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**Indianapolis Symphony Orchestra Musicians ratify short-term “bridge”  
agreement and financial terms for a five-year contract**

*Season resumes with ISO’s highly acclaimed Music Director, Krzysztof Urbański, on Oct. 19-20;  
Artists-in-Residence Time for Three and ISO perform in first Happy Hour at the Symphony of the  
season Oct. 18*

INDIANAPOLIS – The Indiana Symphony Society, Inc. and the Indianapolis Musicians, Local #3 of the American Federation of Musicians have reached agreement and late Monday evening, ratified two contracts – a “bridge” agreement, effective Oct. 16, 2012-Feb. 3, 2013, and the major financial terms of a five-year contract beginning Feb. 4, 2013 and expiring on Sept. 3, 2017. The agreements are an important component of a new business model for the ISO that includes substantially reduced costs, significant new fundraising efforts by the board, the staff and the musicians, and a more sustainable draw rate on the Indianapolis Symphony Orchestra Foundation (the endowment).

The terms of the five-year contract include a salary range of \$53,000 in year one to \$70,000 in year five and the continuation of healthcare and most pension benefits. Overall, the contract represents \$11.5 million in concessions by the musicians, which includes a 32 percent pay cut in the first year. The contract’s final year represents an approximate 10 percent pay cut from the musicians’ current salary. While the musicians have agreed to work eight weeks less than in previous seasons in the first two seasons of the new contract, over the five-year period there will be a 38-42 week performance schedule that maintains the ISO’s classical, pops, family, holiday and summer concert series under the ISO’s artistic leadership of Maestros Krzysztof Urbański and Jack Everly, as well as dynamic new programming created by the ISO’s artists-in-residence, Time for Three.

As a key ingredient to the success of a five-year contract, the ISO and musicians agreed to a short-term contract in order to put the musicians back to work immediately and to permit the \$5 million in funding from new donors to be secured. In addition, the ISO will be calling on its community of subscribers, patrons, affiliate group members, major gift and annual fund donors and corporate leaders to rise to the occasion and contribute significantly to the Orchestra’s fundraising efforts by purchasing subscriptions and single tickets, donating to the annual fund, making legacy gifts and sponsoring the ISO’s concerts and educational programs. Only with robust community support will the ISO be successful in raising 50-100 percent more than the \$6.5 million it receives each year in annual gifts.

“This agreement wouldn’t have been possible without significant sacrifices by our musicians, and we sincerely appreciate their willingness to find a common ground at this crucial point in the ISO’s history,” said John Thornburgh, ISO Board Chairman. “We have seen the numbers of people willing to sign petitions, send in letters of support and demonstrate their admiration for our music and educational programs. We now need to convert that support into tangible financial commitments from our community, which we are confident will occur.”

“The last month has been a challenging and trying time for our musicians, and the support we have received has been both uplifting and sustaining,” said Rick Graef, chairman of the ISO Musicians negotiating committee. “The musicians are doing our part to save this great orchestra we all love. We remain committed to harnessing the positive energy that arose from the community during the lockout, and channeling it into support for this institution and the countless positive ways it impacts our state. For now, we return to the Hilbert Circle Theatre stage to perform the beautiful symphonic music that inspires us all.”

For his return to Indianapolis, Maestro Urbański will open this weekend’s Lilly *Classical Series* concerts with Olivier Messiaen’s *Poèmes pour Mi*, featuring American soprano and Indiana University alumna Twyla Robinson. Following intermission, Maestro Urbański will return to lead the Orchestra in Claude Debussy’s *La Mer* and conclude with *Boléro*, Maurice Ravel’s beloved dance-inspired masterpiece. The concert on Friday, Oct. 19 begins at 8 p.m., and the performance on Saturday, Oct. 20 begins at 5:30 p.m. Tickets start at \$12 per person.

On Thursday, Oct. 18, the first Stella Artois *Happy Hour at the Symphony* of the 2012-2013 season features the ISO’s dynamic string trio, Time for Three, with the Orchestra. Doors open at 5 p.m. with complimentary food and beverages from local restaurants, and the one-hour performance begins at 6:30 p.m. Tickets are \$25 per person.

Patrons who have tickets from previously canceled performances may exchange into this weekend’s performances or another of their choice (excluding special events). Contact the ISO Box Office by calling (317) 639-4300 or [iso@indianapolissymphony.org](mailto:iso@indianapolissymphony.org). ISO subscribers may email the ISO at [subscriber@indianapolissymphony.org](mailto:subscriber@indianapolissymphony.org).

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