

LEGEND	
Yellow →	Proposals
Orange →	Agreed to Items
Turquoise →	Simplified Agreed to Items
Red →	Housekeeping
Green →	Relocation in New NCA

Session Rate Chart (Video Only)
Minimum Fees

*Based on current 2023-2024 NCA Rates

SESSION FEES

VIDEO PERFORMANCE CATEGORY	SESSION FEE Minimum Guarantee per Session	WORK SESSION HOURS	HOURLY RATE up to 8 Hours	ADDITIONAL WORK TIME 9th & 10th Hours	OVERTIME 11th Hour & On	PRE-PRODUCTION REHEARSAL and/or RECALL 50% of work hours	TAGS Per Tag at Original Session
ON-CAMERA							
Principal Performer (PP)							
Solo Singer (SS)							
Silent on Camera (SOC)	\$868.50	8	\$110.00	\$143.50	\$162.00	\$433.50 \$434.25	\$225.00
Demonstrator (DEMO)							
Stunt Performer (ST)							
Group Singer							
Background Performer (BG)	\$532.00	8	\$68.50	\$81.50	\$102.50	\$266.00	N/A
Group Background Performer (1 to 30-50)	\$312.00	8	\$37.50	\$51.00	\$58.50	\$156.50 \$156.00	N/A
Group Background Performer (31+ 51+)	\$130.00 \$188.00	8	\$17.00 \$23.50	\$21.50 \$51.00	\$24.50 \$58.50	\$64.50 \$94.00	N/A
OFF-CAMERA							
Voice-Over/Solo Singer	\$633.50	4	\$91.50	\$115.00	\$143.50	\$274.50 \$316.75	\$135.00
Group Singer	\$274.50	2	\$91.50	\$115.00	\$143.50	\$182.00 \$137.25	\$135.00
Stunt Coordinator (STC)	\$1,159.00	8	\$144.50	\$175.50	\$215.50	\$578.00 \$579.50	N/A

NOTES:
 Night Work 20% premium shall be paid on work hours between 11:00pm and 6:00am.
 Pre-Production Rehearsal and Recall shall be paid at 50% of the Session Fee and includes 50% of the work hours for the applicable performance category.
 Holding Call and Hold-over on Location shall be paid 4 hours at the applicable Hourly Work Time rate.
 Demo shall be paid at 50% of the Session Fee and includes 50% of the work hours for the applicable performance category.
 Joint Promotions A 50% step-up fee shall be paid when more than 1 Advertiser and product or service is featured (maximum of 3).

PAYMENT REMITTANCE DETAILS

Session Payments shall be paid no later than 15 business days after the work session.
 Insurance and Retirement Contributions (I&R) do not apply to Detained in Initial Audition, Callback Audition Fee, Detained in a Callback Fee, Special Wardrobe for Audition, Kilometrage, Per Diem Allowance, Regular Wardrobe Fee and Special Wardrobe.
 Accident on Set Insurance (AOS) is paid at the rate of 1% of all gross Performer work session fees, plus applicable taxes.
 Contract Service Fees see article B507.
 Late Payment Penalties see article B502.

AUDITION RELATED FEES

ITEM	AMOUNT	DETAILS
Improv Fee *	\$80.50	Per Audition
Detained in the Initial Audition Fee *	\$91.50	Per Hr or part thereof in excess of 1 Hr
Fee for taking part in another Performer's Audition*	\$91.50	Per Hr or part thereof
Callback Audition Fee	\$50.00 \$75.00	Per 1 Hr Callback
Detained in a Callback Fee	\$50.00	Per Hr or part thereof in excess of 1 Hr
Special Wardrobe in Audition Fee	\$84.50	Per Audition

TRAVEL EXPENSES

ITEM	AMOUNT	DETAILS
Kilometrage Allowance Mileage	\$0.58 \$0.68	Current CRA rate/km apply
Per Diem	\$301.00	
Per Diem Allowance for Meals	\$129.00	
Breakfast	\$26.50	When meals are not provided
Lunch	\$34.00	
Dinner	\$66.00 \$68.50	

ANCILLARY SESSION FEES

ITEM	AMOUNT	DETAILS
Meal Penalty	\$91.50	Per Penalty
Regular Wardrobe Fee	\$15.00	3+ Wardrobe Changes
Special Wardrobe Fee	\$28.00	i.e. Santa Suit, Sari

PRESENTATION DEMO

VIDEO PERFORMANCE CATEGORY	MINIMUM GUARANTEE (1-2 Per Session)	PER ADDITIONAL (beyond 2 at same Session)	MULTIPLE ON SINGLE CONTRACT 12 Sessions in 1 Year Period (1-2 Per Session)
All Performance Categories	\$337.50	\$170.00	\$4,050.00

NOTES:
 Presentation Demos 50% of the work hours are included for the applicable performance category

PROPOSAL
 Group Background Performers - Propose to increase the GBP count from 1-30 & 31+ to 1-50 & 51+. 51+ rates proposed to be increased to be above minimum wage, after deductions. AWT, OT & Recall rates proposed to align with 1-50 rates as there shouldn't be a variance in how it's valued.

