The Following Is A Summary Of The Key Terms Of A Proposed CBA Renegotiation

>> WAGES/ECONOMICS

- 47% of AR in 2020, plus ~$100M in new Player Costs above current CBA for 2020
- Guaranteed 48% share of revenue in 2021, with ability to increase the percentage to 48.5% share through a media kicker which applies in any season the league plays 17 games
  - Projected increase of ~ $5 billion to players during course of a new 10-year deal
- MINIMUM SALARIES
  - $100K increase in 2020 for Rookie Minimums, another $50K increase in 2021 and then $45K increase each year after
  - At least $90K increase in 2020 for other minimum salaried players; $80K to $105K increase in 2021 and then $45K increase each year after
  - Right to use Rookie Distribution pool to provide additional payments to players at minimum salaries to keep minimum salaries in-line with cap growth
- Increase in minimum salary benefit
- Creation of new 4-year player benefit: up to an additional $1.25M in salary excluded from the cap for up to 2 players
- Bonus payment of 1/17 of his paragraph 5 salary up to $250K to any player whose contract runs through a season when 17 games is played
- Additional cap room per club in 2021 if 17 games is implemented and media kicker does not reach 48.5%
- Performance Based Pay increased to $8.5M in 2020 and $10M in 2021, with annual increases thereafter
- Increase average Minimum Team Cash Spending to 90% over tranches of 3-3-4 year periods
- $100K increase for ROFR Original Round Tender; $250K increase for first and second round Tenders for Restricted Free Agents
- Raises for Practice Squad Players to $10.5K per week; total number of 12 players increasing to 14 players, with two unlimited Accrued Seasons players
- Guaranteed Funding Rule increase to $15M per club in 2020 and to $17M in 2029
- 5th Year Options fully guaranteed for 4th and 5th years at the time option is exercised; Amount of Option dependent on player achievement and no longer based on which slot selected in first round
- Increase in pay for all offseason activities
- Proven Performance Escalators for 2nd-round picks; Super Escalator for rounds 2-7 in 4th year
- Gambling definitions that ensures money is included in players’ definition of All Revenue, including portions of non-football activities
CBA PROPOSAL FACT SHEET

>> HOURS -- Training Camp

- Introduction of 5-day acclimation period
- 2.5-hour limit on padded and full speed practices
- Limit time at facility during a given work day
- Limit of 16 days in pads
  - No more than 3 consecutive days for 3 out of the 5 weeks
  - No more than 2 consecutive days for 2 out of 5 weeks
- 3-day weekend at end of camp if 17 games is implemented
- 2 days off in the first week, one day every 7 thereafter
- Limit of 4 Joint Practices if 3 preseason games

>> IMPROVEMENTS TO WORKING CONDITIONS

- Mandated improvements to visiting team locker rooms
- Establish standards for rehabilitation facilities, training rooms and equipment for each club
- Active squad increased by one offensive lineman
- Development of improved safety metrics for fields

>> BENEFIT INCREASES

Active Players

- Pension increase of 10%
- 401K matching contribution increased to $30K, annual increases thereafter
- Annuity increased to $110K per year; increasing by $15K every other year
- Tuition reimbursement -- increases for active and former players
- Life Insurance
- HRA increased to $35K with increases thereafter of to $50K per season, with overall limit increasing from $350K to $450K
- Adding vision coverage to healthcare plan
- Injury Protection of 100% of salary up to $2.0M and Extended Injury Protection of 100% of salary up to $1.0M
- Termination Pay -- Increase in mid-season signing benefit to 35% of remaining salary or 2 weeks salary at the applicable minimum salary amount; right to collect a second time in some instances
- Practice Squad players eligible for $5K of tuition benefits/year and 401K with $1500 match
CBA PROPOSAL FACT SHEET

Former Players

- Retroactive increase to $550 per month for all pre-2012 vested players
- Expand pension eligibility to all former players with three credited seasons
- Establish a $50,000 HRA for vested veterans with no HRA
- Creation of new network of hospitals in each team city for former players to receive no cost physicals, preventative care, mental health counseling, and out-patient orthopedic services. Coverage of common surgeries to be phased in during course of deal.

>> RIGHTS

- Clear parameters for ownership and usage of player data from sensors
- Overall reduction in on-field fines
- Reduction in club fines
- Implementation of a neutral decision-maker for most Commissioner Discipline cases
- Changes to Drug Policy
  - Narrows the testing window of THC from four months to two weeks at the start of training camp
  - Reduces the penalties to players who test positive for THC, eliminating any game suspensions strictly for positive tests
  - Reduces the number of players subjected to testing for THC
  - Increases the nanogram limit from 35 to 150
- Right to be paid over a 34-week pay period vs. 17 weeks
- New workers comp process to enable easier filing for players, making injury care more accessible