF #	Item #	Agr ID	Agreement Name
2	1	5	7384001	BAY STREET THEATRE CBA

3. Pension : Effective October 1, 2015 pension shall increase 1% to 10.81%.

4. Pension: Article VII of the CBA shall be replaced with the following language:

The Employer adopts the American Federation of Musicians and Employers' Pension Fund rehabilitation plan adopted by the Board of Trustees of the Fund on April 15, 2010, including all contribution schedules, which is incorporated here by reference. Specifically, the Employer's contribution shall be the following percentage of each musician's/employee's wages as defined in Section 4 (Wages) and Section 5 (Vacation) of the CBA: 9.36%, effective June 1, 2010, and 9.81%, effective April 1, 2011.

7. PENSION

During each week of employment of one or more musician/employees, the Employer shall contribute to the American Federation of Musicians & Employers Pension Fund a sum equal to nine (9%) percent of each musician's gross wages, i.e. scale wages plus 6% vacation pay. Checks to be made payable to the AFM & EP Fund shall be sent to Local 802 along with the names of covered musicians no later than two weeks after each pay day.

Group #	PDF #	Item #	Agr ID	Agreement Name
2	1	6	714011002	BAY STREET THEATRE CBA REHAB 2

(2) Pension:

- a. This is in compliance with the Pension Rehabilitation Plan. The Employer agrees to contribute an amount equivalent to 11.90% (inclusive of the .9% additional contribution required by the American Federation of Musicians and Employers' Pension Fund Rehabilitation Plan) of each employee's wages (which shall be considered to be scale wages) to the American Federation of Musicians and Employers' Pension Fund.
- b. All contributions to the Fund shall be made by check payable to the "American Federation of Musicians and Employers' Pension Fund." All such checks shall be accompanied by a remittance form identifying for each employee for whom a contribution is made, the musician's name, social security number, date(s) of engagement for which pension is paid, scale wages on which pension is paid and the amount of pension. The check and remittance information shall be transmitted to Local 802 AFM for forwarding to the Fund within 30 days following the rendering of services for which

such contributions are payable. If the employer is unincorporated, no contributions will be paid on behalf of any owner or part-owner of the Employer.

- c. The Employer agrees to be bound by The Agreement and Declaration of Trust establishing The American Federation of Musicians and Employers' Pension Fund, as it may be amended from time to time, which is incorporated by reference into this Agreement.

Group #	PDF #	Item #	Agr ID	Agreement Name
2	1	7	72939001	BIG APPLE PERFORMING ARTS CBA

ARTICLE 9 — PENSION

The Employer agrees to contribute an amount equivalent to the following percentage of each employee's wages as defined in Article 7 with the exception of 7G, Carriage of this Agreement (which shall be considered to be scale wages) to the American Federation of Musicians and Employers' Pension Fund.

9/12/16 - 9/11/18
16.35%

9/12/18 - 9/11/19
Current Local 802
Single Engagement
Classical Wage Scale
in effect at the time
services are rendered.

All contributions to the Fund shall be made by check payable to the "American Federation of Musicians and Employers' Pension Fund." All such checks shall be accompanied by a remittance form identifying for each employee for whom a contribution is made, the musician's name, social security number, date(s) of engagement for which pension is paid, scale wages on which pension is paid and the amount of pension. The check and remittance information shall be transmitted to Local 802 for forwarding to the Fund within ten (10) days following the rendering of services for which such contributions are payable. If the employer is unincorporated, no contributions will be paid on behalf of any owner or part-owner of the Employer.

The Employer agrees to be bound by The Agreement and Declaration of Trust establishing The American Federation of Musicians and Employers' Pension Fund, as it may be amended from time to time, which is incorporated by reference into this Agreement.

Group #	PDF #	Item #	Agr ID	Agreement Name
2	1	8	958143002	CASA MANANA INC CBA REHAB 2 PART 2

Employee Pension Funds.

The Employer shall contribute to the American Federation of Musicians' and Employers' Pension Fund (the "Fund") in accordance with the contribution schedule of the rehabilitation plan adopted by the Board of Trustees of the Fund on April 15, 2010 and any updates thereto (the "rehabilitation plan"), which is incorporated herein by reference. Specifically, the Employer's contribution rate shall increase as follows:

Beginning August 1, 2018, the Employer will contribute 14.3880% of scale wages, inclusive of all amounts required by the Fund's Rehabilitation Plan. The Fund will not consider 9.09% of these contribution payments when calculating future benefits.

Group #	PDF #	Item #	Agr ID	Agreement Name
2	1	9	76975001	CHARLOTTE SYMPHONY ORCHESTRA SOCIETY CBA

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement ("MOA") is made as of July 25, 2017, by and between the Charlotte Symphony Orchestra Society, Inc. ("CSO" or "Employer") and Local 342 of the American Federation of Musicians ("Union"). Negotiations for a new collective bargaining agreement ("CBA") to take effect upon expiration of the current CBA on August 31, 2017 have resulted in the following agreements between the CSO and the Union, pending ratification by the bargaining unit (the "Musicians" collectively and "Musician" individually) and approval by the CSO's Board of Directors. Except as otherwise reflected in this MOA, the language from the current CBA shall be incorporated into the new CBA.

6. **Pension:** The provisions of Article VII.D. will be replaced by updated language previously agreed upon by the parties, to wit: "Effective February 27, 2014 ("Effective Date"), CSO shall contribute to the American Federation of Musicians and Employers' Pension Fund (the "Fund") in accordance with the contributions schedule the rehabilitation plan adopted by the Board of Trustees of the Fund on April 15, 2010 ("the 2010 Rehabilitation Plan"), which is incorporated herein by reference. Specifically, the Employer's contribution rate will increase on the Effective Date to 8.72%."

