

CBC/ACTRA Radio Agreement
 Rate Schedule 1 – CBC Engaged Rates
 Effective July 1, 2011 through June 30, 2012 (1.5% increase)

Grid 1

| PRINCIPAL PERFORMER 1 SINGER / 2 SINGERS | BASE | 2 PLAYS | 3 PLAYS | 1 YEAR | 3 YEARS | 5 YEARS | 7 YEARS |
|---|-------------|----------------|----------------|---------------|----------------|----------------|----------------|
| | 100% | 125% | 150% | 175% | 200% | 250% | 300% |
| CALL | | | | | | | |
| 1 | \$231.89 | \$289.86 | \$347.84 | \$405.81 | \$463.78 | \$579.73 | \$695.67 |
| 2 | \$231.89 | \$289.86 | \$347.84 | \$405.81 | \$463.78 | \$579.73 | \$695.67 |
| 3 | \$265.67 | \$332.09 | \$398.51 | \$464.92 | \$531.34 | \$664.18 | \$797.01 |
| 4 | \$299.47 | \$374.34 | \$449.21 | \$524.07 | \$598.94 | \$748.68 | \$898.41 |
| 5 | \$333.24 | \$416.55 | \$499.86 | \$583.17 | \$666.48 | \$833.10 | \$999.72 |
| 6 | \$367.03 | \$458.79 | \$550.55 | \$642.30 | \$734.06 | \$917.58 | \$1,101.09 |
| 7 | \$400.82 | \$501.03 | \$601.23 | \$701.44 | \$801.64 | \$1,002.05 | \$1,202.46 |
| 8 | \$434.61 | \$543.26 | \$651.92 | \$760.57 | \$869.22 | \$1,086.53 | \$1,303.83 |
| Work | \$33.79 | | | | | | |

Grid 2

| 3 SINGERS | BASE | 2 PLAYS | 3 PLAYS | 1 YEAR | 3 YEARS | 5 YEARS | 7 YEARS |
|------------------|-------------|----------------|----------------|---------------|----------------|----------------|----------------|
| | 100% | 125% | 150% | 175% | 200% | 250% | 300% |
| CALL | | | | | | | |
| 1 | \$197.09 | \$246.36 | \$295.64 | \$344.91 | \$394.18 | \$492.73 | \$591.27 |
| 2 | \$197.09 | \$246.36 | \$295.64 | \$344.91 | \$394.18 | \$492.73 | \$591.27 |
| 3 | \$225.82 | \$282.28 | \$338.73 | \$395.19 | \$451.64 | \$564.55 | \$677.46 |
| 4 | \$254.55 | \$318.19 | \$381.83 | \$445.46 | \$509.10 | \$636.38 | \$763.65 |
| 5 | \$283.28 | \$354.10 | \$424.92 | \$495.74 | \$566.56 | \$708.20 | \$849.84 |
| 6 | \$311.97 | \$389.96 | \$467.96 | \$545.95 | \$623.94 | \$779.93 | \$935.91 |
| 7 | \$340.69 | \$425.86 | \$511.04 | \$596.21 | \$681.38 | \$851.73 | \$1,022.07 |
| 8 | \$369.42 | \$461.78 | \$554.13 | \$646.49 | \$738.84 | \$923.55 | \$1,108.26 |
| Work | \$28.72 | | | | | | |

Grid 3

**ACTOR
 4 SINGERS**

| | BASE | 2 PLAYS | 3 PLAYS | 1 YEAR | 3 YEARS | 5 YEARS | 7 YEARS |
|-------------|-------------|--------------------|--------------------|-------------------|--------------------|--------------------|--------------------|
| CALL | 100% | 125% | 150% | 175% | 200% | 250% | 300% |
| 1 | \$181.33 | \$226.66 | \$272.00 | \$317.33 | \$362.66 | \$453.33 | \$543.99 |
| 2 | \$181.33 | \$226.66 | \$272.00 | \$317.33 | \$362.66 | \$453.33 | \$543.99 |
| 3 | \$207.75 | \$259.69 | \$311.63 | \$363.56 | \$415.50 | \$519.38 | \$623.25 |
| 4 | \$234.18 | \$292.73 | \$351.27 | \$409.82 | \$468.36 | \$585.45 | \$702.54 |
| 5 | \$260.59 | \$325.74 | \$390.89 | \$456.03 | \$521.18 | \$651.48 | \$781.77 |
| 6 | \$287.04 | \$358.80 | \$430.56 | \$502.32 | \$574.08 | \$717.60 | \$861.12 |
| 7 | \$313.43 | \$391.79 | \$470.15 | \$548.50 | \$626.86 | \$783.58 | \$940.29 |
| 8 | \$339.87 | \$424.84 | \$509.81 | \$594.77 | \$679.74 | \$849.68 | \$1,019.61 |
| Work | \$26.40 | | | | | | |

