



NOMINATION AND ELECTION POLICY 2025 AGMA GOVERNORS ELECTION

INTRODUCTION

The American Guild of Musical Artists (AGMA) Constitution provides that elections for the AGMA Board of Governors shall be held every two (2) years and officer elections shall take place every four (4) years.

On **May 22, 2025**, an election will take place for AGMA Governors electronically and, upon request, by mail ballot and will be conducted by an independent election company (the “Election Firm”) retained by the Board of Governors.

The election will be governed by this **Nomination and Election Policy** and, where applicable, AGMA’s Constitution and Bylaws and Title IV of the LMRDA. The term of office for this election will begin on **June 1, 2025**.

An **Election Oversight Committee** comprised of at least three (3) but no more than five (5) AGMA members in good standing appointed by the Board shall oversee the conduct of the nominations and election of Governors. Members of the Election Oversight Committee may not publicly support or campaign for a candidate in the election.

A combined **Notice of Nomination and Election** will be posted on the *2025 National Election Page* of the MyAGMA Portal, emailed, shared on AGMA’s social media channels, and **mailed** to each member at their last known home address on or about **February 3, 2025**.

PLEASE NOTE: *Although Article XV, Section 1 of the AGMA Constitution requires members to have a mailing and email address on file with the Guild, AGMA members who require an alternative to electronic mail for any election steps described below, other than the Notice of Election, may use the US Postal Service or another delivery service to submit requests or materials to AGMA at 305 7th Avenue, Suite 2A, New York, NY 10001, Attention: Executive Administrator. Such requests must be received on or before **February 17, 2025**.*

ARTICLE I: NOMINATIONS

A. Governor Positions to be Filled.

1. *Area At-Large Governors*

2025 AT-LARGE GOVERNOR VACANCY TABLE		
AREA	2027	2029
MID & SOUTH ATLANTIC	1*	
MIDWEST	1*	
NEW ENGLAND (no vacancy)		
NEW YORK	1*	
NORTHWEST		1
PENNSYLVANIA		1
SAN FRANCISCO	1*	
SOUTHERN CALIFORNIA		1
SOUTHERN CENTRAL		1
NON-RESIDENT ARTIST		1
<i>*Indicates a seat with a two-year term that expires in 2027</i>		

2. *Employment Category Governors*

2025 EMPLOYMENT CATEGORY GOVERNOR VACANCY TABLE				
REGION	CHORISTER/ ACTOR	DANCER	STAGE STAFF	SOLOIST
NEW YORK	4+1*	3	3	6+2*
WESTERN	5+1*	2+2*	1*	2
MIDWESTERN	4+1*	1+1*	0	3+1*
EASTERN & SOUTHERN	3	2+2*	0	2+1*
<i>*Indicates a seat with a two-year term that expires in 2027</i>				

B. The Nomination Process.

1. *Election Petitions*

- a. An active member in good standing as defined in Article IV, Section 1 of the AGMA Constitution, who meets the eligibility requirements in Article XI, Section 1(b)(2) of the Constitution and Article II of this Nomination and Election Policy, may be nominated for a position on the Board of Governors by a petition signed by at least **ten (10)** active members in good standing on a form prepared by the National Office.
- b. No member may run for more than one Governor position in the same election.
- c. Petitions will be posted and may be accessed on the *2025 AGMA National Election Page* of the MyAGMA Portal on or about **February 3, 2025**. Candidates also may request a petition after this date by email addressed to elections@musicalartists.org. **Please put “Petition Request” in the subject line of the email.** Petition forms will be fillable PDF documents and may be signed electronically (digital signature) or printed and signed by hand (physically).
- d. An active member in good standing signing a Petition must print and sign their name (physically or electronically), date their signature, and add their email address as indicated on the Petition. Any signature of a member who is not an active member in good standing at the time they sign the Nominating

Petition and/or with a missing signature or email will not be counted. If a member signs a petition more than once for the same candidate, only one signature will be counted.

- e. Petition signatures must be on an original or copy of an official Nominating Petition. A candidate for Governor may submit multiple copies of official Nominating Petitions provided that there are at least **ten (10)** total valid signatures.