D. CSO agrees to make pension contributions equal to 8% of each Full-time Musician's scale wages (guaranteed Individual Contract weekly salary). Payment of CSO's contribution shall be made into the AFM/Employers' Pension Plan as required by the plan or into any successor plan no later than seven (7) days following the final pay period of the month. Effective March 2010 the 403(b) plan will change from VALIC to Principal Financial Group, and will remain in effect, unless otherwise mutually agreed. Musicians may enroll to make voluntary payments into their 403(b) at any time during the year, with such payments to take effect immediately. Voluntary payments properly designated by the Musician shall be deposited into the 403(b) plan by the CSO each payday with a grace period of seven (7) days. Musicians may direct the CSO to deposit their voluntary contribution (if any) into the 403(b) investment option(s) of their choice.

Group #	PDF #	Item #	Agr ID	Agreement Name
2	1	10	958473002	CHICAGO SYMPHONY ORCHESTRA CBA REHAB 2

The Chicago Symphony Orchestra Association ("Association") and the Chicago Federation of Musicians, Local 10-208, AFM ("Union") (and collectively the "Parties") are Parties to the 2015-2018 collective bargaining agreement ("CBA"), which expired at midnight on September 16, 2018. The Parties agreed to extend the term of the CBA in order to investigate issues related to retirement benefits pursuant to the following terms and conditions during the period of the extension:

Section 25.21 AFM-EP Contribution.

(a) When Members of the Orchestra perform services other than regular Orchestra concerts (e.g., "Members Of" concerts, ensemble concerts, chamber concerts, Civic Orchestra work, etc.), a contribution of 10% of all salary (including rehearsal pay) shall be paid to the AFM-EP Fund for pension benefits.

(b) The Association agrees to the terms of the Agreement and Declaration of Trust Establishing the American Federation of Musicians and employers' Pension Fund in effect as of the date of this Agreement, which Agreement and Declaration of Trust is incorporated herein by reference. By making contributions on behalf of an individual, the Association warrants that it has determined that the individual is an employee covered by this Agreement, and the Fund assumes no liability for that determination.

(c) Each contribution shall be paid to the Fund no later than the thirtieth (30th) of the month following the month in which services were rendered for which such contributions are payable. All contributions to the Fund shall be made by check payable to the "American Federation of Musicians and Employers' Pension Fund." All such checks shall be transmitted directly to the Fund.

(d) The Association agrees to consider future amendments to the Agreement and Declaration of Trust Establishing the American Federation of Musicians and Employers' Pension Fund.

Group #	PDF #	Item #	Agr ID	Agreement Name
2	1	11	953197002	CHILDRENS ORCHESTRA SOCIETY CBA REHAB 2

COS will abide by the terms of the AFM-EPF revised rehabilitation plan,
set forth in June, 2018. The new pension contribution rate shall be 9.95%.

ARTICLE 5 – PENSION BENEFITS

- A. The Employer agrees to contribute an amount equivalent to 8% of each teaching artist's W-2 wages to the AFM-EP.
- B. All contributions to the Fund shall be made by check payable to the AFM-EP. All such checks shall be accompanied by a remittance form supplied by the Union, identifying each employee for whom a contribution is made, the teaching artist's name, social security number, the period covered, and the wages on which pension contributions are paid. The

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check(s) and remittance information shall be transmitted to Local 802 for forwarding to the Fund within thirty-one (31) days following the rendering of services for which such contributions are payable. If the Employer is unincorporated, no contributions will be paid on behalf of any owner or part-owner of the Employer.

- D. The Employer agrees to be bound by the Agreement and Declaration of Trust establishing The American Federation of Musicians and Employer's Pension Fund, as it may be amended from time to time, which is incorporated by reference into this Agreement.

Group #	PDF #	Item #	Agr ID	Agreement Name
2	1	12	953576001	CINCINNATI SYMPHONY ORCHESTRA CBA

ARTICLE XII Pension Plan

I. Pension Concert

In each year of the Contract, the Company may schedule not more than one pension fund concert, the net proceeds of which will be applied to the AFM-EPF above the weekly pension obligation specified in the Contract. It is understood that the contribution must be based on an identified amount of Covered Earnings such as weekly scale, and that the contribution must be accompanied by a side letter that includes a list of the participating musicians, the date of the performance, and the amount of Covered Earnings upon which the contribution is based. (Exemplar found in AFM-EPF Plan Description.) It is further understood that the contribution must be made to the Fund by the end of the month in which the performance took place in order to avoid late fees. Such concert and not more than one (1) rehearsal, shall be performed by the Musicians without compensation and in addition to regularly scheduled services, and may be scheduled on free days. The President of the Union and the Players Committee shall be consulted in scheduling such services.

II. American Federation of Musicians and Employers' Pension Fund

Beginning September 5, 1994, the Employer shall contribute to the American Federation of Musicians and Employers' Pension Fund on behalf of each full contract Musician on a quarterly basis three and one-half percent (3½%) of the total minimum weekly compensation provided under Article VI "Compensation-Wage Scale" of this Master Contract with Section F "Electronic Media Guarantee" excluded. Beginning September 8, 1997, the contribution shall be increased to four percent (4%) of the total minimum weekly compensation. Beginning September 7, 1998, the contribution shall be increased to five percent (5%) of the minimum weekly compensation, and beginning September 4, 2000, the contribution shall be increased to six percent (6%) of the minimum weekly compensation.

The Employer agrees to be bound by the Trust Indenture dated October 2, 1959, as heretofore or hereafter amended.

