

Dated: August 31, 2007

AGREEMENT

The undersigned hereby agree as follows:

1. NABET-CWA agrees that it will make no claims to work performed in connection with material produced by or for MSNBC except in the event employees of MSNBC elect NABET-CWA as their bargaining agent in an election supervised by the NLRB or in the event that MSNBC produces full, regularly-scheduled programs that originally air on the NBC Television Network.
2. Notwithstanding the foregoing, NBCU agrees that it will assign (i) NABET-CWA-represented engineers to cover EJ hard news stories in the field for MSNBC and (ii) NABET-CWA-represented daily hire employees to technical work performed on a non-staff basis in offices of the Company set forth in Section 11.4 for programs produced by MSNBC, consistent with the jurisdictional provisions of the NABET-NBCU Master Agreement, as if such work was under that Agreement. It is understood that employment under (ii) above may be under the terms of the "A" or the "D" Agreement and that employees will be advised under which Agreement they will be working.
3. A tour or portion of a tour during which a staff employee who regularly works primarily for MSNBC is employed on a daily basis to work under the Master Agreement shall count toward the time limits set forth in Section 3.1(b) thereof; provided that, such time limits shall be enlarged to 35 and 50 days, respectively, with regard to such employees. The treatment of particular work as counting toward such time limits shall be on a non-precedential basis and

shall not be evidence that such work falls within NABET-CWA's exclusive jurisdiction. The Company agrees not to use the enlargement of the Section 3.1(b) time limits as a means to allow an employee regularly and consistently assigned to a series program that occurs on an intermittent basis (e.g. Sunday Night Football) to evade his or her obligations under Section 3.1.

4. Any NABET-CWA-represented employees hired under Sideletter 32 to perform work for MSNBC shall not count toward the Company's annual allotment under Sideletter 32.

5. Nothing herein is intended to preclude the assignment of NABET-CWA-represented NBCU staff employees to perform other work for MSNBC.

6. Any assignment of NABET-CWA-represented employees to work for MSNBC shall be on a no-precedent basis and shall not create any rights to continuation of such assignments.

7. The Company and Union shall meet on a semi-annual basis in New York to review the implementation of this Agreement and discuss any problems or disputes arising therefrom.

8. NBCU may, at its option, cancel this Agreement at any time on no less than fifteen days written notice and, upon request of the Union, discussion between the parties within such fifteen-day period. NABET may, at its option, cancel this Agreement at any time on no less than sixty days written notice, and, upon request of the Company, discussion between the parties within such sixty-day period.

9. This Agreement shall remain in effect during the term of the Master or Engineering Agreement, whichever is of greater duration, and shall be subject to renewal pursuant to Sideletter 4 of the Master Agreement. The parties reserve their respective positions regarding contract term.

10. The provisions of this Agreement are applicable only to the personnel and operations described herein. This Agreement is made on a no-precedent basis, is without prejudice to the contractual positions of the parties and may not be cited in an arbitration or other legal proceeding, except one alleging a violation of this specific Agreement.

James C. Joyce
NABET-CWA
9/10/07

Andrew Kij
NBC UNIVERSAL
9/19/07