

NATIONAL PUBLIC RADIO AGREEMENT SUMMARY

(February 1, 2004 – January 31, 2008)

The rates, which became effective as of 2/1/05, reflect a new bundle of rights. As part of the new higher rate, the Employer may now simultaneously stream the broadcast material on NPR and its affiliate stations' websites. In addition, NPR may archive the broadcast material on its own website (npr.org) for "on demand" streaming for a period of one year from the date of first broadcast.

1. CONCERTS, FESTIVALS:

Four releases of seven (7) consecutive days in three (3) years.

A release is defined as unlimited broadcast during a seven (7) day period.

	2/1/04	2/1/05	2/1/06	2/1/07
PER INSTRUMENTALIST	\$69.70	\$76.79	\$83.09	\$85.58

Extra Rehearsals (when required by employer or someone acting on behalf of the employer):

	2/1/04	2/1/05	2/1/06	2/1/07
PER 15 MINUTES	\$10.00	\$10.61	\$10.93	\$11.26

2. NATIONAL PUBLIC RADIO EXCERPT FORMULA LOCATION PRE-RECORDING FOR PRODUCTION OF SEGMENTED BROADCASTING

The provision of this section relates and applies to the audio taping of live performances, concerts and festivals for which NPR elects to have the initial release in the form of individual "pieces" of that recorded concert with a "piece" defined as a self-standing musical component such as an overture, dance, song or a movement of a musical work taken from such recorded performance rather than a release of the complete concert.

For the recorded pick-up during which up to three (3) hours of each group's performance may be recorded (with the exception of Attachment AI (B) (4) A), the basic side musician rate shall be as follows:

	2/1/04	2/1/05	2/1/06	2/1/07
NON-SYMPHONIC	\$91.70	\$99.45	\$106.43	\$109.62
SYMPHONIC	\$93.90	\$101.72	\$108.77	\$112.03
EACH ADDITIONAL BROADCAST RELEASE OF A PIECE	\$22.00	Remains at \$22.00		

3. STUDIO RATES:

For the wage payments set forth below, the Employer is granted the right to make unlimited public and educational broadcast use of the program in the United States and Canada during the period of three (3) years (five (5) years if the program is a documentary) over each station immediately following the first broadcast of the program (herein called "Initial Broadcast Cycle"), and to make unlimited audio transmission use of the program.

	2/1/04	2/1/05	2/1/06	2/1/07
ONE-HALF HOUR PROGRAM	\$80.15	\$87.55	\$94.18	\$97.01
ONE-HOUR PROGRAM	\$100.22	\$108.23	\$115.48	\$118.94
ONE AND ONE-HALF HOUR PROGRAM	\$150.33	\$159.84	\$168.64	\$173.70
PROGRAMS IN EXCESS OF ONE AND ONE-HALF HOURS FOR EACH 15 MINUTES OF SUCH EXCESS	\$28.08	\$29.79	\$30.68	\$31.60
REHEARSALS: EACH 15 MINUTES OR FRACTION THEREOF	\$10.04	\$10.65	\$10.97	\$11.30
MINIMUM CALL ON ANY DAY NOT LESS THAN	\$80.15	\$87.55	\$94.18	\$97.01

4. THEME MUSIC:

	2/1/04	2/1/05	2/1/06	2/1/07
THREE HOUR MINIMUM	\$196.40	\$207.29	\$217.51	\$224.04
EACH ADDITIONAL QUARTER HOUR	\$16.37	\$17.27	\$18.13	\$18.67

5. LEADERS AND CONTRACTORS:

Double Instrumentalist Rate

6. MUSIC PREPARATION:

	2/1/05	2/1/06	2/1/07
INCREASE ALL SCALES	4%	4%	4%

7. DOUBLING:

25% first double,
10% each additional

8. PENSION FUND CONTRIBUTION:

2/1/04	2/1/07
10%	12%

9. HEALTH AND WELFARE

	2/1/04	2/1/05	2/1/06	2/1/07
PER DAY	\$10.00	\$10.75	\$11.50	\$12.25
NOT TO EXCEED IN ANY WEEK	\$50.00	\$53.75	\$57.50	\$61.25

10. CARTAGE:

Harp, String Bass, Timpani, Keyboard

\$30.00

Tuba, Drums, Electric Guitar, Amplifiers,
Baritone Saxophone, Bass Saxophone, Cello,
Contra Bass Clarinet, Contra Bassoon and
Accordion

\$9.00 each

- Be sure to refer to the AFM National Public Radio Agreement for full rates, including music preparation scales, foreign broadcasts, etc. and other working conditions. Payments made under this Agreement are to be reported on the current AFM B-10 Report Form.