Grid 4

5 TO 8 SINGERS

| | BASE | 2 PLAYS | 3 PLAYS | 1 YEAR | 3 YEARS | 5 YEARS | 7 YEARS |
|-------------|-------------|--------------------|--------------------|-------------------|--------------------|--------------------|--------------------|
| CALL | 100% | 125% | 150% | 175% | 200% | 250% | 300% |
| 1 | \$159.57 | \$199.46 | \$239.36 | \$279.25 | \$319.14 | \$398.93 | \$478.71 |
| 2 | \$159.57 | \$199.46 | \$239.36 | \$279.25 | \$319.14 | \$398.93 | \$478.71 |
| 3 | \$182.82 | \$228.53 | \$274.23 | \$319.94 | \$365.64 | \$457.05 | \$548.46 |
| 4 | \$206.09 | \$257.61 | \$309.14 | \$360.66 | \$412.18 | \$515.23 | \$618.27 |
| 5 | \$229.32 | \$286.65 | \$343.98 | \$401.31 | \$458.64 | \$573.30 | \$687.96 |
| 6 | \$252.57 | \$315.71 | \$378.86 | \$442.00 | \$505.14 | \$631.43 | \$757.71 |
| 7 | \$275.85 | \$344.81 | \$413.78 | \$482.74 | \$551.70 | \$689.63 | \$827.55 |
| 8 | \$299.08 | \$373.85 | \$448.62 | \$523.39 | \$598.16 | \$747.70 | \$897.24 |
| Work | \$23.25 | | | | | | |

| Grid 5 9 OR MORE SINGERS | BASE | 2 PLAYS | 3 PLAYS | 1 YEAR | 3 YEARS | 5 YEARS | 7 YEARS |
|------------------------------------|-------------|--------------------|--------------------|-------------------|--------------------|--------------------|--------------------|
| CALL | 100% | 125% | 150% | 175% | 200% | 250% | 300% |
| 1 | \$140.42 | \$175.53 | \$210.63 | \$245.74 | \$280.84 | \$351.05 | \$421.26 |
| 2 | \$140.42 | \$175.53 | \$210.63 | \$245.74 | \$280.84 | \$351.05 | \$421.26 |
| 3 | \$160.89 | \$201.11 | \$241.34 | \$281.56 | \$321.78 | \$402.23 | \$482.67 |
| 4 | \$181.35 | \$226.69 | \$272.03 | \$317.36 | \$362.70 | \$453.38 | \$544.05 |
| 5 | \$201.82 | \$252.28 | \$302.73 | \$353.19 | \$403.64 | \$504.55 | \$605.46 |
| 6 | \$222.26 | \$277.83 | \$333.39 | \$388.96 | \$444.52 | \$555.65 | \$666.78 |
| 7 | \$242.73 | \$303.41 | \$364.10 | \$424.78 | \$485.46 | \$606.83 | \$728.19 |
| 8 | \$263.18 | \$328.98 | \$394.77 | \$460.57 | \$526.36 | \$657.95 | \$789.54 |
| Work | \$20.46 | | | | | | |

CBC/ACTRA Radio Agreement
Rate Schedule 2 & 3 – Remote (Non-opera & Opera)
Effective July 1, 2011 through June 30, 2012