PROPOSAL
 Pre-Production Rehearsal and Recall rates proposed to be at 50% of the Session Fee and 50% of the work hours rather than the Hourly rate x 4.

PROPOSAL
 Propose to include Improv Fee, Detained in Initial Audition Fee, and Fee for taking part in another Performer's Audition among the Net Payments not subject to Deductions & Contributions. A simplified and consistent approach in the administration of these ancillary fees.

PROPOSAL
 Callback Audition Fee - Propose to delete the Callback language from the L&R and have National apply. This would be a cost increase.

PROPOSAL
 Kilometrage - Propose to have mileage refer to the CRA versus the CAA. Currently at \$0.68 versus previous \$0.58.

PROPOSAL
 *Per Diem, Kilometrage, Meal Allowance - Propose to delete these articles from the L&R and have National apply. This would be a cost increase. L&R currently at \$281.65 vs. \$295.

RADIO, DIGITAL & OOH RATE CHART (AUDIO ONLY)

SESSION + RESIDUAL/USE

Minimum Fees

**Based on current 2023-2024 NCA Rates*

PERFORMANCE CATEGORY	WORK SESSION HOURS	RADIO ONLY Minimum Guarantee per Session	RADIO/OOH/DIGITAL (Audio Only) Minimum Guarantee per Session	ADDITIONAL WORK TIME Hours 3 & 4	ADDITIONAL WORK TIME Hours 5+	PER CUT RATE RADIO ONLY 1 Hour per Commercial	PER CUT RATE RADIO/OOH/DIGITAL 1 Hour per Commercial	RECALL 1 Hour	TAGS
----------------------	--------------------	---	--	-------------------------------------	----------------------------------	---	--	------------------	------

1 or 2 COMMERCIALS - 13 WEEKS

Single Voice (SV)	2	\$676.50	<u>\$1,015.50</u>	\$68.50	\$115.00	\$339.00	\$508.50	\$339.00	\$135.50
Solo Singer (SS)									
Multiple Voice (MV)	2	\$507.75	<u>\$762.00</u>	\$68.50	\$115.00	\$254.25	\$381.38	\$254.25	N/A
Group Singer (GS)									

NOTES:
 Tags included in the original Work Session: 1 Commercial = 4 Tags. 2 Commercials = 2 Tags per Commercial. Additional Tags paid per rate above.

DISCOUNTS FOR LOCAL OR REGIONAL USE

Regional Use of a National Commercial used in Radio only for 1 or 2 Cuts: 15% discount for 13 week cycle.

FOREIGN DISTRIBUTION

Canadian & U.S. Session and Use for 1 Commercial: 3x applicable Minimum Guarantee for a 13 week cycle.

U.S. Session & Use for 1 Commercial: 2x applicable Minimum Guarantee for a 13 week cycle.

Foreign Session & Use (outside of North America) for 1 Commercial: 3x applicable Minimum Guarantee for a 13 week cycle.

SHORT-LIFE RATE CHART (AUDIO ONLY)

SESSION + RESIDUAL/USE

Minimum Fees

**Based on current 2023-2024 NCA Rates*

PERFORMANCE CATEGORY	WORK SESSION HOURS	RADIO ONLY Minimum Guarantee per Session	RADIO/OOH/DIGITAL (Audio Only) Minimum Guarantee per Session	ADDITIONAL WORK TIME Per ½ Hour	PER CUT RATE RADIO ONLY ½ Hr per Commercial	PER CUT RATE RADIO/OOH/DIGITAL ½ Hr per Commercial	CHANGES Per Change	RECALL 1 Hour
7 Day								
Single Voice (SV)	1	\$345.50	<u>\$518.25</u>	\$35.00	\$172.75	<u>\$259.25</u>	\$67.25	\$172.75
Solo Singer (SS)								
Multiple Voice (MV)	1	\$259.50	<u>\$387.75</u>	\$35.00	\$128.25	<u>\$192.50</u>	\$67.25	\$128.25
Group Singer (GS)								
14 Day								
Single Voice (SV)	1	\$456.00	<u>\$682.50</u>	\$35.00	\$226.50	<u>\$339.75</u>	\$67.25	\$226.50
Solo Singer (SS)								
Multiple Voice (MV)	1	\$341.25	<u>\$512.25</u>	\$35.00	\$171.00	<u>\$256.50</u>	\$67.25	\$171.00
Group Singer (GS)								
31 Day								
Single Voice (SV)	1	\$517.75	<u>\$777.50</u>	\$35.00	\$259.75	<u>\$389.75</u>	\$67.25	\$259.75
Solo Singer (SS)								
Multiple Voice (MV)	1	\$389.50	<u>\$584.00</u>	\$35.00	\$194.50	<u>\$291.75</u>	\$67.25	\$194.50
Group Singer (GS)								
45 Day								
Single Voice (SV)	1	\$586.50	<u>\$880.00</u>	\$35.00	\$293.50	<u>\$440.25</u>	\$67.25	\$293.50
Solo Singer (SS)								
Multiple Voice (MV)	1	\$440.75	<u>\$660.25</u>	\$35.00	\$219.50	<u>\$329.25</u>	\$67.25	\$219.50
Group Singer (GS)								

