

Note: Information herein is from an unfinalized version of the 2007-2011 Master Agreement

Section A3.1

ARTICLE A-III
CLASSIFICATIONS AND WAGE SCALES

Section A3.1

Groups for the purpose of classification and minimum wage scales for regular employees shall be as follows:

Group 2 - Radio and Television

- Radio Engineer (2)
- Camera Operator
- Audio Operator (2)
- Studio/Field Engineer
- Graphics, Electronic Character Generator and/or Still Store Operator
- Technical Stock Clerk/Utility

Minimum Wage Scale (Per Week):

The in-hire rate during the first year of employment may, at the Company's option, be \$1000.00.

12/15/07- 04/04/08	04/05/08- 04/03/09	04/04/09- 04/02/10	04/03/10- 03/31/11
\$1,442.50	\$1,486.00	\$1,530.50	\$1,584.00

(See Sideletters CC and GK Para. 10.)

Group 5 - Radio and Television

Audio Operator

- Hand Held Camera Operator
- Video Operator
- Editor
- VTR Operator
- ENG Audio Operator
- ENG Field Technician
- ENG Field Technician/Editor
- Sr. Network ENG Technical Support Engineer
- Media Preparations Operator
- Robotic Camera/Video Shading Engineer

LDE

- Graphic Artist (NY)
- Network Studio Camera Operator - New York and Los Angeles*
- Radio Engineer (5)

Minimum Wage Scale (Per Week):

The in-hire rate during the first year of employment may, at the Company's option, be \$1000.00.

12/15/07-	4/5/08-	4/4/09- 4/3/10-
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4/4/08	4/3/09	4/2/10	3/31/11
\$1551.50	\$1598.00	\$1646.00	\$1703.50

* See March 3, 2000, December 6, 2007 and February 12, 2008 Letter Agreements between the Parties which set forth the circumstances under which Group 5 is paid.

(See Sideletters CC, and GK Para. 10.)

Group 7 - Radio and Television

- ENG-EFP Camera Operator
- ENG-EFP Camera Operator/Editor
- Maintenance
- SNG Operator
- LDE
- Specialty Camera Operator
- Graphic Artist (NY)
- Post Production Editor
- Editor
- Control Center Engineer
- Network ENG Tech Support Supervisor
- Transmission Engineer
- Technical Support Supervisor (Radio)
- Radio Engineer (7)
- Network Senior Audio Control Engineer (7) - See "Daily Upgrades" provision below

Section A3.1 Cont'd

Minimum Wage Scale (Per Week):

The in-hire rate during the first year of employment may, at the Company's option, be \$1,175.00.

12/15/07- 04/04/08	04/05/08- 04/03/09	04/04/09- 04/02/10	04/03/10- 03/31/11
\$1,630.00	\$1,679.00	\$1,729.50	\$1,790.00

(See Sideletter GK Para. 10.)

Group 8

Television Technical Director (8)

12/15/07- 04/04/08	04/05/08- 04/03/09	04/04/09- 04/02/10	04/03/10- 03/31/11
\$1,746.50	\$1,799.00	\$1,853.00	\$1,918.00

The re-classification of Technical Directors from Group 7 to Group 8 in the 1993-1997 Master Agreement is limited to those Network and/or Owned Television Station employees who are classified as "Technical Director" and who are covered by the provisions of Stipulation 8 as well as Article A-IV. (By way of illustration, in the New York office of the Company those Network employees are included within the 181-110 Cost Center.) The re-classification does not apply to any other person who is classified as Group 7 who operates a switcher and/or related equipment.

(See Stipulation (8)(e).)

Daily Upgrades

Network Senior Audio Control Engineer (Group 7) - See Group 7 rates above
Network Television Show Technical Director (Group 9):

12/15/07- 04/04/08	04/05/08- 04/03/09	04/04/09- 04/02/10	04/03/10- 03/31/11
\$1,900.00	\$1,957.00	\$2,015.50	\$2,086.00

Section A3.2

To receive a Group 9 hereunder, a Network Television Show Technical Director (Production Technical Director) must be responsible for the production of: (i) a special (i.e., not regularly scheduled) Network television program of sixty (60) or more minutes in length as broadcast, or (ii) a Network television sports program of ninety (90) or more minutes in length as broadcast. In either (i) or (ii) to be eligible for a daily upgrade under this Section, the Network show must also require the Technical Director to be responsible for the simultaneous switching among at least twelve (12) live, manned cameras, all of which remain available for switching for the duration of the program.