2. *Return of Election Petitions and Candidate Affirmation Form*

- a. Nominees who receive at least the required number of valid signatures must sign and submit the Petition and Candidate Affirmation Form by no later than **March 3, 2025, at 5:00 pm ET** as described below. Only Petitions and Candidate Affirmation Forms on the official forms prepared by the National Office will be accepted.
- b. The Candidate Affirmation Form confirms that the candidate will accept the nomination, consents to serve if elected, agrees not to withdraw as a candidate after **March 28, 2025**, and affirms that they meet the applicable eligibility requirements of Article XI of the Constitution.
- c. The Candidate Affirmation Form must be submitted by using the electronic form or by downloading a fillable PDF document. Both the form and the PDF document can be accessed via the *2025 National Election Page* of the MyAGMA Portal. Candidates are strongly encouraged to use the online Candidate Affirmation Form and to submit completed Petitions by emailing them as an attachment to elections@musicalartists.org, with subject line “FULL NAME – 2025 Election Materials.”
- d. Completed Candidate Affirmation Forms may also be submitted via US mail or delivery service to AGMA’s offices at 305 Seventh Avenue, Suite 2A, New York, NY 10001. Completed Candidate Affirmation Forms must be received by AGMA on or before **March 3, 2025, at 5:00 pm ET**.
- e. Petitions and Candidate Affirmation Forms received after **March 3, 2025, at 5:00 pm ET** will **not** be accepted. If a document is mailed or emailed, there will be no presumption that it has been received prior to the deadline. Candidates, therefore, should send their materials with sufficient time for receipt by the established deadline and check with the Executive Administrator by email at elections@musicalartists.org to ensure that their Petition and Candidate Affirmation Form have been received.
- f. Petitions and Candidate Affirmation Forms hand delivered to the AGMA National Office will **not** be accepted.

C. Unopposed Candidates.

An unopposed candidate shall be deemed elected and shall assume the position on **June 1, 2025**.

D. Posting of List of Candidates.

AGMA will post a list of those candidates nominated on the *2025 National Election Page* of the MyAGMA Portal on or about **March 20, 2025**. Slate designations, if any, will be posted on the Portal on or around **March 28, 2025**.

ARTICLE II: ELIGIBILITY RULES

A. Eligibility to Nominate and Vote.

1. *General Eligibility.* To be eligible to nominate and vote for a candidate, a member must be an active member in good standing as defined in Article IV, Section 1 of the AGMA Constitution, including but not limited to: (1) having paid their annual dues on or before **March 1, 2025**; and (2) having paid their initiation fee in full, or be current in their initiation fee payment plan, by **March 1, 2025**, *provided* that a member shall not be deemed ineligible to nominate or vote based solely on their employer's failure to check off their dues and transmit them to AGMA in a timely fashion.
2. *Restoration of Good Standing Status.* Members who are not in good standing who wish to restore their eligibility to nominate and vote in the election may do so by (1) paying their annual dues on or before **March 1, 2025**, and (2) paying any reinstatement fees owed or by being current in their initiation fee payment plan, on or before **March 1, 2025**. Dues can be submitted online, through the MyAGMA portal. If you need assistance with dues payments, email membership@musicalartists.org.
3. *Active Life Members and Charter Members* in good standing shall be eligible to nominate and vote.
4. *Nominations and Voting for Area At-Large Governor positions.* Candidates for Area At-Large Governor positions shall be nominated and elected by members in their respective Area or by Non-Resident Artists, respectively.
5. *Nominations and Voting for Employment Category Governor positions.* Candidates for Employment Category Governor positions shall be nominated and elected by the members in their Election Region.

B. Eligibility to Run for and Hold a Governor Position.

1. *Active Member in Good Standing.* A member must be an active member in good standing of AGMA as defined in Article IV, Section 1 of the Constitution for the twelve (12) months prior to the date of their nomination.
2. *Age.* A member must be at least 18 years of age upon taking office.

3. *Employment Category Governor.* To be eligible to run for and serve as an Employment Category Governor, a member must have been a declared member of that Employment Category for the twelve (12) months prior to the date of their nomination *and*: (1) must have worked under an AGMA collective bargaining agreement in that Employment Category within the last five (5) years; *or* (2) worked a total of eighty (80) weeks under an AGMA collective bargaining agreement(s) in that Employment Category. An Employment Category Governor must also be a declared member of the Region for the twelve (12) months prior to the date of their nomination.
4. *At-Large Governor.* To be eligible to serve as an At-Large Governor, a member must have been a declared member of the Area for the twelve (12) months prior to the date of their nomination and must have worked under an AGMA collective bargaining agreement within the last five (5) years *or* worked a total of eighty (80) weeks under an AGMA collective bargaining agreement(s).

