**DEMONSTRATION RECORDING SCALE**

*Demonstration recordings cannot be sold or mastered unless full Sound Recording (Master) scale is paid, contracts are executed and the proper signatory agreement is signed.*

*At any recording session, music can only be recorded for one signatory company/project.*

*Demonstration contracts and payment cannot be fully processed without the original contract being signed by a representative of the Producer/Employer.*

*Except as set herein, other conditions are the same as contained in the American Federation of Musicians Sound Recording Labor Agreement.*

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*Effective July 31, 2020 New rates for Pension 14.09%*

**HEALTH & WELFARE (H&W):** $28.00 H&W should be added to the scales listed below for each musician, contractor, orchestrator, arranger & copyist for first original service and $22.00 for each additional service that day for the same project.

**PENSION:** Employer contributions to the AFM & EP Fund will be **14.09%** of gross scale wages, including overtime and doubling. Pension contributions are not calculated on H&W and cartage.

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### Single Musician One Hour Session Scale

<table>
<thead>
<tr>
<th>Leader</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Basic Scale</strong> (no overtime allowed)</td>
<td>104.00</td>
</tr>
</tbody>
</table>

### 2 Hour Session Scale

<table>
<thead>
<tr>
<th>Sidemusician</th>
<th>Leader</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Basic Scale</strong></td>
<td>104.00</td>
</tr>
<tr>
<td><strong>½ Hour Overtime</strong></td>
<td>39.00</td>
</tr>
</tbody>
</table>

### 3 Hour Session Scale

<table>
<thead>
<tr>
<th>Sidemusician</th>
<th>Leader</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Basic Scale</strong></td>
<td>156.00</td>
</tr>
<tr>
<td><strong>½ Hour Overtime</strong></td>
<td>39.00</td>
</tr>
</tbody>
</table>

### PREMIUM SESSION (150% of Regular Scale)

All work done between midnight and 8:00am, after 1:00pm on Saturdays if 6th consecutive day of work for Company, and on Sundays.

<table>
<thead>
<tr>
<th>Sidemusician</th>
<th>Leader</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>1 Hour Basic Scale</strong> (no overtime allowed)</td>
<td>---</td>
</tr>
<tr>
<td><strong>2 Hour Basic Scale</strong></td>
<td>156.00</td>
</tr>
<tr>
<td><strong>3 Hour Basic Scale</strong></td>
<td>234.00</td>
</tr>
<tr>
<td><strong>½ Hour Overtime</strong></td>
<td>58.50</td>
</tr>
</tbody>
</table>
DOUBLE TIME

Two times the basic session and overtime rates for all hours of recording on any of the following holidays:
New Year's Day (Jan. 1st), President's Day, Memorial Day, Independence Day (July 4th), Labor Day,
Thanksgiving Day and Christmas Day (Dec. 25th). (Each of these holidays shall be observed the day on
which it is observed by employees of the United States government.)

<table>
<thead>
<tr>
<th></th>
<th>Sidemusician</th>
<th>Leader</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Hour Basic Scale (no overtime allowed)</td>
<td>---</td>
<td>208.00</td>
</tr>
<tr>
<td>2 Hour Basic Scale</td>
<td>208.00</td>
<td>416.00</td>
</tr>
<tr>
<td>3 Hour Basic Scale</td>
<td>312.00</td>
<td>624.00</td>
</tr>
<tr>
<td>½ Hour Overtime</td>
<td>78.00</td>
<td>156.00</td>
</tr>
</tbody>
</table>

DOUBLES: 20% of sideman scale for the first double and an additional 15% for each double thereafter. Percentages
are figured on sideman basic session scale, including overtime, but not including H&W or cartage.

DOUBLES REQUESTED, BUT NOT USED: A special fee of $6.00 shall be paid for each additional instrument
requiring a doubling fee which the musician is directed to bring to the engagement if such instrument is not actually
used.

CARTAGE: Harp, Timpani, Keyboard, String Bass -- $35.00 each; Accordion, Tuba, Drums, Marimba, Chimes,
Vibraphone, all Amplifiers, Baritone Saxophone, Bass Saxophone, Cello, Contrabassoon, Contra Bass Clarinet -- $17.00
each. Cartage may be billed once for each project per day.

MINIMUM SESSION CALL (TRACKING and/or OVERDUBS): When two or more musicians are engaged for
employment, there shall be a minimum call of two hours required, with one musician to be paid as leader. When a
single musician is engaged for employment, there shall be a minimum call of one hour, with the single musician to
be paid as leader.

TRACKING AND/OR MULTIPLE PARTS: Multiple parts (including when a musician plays the same part to create
the sound of additional instruments) must be paid the total of all payments which would otherwise have been payable
had separate musicians been used for these parts. If only one musician is used, he/she shall be paid leader's scale.

DISMISSAL AND OVERTIME: Musicians shall be dismissed upon completion of performances for which they have
been engaged whether or not the full session has expired. Musicians may record at any time during the session for
which they have been engaged. No musician shall be required to remain longer than one-half hour overtime unless a
longer time requirement was specified at the time he/she accepted the engagement. If the leader does not have
overtime and overtime is performed by a sidemusician, the first sideman listed on the time card will receive leader pay
for the overtime unless a musician is designated to receive the leader overtime pay.

LEADERS AND CONTRACTORS: The leader and contractor shall receive not less than double the applicable
sidemusician's scale. At each session one person shall be designated as leader but in the event only one person
performs the musical service at the session, only that person can be designated as leader. The contractor may be one
of the sidemusicians at the session. If 12 or more musicians are employed there must be a contractor.

NOTIFICATION AND CONTRACT INFORMATION: It is the responsibility of the recording company to give prior
notification to this Local of any recording session. The Company, or its authorized agent, shall announce the name of
the signatory employer at the time of the calling of the session. It is the leader and/or contractor's responsibility to file
time cards and contracts (B-5 Report Form) with the Local within 72 hours of a session. If a session is called to add to
existing musical tracks, the Company will provide Local 257 with dates, places and contract numbers of prior sessions.
It is also the Company's responsibility to notify this Local of any change in title of a song listed on a contract filed with
Local 257.

CANCELLATION: A session, once called, shall not be canceled, postponed or rescheduled less than 7 days prior
to the date of the session. In the event of an emergency, a session may be canceled, postponed or rescheduled upon
shorter notice with the consent of the Office of the President, Local 257, who must, in any event, be notified.

PAYMENT: All payments to the musician(s) and pension fund for any kind of recording or taped music
must be made through the Local Union Office. Payments are due within 30 days from date of recording.
Delinquent payments may be subject to penalties, which will be assessed according to the terms set forth in the Sound
Recording Labor Agreement. Issue individual checks to each musician for his/her scale wages, H&W and cartage.
Issue another check payable to the AFM - EP Fund for the total pension contribution.

Send all checks and contracts to the Local Union Office.
Nashville Association of Musicians/ AFM Local 257 • PO Box 120399, Nashville, TN 37212