NOTES:

Work Session: 1 hour work session includes up to 2 Commercials and 4 products.

Additional Work Time (AWT): Any time worked in excess of the included work session hours (per cut) shall be payable at the AWT rate.

Per Cut: Each additional Commercial beyond 2 produced in a work session shall be paid at the per cut rate, and extends the work session by ½ hour per cut, and includes 1 allowable change.

Recall session: Must occur prior to the first broadcast of a Commercial and shall include 1 hour of work time.

Changes: In a work session where 2 Commercials are recorded there will be a total of 2 allowable changes- 1 per Commercial. In a work session where only 1 Commercial is recorded there can be a total of 3 allowable changes.

Work session rate for changes only: The minimum guarantee, as above, or the per change rate, whichever is greater.

Video Residual/Use Rate Chart
Minimum Fees

*Based on current 2023-2024 NCA Rates

	<u>Principal</u> Current Rate	<u>SOC/Stunt</u> Current Rate	<u>Voice/Solo</u> Current Rate	<u>Group Singer</u> Current Rate
--	----------------------------------	----------------------------------	-----------------------------------	-------------------------------------

National TV with Out of Home				
13 Weeks	\$ 2,012.50	\$ 1,350.98	\$ 1,007.11	\$ 539.15

Out of Home				
13 Weeks	\$ 778.85	\$ 561.25	\$ 396.15	\$ 235.25

National Regional TV with Out of Home				
13 Weeks BC	\$ 933.55	\$ 652.40	\$ 491.95	\$ 274.80
13 Weeks Prairies	\$ 1,071.90	\$ 732.20	\$ 583.65	\$ 314.15
13 Weeks Ontario	\$ 1,901.15	\$ 1,266.35	\$ 952.10	\$ 509.10
13 Weeks Quebec	\$ 933.55	\$ 652.40	\$ 491.95	\$ 274.80
13 Weeks Atlantic	\$ 778.85	\$ 561.25	\$ 396.15	\$ 235.25

National Short Life TV with Out of Home				
7 Days	\$ 503.13	\$ 337.75	\$ 251.78	\$ 134.79
14 Days	\$ 664.13	\$ 445.82	\$ 332.35	\$ 177.92
31 Days	\$ 1,006.25	\$ 675.49	\$ 503.56	\$ 269.58
45 Days	\$ 1,408.75	\$ 945.69	\$ 704.98	\$ 377.41

Specialty Cable TV Only, 1-5 Stations, with Out of Home				
13 Weeks	\$ 1,193.05	\$ 848.45	\$ 595.95	\$ 325.45
7 Days	\$ 298.26	\$ 212.11	\$ 148.99	\$ 81.36
14 Days	\$ 393.71	\$ 279.99	\$ 196.66	\$ 107.40
31 Days	\$ 596.53	\$ 424.23	\$ 297.98	\$ 162.73
45 Days	\$ 835.14	\$ 593.92	\$ 417.17	\$ 227.82

Specialty Cable TV, 6+ Stations, with Out of Home				
13 Weeks	\$ 1,449.25	\$ 997.65	\$ 754.20	\$ 386.95
7 Days	\$ 362.31	\$ 249.41	\$ 188.55	\$ 96.74
14 Days	\$ 478.25	\$ 329.22	\$ 248.89	\$ 127.69
31 Days	\$ 724.63	\$ 498.83	\$ 377.10	\$ 193.48
45 Days	\$ 1,014.48	\$ 698.36	\$ 527.94	\$ 270.87

Explanation

NEW PROPOSAL To replace the tables in the NCA with this singular rate based on 84 Market Units on Table B.

SIMPLIFICATION

2023-2024 NCA Rates - Based on 10 Unit count from Table A as per current NCA calculations (Other Media)

NEW PROPOSAL To calculate the National Regional TV Rates with Numeris Unit count using Table A/B.

