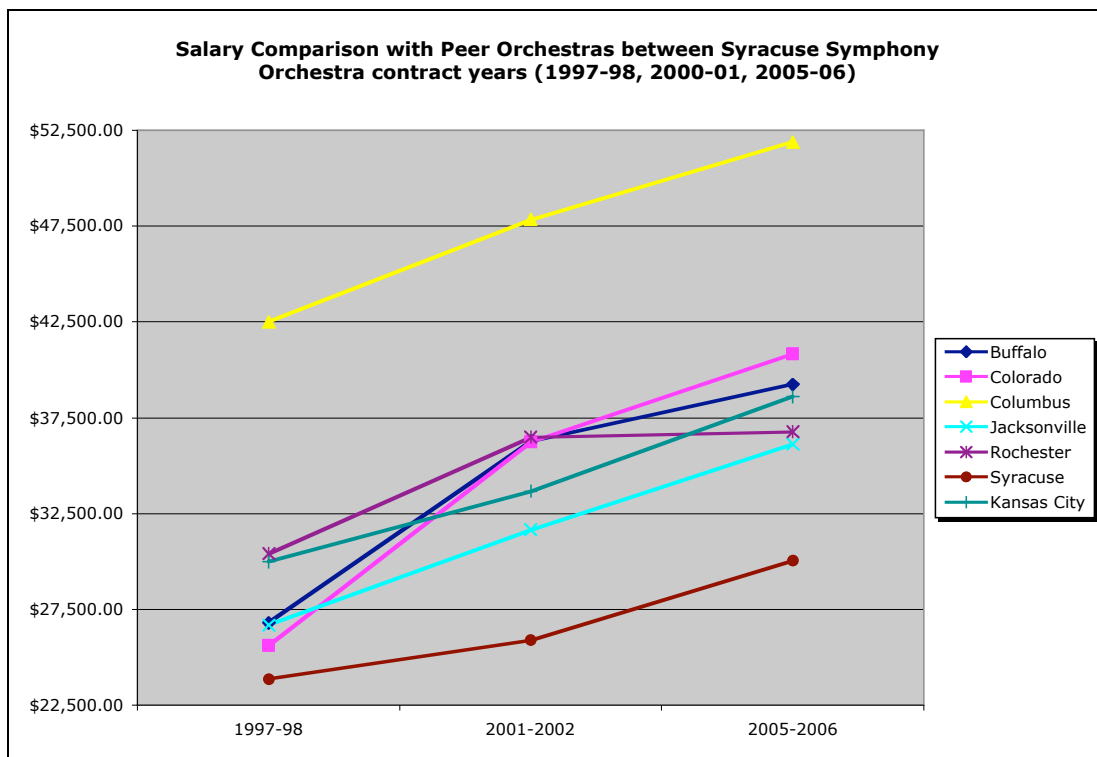


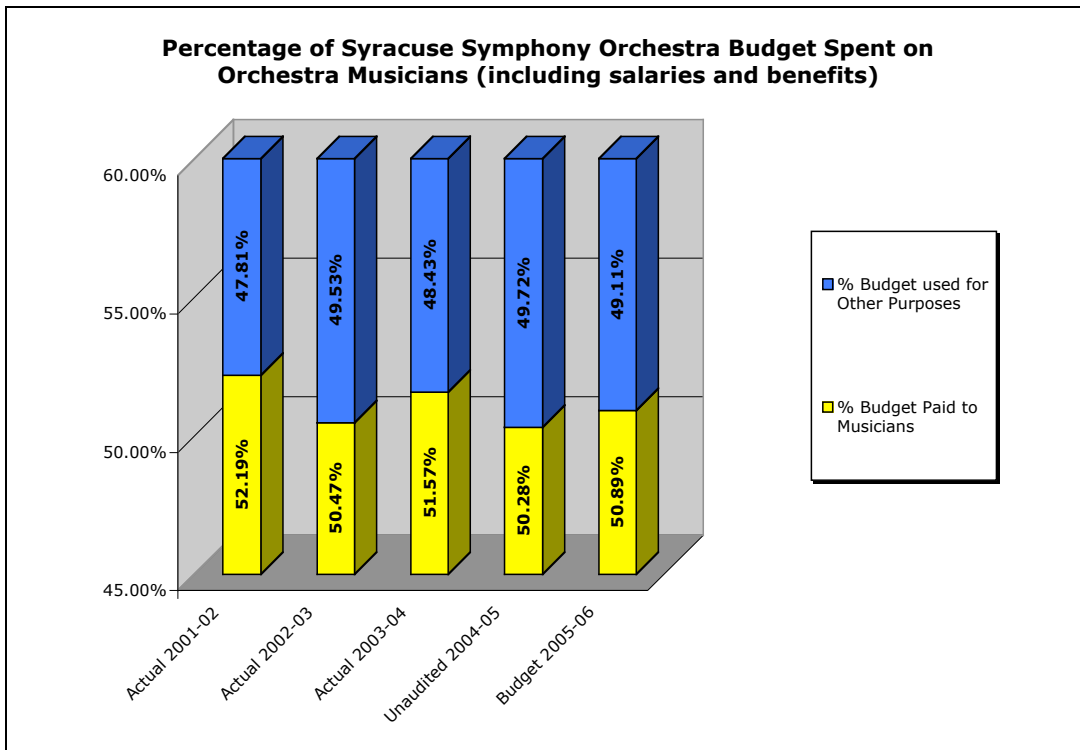
SALARY

Early in 2001, the musicians of the Syracuse Symphony Orchestra agreed to an early, unprecedented long-term contract. At that time, the musicians were told that the orchestra management would pay down an accumulated debt, and the board would begin a major endowment drive during the term of the contract. The contract allowed for only minimal wage increases, and a significantly increased burden on the musicians for paying health care costs. Musicians were led to believe that if they agreed to the contract, the orchestra would begin to grow at a rate more comparable to its artistic peers in the next contract cycle. Now, five years later, the orchestra management has given a final contract offer to the musicians. Management's final offer again provides only minimal wage increases that will not keep pace with inflation, a health care burden larger than that of any other major orchestra, and no improvement in the musicians' pension.

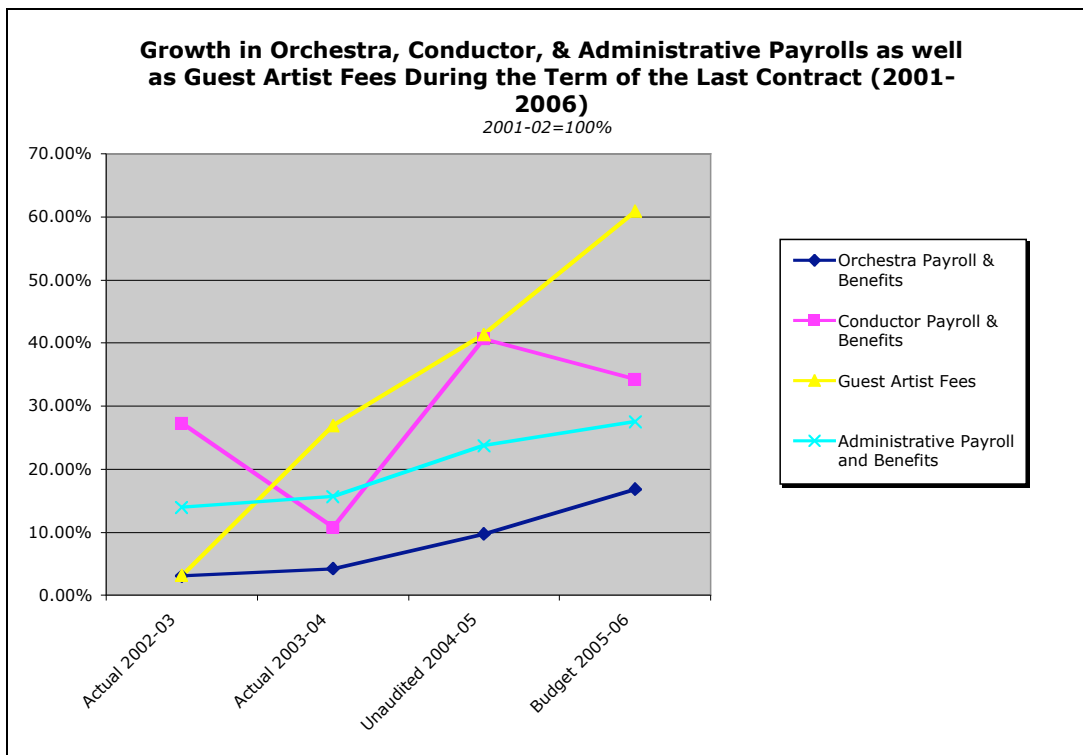


For many years the musicians of the Syracuse Symphony Orchestra have earned a reputation for artistic excellence, which far exceeds what could be expected given the musicians low compensation. The chart above shows how the orchestra compares to other artistically comparable orchestras. None of the orchestras listed in the chart have fifty-two week seasons; however, musicians have a year round commitment to their employer due to the fact that the skills necessary to work as a professional orchestra musician must be constantly maintained. Simply stated, musicians cannot stop practicing when the orchestra is not paying them.

The Syracuse Symphony Orchestra is an economically healthy organization. It has balanced its budget for eight years in a row, and carries only minimal accumulated debt. The orchestra earns a high portion of its revenue compared to other orchestras in the United States (including Rochester and Buffalo). Only five orchestras in the entire country have a higher percentage of earned income than the Syracuse Symphony Orchestra (San Francisco Symphony, National Symphony, Los Angeles Philharmonic, Chicago Symphony, and Boston Symphony). This earned income represents the hard work of the musicians.



During the term of the last contract, the portion of the Syracuse Symphony Orchestra’s budget devoted to musician’s payroll and benefits has declined. This decline in commitment to the musicians amounts to over \$650,000.00 over the term of the contract.



The budget line representing musician salaries and benefits has grown at a slower pace than the comparable budget lines for administrative staff, conductors, and guest artists. Musician’s weekly wages have grown only 13% in the last five years, which is slower than the budget line for the orchestra’s payroll and benefits.