The Employer shall make such payments to such place as the Trustees of the Funds may designate and shall submit reports in such form as the Trustees may reasonably require, and the CSO shall be subject to such reasonable audit by the Trustees as the Trustees may require.

The Federation and said Trustees, or either of them, may enforce any provision of this paragraph.

Group #	PDF #	Item #	Agr ID	Agreement Name
2	1	13	955238001	CLASSIC STAGE COMPANY OFF BROADWAY THEATRE COMPANY PRODUCERS CBA

7. PENSION

A. This is in compliance with the American Federation of Musicians and Employers' Pension Fund Rehabilitation Plan.

B. Effective August 16, 2016, the Employer agrees to contribute 10 % (inclusive of the surcharge) of each musician/employee's wages as defined in Article 4 and Article 5 of this Agreement (which shall be considered to be scale wages) to the American Federation of Musicians and Employers' Pension Fund.

C. All contributions to the Fund shall be made by check payable to the "American Federation of Musicians and Employers' Pension Fund." All such checks shall be accompanied by a remittance form identifying for each musician/employee for whom a contribution is made, the musician/employee's name, social security number, date(s) of engagement for which pension is paid, scale wages on which pension is paid and the amount of pension. The check and remittance information shall be transmitted to Local 802 AFM for forwarding to the Fund within fourteen (14) days following the rendering of services for which such contributions are payable. If the Employer is unincorporated, no contributions will be paid on behalf of any owner or part-owner of the Employer.

D. The Employer agrees to be bound by The Agreement and Declaration of Trust establishing The American Federation of Musicians and Employer's Pension Fund, as it may be amended from time to time, which is incorporated by reference into this Agreement.

Group #	PDF #	Item #	Agr ID	Agreement Name
2	1	14	958325002	CONCORDIA UNIVERSITY IRVINE CBA REHAB 2

ARTICLE VIII: AFM PENSION

The University shall be bound by the *Agreement and Declaration of Trust Establishing the American Federation of Musicians and Employers' Pension Fund* (as it has been and may be amended), which is incorporated herein by reference as though set forth in full; and adopts the American Federation of *Musicians and Employers' Pension Fund Rehabilitation Plan* adopted by the Board of Trustees of the Fund on April 15, 2010 and any updates thereto (collectively the "Rehabilitation Plan"), including all contribution schedules, which is incorporated here by reference. Specifically, the University's contribution shall be 12.1% of Scale Wages; this amount will be forwarded to the Union, by separate check payable to AFM-EPF, by the 15th day of the month following the month in which the performance takes place. The Fund will not consider 9.09% of these contribution payments when calculating future benefits.

Group #	PDF #	Item #	Agr ID	Agreement Name
2	1	15	79554001	COUNTY OF MIDDLESEX CBA

ARTICLE 7

AMERICAN FEDERAL OF MUSICIANS AND

EMPLOYER PENSION FUND (AFM-EPF)

- A. On behalf of each musician covered under this Agreement, the Employer shall contribute to the American Federation of Musicians' Pension Fund (AFM-EPF) an additional amount that shall be equal to eight (8%) percent of all wages earned under this Agreement for the balance of this Agreement. Each payment shall be accompanied by the appropriate personnel or AFM B Report Form, setting forth for each musician on behalf of whom pension is being paid, the musician's name, Social Security number, date (or month) of service(s) for which pension is being paid, and the amount of pension contributed. All contributions to the AFM-EPF shall be paid no later than the end of the month following the month in which the services occurred, and shall be furnished to the administrator of such fund at a place designated by the Union.
- B. Based upon the March 1, 2010 American Federation of Musicians & Employers' Pension Fund document entitled: "Board of Trustees Decision on Elements of an Expected Rehabilitation Plan", pursuant to The Pension Protection Act of 2006, the County may be legally required to add to its 8% pension contribution to the Fund as is provided for in this Agreement, a surcharge adjustment of .4% for a total contribution of 8.4% from the "Surcharge Effective Date" (yet to be set, but the County will be notified of this date by the Fund, and/or union once it is determined) through March 31, 2011, and thereafter increased by .9% on 8% to 8.9% effective April 1, 2011 and thereafter. The County agrees to implement surcharge adjustments if and when it is notified by the Fund that the Board of Trustees of the Fund have approved and adopted these adjustments, subject to the County's review of final details of the rehabilitation plan that have yet to be established and as may require further approval by the County in regard to any other obligations that the Fund or its Board may seek to impose on the County as an employer under the Plan or as may otherwise be required under the law. All rights are reserved by the County in this regard. The County does not agree to undertake any other obligations pursuant to this agreement other than as has been set forth above. See Appendix B ("Form A") attached hereto, incorporated herein and made a part of this Collectively Negotiated Agreement.

Group #	PDF #	Item #	Agr ID	Agreement Name
2	1	16	958446002	GOLDEN GATE PARK BAND CBA REHAB 2

LETTER OF AGREEMENT

This agreement made and entered into this 30 th day of April, 2019, by and between the GOLDEN GATE PARK BAND, hereinafter referred to as "Employer," and the MUSICIANS UNION LOCAL 6, AMERICAN FEDERATION OF MUSICIANS, hereinafter referred to as "Union."

In recognition of the transition in management and union leadership, and the willingness of its musician/employees to promote the smooth functioning of the current season of the GOLDEN GATE PARK BAND, the parties do hereby agree to an extension of the Collective Bargaining Agreement covering the period of April 1, 2015 through March 31, 2018, said extension will increase the base per service to \$104 and the principal rate to \$109 while maintaining the other terms and conditions of that Collective Bargaining Agreement (aside from the new per service and principal rates) to March 31, 2020, by which time the parties intend to enter into a new Agreement. In addition, the pension contribution will increase from 10.9% to 11.99%, as mandated by the current update to the pension rehabilitation plan.

