

1202 **Session Fee: National Television**

Year 1: August 05, 2017 to June 30, 2018 **Year 2:** July 1, 2018 to June 30, 2019

Year 3: July 1, 2019 to June 30 2020

Category	Year	Session Fee	Hours	Hourly Work Time up to 8 Hours
Principal/Solo Singer (on camera)	1	\$802.50	8	\$102.00
	2	818.50	8	104.00
	3	835.00	8	106.00
Silent on Camera	1	802.50	8	102.00
	2	818.50	8	104.00
	3	835.00	8	106.00
Voice-Over/Solo Singer (off camera)	1	585.50	4	84.50
	2	597.00	4	86.00
	3	609.00	4	87.50
Demonstrator	1	802.50	8	102.00
	2	818.50	8	104.00
	3	835.00	8	106.00
Group Singer	1	253.50	2**	84.50
	2	258.50	2**	86.00
	3	263.50	2**	87.50
Stunt Performer	1	802.50	8	102.00
	2	818.50	8	104.00
	3	835.00	8	106.00
Stunt Coordinator	1	1070.50	8	\$133.50
	2	1092.00	8	136.00
	3	1114.00	8	138.50
Background Performer	1	491.50	8	\$62.50
	2	501.50	8	64.00
	3	511.50	8	65.50
Group Background Performers (1 to 30)				
On August 5, 2017	1	288.00	8	35.50
On July 1, 2018	2	294.00	8	36.00
On July 1, 2019	3	300.00	8	36.50
Group Background Performers (31 & over)				
On August 5, 2017	1	120.00	8	15.00
On July 1, 2018	2	122.50	8	15.50
On July 1, 2019	3	125.00	8	16.00

**1 final cut or 2 demo cuts per product

1202 Additional Work Time/Overtime: National Television

Year 1: August 05, 2017 to June 30, 2018 Year 2: July 1, 2018 to June 30, 2019

Year 3: July 1, 2019 to June 30 2020

Category	Year	Additional Work Time 9th & 10th Hours	Overtime Time 11th Hour and On
Principal/Solo Singer (on camera)	1	\$132.50	\$150.00
	2	135.00	153.00
	3	137.50	156.00
Silent on Camera	1	\$132.50	\$150.00
	2	135.00	153.00
	3	137.50	156.00
Voice-Over/Solo Singer (off camera)	1	106.50	132.50
	2	108.50	135.00
	3	110.50	137.50
Demonstrator	1	132.50	150.00
	2	135.00	153.00
	3	137.50	156.00
Group Singer	1	106.50	132.50
	2	108.50	135.00
	3	110.50	137.50
Stunt Performer	1	132.50	150.00
	2	135.00	153.00
	3	137.50	156.00
Stunt Coordinator	1	162.00	199.50
	2	165.00	203.50
	3	168.50	207.50
Background Performer	1	75.50	94.50
	2	77.00	96.50
	3	78.50	98.50
Group Background Performers (1 to 30) On August 5, 2017	1	47.00	54.50
	2	48.00	55.50
	3	49.00	56.50
Group Background Performers (31 & over) On August 5, 2017	1	19.50	22.50
	2	20.00	23.00
	3	20.50	23.50

Note: Refer to Section 16 when Minors are engaged (8-hour work day).

For clarification of hourly work time, additional work time and overtime, see Articles 1205 and 1206; for Minors, see Article 1606. For other categories, refer to Section 2, Definitions. The **\$253.50/\$258.50/\$263.50** Session Fee and two (2) hours included work time for Group Singers shall entitle the Engager to one (1) final cut. Additional final cuts produced at the same session shall be payable at the rate of **\$253.50/\$258.50/\$263.50** per cut. One (1) hour of included work time may be provided the Engager for each additional cut. Any additional time worked is payable at the hourly work-time rate of **\$84.50/\$86.00/\$87.50** per hour or any portion thereof.

Each Performer shall be compensated by no less than a minimum Session Fee for each commercial in which the Performer's services were utilized, or the total number of days that the Performer worked, whichever is the greater. For example,

- (a) A Performer works three (3) days and appears Silent-On-Camera in two (2) commercials made for a designated advertiser. The Performer would be paid Session Fees of $3 \times \$802.50/\$818.50/\$835.00 = \$2407.50/\$2455.50/\2505.00 for the three days' service, which shall also constitute payment for the two commercials.
- (b) A Performer works one (1) day and appears Silent-On-Camera in three (3) commercials for a designated advertiser. The Performer shall be paid $\$802.50/\$818.50/\$835.00$ which shall constitute the initial Session Fee payment for one commercial and, in addition, $\$1605.00/\$1637.00/\$1670.00$ which shall constitute payment for the two (2) remaining commercials.
- (c) A Performer works three (3) days and appears Silent-On-Camera in three (3) commercials for a designated advertiser. On each day the Performer renders services in various segments of each of the three commercials. Photography is completed for all three commercials on the third day. The Performer shall be paid Session Fees of $3 \times \$802.50/\$818.50/\$835.00 = \$2407.50/\$2455.50/\2505.00 for three days' services, which shall also constitute Session Fee payments for the three commercials.

