

2006-2007 AFTRA NATIONAL CODE OF FAIR PRACTICE FOR SOUND RECORDINGS

Memorandum of Agreement and Extension Agreement

The following terms and conditions of employment have been agreed to by and among Warner Brothers Records, Atlantic Recording Corporation, Elektra Entertainment Group Inc., SONY BMG Music Entertainment, UMG Recordings, Inc., Virgin Records America, Inc., Capitol Records, Inc., (each hereinafter the "Company") and the American Federation of Television and Radio Artists, AFL-CIO.

All terms of the 2002-2006 AFTRA National Code of Fair Practice for Sound Recordings not modified herein shall remain in full force and effect.

1. Term

This agreement shall be effective as of July 1, 2006 through and including June 30, 2007.

2. Minimum Rates (Par. 6, Page 5, and Par. 9, Page 12):

Increase all rates in Paragraph 6 and contractors' rates in Paragraph 9 by 2.75% effective July 1, 2006. A chart of the rates effective as of July 1, 2006 is attached to this Memorandum of Agreement and incorporated herein.

3. AFTRA Health and Retirement (Par. 34, Section 1, Page 18)

For the period beginning January 1, 2007 through June 30, 2007, the Health and Retirement contribution rate provided in Paragraph 34, Section 1 for non-royalty artists shall be eleven and one-half (11.5%) percent, at which time the 11.5% shall immediately revert to 11% on July 1, 2007, unless the parties agree otherwise as part of the successor agreement to this extension.

All other terms and conditions of the 2002-2006 Code shall remain in full force and effect during the term of this extension.

For WARNER BROTHERS RECORDS, ATLANTIC RECORDING CORPORATION,
ELEKTRA ENTERTAINMENT GROUP INC., SONY BMG MUSIC
ENTERTAINMENT, UMG RECORDINGS, INC., VIRGIN RECORDS AMERICA, INC.,
CAPITOL RECORDS, INC.

By: /s/Norman Samnick

By: /s/Michael Curley

For AMERICAN FEDERATION OF TELEVISION AND RADIO ARTISTS

By: /s/ Kim Roberts Hedopeth

2006-2007

| | <u>Current Through 6/30/06</u> | <u>Effective 7/1/06</u> |
|--|--|---------------------------------|
| <u>Soloists and Duos</u> | | |
| Solo/Duo | \$188.75 | \$194.00 |
| <u>Group Singers</u> | | |
| Groups 3-8 | \$85.50 | \$87.75 |
| Groups 9-16 | \$65.50 | \$67.25 |
| Groups 17-24 | \$57.25 | \$58.75 |
| Groups 25-36 (non-classical) | \$48.50 | \$49.75 |
| Groups 36+ (non-classical) | \$41.50 | \$42.75 |
| <u>Classical Recordings</u> | | |
| Groups 25+ (with Orchestra) | \$107.75 | \$110.75 |
| | Overtime | \$37.25 |
| Groups 25+ (A Capella) | \$36.25 | \$37.25 |
| Coach Rehearsal | \$14.50 | \$15.00 |
| <u>"Stepping Out"</u> | | |
| Groups 9+ | \$85.50 | \$87.75 |
| Solo/Duo Step Out | | |
| Groups 3-8 | | |
| 1 Singer Steps Out | \$85.50 | \$87.75 |
| 2 Singers Step Out | \$57.50 | \$59.00 |
| 3 or more singers Step Out | \$42.50 | \$43.75 |
| <u>Actors, Comedians, Narrators and Announcers</u> | | |
| Narrators/Announcers | \$163.00 | \$167.50 |
| Actors - 1 Role | \$143.75 | \$147.75 |
| Actors - 2 Roles | \$287.25 | \$295.25 |
| Actors - 3 Roles | \$432.75 | \$444.75 |
| <u>Original Cast Show Albums</u> | | |
| Broadway Show | \$565.25 | \$580.75 |
| Other | \$378.75 | \$389.25 |
| <u>Sound Effects Artists</u> | | |
| First Hour | \$136.25 | \$140.00 |
| Each add'l half-hour | \$51.50 | \$53.00 |
| <u>Contractors</u> | | |
| Groups 3-8 | \$41.25 | \$42.50 |
| Groups 9-16 | \$48.50 | \$49.75 |
| Groups 17-24 | \$59.00 | \$60.50 |
| Groups 25-36 | \$71.00 | \$73.00 |
| Groups 36+ | \$85.00 | \$87.25 |
| <u>AFTRA Health and Retirement Contributions</u> | | |
| Non-Royalty artists | 11% | 11% (7/1/06-12/31/06) |
| Royalty Artists | 10%* | 11.50% (1/1/07-6/30/07) 10%* |