Calculated at 18 Units Table A - 2023/24 NCA Rates (numerus count - ↑ of 9 units)
Calculated at 26 Units Table A - 2023/24 NCA Rates (numerus count - ↑ of 11 units)
Calculated at 48 Units Table B - 2023/24 NCA Rates (numerus count - ↑ of 8 units)
Calculated at 18 units Table A - 2023/24 NCA Rates
Calculated at 10 units Table A - 2023/24 NCA Rates

NEW PROPOSAL Simplification of Rate Charts based on Short-Life Discount from National Rate

Current Short-Life Discounts @ 25% of National Rate
Current Short-Life Discounts @ 33% of National Rate
Current Short-Life Discounts @ 50% of National Rate
Current Short-Life Discounts @ 70% of National Rate

NEW PROPOSAL Simplification of Rate Charts. 2 different rate options to fit market needs.

14 market units on Table B
Current Short-Life Discounts (25%)
Current Short-Life Discounts (33%)
Current Short-Life Discounts (50%)
Current Short-Life Discounts (70%)

NEW PROPOSAL Simplification of Rate Charts. 2 different rate options to fit market needs.

24 Market Units on Table B
Current Short-Life Discounts (25%)
Current Short-Life Discounts (33%)
Current Short-Life Discounts (50%)
Current Short-Life Discounts (70%)

	<u>Principal</u> Current Rate	<u>Principal</u> Proposed Rate	<u>SOC/Stunt</u> Current Rate	<u>SOC/Stunt</u> Proposed Rate	<u>Voice/Solo</u> Current Rate	<u>Voice/Solo</u> Proposed Rate	<u>Group Singer</u> Current Rate	<u>Group Singer</u> Proposed Rate
Digital Video Only (Rounded to Nearest \$0.25)								
1 Year	\$ 1,300.50	\$ 1,737.00	\$ 1,300.50	\$ 1,737.00	\$ 936.25	\$ 1,267.00	\$ 390.25	\$ 549.00
13 Weeks	N/A	\$ 521.00	N/A	\$ 521.00	N/A	\$ 380.00	N/A	\$ 164.75

Explanation

NEW PROPOSAL increase Digital Media rates to reflect Market Use. Remove 6 month & 45 day options. Introduce 13 week option. No Product Conflicts. Does not include OOH/Other Media
Proposed rates based on 2x 23/24 Session Rate
13 Weeks = 30% of 1 Year proposed rate

	<u>Voice/Solo</u> Current Rate	<u>Voice/Solo</u> Proposed Rate
Other Language Voice Overs (Not English or French)		
1 Year of Digital Only	\$ 326.25	\$ 318.25
13 Weeks of TV Only	\$ 216.75	\$ 336.35
13 Weeks of Digital Only	N/A	\$ 95.48

Explanation

Agreed in 2022 (2022-Feb-11 at 11h00) proposed 23/24 45-Day Digital Use rate (\$318.25)
Agreed in 2022 (2022-Feb-11 at 11h00) proposed 23/24 rate Table A 5 units (\$336.35)
NEW PROPOSAL Other Language VO for Digital Only at 30% of 1 Yr DM for Other Language

U.S. Paid as per SAG-AFTRA

Foreign Use (Multiples of Session Fee)

United Kingdom	x 3
United Kingdom Including Ireland	x 4
Ireland North and/or South	x 2
Europe, excluding UK	x 2
Japan	x 1
Asia, excluding Japan	x 2
Rest of the World	x 1
Worldwide, except Can/US	x 9

Explanation

****NEW PROPOSAL*** Delete Side Letter No. 1 and replace with Multiples of Session Fees as per NCA

LEGEND	
Yellow	→ Proposals
Orange	→ Agreed to Items
Turquoise	→ Simplified Agreed to Items
Red	→ Housekeeping
Green	→ Relocation in New NCA

LOCAL & REGIONAL: TELEVISION SESSION RATE CHART (VIDEO ONLY)

Minimum Fees

**Based on current 2023-2024 NCA Rates*

	SESSION FEE <i>Minimum Guarantee per Session</i>	WORK SESSION HOURS	HOURLY RATE	ADDITIONAL WORK TIME 7th & 8th Hours	OVERTIME 9th Hour & On	PRE-PRODUCTION REHEARSAL and/or RECALL	TAGS Per Tag In excess of 10
Regional Category 1							
ON-CAMERA							
Principal Performer (PP) Solo Singer (SS) Group Singer (GS)	\$614.40	6	\$54.10	\$65.40	\$71.10	\$308.10	\$142.50
Silent on Camera (SOC) Demonstrator (DEMO)	\$591.10	6	\$54.10	\$65.40	\$71.10	\$296.30	N/A
Background Performer (BG)	\$455.50	6	\$54.10	\$65.40	\$71.10	\$175.00	N/A
OFF-CAMERA							
Voice-Over (VO) Solo Singer (SS)	\$303.70	1	\$54.10	\$65.40	\$71.10	\$151.50	\$86.70
Group Singer	\$227.80	1	\$54.10	\$65.40	\$71.10	\$117.50	\$86.70