1203 Demo and Test Commercial Session

- (a) **All Categories Except Group Singers** Performers engaged in demo or test commercials in performance categories other than Group Singer shall be paid fifty percent (50%) of the applicable Session Fee. The number of work hours in the applicable basic work session shall be fifty percent (50%) of the number provided for in Article 1202. Hours worked beyond the basic work session shall be paid at the full hourly work time, additional work time and overtime rates. These rates and conditions apply individually to each demo or test commercial in which the Performer is engaged. The definition and application of demo and test commercials are in accordance with Article 1823.
- (b) **Group Singers** If a Group Singer session has been called for the production of demo cuts, the fee of $\$253.50/\$258.50/\$263.50$ and two (2) hours of included work time shall entitle the Engager to two (2)

demo cuts limited to the same product. The Engager may be entitled to a third demo cut for the same product in the same work session at an additional fee of **\$125.00/\$127.50/\$130.00** and to an additional half-hour of work time. If, in a demo session, the Engager is producing only two (2) demo cuts for the same product and requires additional time beyond one (1) hour, such additional time worked shall be payable at the rate of **\$84.50/\$86.00/\$87.50** per hour or any portion thereof. If a second (or additional) demo cut is made for product(s) different from the first, such cut shall be paid for additionally, at the rate of **\$253.50/\$258.50/\$263.50** for two (2) cuts per product and one (1) hour of included work time.

If an Engager puts only one (1) demo cut from a work session into broadcast use, residual fees shall be payable as provided for in this Agreement. No retroactive adjustment need be made with reference to the Session Fee. However, in the event that an Engager puts a second, third or subsequent demo cut from the same work session into broadcast use in addition to the first demo cut, there shall be a retroactive adjustment in the Session Fees to equal a minimum fee of **\$253.50/\$258.50/\$263.50** per final cut.

- (c) **Presentation Demo** An Engager may produce a presentation demo, but such demo may not be upgraded without the additional payment of a full Session Fee. Two (2) presentation demos may be produced in a session, the minimum guarantee for which shall be **\$312.00/\$318.00/\$324.50** for all performance categories. Any additional presentation demos produced at the same session beyond two (2) shall be paid at the rate of **\$157.00/\$160.00/\$163.00** per demo. The number of work hours shall be fifty percent (50%) of the hours as provided for in Article 1202. Any additional time worked beyond the included work hours is payable at the hourly work time, additional work time or overtime rates provided for in Article 1202.

1204 **Pre-recording and/or Post-Synchronization** A Principal Performer may be called for pre-recording or post-synchronization on a day other than the session day or days (either prior to or subsequent to the session day). A pre-recording or post-synchronization call shall be paid at the recall rate provided for in Articles 1209 and 1211, and such compensation shall be in addition to compensation for other work sessions such as Session Fees and recall fees.

1205 **Additional Work Time**

- (a) **Principal, Silent-On-Camera, Demonstrator, Background Performer, Group Background Performer, Stunt Coordinator and Stunt Performer** *Adults over the age of 16:* Work time beyond eight (8) hours in any one day (whether session or recall), exclusive of meal periods, shall be designated “additional work time.” Such **ninth** and **tenth** hours of work or any portion thereof (notwithstanding the number of commercials being produced on any day) shall be payable at the additional work time hourly rate as specified in Article 1202. *Minors ages 12 to 15:* See Article 1606 regarding the **ninth** and **tenth** hours of additional work time.
- (b) **Voice-Over/Solo Singer** *Adults over the age of 16:* When production is continued beyond the four (4) included work hours designated in Article 1202 (excluding an hour-long meal period), the fifth, sixth, seventh, and eighth hours of work (notwithstanding the number of commercials being produced on any day) shall be payable at the hourly work time rate as specified in Article 1202. Additional work time for the **ninth** and **tenth** hours of work or any portion thereof (notwithstanding the number of commercials being produced on any day) shall be payable at the additional work time hourly rate as specified in Article 1202. *Minors:* See Article 1606.
- (c) **Group Singers** Refer to the second paragraph following the Session Fee table in Article 1202 and to Article 1203.