ARTICLE VIII: OTHER PAYMENTS

1. Pension: Employer agrees to pay an amount equal to ten percent (10%) of all wages, payable to the American Federation of Musicians and Employers Pension Fund (AFM-EPF), for each Musician employed by Employer. Each payment shall be accompanied by the appropriate personnel form, setting forth for each Musician on behalf of whom pension is being paid, the Musician's name, social security number, date (or month) of service(s) for which pension is being paid, and the amount of pension contributed, and shall be sent to the Union. All contributions to the AFM-EPF shall be paid no later than the last day of the month following the month in which the last service of the production or set was performed. As a contributing employer to the AFM-EPF, Employer agrees to comply with and be legally bound by the terms and conditions of the Agreement and Declaration of Trust establishing the American Federation of Musicians and Employers' Pension Fund (as it has been and may be amended), which is incorporated herein by reference as though set forth in full. Employer shall receive notification of any amendment(s) to said Agreement and Declaration of Trust in a timely manner.

Effective April 1, 2012 ("Effective Date"), Employer shall contribute to the American Federation of Musicians and Employers' Pension Fund (the "Fund") in accordance with the contribution schedule the rehabilitation plan adopted by the Board of Trustees of the Fund on April 15, 2010 (the "2010 Rehabilitation Plan"), which is incorporated herein by reference. Specifically, the Employer's contribution rate will increase as follows:

Effective on the Effective Date, the Employer's contribution rate will be 10.9%.

The rates set forth in this Supplemental Agreement will be discontinued immediately and will revert to the rates set forth (10% – the "Non-Supplemental Agreement Rates") when both of the following events have occurred: (i) rates higher than the Non-Supplemental Agreement Rates are no longer required by the rehabilitation plan of the American Federation of Musicians and Employers' Pension Fund and (ii) the American Federation of Musicians and Employers' Pension Fund repeals in full its procedure that provides that an employer and collective bargaining agreement is not acceptable to the Board of Trustees of such Fund in the event of a reduction in the rate of contributions.

Group #	PDF #	Item #	Agr ID	Agreement Name
2	1	17	959240002	GRANT PARK ORCHESTRA CBA REHAB 2

GRANT PARK ORCHESTRA 002 agreement has no reference to Pension. Screen print below is from Agreement 72195001

Section 20.3 Pension Contributions. The Employer shall pay to the American Federation of Musicians and Employers Pension Welfare Fund an amount equal to 12% of the

gross weekly compensation set forth in Article 19, Sections 19.1-19.6 of this Agreement for the account of each Musician for the term of this Agreement.

(A) The Employer agrees to the terms of the Agreement and Declaration of Trust Establishing the American Federation of Musicians and Employers' Pension Fund in effect as of the date of this Agreement, which Agreement and Declaration of Trust is incorporated herein by reference. By making contributions on behalf of an individual, the Employer warrants that it has determined that the individual is a Musician covered by this Agreement, and the Fund assumes no liability for that determination.

(B) Each contribution shall be paid to the Fund no later than the thirtieth (30th) of the month following the month in which services were rendered for which such contributions are payable. All contributions to the Fund shall be made by check payable to the "American Federation of Musicians and Employers' Pension Fund." All such checks shall be transmitted directly to the Fund and a copy of the remittance forms accompanying such checks shall be contemporaneously sent to the Union.

(C) The Employer agrees to consider future amendments to the Agreement and Declaration of Trust Establishing the American Federation of Musicians and Employers' Pension Fund.

Group #	PDF #	Item #	Agr ID	Agreement Name
2	1	18	710396001	HARBORSIDE PRODUCTIONS LLC JOHN ENGEMAN THEATER CBA

MEMORANDUM OF AGREEMENT

AGREEMENT dated as of the 5th day of March, 2018, by and between Harborside Productions LLC, d/b/a John Engeman Theater (hereinafter the "Employer"), located at 250 Main Street, Northport NY 11768, and the Associated Musicians of Greater New York, Local 802, American Federation of Musicians, AFL-CIO (hereinafter the "Union"), having its principal office at 322 West 48th Street, New York NY 10036.

The parties agree that all the terms and conditions of the Collective Bargaining Agreement dated July 31st, 2009, as well as the subsequent Memoranda of Agreement (dated January 2011, June 2013, and November 2016) between the Union and Employer will continue in full force and effect through June 30th, 2022 with only the following changes:

Article VI. Pension:

The employer adopts the American Federation of Musicians and Employers' Pension Fund rehabilitation plan adopted by the Board of Trustees of the Fund on April ~~10~~, 2010, including all contribution schedules, which is incorporated here by reference. Specifically, the employer's contribution shall be: 6.24% effective June 1, 2010 and 6.54% effective April ~~10~~, 2011 of each musician/employee's wages as defined in Article IV of the CBA.

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Group #	PDF #	Item #	Agr ID	Agreement Name
2	1	19	79827001	HAWAII SYMPHONY ORCHESTRA CBA

ARTICLE 28: PENSION

28.1 The Employer signing this Master Agreement shall make pension contributions to the American Federation of Musicians and Employers' Pension Fund ("The Fund") on behalf of each employee covered by this Master Agreement in an amount equal to the following specified percentages of all W2 wages, **excluding any income on which pension has already been paid**, earned from the Employer, effective as of the dates set forth below, and in accordance with the terms and conditions described herein:

Effective Date: Contribution Rate:
July 1, 2011 **8%**

28.2 The Employer is party to a collective bargaining agreement (CBA) with the Association. This AFM-EPF agreement (Article 28) covers every employee for whom the CBA requires contributions. By making contributions on behalf of an individual, the Employer warrants that it has determined that the individual is an employee covered by the applicable agreement, and the Fund assumes no liability for that determination.