C. Other Requirements for Office.

1. *Conflict of Interest.* No active member in good standing may run for or serve in a Governor position if they are primarily employed as a manager or primarily perform the functions of management at a company in AGMA’s jurisdiction. The term “management” shall be defined as someone who acts primarily and continually in the interests of an employer, rather than in the interests of the members of the Union, including someone who has the authority to hire, fire, or assist in the hiring or firing of other members.
2. *AGMA Employees.* No employee working for the Union shall be eligible to run for or serve as Governor.
3. *Federal Labor Law.* A candidate must be otherwise eligible to hold office if elected, consistent with applicable federal labor law.

ARTICLE III: CAMPAIGNING AND ACCESS

A. Inspection of Membership List.

Each candidate is permitted to inspect AGMA’s membership list once in the thirty (30) day period prior to the ballot count. A candidate seeking to inspect the membership list must send a request in writing to the Executive Administrator at elections@musicalartists.org in advance of a candidate’s requested inspection date. The membership list may only be inspected in person. No candidate may copy the membership list or any of the members’ personal contact information.

B. Mailing Candidate Literature (See Section C, below, for emailing literature.)

Each candidate shall be permitted a reasonable opportunity, equal to that of any other candidate, to have their literature mailed at the candidate’s expense. Candidates are entitled to a reasonable number of mailings whether any other candidate makes such request(s).

1. Request(s) for literature mailings shall be made in writing by the candidate to the

Executive Administrator at elections@musicalartists.org and shall specify the desired date of the mailing and the desired portion of the membership that is to receive the mailing. AGMA will determine whether it maintains its membership data in such a form that a request for a mailing to a portion of the membership is feasible.

2. AGMA will arrange for the production of mailing labels and/or the provision of its electronic membership database to a vendor that will either: (a) label and mail post cards or campaign material in pre-sealed envelopes; or (b) insert the candidate's pre-printed campaign material into labeled envelopes. Candidates must tender the cost of such literature distribution upon delivery of their material to the vendor. Candidates are also responsible for reimbursing AGMA for the reasonable costs incurred in connection with the distribution of candidate campaign material, including the production of mailing labels prior to the mailing, at a rate of \$75.00/hour.
3. AGMA will not arrange for the mailing of any candidate's campaign literature if that candidate has not paid for the reasonable costs of the mailing prior to the mailing.
4. In complying with requests to mail literature, AGMA shall use the names and current addresses that are on file for all members. Members are encouraged to contact the Membership Department at membership@musicalartists.org to update their address if they have moved.
5. The mail vendor will be required to sign a confidentiality agreement guaranteeing that members' addresses will not be made available to the candidate, the recipients of campaign materials, or any third party. The vendor will verify with AGMA, before entering into an agreement with the candidate, that the candidate is included on a list of authorized candidates. Upon request by the candidate, the vendor will provide them with a report on the total number of pieces of mail sent and the total number returned as undeliverable.
6. AGMA may not refuse to process or distribute any candidate's literature because of its content, nor may it edit any candidate's campaign literature. All campaign literature must identify the candidate providing the message.

C. Emailing Candidate Literature.

1. Each candidate shall be permitted a reasonable opportunity, equal to that of any other candidate, to have their literature sent via electronic mail at the candidate's expense. Each candidate is entitled to a reasonable number of electronic mailings regardless of whether any other candidate makes such request(s).
2. Request(s) for electronic mailings shall be made in writing by the candidate and directed to the Executive Administrator at elections@musicalartists.org, and shall specify the desired date of the electronic mailing and the desired portion of the membership to receive the electronic mailing. If feasible, AGMA will segment the email addresses of a particular portion of the membership and transmit that segmented list to the email vendor. Candidates must tender the cost of the electronic mailing

upon delivery of their campaign material to the vendor. Candidates are also responsible for reimbursing AGMA for the reasonable costs it incurs in connection with segmenting the membership list at a rate of \$75.00/hour.