Note: Refer to Section 16 when Minors are engaged (8-hour work day).

1206 **Overtime** When production is continued beyond the additional work time allowed in any one day (i.e., eight [8] hours of work, excluding one [1] meal period as specified in this Agreement), notwithstanding the number of commercials being produced on any day, further hours worked or any portion thereof from the **eleventh** hour and on, shall be called “overtime” and shall be payable at the overtime hourly rates as specified in Article 1202. Overtime rates shall only be applicable following additional work time.

1207 **Night Work** Night work is defined as work that takes place between 11:00 p.m. and 6:00 a.m. Each Performer shall receive, in addition to her or his Session Fee, a premium of 20% of the appropriate hourly work time rate for each hour of such work.

1208 **Recall** Prior to the first telecasting of commercial(s) made for a particular Sponsor and subsequent to completion of production of the commercial(s), Performers may be requested to return to work to correct a technical error in the commercial(s) or to make changes to comply with laws or governmental regulations and/or changes necessitated by network or station codes relating to advertising standards, provided such changes are not made to accommodate a change in the style, delivery or concept of the commercial(s). Such work shall be designated as a “Recall session.” See Article 416.

All on-camera Performers shall be compensated for Recalls at no less than a minimum guarantee of four (4) hours. Group Singers shall be compensated at no less than a minimum guarantee of one (1) hour. Voice-Over Performers shall be compensated at no less than a minimum guarantee of two (2) hours. A Recall fee shall be payable per work session and may cover work on more than one commercial in that work session. The hourly fee for Recalls shall be the same as for preproduction rehearsal (see Article 1211 for fee table).

Performers may not be booked for a recall session at the time of booking nor during the original work session.

Fees for Recalls shall be in addition to fees for other work sessions, such as Session Fees and Preproduction Rehearsal Fees, and shall be in addition to residual fees. Recalls may not be made for the purpose of extending the original work session of a commercial nor for remaking existing or discarded commercials.

1209 **Preproduction Rehearsal** Prior to the session day, Performers may be called for a dry-run rehearsal. Preservation of the rehearsal performance, including the use of still photographs, is acceptable, providing that it is not used in any way for broadcast but is only for the purpose of client evaluation and approval. Fees for preproduction rehearsal shall be in addition to compensation for other work sessions such as Session Fees and Recall fees, and shall not be applied against residual payments. Performers in all on-camera categories shall be compensated for preproduction rehearsal at no less than a minimum guarantee of four (4) hours, except Voice-Over Performers, who shall be compensated at no less than a minimum guarantee of two (2) hours, and Group Singers, who shall be compensated at no less than a minimum guarantee of one (1) hour. The hourly fee for preproduction rehearsal shall be the same as for Recalls.

1210 Recall and Preproduction Rehearsal Fees: National Television

Year 1: August 05, 2017 to June 30, 2018 **Year 2:** July 1, 2018 to June 30, 2019

Year 3: July 1, 2019 to June 30 2020

Category	Year	Minimum Recall Preproduction Rehearsal Fees	Hourly Work Time Rate
Principal/Solo Singer (on camera) (4 hours included work time)	1	\$400.50	\$102.00
	2	408.50	104.00
	3	416.50	106.00
Silent on Camera (4 hours included work time)	1	400.50	102.00
	2	408.50	104.00
	3	416.50	106.00
Voice-Over/Solo Singer (off camera) (2 hours included work time)	1	253.50	84.50
	2	258.50	86.00
	3	263.50	87.50
Demonstrator (4 hours included work time)	1	400.50	102.00
	2	408.50	104.00
	3	416.50	106.00
Group Singer (1 hour included work time)	1	168.00	84.50
	2	171.50	86.00
	3	175.00	87.50
Stunt Performer (4 hours included work time)	1	400.50	102.00
	2	408.50	104.00
	3	416.50	106.00
Stunt Coordinator (4 hours included work time)	1	534.00	133.50
	2	544.50	136.00
	3	555.50	138.50
Background Performer (4 hours included work time)	1	246.00	62.50
	2	251.00	64.00
	3	256.00	65.50
Group Background Performers (1 to 30) (4 hours included work time)			
On August 5, 2017	1	144.50	35.50
On July 1, 2018	2	147.50	36.00
On July 1, 2019	3	150.50	36.50
Group Background Performers (31 & over) (4 hours included work time)			
On August 5, 2017	1	60.00	15.00
On July 1, 2018	2	61.25	15.50
On July 1, 2019	3	62.50	16.00

Note: Refer to Section 16 when Minors are engaged.