N E W S R E L E A S E

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Musicians of The Philadelphia Orchestra ratify new contract

(*Philadelphia,* September 18, 2007) – The Philadelphia Orchestra Association has announced that agreement has been reached with Local 77 of the American Federation of Musicians on a new three-year contract, which was ratified by the musicians of the Orchestra last night after negotiating teams for the musicians and management reached a tentative agreement on September 14. The terms of the contract are effective from September 17, 2007, through September 19, 2010.

Philadelphia Orchestra Association Chairman Harold A. Sorgenti stated, "We extend our deep appreciation to the individuals on both negotiating teams for their dedication and diligence in achieving this contract. I believe this contract will help the Association and the Orchestra move forward on the strategic plan we've set forth. We look forward to working together with the musicians toward achieving the goals of our initiatives, especially in the areas of electronic media and touring."

"Our negotiations reflected utmost respect and professionalism on both sides of the table, and both sides are to be commended for the collaborative nature by which we reached agreement on a contract," said Philadelphia Orchestra President and CEO James Undercofler. "This contract will allow us to continue to attract and retain the finest musicians in the world, present performances of the highest caliber, and continue to broaden our audiences and deepen their relationship with the music and the musicians of The Philadelphia Orchestra."

"I am pleased that we have come to an agreement that will enable all of us in The Philadelphia Orchestra and the Association to continue to work together as partners in bringing great music to life for audiences both here at home and around the world," said Chairman of the Orchestra's Members' Committee Eric Carlson, trombone.

The terms of the new contract are as follows:

- **Salary:** In the first year of the new agreement (2007-08 season) the minimum weekly salary will increase from $2,200 to $2,300, a 4.6% increase, in year two (2008-09 season) to $2,400, a 4.4%

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increase, and step up in phases in year three (2009-10 season) to $2,520 a 4.8% increase on average.

- **Pension:** The Philadelphia Orchestra Association contribution to the American Federation of Musicians Pension Fund remains unchanged.
- **Benefits:** The Association will provide improvements in instrument insurance coverage and disability insurance benefits. Medical, dental, and vision benefits remain the same.
- **Broadcasts and Recordings:** The agreement allows for additional flexibility, allowing the Orchestra to implement its many electronic media initiatives, including its Global Concert Series via Internet2, but adheres to all provisions of national American Federation of Musicians agreements. Agreement has been reached for local radio broadcasts in both Philadelphia and Saratoga Springs, New York.
- **Orchestra Employment:** Under the terms of the new contract the Association will employ a roster of not less than 107 members (105 musicians and 2 librarians), which will be achieved through internal reorganization. The agreement calls for the elimination of a contract provision called Complement Plus One, which required the advance hiring of additional string players each week, to be on hand to play in cases of last minute illnesses or emergencies.
- **Scheduling:** The contract provides for the addition of four (4) Sunday concerts for a total of ten (10) Sunday concerts. The number of Access concerts will be increased from four (4) to eight (8). In addition to concerts at Carnegie Hall and the Kennedy Center, the Association may schedule up to four (4) additional runout concerts.

Negotiations for the new contract began in March 2007. The Philadelphia Orchestra was represented during the negotiations by musicians Eric Carlson, trombone, acting as chairperson; Jonathan Beiler, violin; Gloria de Pasquale, cello; David Fay, double bass; John Koen, cello; Joseph Parente, President of Local 77, American Federation of Musicians; and Susan Martin, Esq., of Martin & Bonnett, P.L.L.C. The Philadelphia Orchestra Association was represented by President and CEO James Undercofler, Vice President for Marketing and Public Relations J. Edward Cambron, Vice President for Artistic Planning Kathleen van Bergen, Vice President and Chief Financial Officer Margaret Zminda, and Shelley Smith, Esq., of Ballard Spahr Andrews and Ingersoll LLP.

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