28.3 Effective July 1, 2011 ("Effective Date"), Employer shall contribute to the American Federation of Musicians and Employers' Pension Fund (the "Fund") in accordance with the contribution schedule of the rehabilitation plan adopted by the Board of Trustees of the Fund on April 15, 2010 (the "2010 Rehabilitation Plan"), which is incorporated herein by reference.

28.4 Each contribution shall be paid to the Fund no later than five (5) days after the end of the month following the calendar quarter in which those services were rendered.

28.5 All contributions to the Fund shall be made by check payable to the "American Federation of Musicians and Employers' Pension Fund." All such checks shall be transmitted to the Association for forwarding to the Fund, provided that the Association is then party to the Fund's "Cash Receipts Procedures for Locals that Receive Pension Contributions Directly from Employers." If the Association is not then a party to those Cash Receipts Procedures, all checks shall be sent directly to the AFM-EPF, Bank of New York, P.O. Box 19155A, Newark, NJ 07195-0155.

28.6 Each check for contributions payable to the Fund shall be accompanied by the appropriate remittance form specifying, for each covered employee for whom pension contributions are payable, the employee's name and social security number, the dates of the engagements for which pension contributions are being paid, the amount of W2 wages on which pension contributions are being paid, the percentage rate of contributions, and the dollar amount of pension contributions paid, together with any other information that is required by the CBA.

28.7 The Employer agrees to be bound by the Agreement and Declaration of Trust Establishing the American Federation of Musicians and Employers' Pension Fund, as amended and restated effective as of September 29, 1994, and as it may be further amended from time to time; the American Federation of Musicians and Employers' Pension Plan, as amended and restated effective as of April 1, 1989, and as it may be further amended from time to time; and all rules and policies promulgated pursuant thereto by the Board of Trustees or its duly authorized committees (such Agreement and Declaration of Trust, Plan document, and rules and policies being collectively referred to hereafter as the "Plan Documents"). The Plan Documents are hereby and expressly incorporated by reference into this agreement in their entirety.

28.8 The Employer agrees to permit representatives of the Fund to conduct periodic audits of its accounting books and records and related supporting documentation and such other records as

the Fund determines to be necessary to perform a complete audit to determine the accuracy and timelines of the contributions made.

28.9 In the event that the Employer fails to pay amounts owed to the Fund on or before the date that those amounts are due under Article 28.4, the Employer shall pay such interest, liquidated damages, audit fees and other collection costs (including, without limitation, court costs and attorneys' fees) as may be provided by the Plan Documents or applicable law.

28.10 The Employer may authorize a payroll company or other party to remit contributions to the Fund on its behalf, provided that the Fund is furnished with a written acknowledgment by the Employer that the payroll company or other third party is authorized to act as the Employer's agent in making contributions to the Fund. Such authorization shall remain in effect until the Fund receives written notice of revocation from the Employer. The Employer expressly agrees, however, that the authorization of a payroll company or other third party to remit contributions on its behalf does not relieve the Employer of any obligation under the AFM-EPF agreement or the Plan Documents.

28.11 If any other agreement between the Employer and the Association contains provisions that are or may be construed to be inconsistent with the AFM-EPF agreement, those inconsistent provisions shall have no force and effect with respect to the obligations and agreements set forth in this Article, and the AFM-EPF agreement shall take precedence. If the CBA requires contributions at a different rate for work under another AFM agreement, that provision shall not be considered inconsistent with the AFM-EPF agreement, and that different rate shall control where it applies.

28.12 This pension agreement is accurate in all respects, has been executed by duly authorized representatives of the Employer and the Association, and shall remain in effect unless and until the Fund receives a written notice of revocation signed by duly authorized representatives of both the Employer and the Association.

Group #	PDF #	Item #	Agr ID	Agreement Name
2	1	20	714392002	HORA DECIMA BRASS ENSEMBLE CBA REHAB 2

Pension:

- c. The most recent update to the AFM-EPF rehabilitation plan (June 2018) requires a 10% increase in employer contributions. The Employer agrees to contribute an amount equivalent to 17.99% of each employee's wages.

ARTICLE 10 – PENSION

The Employer agrees to contribute an amount equivalent to the percentage listed below of each employee's wages as defined in Article 8 with the exception of 8H Cartage and 8Ib Mileage of this Agreement (which shall be considered to be scale wages) to the American Federation of Musicians and Employers' Pension Fund.

10/1/16
to 9/30/17
16.35%

10/1/17
to 9/30/18
16.35%

10/1/18
to 9/30/19

Current Local 802 Single
Engagement Classical
Wage Scale reimbursement
in effect at the time
services are rendered.

All contributions to the Fund shall be made by check payable to the "American Federation of Musicians and Employers' Pension Fund." All such checks shall be accompanied by a remittance form identifying for each employee for whom a contribution is made, the musician's name, social security number, date(s) of engagement for which pension is paid, scale wages on which pension is paid and the amount of pension. The check and remittance information shall be transmitted to Local 802 for forwarding to the Fund within ten (10) days following the rendering of services for which such contributions are payable. If the employer is unincorporated, no contributions will be paid on behalf of any owner or part-owner of the Employer.

The Employer agrees to be bound by The Agreement and Declaration of Trust establishing The American Federation of Musicians and Employers' Pension Fund, as it may be amended from time to time, which is incorporated by reference into this Agreement.