	SESSION FEE <i>Minimum Guarantee per Session</i>	WORK SESSION HOURS	HOURLY RATE	ADDITIONAL WORK TIME 7th & 8th Hours	OVERTIME 9th Hour & On	PRE-PRODUCTION REHEARSAL and/or RECALL	TAGS Per Tag In excess of 10
Regional Category 2							
ON-CAMERA							
Principal Performer (PP) Solo Singer (SS) Group Singer (GS)	\$508.70	6	\$54.10	\$65.40	\$71.10	\$254.30	\$105.30
Silent on Camera (SOC) Demonstrator (DEMO)	\$488.40	6	\$54.10	\$65.40	\$71.10	\$244.50	N/A
Background Performer (BG)	\$283.10	6	\$54.10	\$65.40	\$71.10	\$87.40	N/A
OFF-CAMERA							
Voice-Over (VO) Solo Singer (SS)	\$179.90	1	\$54.10	\$65.40	\$71.10	\$89.70	\$64.10
Group Singer	\$107.80	1	\$54.10	\$65.40	\$71.10	\$54.00	\$64.10

	SESSION FEE <i>Minimum Guarantee per Session</i>	WORK SESSION HOURS	HOURLY RATE	ADDITIONAL WORK TIME 7th & 8th Hours	OVERTIME 9th Hour & On	PRE-PRODUCTION REHEARSAL and/or RECALL	TAGS Per Tag In excess of 10
Regional Category 3							
ON-CAMERA							
Principal Performer (PP) Solo Singer (SS) Group Singer (GS)	\$440.50	6	\$54.10	\$65.40	\$71.10	\$217.90	\$78.70
Silent on Camera (SOC) Demonstrator (DEMO)	\$419.30	6	\$54.10	\$65.40	\$71.10	\$210.10	N/A
Background Performer (BG)	\$283.10	6	\$54.10	\$65.40	\$71.10	\$85.70	N/A
OFF-CAMERA							
Voice-Over (VO) Solo Singer (SS)	\$139.80	1	\$54.10	\$65.40	\$71.10	\$70.00	\$47.40
Group Singer	\$83.60	1	\$54.10	\$65.40	\$71.10	\$42.30	\$47.40

LEGEND	
Yellow →	Proposals
Orange →	Agreed to Items
Turquoise →	Simplified Agreed to Items
Red →	Housekeeping
Green →	Relocation in New NCA

LOCAL & REGIONAL: TELEVISION SESSION RATE CHART (VIDEO ONLY)

Minimum Fees

*Based on current 2023-2024 NCA Rates

	SESSION-FEE Minimum-Guarantee-per-Session	WORK-SESSION-HOURS	HOURLY-RATE	ADDITIONAL-WORK-TIME 7th & 8th Hours	OVERTIME 9th Hour & On	PRE-PRODUCTION-REHEARSAL and/or RECALL	TAGS Per-Tag In-excess-of-10
Regional Category 4							
ON-CAMERA							
Principal Performer (PP) Solo Singer (SS) Group Singer (GS)	\$667.80	6	\$78.60	\$94.40	\$103.20	\$446.40	\$206.30
Silent on Camera (SOC) Demonstrator (DEMO)	\$643.20	6	\$78.60	\$94.40	\$103.20	\$429.20	N/A
Background Performer (BG)	\$455.50	6	\$78.60	\$94.40	\$103.20	\$253.60	N/A
OFF-CAMERA							
Voice-Over (VO) Solo Singer (SS)	\$330.00	1	\$78.60	\$94.40	\$103.20	\$219.50	\$125.70
Group Singer	\$247.90	1	\$78.60	\$94.40	\$103.20	\$165.20	\$125.70

	SESSION-FEE Minimum-Guarantee-per-Session	WORK-SESSION-HOURS	HOURLY-RATE	ADDITIONAL-WORK-TIME 7th & 8th Hours	OVERTIME 9th Hour & On	PRE-PRODUCTION-REHEARSAL and/or RECALL	TAGS Per-Tag In-excess-of-10
Regional Category 4+							
ON-CAMERA							
Principal Performer (PP) Solo Singer (SS) Group Singer (GS)	\$890.60	6					
Silent on Camera (SOC) Demonstrator (DEMO)	\$857.50	6					
Background Performer (BG)	\$455.50	6					
OFF-CAMERA							
Voice-Over (VO) Solo Singer (SS)	\$440.00	1					
Group Singer	\$330.40	1					

NOTES:

Hourly Work Time When a production continues beyond the designated included work time assigned to each Performance category, up to and including the 6th hour of work in any one day, the AWT shall be designated 'Hourly Work Time' and Performers shall be paid per hour or any portion thereof.

Additional Work Time When production continues beyond 6 hours, such work time shall be designated Additional Work Time, and the Performers shall be paid for the 7th and 8th hours of work at the AWT per hour or any portion thereof. Performers required to attend makeup, hairdressing or wardrobe calls at a time other than immediately prior to the production call shall be paid at the AWT rate for a minimum of 1 hour.

