

Terms of Settlement Negotiated between the
Alliance of Canadian Cinema, Television and Radio Artists (ACTRA)
and the Canadian Broadcasting Corporation (CBC)
respecting the Radio and Television Agreements

Term of Agreement: July 3, 2002 until June 30, 2003

General Increases: Two and one-half percent (2.5%) increase on base rates effective July 3, 2002.

Payments due to performers: Within sixty (60) days of the date of ratification of these Terms of Settlement, CBC will issue cheques to performers who worked from July 3, 2002 until the date of ratification to compensate such performers for the 2.5% increase in base rates.

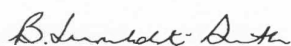
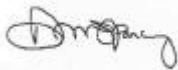
Next Negotiations: ACTRA and the CBC jointly commit to commencing bargaining with respect to the next ACTRA/CBC Agreements no later than March 30, 2003 with the intent of concluding Terms of Settlement of a successor Agreement no later than June 30, 2003.

Internet Programming (Appendix N): ACTRA and the CBC jointly commit to continuing the working committee process begun following the last round of negotiations with a view to concluding a framework for a comprehensive agreement between ACTRA and the CBC prior to June 30, 2003.

Excerpts: In instances where the permission or notification of ACTRA is required in Articles F102, F201, F203, F207, G103, G104, G109, and G302, reference to ACTRA will be changed to "ACTRA Performers' Rights Society".

Letter of Understanding
Re: Country Canada: See Attached.

Dated this 27th day of January, 2003.



CBC

ACTRA

Letter of Understanding respecting Country Canada

In the case of programming contracted specifically for CBC's newly-acquired digital channel Country Canada, the following terms and conditions will apply on an experimental basis until the expiry of the Television Agreement on June 30, 2003:

1. The rates in the ACTRA/CBC Television Agreement will apply, but those rates will provide for one (1) year of use on Country Canada.
2. Re-use of such programming beyond the one year window will be payable at fifteen percent (15%) of the base contracted fee for a five (5) year use period.
3. Re-use on Country Canada of programming originally recorded for broadcast on the main network will be payable at ten percent (10%) of base contracted fee for a five (5) year use period.
4. All other terms and conditions of the ACTRA/CBC Television Agreement will apply.
5. ACTRA and the CBC will monitor the utilization of this Letter of Understanding during the life of the Agreement.
6. Given that Country Canada is a new digital channel, and that this Understanding is intended to be experimental, ACTRA and the CBC jointly agree to apply retroactively any provisions of the successor Television Agreement (to the 2002/03 Television Agreement) related to use periods for Country Canada, if such use period provisions alter materially the terms of this Understanding.