The Employer adopts the American Federation of Musicians and Employers' Pension Fund Rehabilitation Plan adopted by the Board of Trustees of the Fund on April 15, 2010, including all the contribution schedules, which is incorporated by reference into and made a part of this Agreement. The current rehabilitation schedule requires pension contribution 16.35%, such rate of contribution to be reviewed by the AFM-EPF as of April 1, 2012.

Group #	PDF #	Item #	Agr ID	Agreement Name
2	1	21	77439001	JB NEW WORLD LP JERSEY BOYS COMMERCIAL OFF BROADWAY AREA STANDARDS AGRMT

VIII. PENSION

A. The Employer adopts the American Federation of Musicians and Employers' Pension Fund rehabilitation plan adopted by the Board of Trustees of the Fund on April 15, 2010, including all contribution schedules, which is incorporated here by reference. Specifically, the Employer's contribution shall be the following percentage of each musician's/employee's wages as defined in Article IV (wages) and V (vacation) of the CBA: 9.36%, effective June 1, 2010, and 9.81%, effective April 1, 2011.

B. All contributions to the Fund shall be made by check payable to: **AFM-EPF** (American Federation of Musicians and Employers' Pension Fund). All such checks shall be accompanied by a remittance form identifying each musician for whom a contribution is made, the musician/employee's name, social security number, date(s) of engagement for which pension is paid, scale wages on which pension is paid and the amount of pension. The check and remittance information shall be transmitted to Local 802 AFM for forwarding to the Fund within ten (10) days following the rendering of services for which such contributions are payable. If the Employer is unincorporated, no contributions will be paid on behalf of any owner or part owner of the Employer.

C. The Employer agrees to be bound by The Agreement and Declaration of Trust establishing The American Federation of Musicians and Employers' Pension Fund, as it may be amended from time to time, which is incorporated by reference into this Agreement.

Group #	PDF #	Item #	Agr ID	Agreement Name
2	1	22	710725002	JOHN F KENNEDY CENTER FOR THE PERFORMING ARTS CBA REHAB 2

Article V- Section 5.A- Revise

In compliance with the Pension Protection Act of 2006, the Center will adjust Pension as dictated by the Rehabilitation Plan of the AFM-EPPF. Therefore, the Center adopts the American Federation of Musicians and Employers' Pension Fund rehabilitation plan adopted by the Board of Trustees of the Fund on April 15, 2010, including all contribution schedules, which is incorporated here by reference. Specifically, the employer's contribution shall be an additional 1.125% of all monies earned, and pursuant to the June 2018 update to the Rehabilitation Plan a further 1.3625% of all monies earned, including doubling, overtime, etc., and first chair or other overscale pay, ("Supplemental Contributions") for a total effective rate of contribution of 14.9875%.

ARTICLE V BENEFITS

Section 5.A. Pension: For all musicians employed under this Agreement for each engagement, there shall be a payment into the American Federation of Musicians' and Employers' Pension Fund (AMFEP Fund), which has been established in accordance with applicable provisions of law. Pension contributions shall be made at the following rates:

2013-2014:	12.5%
2014-2015:	12.5%
2015-2016:	12.5%
2016-2017:	12.5%

In compliance with the Pension Protection Act of 2006, the Center will adjust Pension as dictated by the Rehabilitation Plan of the AFM-EPPF. Therefore, the Center adopts the American Federation of Musicians and Employers' Pension Fund rehabilitation plan adopted by the Board of Trustees of the Fund on April 15, 2010, including all contribution schedules, which is incorporated here by reference. Specifically, the employer's contribution shall be an additional 1.125% of all monies earned, including doubling, overtime, etc., and first chair or other overscale pay ("Supplemental Contributions").

The Supplemental Contributions set forth in this Article will be discontinued immediately and the contribution rate will revert to the rate set forth in this Agreement as it may have been altered from time to time (without regard to the rehabilitation plan of the American Federation of Musicians and Employers' Pension Fund) in subsequent negotiations (the "Non-Supplemental Agreement Rate") when both of the following events have occurred: (i) rates higher than the Non-Supplemental Agreement Rate are no longer required by the rehabilitation plan of the American Federation of Musicians and Employers' Pension Fund and (ii) the American Federation of Musicians and Employers' Pension Fund repeals in full its

12 Kennedy Center CBA (2013-2017)

procedure that provides that an employer and collective bargaining agreement are not acceptable to the Board of Trustees of such Fund in the event of a reduction in the rate of contributions.

For each attraction, pension contribution shall be remitted to Local 161-710 headquarters, along with appropriate pension fund remittance report (in duplicate) listing each member's name, social security number, gross earnings and applicable pension contributions. Check for pension contributions shall be made payable to the AFMEP Fund and transmitted to the Union not later than thirty (30) days after the closing date of the attraction.

Group #	PDF #	Item #	Agr ID	Agreement Name
2	1	23	713880002	KGM THEATRICAL ROCK OF AGES COMMERCIAL OFF BROADWAY AREA STANDARDS AGRMT REHAB 2

IX. PENSION

A. The Employer adopts the American Federation of Musicians and Employers' Pension Fund rehabilitation plan adopted by the Board of Trustees of the Fund on June 2018, including all contribution schedules, which is incorporated here by reference. Specifically, the Employer's contribution shall be the following percentage of each musician's/employee's wages as defined in Article IV (wages) and V (vacation) of the CBA: 12.5% inclusive of the .9% surcharge.

