

LETTER OF AGREEMENT: VARIETY PROGRAMMES IN QUEBEC

BETWEEN:

THE CANADIAN BROADCASTING CORPORATION

(hereinafter referred to as "the CBC")

AND:

THE CANADIAN FEDERATION OF MUSICIANS

(hereinafter referred to as "the CFM")

Except where another Collective Bargaining Agreement is in place between the CFM or Guilde des Musiciens et Musiciennes du Quebec and a producer or an association of producers in Quebec and notwithstanding the provision of Article 5.1 of the CFM-CBC General Production Agreement, the parties agree that for Variety Programmes produced in the Province of **Quebec** by independent producers, where musicians are engaged to perform on a Variety type Programme, the producer must execute a Letter of Adherence and contract the musicians under the CFM-CBC General Production Agreement or another applicable CFM/AFM agreement.

IN WITNESS WHEREOF, the parties have signed on February 12, 2015.

THE CANADIAN FEDERATION OF MUSICIANS




Alan Willaert, duly authorized
Vice President from Canada, AFM

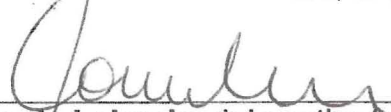
THE CANADIAN BROADCASTING CORPORATION



Roula Zaarour, duly authorized
Vice-President, People and Culture



Heather Conway, duly authorized
Executive Vice-President, English Services



Louis Lalande, duly authorized
Executive Vice-President, French Services