

**SAG-AFTRA Counter Proposal for KUOW as of 4/16/19**  
**Estimated Cost**

	<b>Retro to 9/1/18*</b>	<b>Year 1, 2019</b>	<b>Year 2, 2020</b>	<b>Year 3, 2021</b>	<b>Total</b>	<b>With Benefits Load at 34.1%</b>
Across-the-Board Increase (8%), 9/1/18 - 4/30/19**	\$129,890	\$194,834	\$194,834	\$194,834	\$714,393	\$958,001
Adjustment to Minimum Salary Threshold on 9/1/18	\$164,475	\$246,713	\$246,713	\$246,713	\$904,614	\$1,213,088
Across-the-Board Increases 9/1/19 (8%), 9/1/20 (4%), 9/1/21 (4%)	\$0	\$241,758	\$372,308	\$508,079	\$1,122,145	\$1,504,797
Promotions & Reclassifications (minimum of 7% increase)***	\$0	\$62,480	\$64,980	\$67,579	\$195,039	\$261,547
Temporary Pay Increases (minimum of 7% increase)****	\$0	\$10,667	\$11,094	\$11,538	\$33,299	\$44,653
On-Call Pay (\$100 per day)*****	\$0	\$20,800	\$20,800	\$20,800	\$62,400	\$62,400
Meal Allowance (\$10 per meal)*****	\$0	\$100	\$100	\$100	\$300	\$300
Cell Phones (one provided for all content creators)*****	\$0	\$21,152	\$21,152	\$21,152	\$63,456	\$63,456
<b>Grand Total</b>	<b>\$294,365</b>	<b>\$798,505</b>	<b>\$931,981</b>	<b>\$1,070,795</b>	<b>\$3,095,646</b>	<b>\$4,108,242</b>

\* Assumes effective contract date of 5/1/19

\*\* Assumes across-the-board is applied before adjustment to minimum.

\*\*\* Assumes 15 promotions per year.

\*\*\*\* Assumes 3 employees with temporary pay increases per year.

\*\*\*\*\* Assumes 2 employees on call, 52 weekends per year.

\*\*\*\*\* Assumes 10 instances per year.

\*\*\*\*\* Assumes no additional monthly cost above current.

The above estimate does not include costs for any other items not listed above.