B. All contributions to the Fund shall be made by check payable to: AFM-EPF (American Federation of Musicians and Employers' Pension Fund). All such checks shall be accompanied by a remittance form identifying each musician for whom a contribution is made, the musician/employee's name, social security number, date(s) of engagement for which pension is paid, scale wages on which pension is paid and the amount of pension. The check and remittance information shall be transmitted to Local 802 AFM for forwarding to the Fund within ten (10) days following the rendering of services for which such contributions are payable. If the Employer is unincorporated, no contributions will be paid on behalf of any owner or

part owner of the Employer.

C. The Employer agrees to be bound by The Agreement and Declaration of Trust establishing The American Federation of Musicians and Employers' Pension Fund, as it may be amended from time to time, which is incorporated by reference into this Agreement.

Group #	PDF #	Item #	Agr ID	Agreement Name
2	1	24	79517001	LITTLE ORCHESTRA SOCIETY ORPHEON INC CBA

This agreement does not reference Pension at all. The screen print below is from AGR ID 74075001

ARTICLE 10 - PENSION

The Employer agrees to contribute an amount equivalent to **fifteen percent (15%)** of each Employee's wages as defined in Article 8 of this Agreement (which shall be considered to be scale wages) to the American Federation of Musicians and Employers' Pension Fund.

Notwithstanding the above, the Employer adopts the American Federation of Musicians and Employers' Pension Fund (Fund) Rehabilitation Plan adopted by the Board of Trustees of the Fund on April 15, 2010, including all contribution schedules, which is incorporated by reference into and made part of this Agreement. The current rehabilitation schedule requires pension contribution of 16.35%, such rate of contribution to be reviewed by the Fund as of April 1, 2012.

All contributions to the Fund shall be made by check payable to the American Federation of Musicians and Employers Pension Fund. All such checks shall be accompanied by a remittance form identifying for each employee for whom a contribution is made, the musician's name, social security number, date(s) of engagement for which pension is paid, scale wages on which pension is paid and the amount of pension. The check and remittance information shall be transmitted to Local 802 for forwarding to the Fund within ten (10) days following the rendering of services for which such contributions are payable. If the employer is unincorporated, no contributions will be paid on behalf of any owner or part-owner of the Employer.

The Employer agrees to be bound by The Agreement and Declaration of Trust establishing The American Federation of Musicians and Employers' Pension Fund, as it may be amended from time to time, which is incorporated by reference into this Agreement.

Group #	PDF #	Item #	Agr ID	Agreement Name
2	1	25	7374001	MANHATTAN THEATER CLUB FREIDMAN THEATRE CBA

Manhattan Theatre Club for the Samuel J. Friedman Theatre ("Employer") and American Federation of Musicians, Local 802 AFM ("Local 802" or "Union") after good faith negotiations have agreed to a new collective bargaining agreement to replace the one that expired on August 31, 2015.

IX. PENSION

A. The Employer agrees to contribute an amount equivalent to nine (9%) percent of each musician's wages, as defined in Article V and VI of this Agreement (scale wages only), to the American Federation of Musicians and Employers' Pension Fund. Commencing September 1, 2006, pension shall increase to ten (10%) percent for the period following six months after the first paid public performance of each production. Commencing September 1, 2008, pension shall increase to eleven (11%) percent for the period following six months after the first paid public performance of each production. At the close of each such production, the pension shall return to nine (9%) percent.

B. All contributions to the Fund shall be made by check payable to the American Federation of Musicians and Employers' Pension Fund (AFM-EPF). All such checks shall be accompanied by a remittance form identifying each musician for whom a contribution is made, the musician/employee's name, social security number, date(s) of engagement for which pension is paid, scale wages on which pension is paid and the amount of pension. The check and remittance information shall be transmitted to Local 802 AFM for forwarding to the Fund within ten (10) days following the rendering of services for which such contributions are payable. If the Employer is unincorporated, no contributions will be paid on behalf of any owner or part owner of the Employer.

C. The Employer agrees to be bound by The Agreement and Declaration of Trust establishing The American Federation of Musicians and Employer's Pension Fund, as it may be amended from time to time, which is incorporated by reference into this Agreement.

Group #	PDF #	Item #	Agr ID	Agreement Name
2	1	26	715388002	MANHATTAN THEATER CLUB FREIDMAN THEATRE CBA REHAB 2

Manhattan Theatre Club for the Samuel J. Friedman Theatre ("Employer") and Associated Musicians of Greater New York, Local 802 AFM ("Local 802" or "Union") after good faith negotiations have agreed to a new collective bargaining agreement to replace the one that expires on August 31, 2019.

IX. PENSION

A. The Employer agrees to contribute an amount equivalent to nine (9%) percent of each musician's wages, as defined in Article V and VI of this Agreement (scale wages only), to the American Federation of Musicians and Employers' Pension Fund. Commencing September 1, 2006, pension shall increase to ten (10%) percent for the period following six months after the first paid public performance of each production. Commencing September 1, 2008, pension shall increase to eleven (11%) percent for the period following six months after the first paid public performance of each production. At the close of each such production, the pension shall return to nine (9%) percent.

B. All contributions to the Fund shall be made by check payable to the American Federation of Musicians and Employers' Pension Fund (AFM-EPF). All such checks shall be accompanied by a remittance form identifying each musician for whom a contribution is made, the musician/employee's name, social security number, date(s) of engagement for which pension is paid, scale wages on which pension is paid and the amount of pension. The check and remittance information shall be transmitted to Local 802 AFM for forwarding to the Fund within ten (10) days following the rendering of services for which such contributions are payable. If the Employer is unincorporated, no contributions will be paid on behalf of any owner or part owner of the Employer.

C. The Employer agrees to be bound by The Agreement and Declaration of Trust establishing The American Federation of Musicians and Employer's Pension Fund, as it may be amended from time to time, which is incorporated by reference into this Agreement.