Grid 1

**NON-OPERA: PRINCIPAL PERFORMER/
1 SINGER/2 SINGERS**
OPERA: SOLOIST/LEAD

| PERFORMANCE LENGTH | BASE | 2 PLAYS | 3 PLAYS | 1 YEAR | 3 YEARS | 5 YEARS | 7 YEARS |
|--------------------|----------|----------|------------|------------|------------|------------|------------|
| | 100% | 125% | 150% | 175% | 200% | 250% | 300% |
| 30 | \$178.41 | \$223.01 | \$267.62 | \$312.22 | \$356.82 | \$446.03 | \$535.23 |
| 45 | \$254.73 | \$318.41 | \$382.10 | \$445.78 | \$509.46 | \$636.83 | \$764.19 |
| 60 | \$331.19 | \$413.99 | \$496.79 | \$579.58 | \$662.38 | \$827.98 | \$993.57 |
| 75 | \$382.08 | \$477.60 | \$573.12 | \$668.64 | \$764.16 | \$955.20 | \$1,146.24 |
| 90 | \$432.96 | \$541.20 | \$649.44 | \$757.68 | \$865.92 | \$1,082.40 | \$1,298.88 |
| 120 | \$534.73 | \$668.41 | \$802.10 | \$935.78 | \$1,069.46 | \$1,336.83 | \$1,604.19 |
| 135 | \$585.61 | \$732.01 | \$878.42 | \$1,024.82 | \$1,171.22 | \$1,464.03 | \$1,756.83 |
| 180+ | \$738.24 | \$922.80 | \$1,107.36 | \$1,291.92 | \$1,476.48 | \$1,845.60 | \$2,214.72 |

Grid 2

NON-OPERA: 3 SINGERS
OPERA: SECONDARY SOLOIST

| PERFORMANCE LENGTH | BASE | 2 PLAYS | 3 PLAYS | 1 YEAR | 3 YEARS | 5 YEARS | 7 YEARS |
|--------------------|----------|----------|----------|------------|------------|------------|------------|
| | 100% | 125% | 150% | 175% | 200% | 250% | 300% |
| 30 | \$162.97 | \$203.71 | \$244.45 | \$285.19 | \$325.94 | \$407.42 | \$488.91 |
| 45 | \$193.80 | \$242.26 | MANCE7 | \$339.16 | \$387.61 | \$484.51 | \$581.42 |
| 60 | \$224.36 | \$280.43 | \$336.53 | \$392.62 | \$448.70 | \$560.89 | \$673.06 |
| 75 | \$275.23 | \$344.03 | \$412.84 | \$481.64 | \$550.44 | \$688.07 | \$825.67 |
| 90 | \$326.12 | \$407.65 | \$489.18 | \$570.70 | \$652.24 | \$815.30 | \$978.35 |
| 120 | \$427.88 | \$534.85 | \$641.84 | \$748.80 | \$855.77 | \$1,069.71 | \$1,283.65 |
| 135 | \$478.78 | \$598.46 | \$718.17 | \$837.86 | \$957.55 | \$1,196.95 | \$1,436.33 |
| 180+ | \$631.41 | \$789.26 | \$947.13 | \$1,104.98 | \$1,262.83 | \$1,578.54 | \$1,894.24 |

Grid 3

NON-OPERA: ACTOR / 4 SINGERS

OPERA: CHORUS BIT

| PERFORMANCE LENGTH | BASE | 2 PLAYS | 3 PLAYS | 1 YEAR | 3 YEARS | 5 YEARS | 7 YEARS |
|-----------------------|----------|------------|------------|------------|------------|------------|------------|
| | 100% | 125% | 150% | 175% | 200% | 250% | 300% |
| 30 | \$157.87 | \$197.34 | \$236.81 | \$276.27 | \$315.74 | \$394.68 | \$473.61 |
| 45 | \$188.42 | \$235.53 | \$282.63 | \$329.74 | \$376.84 | \$471.05 | \$565.26 |
| 60 | \$218.84 | \$273.55 | \$328.26 | \$382.97 | \$437.68 | \$547.10 | \$656.52 |
| 75 | \$269.72 | \$337.15 | \$404.58 | \$472.01 | \$539.44 | \$674.30 | \$809.16 |
| 90 | \$320.59 | \$400.74 | \$480.89 | \$561.03 | \$641.18 | \$801.48 | \$961.77 |
| 120 | \$422.36 | \$527.95 | \$633.54 | \$739.13 | \$844.72 | \$1,055.90 | \$1,267.08 |
| 135 | \$473.24 | \$591.55 | \$709.86 | \$828.17 | \$946.48 | \$1,183.10 | \$1,419.72 |
| 180+ | \$625.88 | \$782.35 | \$938.82 | \$1,095.29 | \$1,251.76 | \$1,564.70 | \$1,877.64 |

