

MEMORANDUM OF AGREEMENT
ABC/NABET-CWA Master Agreement

The AGREEMENT executed this 30th day of July 2024, between ABC, Inc., a wholly owned subsidiary of Disney Enterprises, Inc., a wholly owned subsidiary of the Walt Disney Company, Inc. (only as the owner of those television and radio stations, television and radio network facilities, and other entities and operations, which were covered by the 1981-1985 NABET-ABC Master Agreement and which formerly were included within the “American Broadcasting Company, a division of American Broadcasting Companies, Inc.”, which stations, facilities, entities, and operations continue to be owned, directly or indirectly, by ABC, Inc. or by a subsidiary or division thereof, and which stations, facilities, entities, and operations hereinafter referred to as the “Company”) and the National Association of Broadcast Employees and Technicians, the Broadcasting and Cable Television Workers Sector of the Communications Workers of America, AFL-CIO, CLC (hereinafter referred to as the “Union”) on behalf of each of the separate bargaining Units covered by the ABC/NABET-CWA Master Agreement and listed in Appendix “A” annexed hereto is as follows:

Except as modified herein, the terms of the 2021-2025 NABET-CWA/ABC Master Agreement (“Master Agreement”) are expressly reaffirmed and shall remain in effect, subject to conforming changes.

1. Term

July 30, 2024 – September 30, 2026.

2. Wages

All base wages in each separate Unit agreement of the Master Agreement shall be increased by five percent (5%) effective April 1, 2025, and shall be increased by an additional three-and one-half percent (3.5%) effective April 1, 2026.

The parties agree that the next wage increase after April 1, 2026, will occur no sooner than April 1, 2027, and, as such, the Union agrees that it has bargained these wage increases and

waived any proposal for wage increases for the period October 1, 2026, through March 31, 2027, in the negotiations for the successor Master Agreement.

3. Payment in Lieu of Benefits (PILB)

Master Agreement/ Scott Van Pelt

Effective April 1, 2025, the Company will make a PILB of Ninety Dollars (\$90.00) per day, with Forty Dollars (\$40.00) of that benefit payment allocated as a mandatory contribution to the Flex Medical Plan, and Twenty Five Dollars (\$25.00) of that benefit payment so allocated to the retirement savings plan (SRT or Flex 401(k) Plan) designated by the employee pursuant to Sideletter FD-1, subject to minimum contributions required for participation in the Flex Medical Plan (\$40.00/\$25.00/\$25.00).

DC ESPN Daytime Studio Shows

Effective April 1, 2025, the Company will make a PILB of Eighty Five Dollars (\$85.00) per day, with Forty Five Dollars (\$45.00) of that benefit payment allocated as a mandatory contribution to the Flex Medical Plan, and Twenty Five Dollars (\$25.00) of that benefit payment so allocated to the retirement savings plan (SRT or Flex 401(k) Plan) designated by the employee pursuant to Sideletter FD-1, subject to minimum contributions required for participation in the Flex Medical Plan (\$45.00/\$25.00/\$15.00).

Article A-XV – Sports Event Agreement

Effective April 1, 2025, the Company will make a PILB of Seventy Five Dollars (\$75.00) per day, with Fifty Dollars (\$50.00) of that benefit payment allocated as a mandatory contribution to the Flex Medical Plan, and Twenty Five Dollars (\$25.00) of that benefit payment so allocated to the retirement savings plan (SRT or Flex 401(k) Plan) designated by the employee pursuant to Sideletter FD-1, subject to minimum contributions required for participation in the Flex Medical Plan (\$50.00/\$25.00).


[Make conforming changes to Sections A14.2(e), A15.3(a)(vi), B3.4(a), F3.11(a), K3.14(a), O3.14(a), P3.3(a) and Sideletters EP-5 Paragraph 2(c), and EP-6 Paragraph 2(c).]

<u>Effective 4/1/2025</u>	<u>Flex Medical Plan Company Contribution</u>	<u>SRT/Flex 401(k) Plan Company Contributions</u>	<u>Direct Payment in Lieu of Benefits</u>	<u>Total</u>
Master Agreement/ SVP	\$40	\$25	\$25	\$90
DC ESPN Daytime Studio Shows	\$45	\$25	\$15	\$85
Article A-XV Sports Event Agreement	\$50	\$25	No direct payment in lieu of benefits.	\$75

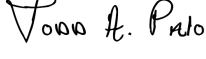
4. Section A14.3(b) - Travel Only Days

The hourly rates listed in Section A14.3(b) for a “travel-only” day shall increase by five percent (5%) effective April 1, 2025, and shall be increased by an additional three- and one-half percent (3.5%) effective April 1, 2026.

Effective April 1, 2025, the mandatory contribution made by the Company to the Entertainment Industry Flex Plan shall increase by Ten Dollars (\$10.00) per day.

DocuSigned by:

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 Charlie Braico
 Sector President
 NABET-CWA

July 30, 2024
 Date

DocuSigned by:

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 Todd A. Palo
 Managing Vice President, Labor Relations
 ABC, Inc.

July 30, 2024
 Date

APPENDIX A

- A. ENGINEERING AGREEMENT
- B. TRAFFIC AND COMMUNICATIONS AGREEMENT
- D. DESK ASSISTANTS AGREEMENT – NEW YORK
- F. NEWSWRITERS-PRODUCERS AGREEMENT – SAN FRANCISCO
- K. NEWSWRITERS AGREEMENT – CHICAGO
- O. NEWSWRITERS AGREEMENT – LOS ANGELES
- P. PLANT MAINTENANCE AGREEMENT – LOS ANGELES