Group #	PDF #	Item #	Agr ID	Agreement Name
2	1	27	7375001	MANHATTAN THEATRE CLUB STAGE I AND STAGE II CBA

MEMORANDUM OF AGREEMENT

Manhattan Theatre Club at City Center's Stage 1 and Stage 2 Theatres ("Employer") and Associated Musicians of Greater New York, Local 802 AFM ("Local 802" or "Union") after good faith negotiations have agreed to a new collective bargaining agreement to replace the one that expired on August 31, 2015.

VII. PENSION

A. The Employer agrees to contribute an amount equivalent to nine percent (9%) of each musician/employee's wages as defined in Article IV and Article V of this Agreement (which shall be considered to be scale wages) to the American Federation of Musicians and Employers' Pension Fund.

B. All contributions to the Fund shall be made by check payable to the "American Federation of Musicians and Employers' Pension Fund." All such checks shall be accompanied by a remittance form identifying for each musician/employee for whom a contribution is made, the musician/employee's name, social security number, date(s) of engagement for which pension is paid, scale wages on which pension is paid and the amount of pension. The check and

remittance information shall be transmitted to Local 802 AFM for forwarding to the Fund within fourteen (14) days following the rendering of services for which such contributions are payable. If the Employer is unincorporated, no contributions will be paid on behalf of any owner or part owner of the Employer.

C. The Employer agrees to be bound by The Agreement and Declaration of Trust establishing The American Federation of Musicians and Employer's Pension Fund, as it may be amended from time to time, which is incorporated by reference into this Agreement.

Group #	PDF #	Item #	Agr ID	Agreement Name
2	1	28	715389002	MANHATTAN THEATRE CLUB STAGE I AND STAGE II THEATRE CBA REHAB 2

Manhattan Theatre Club at City Center's Stage I and Stage II Theatres ("Employer") and Associated Musicians of Greater New York, Local 802 AFM ("Local 802" or "Union") after good faith negotiations have agreed to a new collective bargaining agreement to replace the one that expires on August 31, 2019.

VII. PENSION

A. The Employer agrees to contribute an amount equivalent to nine percent (9%) of each musician/employee's wages as defined in Article IV and Article V of this Agreement (which shall be considered to be scale wages) to the American Federation of Musicians and Employers' Pension Fund.

B. All contributions to the Fund shall be made by check payable to the "American Federation of Musicians and Employers' Pension Fund." All such checks shall be accompanied by a remittance form identifying for each musician/employee for whom a contribution is made, the musician/employee's name, social security number, date(s) of engagement for which pension is paid, scale wages on which pension is paid and the amount of pension. The check and

remittance information shall be transmitted to Local 802 AFM for forwarding to the Fund within fourteen (14) days following the rendering of services for which such contributions are payable. If the Employer is unincorporated, no contributions will be paid on behalf of any owner or part owner of the Employer.

C. The Employer agrees to be bound by The Agreement and Declaration of Trust establishing The American Federation of Musicians and Employer's Pension Fund, as it may be amended from time to time, which is incorporated by reference into this Agreement.

Group #	PDF #	Item #	Agr ID	Agreement Name
2	1	29	959385002	MARK DULAC CBA REHAB 2

Mark Dulcac 959385002 agreement has no reference to Pension. Screen print below is from Agreement 710944002

These musicians are employees covered under the American Federation of Musicians and Employers' Pension Fund (AFM-EPF). Accordingly, the Employer agrees to contribute to the AFM-EPF an amount equal to eleven-point-ninety-nine percent (11.99%) (inclusive of both the 9% 2010 Rehabilitation fee and the 10% 2018 Rehabilitation fee) of those combined scale wages and extra fees on behalf of each musician employed, and to be bound by and accept the terms and conditions of the Trust Indenture of said Fund, dated October 2, 1959, establishing the AFM-EPF (and all plans, rules and policies thereunder), as amended or may be amended from time to time (collectively, the "Trust"). The Employer specifically acknowledges said Trust, the terms of which are incorporated by reference herein and made a part hereof.

The Employer agrees to remit contributions by check or money order, payable to the AFM-EPF, within thirty (30) days following every engagement where it employs musicians. Said check or money order, together with a completed remittance form, will be delivered to the Local Union, which will forward it immediately to the AFM-EPF. The Employer understands and agrees that if it fails to comply with this Agreement, it will be subject to liability for all contributions owed to, and such collection costs incurred by, the AFM-EPF (including, without limitation, liquidated damages, attorneys' fees and court costs).

The Employer also agrees to provide all information which the AFM-EPF may require, and to permit the AFM-EPF to conduct an audit of its payroll and wage records (at the AFM-EPF's expense) to determine the accuracy of contributions made.

Group #	PDF #	Item #	Agr ID	Agreement Name
2	1	30	845500001	MARYLAND PUBLIC TELEVISION MORGAN CHOIR SILVER SEVEBRATION CBA

This document will serve as a Letter of Agreement between Maryland Public Television ("MPT") and the Musicians' Association of Metropolitan Baltimore, Local 40-543, American Federation of Musicians, to permit up to seven (7) telecasts of THE MORGAN CHOIR: A SILVER CELEBRATION, between January 1, 2017 and December 31, 2019. Payment for this license is as follows:

55 musicians @ \$80.00	\$ 4,400.00
10.9% pension	\$ 479.60
15% payroll expenses	\$ 731.94
Total	\$ 5,611.54

Please send this payment in two checks. One check should be made payable to "Local 40-543, AFM" in the amount of \$5,131.94 to cover payment to the musicians and payroll expenses. The second check should be made payable to "AFM-EPP" in the amount of \$479.60 to cover the pension contribution.