Grid 4

NON-OPERA: 5 TO 8 SINGERS

OPERA: CHORUS/CHOIR OF 5 TO 8 SINGERS

| PERFORMANCE LENGTH | BASE | 2 PLAYS | 3 PLAYS | 1 YEAR | 3 YEARS | 5 YEARS | 7 YEARS |
|-----------------------|----------|------------|------------|------------|------------|------------|------------|
| | 100% | 125% | 150% | 175% | 200% | 250% | 300% |
| 30 | \$137.74 | \$172.18 | \$206.61 | \$241.05 | \$275.48 | \$344.35 | \$413.22 |
| 45 | \$165.70 | \$207.13 | \$248.55 | \$289.98 | \$331.40 | \$414.25 | \$497.10 |
| 60 | \$193.61 | \$242.01 | \$290.42 | \$338.82 | \$387.22 | \$484.03 | \$580.83 |
| 75 | \$244.50 | \$305.63 | \$366.75 | \$427.88 | \$489.00 | \$611.25 | \$733.50 |
| 90 | \$295.38 | \$369.23 | \$443.07 | \$516.92 | \$590.76 | \$738.45 | \$886.14 |
| 120 | \$397.15 | \$496.44 | \$595.73 | \$695.01 | \$794.30 | \$992.88 | \$1,191.45 |
| 135 | \$448.02 | \$560.03 | \$672.03 | \$784.04 | \$896.04 | \$1,120.05 | \$1,344.06 |
| 180+ | \$600.68 | \$750.85 | \$901.02 | \$1,051.19 | \$1,201.36 | \$1,501.70 | \$1,802.04 |

Grid 5

NON-OPERA: 9 OR MORE SINGERS

OPERA: CHORUS/CHOIR OF 9 OR MORE SINGERS

| PERFORMANCE LENGTH | BASE | 2 PLAYS | 3 PLAYS | 1 YEAR | 3 YEARS | 5 YEARS | 7 YEARS |
|--------------------|----------|----------|----------|------------|------------|------------|------------|
| | 100% | 125% | 150% | 175% | 200% | 250% | 300% |
| 30 | \$117.28 | \$146.60 | \$175.92 | \$205.24 | \$234.56 | \$293.20 | \$351.84 |
| 45 | \$144.82 | \$181.03 | \$217.23 | \$253.44 | \$289.64 | \$362.05 | \$434.46 |
| 60 | \$175.96 | \$219.95 | \$263.94 | \$307.93 | \$351.92 | \$439.90 | \$527.88 |
| 75 | \$226.85 | \$283.56 | \$340.28 | \$396.99 | \$453.70 | \$567.13 | \$680.55 |
| 90 | \$277.72 | \$347.15 | \$416.58 | \$486.01 | \$555.44 | \$694.30 | \$833.16 |
| 120 | \$379.50 | \$474.38 | \$569.25 | \$664.13 | \$759.00 | \$948.75 | \$1,138.50 |
| 135 | \$430.37 | \$537.96 | \$645.56 | \$753.15 | \$860.74 | \$1,075.93 | \$1,291.11 |
| 180+ | \$583.03 | \$728.79 | \$874.55 | \$1,020.30 | \$1,166.06 | \$1,457.58 | \$1,749.09 |

Grid 6

OPERA: MORE THAN 20 SINGERS

| PERFORMANCE LENGTH | BASE | 2 PLAYS | 3 PLAYS | 1 YEAR | 3 YEARS | 5 YEARS | 7 YEARS |
|--------------------|----------|----------|----------|----------|----------|----------|------------|
| | 100% | 125% | 150% | 175% | 200% | 250% | 300% |
| 120+ | \$344.12 | \$430.15 | \$516.18 | \$602.21 | \$688.24 | \$860.30 | \$1,032.36 |

Grid 6

NON-OPERA: MORE THAN 20 SINGERS

| PERFORMANCE LENGTH | BASE | 2 PLAYS | 3 PLAYS | 1 YEAR | 3 YEARS | 5 YEARS | 7 YEARS |
|--------------------|------|----------|----------|----------|----------|----------|------------|
| | 100% | 125% | 150% | 175% | 200% | 250% | 300% |
| 120+ | — | \$430.15 | \$516.18 | \$602.21 | \$688.24 | \$860.30 | \$1,032.36 |