3. AGMA will not arrange for the emailing of any candidate's campaign literature if that candidate has not paid for the reasonable costs of the emailing prior to the emailing.
4. AGMA will make available to all candidates the opportunity to send campaign communications by email to all eligible voters who have provided an email address to the Union. Email distribution of literature will be transmitted by an independent company designated by AGMA that specializes in electronic communications. The email message must identify the candidate and be in rich text format. The message may not include attachments, though it may include a website's URL in rich text format. The subject line will read in **BOLD: "CANDIDATE CAMPAIGN LITERATURE (NOT FROM AGMA)."** All messages will be preceded by the following **BOLDED** statement in **14-point font**:

"This email is not an official communication from AGMA and has not been transmitted at AGMA's expense."

and followed by the following **BOLDED** statement:

"AGMA is required by federal law to comply with all reasonable requests by candidates for union office regarding the distribution of campaign literature at the candidate's expense. The preceding message has been prepared by the candidate. It has not been endorsed or reviewed by AGMA. The candidate has not been provided with your email address and will not receive any responses. This message is being transmitted by an independent electronic communications company that has signed an agreement with AGMA which requires the company to guarantee the confidentiality of your email address."

5. The candidate will be responsible for all vendor costs and must pay the vendor directly for the transmission of candidate literature via email. AGMA will provide candidates requesting the distribution of literature via email with the name of the authorized vendor. Payments must be made in full to the vendor prior to its rendering services.
6. The vendor will be required to sign a confidentiality agreement guaranteeing that members' email addresses will not be made available to any candidates, the recipients of campaign materials, or any third parties. The vendor will verify with AGMA before entering into an agreement with any candidates that they are included on a list of authorized candidates. Candidates will not be able to see progress messages, bounce notifications or failed delivery information. Upon request by the candidate, the vendor will provide them with a report on the total number of emails sent and the total number of undeliverable emails.

7. AGMA may not refuse to process or distribute any candidate's emails because of their content, nor may it edit any candidate's emails.

D. Candidates' Statements and Photos.

1. *Candidate Statements.* Candidates may submit a photograph and a statement that will be included on the *2025 National Election Page* of the MyAGMA Portal, subject to the requirements set forth in this section. Candidate statements and photos will be listed alphabetically by position.
 - a. Candidate statements must be in a single paragraph of not more than one hundred (100) words. To ensure a uniform and equitable display of candidate information, candidate statements will be displayed in paragraph form, with no graphics, emojis or additional line spacing, and printed in the same font style and size. All website addresses will be underlined and printed in the same font style and size.
 - b. A candidate's name in the title is not counted as part of the statement. Any proper name, including the candidate's name, in the statement is counted as one word.
 - c. AGMA, union titles, and the names of AGMA committees are counted as one word. Cities and states are counted as one word.
 - d. Telephone numbers, other numbers, and websites are counted as one word.
 - e. Words divided by slashes, hyphens, or other punctuation are counted individually.
 - f. If a statement submitted by **March 28, 2025, by 5:00 p.m. ET** exceeds one hundred (100) words, the candidate will be given the opportunity to revise it prior to the **April 3, 2025, 5:00 p.m. ET** deadline. If a revised statement is not received by this deadline, the first one hundred (100) words of the original statement submitted by a candidate will be printed.
 - g. Except as set forth above, statements will be printed exactly as submitted.
2. *Candidate Photos.* Photos must be in black-and-white, and square in shape. Photos not meeting these requirements will be edited (made black-and-white, resized and/or cropped) if necessary to meet the technical requirements of the *2025 National Election Page* of the MyAGMA Portal.
3. *Deadline to Submit Candidate Statements and Photos.* Candidate statements and photos must be submitted to the Executive Administrator at elections@musicalartists.org on or before **April 3, 2025, at 5:00 p.m. ET**. Candidates are encouraged to submit their photos and statements well in advance of the deadline. **Candidate statements and photos received after the deadline will not be accepted.** If a candidate statement and photo are mailed or emailed, there

will be no presumption that they have been received prior to the deadline. Accordingly, candidates should mail or email their statements and photos with sufficient time for receipt by the established deadline and check with the Executive Administrator at elections@musicalartists.org to ensure that their materials have been received.

- E. Freedom to Exercise Political Rights. Subject to the limitations set forth in Article IV of this Policy, all members retain the right to participate in campaign activities, including the right to run for office if the eligibility requirements described herein are met, to openly support or oppose any candidate, to aid or campaign for any candidate, and to make personal campaign contributions.

