

UNITY • HARMONY • ARTISTRY

American Federation of Musicians of the United States and Canada

AFL-CIO/CLC Affiliated

OFFICE OF THE PRESIDENT
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April 8, 2020

RE: Remote Recording of SRLA Recordings During The COVID-19 Pandemic

Dear Producers and Contractors:

In consideration of governmental limitations on group in-person recordings because of the COVID-19 pandemic, and whereas SRLA-signatory companies may have responded by instructing instrumental musicians to separately record single tracks to later be combined with other separately-recorded tracks on the same recording, the AFM will temporarily apply and interpret the following provisions of the AFM Sound Recording Labor Agreement ("SRLA"), Exhibit A: Minimum Wages And Other Working Conditions, subsection 1(D) ("Leaders and Contractors"), third full paragraph, thusly. That contract language reads as follows:

"At each session one person shall be designated as leader but in the event only one person performs the musical service at a session, only that person can be designated as leader. However, notwithstanding anything herein to the contrary, in the case of a 'recognized self-contained group' (as defined in paragraph M(f)(iii), herein) when only such group (or any part thereof) appears on the contract, no leader shall be designated."

Notwithstanding the preceding language, if the Company employs twelve (12) or more unique instrumental musicians to perform on a recording for each 3-hour recording session (to record no more than 15 minutes of music and no more than 4 sides), AFM shall only require the Company to pay Leader scale to one instrumental musician per 3-hours session for such recording.

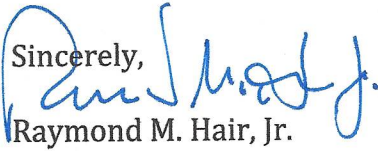
Under no circumstances shall the Company construe such temporary interpretation to avoid paying Leader scale to those individual or soloist instrumental musicians whom the Company has previously established to be entitled to such Leader scale for such recording.

The effective start date of the conditional application and interpretation would take effect retroactively to Monday, March 16. We will inform you when this conditional application and interpretation ends, although in no case shall it extend beyond the date on which the relevant governmental authorities permit resumption of in-person group recordings. This

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temporary conditional application and interpretation is made on a non-citable, non-precedential basis.

Sincerely,

Raymond M. Hair, Jr.
President