Overtime When production is continued beyond 8 hours in any one day, excluding a 1 hour meal period, further hours of work shall be paid at the Overtime rate per hour or any portion thereof.

Pre-Production Rehearsal and Recall includes 50% of the work hours for the applicable performance category, excluding VO/GS/SS which shall include 1 work hour.

Holding Call shall be paid 4 hours at the applicable Hourly Work Time rate.

Demo shall be paid at 50% of the Session Fee and includes 50% of the work hours for the applicable performance category.

Tags When a Performer is called to produce Tags, the applicable Session Fee shall be paid and up to a total of 1 minute of finished material may be produced, inclusive of any combination of Commercials and up to 10 Tags. Tags in excess of 10 shall be paid the applicable rate per additional tag.

Doubling A Performer engaged to perform more than 1 role in a Commercial shall be paid an additional 50% of the applicable Session Fee for each role beyond the first.

Additional Commercials Each additional Commercial beyond 1 minute of finished Commercials produced at the same work Session may be paid at the rate of 1/3 of the appropriate Session/Use Fee. For each additional Commercial produced, the Engager may be entitled to an additional 2 hours of included work time per Commercial for on-camera Performers and 1 hour of included work time per commercial for off-camera Performers.

PAYMENT REMITTANCE DETAILS

Session Payments shall be paid no later than 15 business days after the work session.

Insurance and Retirement Contributions (I&R) do not apply to Callback Audition Fee, Detained in a Callback Fee, Kilometrage, and Per Diem Allowance.

Accident on Set Insurance (AOS) is paid at the rate of 1% of all gross Performer work session fees, plus applicable taxes.

Contract Service Fees see article XXXX.

Late Payment Penalties see article XXXX

LEGEND

Yellow	→ Proposals
Orange	→ Agreed to Items
Turquoise	→ Simplified Agreed to Items
Red	→ Housekeeping
Green	→ Relocation in New NCA

L&R Proposals

- 1 Propose to delete Category 4+ from the Session Rate Chart as it doesn't get used and is unnecessarily complicated. Additionally, the rates are quite similar to National Rates.
- 2 Propose to delete Category 4 from the Session Rate Chart & Use Fee Charts as this category does not get used as much outside of Audio. The deletion will offer streamlined rate charts and a more user friendly agreement.
- 3 Propose that kilometrage, callback Audition and meal penalties will follow the terms of the National - both in rates and not being subject to I&R to allow for consistent application. Meal Penalties under L&R are \$78.80 and under National are \$89.50 - A monetary increase to the Engager.
- 4 Propose to have Callback Audition Fee language and rates deleted from the L&R and align with National. L&R at \$25.00 to a maximum of \$100 for 4 hours. National at \$50 (though agreed to \$75) per hour. A monetary increase to the Engager.
- 5 Simplification. Propose to simplify the L&R Rate Charts by capturing all Session related fees for each category into 1 chart rather than having it spread over 5 pages of various charts and article language.

LEGEND	
Yellow	→ Proposals
Orange	→ Agreed to Items
Turquoise	→ Simplified Agreed to Items
Red	→ Housekeeping
Green	→ Relocation in New NCA