ARTICLE IV: CAMPAIGN CONTRIBUTIONS

A. Limitations on Contributions

1. *Receipt of Employer Contributions*. No candidate for election may accept from any employer (including employers that are not party to AGMA collective bargaining agreements), representatives of employers, foundations, trusts, or any employer entity, any contributions or other things of value including, but not limited to, the contributions and things of value listed below.
2. *Employer Contributions*. No employer may contribute anything of value to any candidate or their campaign. The prohibition on employer contributions extends to every employer, regardless of the nature of the business or whether any union represents its employees. It includes, but is not limited to, AGMA employers, nonprofit organizations, churches or civic groups, benefit funds, law firms, and other professional organizations. This prohibition includes a ban on monetary contributions, the use of an employer's stationery, computers, email or other equipment, an employer's facilities, website or social media sites, its personnel or professional services, or any other things of value from an employer.
3. *Union Contributions*. No labor organization is permitted to contribute anything of value to a candidate, and no candidate may accept any contribution from a labor organization including, but not limited to, the use of its stationery, computers, email or other equipment, its facilities, website, magazine, or social media sites, its personnel or professional services, or any other thing of value from a labor organization.

B. Use of AGMA Resources

1. No AGMA stationery, computers, email or other equipment, its facilities, website and/or social media, personnel or professional services, or any other thing of value may be used to promote the candidacy of any individual, and all candidates are prohibited from using any of these or other AGMA resources to promote their campaigns. The use of AGMA's offices to take photographs or film video content and the use of AGMA's logo to promote an individual's candidacy is strictly prohibited.

2. Campaigning for union office on any of AGMA’s official publications and social media accounts is strictly prohibited. Any posts or comments which could be construed as campaigning will be removed.

C. No Campaigning on Paid Time.

No member may campaign for themselves or for any other candidate during time that is paid for by any employer. However, campaigning incidental to work or during paid vacation, paid lunch hours or breaks, or similar paid time off, is permitted, as long as it does not occur on an employer’s premises.

D. Permissible Contributions.

Nothing shall prohibit the donation of services by an individual who is not an employer to a candidate if the services are rendered on the individual's personal, uncompensated time.

E. Notice to Contributors.

To avoid a violation of this Policy and Title IV of the LMRDA, it is recommended that candidates notify prospective contributors of the restrictions on receiving campaign contributions discussed above.

ARTICLE V: THE ELECTION

A. Election Supervision.

The election of members of the Board of Governors shall be conducted by the Election Firm retained for the 2025 AGMA Election. The Election Firm shall take all appropriate steps to preserve voter secrecy and to ensure that various stages of the election process are observable.

B. Conduct of Election.

The election shall be conducted by electronic and mail ballot in accordance with applicable law. Members seeking to vote by mail rather than electronic ballot must notify AGMA of their request to do so no later than **February 17, 2025**. The Election Firm will take appropriate steps to ensure the secrecy of both the paper and the electronic balloting procedures to prevent anyone (other than the voter) from connecting the voter with their vote or otherwise threatening voter secrecy.

C. Slates.

1. *Right to be Part of a Slate.* Each candidate nominated for office may campaign and appear on the ballot as a member of a slate of candidates, regardless of whether the slate is complete. No candidate shall be compelled to run as a member of a slate. No candidate shall be permitted to run on more than one slate.

2. *Number of Slate Members.* The number of members on any slate shall not exceed the number of positions open for election. Partial slates with two or more candidates are permitted.
3. *Formation of Slates.* To form a slate, there must be mutual consent between and among all candidates running on the slate. Such mutual consent shall be evidenced by the signing of a slate declaration, using the form provided by AGMA, by all members of the slate, listing the office that each candidate seeks and the name, if any, of the slate to be formed. The slate declaration form shall be submitted to the Executive Administrator at elections@musicalartists.org by no later than **March 27, 2025, at 5:00 p.m. ET.**
4. *Effect of Eligibility Determination.* Should one or more members of a slate be found to be ineligible to run, such ineligibility shall not affect the remaining members of the slate.