Cameras under the control of a robotic camera operator, whether one or more cameras, shall be deemed to be one live manned camera for the purpose of determining the number of manned cameras under this provision.

On those days when the Network Television Show Technical Director receives a daily upgrade to Group 9, the A-1 Audio Operator shall receive a daily upgrade to Group 7 and be designated a Network Senior Audio Control Engineer for that day.

The Group 9 or Group 7 upgrade, as applicable, shall apply only for day-of-air broadcast. No upgrade will be given for travel, set-up, knock-down, or meeting days.

Any Group 9 or Group 7 assignment hereunder will be a daily upgrade to Group 9 or Group 7, as applicable, based on the minimum rate of one-fifth (1/5) the regularly weekly rate.

Video Tape Librarians - Minimum Wage Scale (Per Week)

12/15/07- 04/04/08	04/05/08- 04/03/09	04/04/09- 04/02/10	04/03/10- 03/31/11
\$1,239.00	\$1,276.00	\$1,314.50	\$1,360.50

No regular employee on the payroll as of May 12, 2003, will be downgraded from his or her permanent classification as of that date as a direct result of the simplification of the job titles contained herein in the negotiations for the successor to the 1997-2003 Master Agreement.

Section A3.2

The classification of employees in this Article is solely for the purpose of establishing minimum wage scales. Except as set forth in Article A-VII, the Company shall not be required to employ or assign one or more employees to each of the classifications or groups set forth above in this Article.

ARTICLE B-III
CLASSIFICATION AND WAGE SCALES

Section B3.1 - Traffic
Minimum Wage Scales Per Week

Years	12/15/07- 04/04/08	04/05/08- 04/03/09	04/04/09- 04/02/10	04/03/10- 03/31/11
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Group 5

0-1	\$628.00	\$647.00	\$666.50	\$690.00
1-2	\$962.50	\$991.50	\$1,021.00	\$1,056.50
2-3	\$1,101.00	\$1,134.00	\$1,168.00	\$1,209.00
3-4	\$1,227.00	\$1,264.00	\$1,302.00	\$1,347.50
4 & over	\$1,551.50	\$1,598.00	\$1,646.00	\$1,703.50

Years	12/15/07- 04/04/08	04/05/08- 04/03/09	04/04/09- 04/02/10	04/03/10- 03/31/11
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Group 7

0-1	\$683.50	\$704.00	\$725.00	\$750.50
1-2	\$1,029.00	\$1,060.00	\$1,092.00	\$1,130.00
2-3	\$1,177.00	\$1,212.50	\$1,249.00	\$1,292.50
3-4	\$1,310.00	\$1,349.50	\$1,390.00	\$1,438.50
4 & over	\$1,630.00	\$1,679.00	\$1,729.50	\$1,790.00

ARTICLE D-III
CLASSIFICATION AND WAGE SCALES

Section D3.1

The minimum wage scale of employees shall be as follows:

Months	12/15/07- 04/04/08	04/05/08- 04/03/09	04/04/09- 04/02/10	04/03/10- 03/31/11
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0-6	\$434.00	\$449.00	\$462.50	\$476.50
12-Jun	\$456.50	\$472.50	\$486.50	\$501.00
18-Dec	\$540.00	\$559.00	\$576.00	\$593.50
18 & Over	\$583.50	\$604.00	\$622.00	\$640.50

Section D3.2 Cont'd

	12/15/07- 04/04/08	04/05/08- 04/03/09	04/04/09- 04/02/10	04/03/10- 03/31/11
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Part-time (per hour)	\$14.64	\$15.15	\$15.60	\$16.07
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Chief Desk Assistant - Additional Thirty-five Dollars (\$35.00)(increased to Thirty-seven Dollars and Fifty Cents (\$37.50) effective on January 12, 2008, and Forty Dollars (\$40.00) effective on January 23, 2010) per week.