ACTRA

LOCAL & REGIONAL: TELEVISION RESIDUAL/USE RATE CHART

Minimum Fees

*Based on current 2023-2024 NCA Rates

Performance Category	Per 1 Week of Use	1 Week	Per-2-Weeks of Use	Per 1 Month of Use	1 Month	Per 13 Weeks of Use	13 Weeks	Per-One 1 Year Use (Prepaid)	1 Year	Per-Two Years-Use (Prepaid)
Regional Category 1										
More-Than-One Commercial Produced at a Session										
Prime-/Solo-Singer (on-camera)	\$-227.60	\$-287.50	\$-347.90	\$-458.90	\$-1,374.00	\$-2,406.70				
SOC	\$-218.70	\$-276.90	\$-334.60	\$-440.60	\$-1,324.90	\$-2,331.20				
VO/Solo-Singer (off-camera)	\$-453.80	\$-491.00	\$-227.60	\$-347.90	\$-1,042.60	\$-1,826.10				
Group-Singer	\$-416.60	\$-443.70	\$-471.60	\$-262.20	\$-786.60	\$-1,376.40				
Television-Residual-Rate-per-Commercial										
Only-One-Commercial-Produced-at-a-Session										
ON-CAMERA										
Principal Performer (PP) / Solo Singer (SS) (on-camera)	\$ 193.40	\$ 210.50	\$-244.60	\$ 295.80	\$ 321.85	\$ 389.60	\$ 423.95	\$ 1,271.85		
Silent on Camera (SOC)	\$ 185.90	\$ 202.30	\$-234.90	\$ 284.70	\$ 309.60	\$ 374.60	\$ 407.60	\$ 1,222.80		
OFF-CAMERA										
Voice Over (VO) / Solo Singer (SS) (off-camera)	\$ 130.80	\$ 142.30	\$-162.40	\$ 193.40	\$ 210.50	\$ 295.80	\$ 321.85	\$ 965.55		
Group Singer	\$ 98.00	\$ 106.75	\$-122.00	\$ 145.70	\$ 158.60	\$ 222.90	\$ 242.55	\$ 727.65		
Regional Category 2										
More-Than-One Commercial Produced at a Session										
Prime-/Solo-Singer (on-camera)	\$-479.90	\$-216.10	\$-261.80	\$-347.90	\$-1,042.60	\$-1,826.10				
SOC	\$-472.70	\$-207.20	\$-242.30	\$-334.60	\$-1,002.00	\$-1,764.80				
VO/Solo-Singer (off-camera)	\$-410.00	\$-127.20	\$-146.10	\$-261.00	\$-777.20	\$-1,371.70				
Group-Singer	\$-66.60	\$-76.60	\$-87.40	\$-156.80	\$-469.70	\$-822.00				
Only-One-Commercial-Produced-at-a-Session										
ON-CAMERA										
Principal Performer (PP) / Solo Singer (SS) (on-camera)	\$ 152.90	\$ 166.40	\$-183.60	\$ 215.10	\$ 233.45	\$ 295.80	\$ 321.85	\$ 965.55		
Silent on Camera (SOC)	\$ 146.90	\$ 159.80	\$-176.20	\$ 205.90	\$ 224.10	\$ 284.70	\$ 309.60	\$ 928.80		
OFF-CAMERA										
Voice Over (VO) / Solo Singer (SS) (off-camera)	\$ 93.40	\$ 101.70	\$-108.00	\$ 124.20	\$ 135.15	\$ 222.10	\$ 241.55	\$ 724.65		
Group Singer	\$ 55.80	\$ 60.65	\$-66.40	\$ 74.30	\$ 80.85	\$ 133.30	\$ 145.05	\$ 435.15		
Regional Category 3										
More-Than-One Commercial Produced at a Session										
Prime-/Solo-Singer (on-camera)	\$-164.60	\$-101.00	\$-216.80	\$-322.70	\$-969.20	\$-1,696.00				
SOC	\$-158.10	\$-83.60	\$-208.70	\$-310.80	\$-931.40	\$-1,630.70				
VO/Solo-Singer (off-camera)	\$-72.60	\$-91.40	\$-110.00	\$-216.80	\$-650.70	\$-1,138.80				
Group-Singer	\$-43.20	\$-64.40	\$-66.60	\$-130.20	\$-390.80	\$-683.90				
Only-One-Commercial-Produced-at-a-Session										
ON-CAMERA										
Principal Performer (PP) / Solo Singer (SS) (on-camera)	\$ 139.80	\$ 152.20	\$-162.40	\$ 184.20	\$ 200.50	\$ 274.60	\$ 298.65	\$ 895.95		
Silent on Camera (SOC)	\$ 134.30	\$ 146.20	\$-166.00	\$ 177.40	\$ 193.05	\$ 264.30	\$ 287.55	\$ 862.65		
OFF-CAMERA										
Voice Over (VO) / Solo Singer (SS) (off-camera)	\$ 61.70	\$ 67.10	\$-77.60	\$ 93.40	\$ 101.70	\$ 184.20	\$ 200.50	\$ 601.50		
Group Singer	\$ 36.80	\$ 40.00	\$-46.30	\$ 55.80	\$ 60.65	\$ 110.50	\$ 120.35	\$ 361.05		
Regional Category 4										
More-Than-One Commercial Produced at a Session										
Prime-/Solo-Singer (on-camera)	\$-454.90	\$-674.80	\$-696.20	\$-916.60	\$-2,750.30	\$-4,812.60				
SOC	\$-437.40	\$-653.00	\$-668.60	\$-881.90	\$-2,644.20	\$-4,662.40				
VO/Solo-Singer (off-camera)	\$-207.60	\$-281.80	\$-454.90	\$-696.20	\$-1,914.80	\$-3,649.60				
Group-Singer	\$-230.20	\$-286.70	\$-342.10	\$-524.90	\$-1,573.60	\$-2,762.60				
Only-One-Commercial-Produced-at-a-Session										
ON-CAMERA										
Principal Performer (PP) / Solo Singer (SS) (on-camera)	\$-386.70	\$-420.80	\$-488.70	\$-691.00	\$-643.10	\$-779.10	\$-847.80	\$-2,643.40		
Silent on Camera (SOC)	\$-371.70	\$-404.65	\$-470.30	\$-668.20	\$-618.40	\$-749.30	\$-816.60	\$-2,446.80		
OFF-CAMERA										
Voice Over (VO) / Solo Singer (SS) (off-camera)	\$-261.20	\$-284.36	\$-324.60	\$-386.70	\$-420.80	\$-691.00	\$-643.10	\$-1,920.90		
Group-Singer	\$-106.60	\$-212.90	\$-243.70	\$-291.00	\$-316.65	\$-446.10	\$-486.60	\$-1,456.60		