D. Ballots.

1. *Electronic and Printed Ballots.* All ballots shall be identified as the Official AGMA Election Ballot and shall contain appropriate voter instructions.
2. *Opting for Printed Ballots.* All members for whom AGMA has an email address on file shall receive an electronic ballot. Only members who requested a printed ballot by February 17, 2025, may receive a printed ballot.
3. *Electronic and Mail Ballots/Ballot Instructions.* Physical ballots and ballot instructions will be mailed to members who requested them in accordance with the provisions of this Policy. Electronic ballots and ballot instructions will be sent to members via email, on or about **April 22, 2025.**
4. *Replacement Mail Ballots.* Members who previously requested a mail ballot (i.e. a physical ballot) but who have not received it may email the Executive Administrator at elections@musicalartists.org to request a replacement ballot by **May 5, 2025, at 12:00 noon ET.**
5. *Order of Placement on the Ballot.* All candidates who are part of full slates and then candidates who are part of partial slates shall be listed on the ballot before independent candidates. Unopposed candidates who are part of a slate may appear on the ballot. The order of placement on the ballot of candidates who are part of full slates, and then candidates who are part of partial slates, shall be randomly determined and announced at a virtual candidates meeting held on **April 4, 2025, at 6:00 p.m. ET.** The order of placement of independent candidates on the ballot shall be randomly determined and announced at the same meeting.
6. *Write-Ins.* Write-in votes are not permitted.
7. *Paper Ballot Markings.* Any writing on the paper ballot that might identify the voter, including the voter's initials, shall void the ballot in its entirety. The Election Firm, in consultation with the Election Oversight Committee, shall resolve all ballot issues.

E. The Ballot Count.

1. *Tabulation.* The vote count shall begin on **May 22, 2025**, immediately following the mail pickup at the U.S. Post Office at 9:00 am ET and the transfer of the paper ballots to the tabulation site. The count of electronic and paper ballots shall proceed without interruption until concluded.
2. *Excess Votes.* If, on any ballot, the total number of votes for a Governor position exceeds the number of candidates to be elected for such position, the votes for that Governor position on the ballot shall be void.
3. *Tie Vote.* In the event of a tie vote, which will be verified by a re-count, the winner will be determined by a neutral, random selection administered by the Election Oversight Committee.
4. *Plurality Vote.* The holders of the highest number of votes shall be deemed elected, regardless of whether a majority is achieved.
5. *Ballot Custody.* Representative(s) of the Election Firm shall maintain the ballots at all times throughout the election period and for a period of one (1) year thereafter.

F. Voter Eligibility Challenges.

A candidate may challenge the eligibility of a voter by addressing an email to the Election Oversight Committee at elections@musicalartists.org, identifying the voter and clearly specifying the basis for the objection by no later than **March 22, 2025 at 5:00 p.m. ET**. Individuals who are subject to challenge will still be sent credentials electronically or paper ballots, if so requested by **February 17, 2025**, and in the event a challenge is outcome determinative, it will be resolved by the Election Oversight Committee on the day of the count.

G. Observers.

1. Each candidate shall have the right, at their expense, to observe or to have an observer present at each phase of the election process, including the random selection of candidate placement on the ballot, and the printing, mailing, pick-up and counting of paper ballots and the preparation of electronic ballots. Such observer(s) shall be the candidate, or a representative designated by the candidate. Only AGMA members in good standing may serve as observers.
2. Candidates must designate observers in writing to the Executive Administrator at elections@musicalartists.org by no later than **May 15, 2025**. The designated Slate Representative may also serve as an observer in addition to the candidate or their designated representative.
3. Some parts of an internet election process, such as viewing the list of members in good

standing, challenging voter eligibility, and observing the loading of the ballots and voting credentials in the system are observable in the traditional way. Additional opportunities to observe the remote electronic voting system will be provided by the Election Firm before the election process begins.

ARTICLE VI: PROTESTS AND APPEALS

A. Eligibility Protests.

1. Any active member in good standing who wishes to challenge a ruling on eligibility or challenge a candidate's eligibility to run for office must file a written protest with the Executive Administrator at elections@musicalartists.org within forty-eight (48) hours of when the member knew or should have known of the basis for the eligibility challenge.
2. The protest shall state the basis for the eligibility challenge and include all evidence that the protester would like the Election Oversight Committee to consider in connection with the eligibility protest. The candidate against whom the eligibility protest is filed shall be afforded the opportunity to submit evidence in response to the eligibility protest.
3. The decision of the Election Oversight Committee on the eligibility protest shall be final and not subject to appeal.

