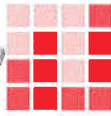


- 7 SEP 2007



RadioCentre

SHAPING COMMERCIAL RADIO'S FUTURE

7th September 2007

Mr Paul McLaughlin
NUJ
Headland House
308-312 Gray's Inn Road
London
WC1X 8DP

Dear Paul

RadioCentre/NUJ Freelance Agreement

Thank you for your letter dated 31st August agreeing to an increase of 2.5%.

Please find attached the updated agreement for your files.

Yours sincerely

Mandy O'Connor
RadioCentre

Encl.

Note To Members

TO: All Members
FROM: Accounts
DATE: 7th September 2007
NOTE: 22/07
SUBJECT: NUJ Freelance Agreement 1 Oct 2007 - 30 Sept 2008.

RADIOCENTRE NUJ FREELANCE AGREEMENT

RATES WITH EFFECT FROM 1 OCTOBER 2007 TO 30 SEPTEMBER 2008

Following negotiations with the NUJ, RadioCentre has agreed the rise in NUJ freelance rates by 2.5%. The rates are as follows:-

News Copy

(i) Ordered, or (ii) submitted and broadcast by the station:

£10.31

News Report (Voice)

For a report recorded on tape or broadcast by a freelance:

£27.81 for the first two minutes
And £9.26 per minute thereafter

Day Rates

For a day's or half day's exclusive engagement of a freelance journalist:

£96.84 per day
£48.41 per half day

For a day's or half day's exclusive engagement of a college student or college leaver in his/her first six months after completing a college course:

£74.71

Definition: Day - over 4 hours and up to 8 hours
Half-Day - up to 4 hours

Over 8 hours work shall be paid pro rata per hour. Freelances who work full eight-hour shifts are entitled to a one-hour break.

- i) Ordered football match coverage, including previews, flashes and summaries:
£50.46
- ii) Ordered calls for running reports and additional telephone fee:
£19.05
- iii) Results-only service:
£4.12

Payment for a classified results service shall be by negotiation.

Tip-offs

For each tip-off supplied and used:
£10.82

NS