

Nashville Musicians Association

AFM Local 257, AFL - CIO
11 Music Circle N. or P.O. Box 120399
Nashville, TN 37203 Nashville, TN 37212

Tel: 615-244-9514 Fax: 615-259-9140
www.nashvillemusicians.org



Dave Pomeroy—President Craig Krampf—Secretary/Treasurer

May 25, 2010

Dear Employer,

By now you should have received the packet of information from the American Federation of Musicians and Employers' Pension Fund ("Fund") dated April 30, 2010 notifying you that the Fund's actuary has certified the Fund to be in "critical status" and explaining the consequences of that certification, including the surcharge required by the Pension Protection Act of 2006 equal to 5% of contributions effective June 1, 2010 and 10% of contributions effective April 1, 2011.

As explained in the materials from the Fund, to avoid the surcharge automatically going into effect June 1, 2010, all collective bargaining agreements and participation agreements need to be amended to provide for an increase in your current contribution percentage by 4% effective June 1, 2010 and by 9% of your current contribution effective April 1, 2011 (see schedule below).¹ As mentioned in the materials you received from the Fund, the 4% and 9% contribution increases will provide additional benefit accruals for your employees, whereas the 5% and 10% surcharges will not.

Attached are two partially executed original Universal Supplemental Agreements. **Please sign both originals, keep one for your records and return one completely executed original to Local 257 in the envelope provided by June 1, 2010 so as to avoid implementation of the surcharge.** We will forward the executed Universal Supplemental Agreement to the Fund.

Once the Fund receives the Supplemental Agreement, it will send you a list of collective bargaining agreements and participation agreements to which you are shown as a signatory in the Fund's database, along with the contribution rates required under each collective bargaining agreement or participation agreement.

¹ Examples of Agreements to which the Universal Supplemental Agreement applies include:

- Sound Recording Labor Agreement
- Country Music Television Agreement
- Local 257 Limited Pressing Agreements
- Demo Record Agreements
- Television and Videotape Agreement
- Theatrical and Television Motion Picture Agreement
- Commercial Recording Agreement
- Pamphlet B

If you have any questions, please don't hesitate to give me a call at (615) 244-9514, extension 238.

Sincerely, ~



Juanita Copeland
Director Electronic Media

Schedule of contribution rate increases

4% Effective 6/1/2010

Agreement Rate	New Rehab Plan Rate
4.00%	4.16%
4.50%	4.68%
5.00%	5.20%
5.50%	5.72%
6.00%	6.24%
6.50%	6.76%
7.00%	7.28%
7.50%	7.80%
8.00%	8.32%
8.50%	8.84%
9.00%	9.36%
9.50%	9.88%
10.00%	10.40%
10.50%	10.92%
11.00%	11.44%
11.50%	11.96%
12.00%	12.48%
12.50%	13.00%
13.00%	13.52%
13.50%	14.04%
14.00%	14.56%

9% Effective 4/1/2011

Agreement Rate	New Rehab Plan Rate
4.00%	4.360%
4.50%	4.905%
5.00%	5.450%
5.50%	5.995%
6.00%	6.540%
6.50%	7.085%
7.00%	7.630%
7.50%	8.175%
8.00%	8.720%
8.50%	9.265%
9.00%	9.810%
9.50%	10.355%
10.00%	10.900%
10.50%	11.445%
11.00%	11.990%
11.50%	12.535%
12.00%	13.080%
12.50%	13.625%
13.00%	14.170%
13.50%	14.715%
14.00%	15.260%

**Nashville Musicians Association, Local 257 AFM
Universal Supplemental Agreement Adopting AFM-EPF Rehabilitation Plan**

Adoption Date: _____

Employer
Name: _____

Employer
Signature: _____

Employer
Address: _____

Employer E-mail: _____ Employer Telephone: _____

The employer identified above (the "Employer"), along with Nashville Musicians Union Local 257 or the American Federation of Musicians, as applicable (collectively or individually, the "Union"), hereby agree as follows:

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%.

All remaining provisions of the Agreements remain in effect to the extent they are consistent with the 2010 Rehabilitation Plan, which is incorporated by reference into the Agreements.

Nashville Association of Musicians

Signature: _____

American Federation of Musicians of the United States and Canada

Signature:  _____

A copy of the Rehabilitation Plan, along with Rehabilitation Plan Questions and Answers, is available at www.afm-epf.org.

¹ If adoption date is after June 1, 2010, a statutory surcharge of 5% will imposed on all contributions earned between June 1, 2010 (or 10% for all contributions earned after April 1, 2011) and the adoption date.