B. Post-Election Protests.

1. A post-election protest alleging a violation of these Election Rules, the AGMA Constitution and Bylaws or Title IV of the LMRDA shall be made in writing and sent by email, to the National Executive Director of AGMA c/o the Election Oversight Committee at elections@musicalartists.org no later than **5:00 p.m. ET on June 5, 2025**. The protest must set forth the exact nature and specification of the alleged violation and a description of how it affected the outcome of the election.
2. The protester has the burden of establishing that a violation occurred that affected the outcome of the election.
3. Unless the Election Oversight Committee deems it unnecessary, the candidate(s) against whom the protest is filed may present their position and evidence in opposition to the protest.
4. If, because of any post-election protest, the Election Oversight Committee determines that these Rules, the AGMA Constitution and Bylaws, or Title IV of the LMRDA has been violated, and that the violation may have affected the outcome of the election, the Election Oversight Committee may order appropriate remedial action. The decision of the Election Oversight Committee shall be final and not subject to appeal.
5. All protests filed after **5:00 p.m. ET on June 5, 2025**, shall be deemed waived.

ARTICLE VII: ANNOUNCEMENT AND CERTIFICATION OF ELECTION RESULTS

Upon completion of the vote count, the Election Firm shall announce the results of the count and certify the count in writing. AGMA will post the results of the election on its website and distribute them to candidates shortly after the Election Firm completes the ballot count. The candidates elected in the AGMA Election shall assume their offices and positions on **June 1, 2025**.

ARTICLE VIII: ADDITIONAL NOMINATION AND ELECTION PROCEDURES

If unanticipated issues arise, the Board of Governors may adopt additional nominations and election procedures provided that such procedures are consistent with the Constitution and Bylaws and Title IV of the LMRDA.

Timeline for 2025 AGMA Election

January 13, 2025: Board of Governors consideration and approval of Nominations and Election Policy (including Timeline, Election Oversight Committee, Election Firm, and Delegation of Additional Nomination and Election Procedures to the Executive Council).

February 3, 2025: Notice of Nomination and Election *mailed* to all members at their last known home address, as required by law, in addition to being e-mailed to all members, shared on AGMA website (directing members to the *2025 AGMA National Election Page* of the MyAGMA Portal), and information about the notice will be shared AGMA social media channels.

February 3, 2025: Nominations and Election Policy, Nominating Petitions, Candidate Affirmation Form, and Slate Declaration Forms posted on the *2025 AGMA National Election Page* of the MyAGMA Portal.

February 17, 2025: Deadline to request alternative to electronic mail for information regarding the election (other than the Notice of Election, which will be mailed to the last known home address of all members).

March 1, 2025: Deadline to pay dues or first dues installment and initiation fee or initiation fee installment, as well as any other payment due AGMA, to be eligible to nominate and vote.

March 3, 2025, 5:00 p.m. ET: Deadline to submit Nominating Petitions and Candidate Affirmation Form.

March 20, 2025: Deadline for AGMA to notify candidates of eligibility determinations.

March 20, 2025: List of candidates posted behind AGMA's member portal (MyAGMA).

March 22, 2025, by 5:00 p.m. ET: Deadline to file voter eligibility protest.

March 27, 2025: Deadline to submit Slate Declaration Form.

March 28, 2025: Deadline to withdraw as candidate.

March 28, 2025, by 5:00 p.m. ET: Deadline to submit candidate statement and photo for review and opportunity to revise statement if exceeds 100 words/improperly formatted photo.

April 3, 2025, by 5:00 p.m. ET: Final Deadline to submit revised candidate statement and photo.

April 4, 2025, at 6:00 p.m. ET: Candidates Meeting via Zoom with Election Firm.

April 7, 2025: Deadline for AGMA to submit final items to Election Firm for printing: voting roster, voting notice and instructions, paper ballots, envelopes.

April 22, 2025, at 9:00 am ET: Ballots and Voter Instructions emailed to all voters (or mailed pursuant to timely request). Beginning of 30-day period for candidates to **inspect membership**

list.

May 5, 2025, by 12:00 noon ET: Deadline for members who timely requested a mail ballot but did not receive one to request a replacement ballot by emailing the Election Firm at helpdesk@votegees.com or calling (800) 864-1263 Monday through Friday from 9:00 AM to 5:00 PM ET.

May 15, 2025: Deadline to designate observers.

May 22, 2025, by 9:00 a.m. ET: Deadline for receipt and processing of ballots. **Ballot count** will take place at AGMA's National Office immediately following mail pick up by the Election Firm.

June 1, 2025: Members of Board of Governors begin term.

June 5, 2025, by 5:00 p.m. ET: Deadline for filing post-election protests.