L&R Proposals

- Propose to delete the 2 week and 2 year Use options
- Propose to delete the 'More than one commercial produced at a Session' option and provide a mid-point single rate for each Regional Category.
- Propose to delete Regional Category 4
- 1 Year Rate is 3x the 13 week rate - 33% discount
- Simplification. Propose to simplify the L&R Rate Charts by capturing all TV Use Fees for each category into 1 chart rather than having it spread over 4 pages of various charts and article language.

Local Regional Addendum No. 1

Draft 2023-06-30

~CONFIDENTIAL~

LEGEND	
Yellow	→ Proposals
Orange	→ Agreed to Items
Turquoise	→ Simplified Agreed to Items
Red	→ Non-accepting
Green	→ Relocation in New NCA

LOCAL & REGIONAL: DIGITAL MEDIA RESIDUAL/USE RATE CHART (VIDEO ONLY)

Minimum Fees

*Based on current 2023-2024 NCA Rates

Regional Category 1	1 Year	1 Year	6 Months	6 Month	45 Days	45 Days
	Current Rate	Proposed Rate	Current Rate	Proposed Rate	Current Rate	Proposed Rate
ON-CAMERA						
Principal Performer (PP) / Solo Singer (SS)	\$908.05	\$1,228.85	\$508.40	\$688.15	\$308.70	\$417.80
Silent on Camera (SOC)	\$875.05	\$1,184.25	\$490.00	\$663.20	\$297.55	\$402.65
OFF-CAMERA						
Voice-Over (VO) / Solo Singer (SS)	\$365.35	\$494.45	\$201.00	\$276.90	\$124.25	\$168.10
Group Singer (GS)	\$334.70	\$452.95	\$184.05	\$253.65	\$113.85	\$154.00

Regional Category 2	1 Year	1 Year	6 Months	6 Month	45 Days	45 Days
	Current Rate	Proposed Rate	Current Rate	Proposed Rate	Current Rate	Proposed Rate
ON-CAMERA						
Principal Performer (PP) / Solo Singer (SS)	\$776.60	\$1,051.00	\$434.90	\$588.55	\$264.10	\$357.35
Silent on Camera (SOC)	\$752.80	\$1,018.80	\$421.55	\$570.55	\$255.90	\$346.40
OFF-CAMERA						
Voice-Over (VO) / Solo Singer (SS)	\$326.25	\$441.52	\$175.95	\$247.25	\$110.95	\$150.10
Group Singer (GS)	\$334.70	\$452.96	\$180.45	\$253.66	\$113.85	\$154.00

Regional Category 3	1 Year	1 Year	6 Months	6 Month	45 Days	45 Days
	Current Rate	Proposed Rate	Current Rate	Proposed Rate	Current Rate	Proposed Rate
ON-CAMERA						
Principal Performer (PP) / Solo Singer (SS)	\$693.35	\$938.35	\$388.25	\$525.50	\$235.75	\$319.05
Silent on Camera (SOC)	\$660.65	\$894.10	\$269.95	\$500.70	\$224.60	\$304.00
OFF-CAMERA						
Voice-Over (VO) / Solo Singer (SS)	\$326.25	\$441.50	\$179.45	\$247.25	\$110.95	\$150.10
Group Singer (GS)	\$334.70	\$452.95	\$184.05	\$253.65	\$113.85	\$154.00

Regional Category 4	1 Year	1 Year	6 Months	6 Month	45 Days	45 Days
	Current Rate	Proposed Rate	Current Rate	Proposed Rate	Current Rate	Proposed Rate
ON-CAMERA						
Principal Performer (PP) / Solo Singer (SS)	\$1,056.90	\$1,430.35	\$591.90	\$801.00	\$359.35	\$486.30
Silent on Camera (SOC)	\$1,056.90	\$1,430.35	\$591.90	\$801.00	\$359.35	\$486.30
OFF-CAMERA						
Voice-Over (VO) / Solo Singer (SS)	\$767.10	\$1,038.45	\$421.85	\$581.35	\$260.80	\$352.95
Group Singer (GS)	\$334.70	\$452.95	\$184.05	\$253.65	\$113.85	\$154.00

L&R Proposals

- 1 Propose to delete Regional Category 4
- 2 Propose to increase the Digital Media (Video Only) Use Rates to be more in line with Market Use - proportionate increase to that proposed under National

NOTES:

- Commercials produced under the Local & Regional terms shall be exclusively for Commercials made on behalf of local Advertisers whose market and product or price availability is limited to a specific region.
- Commercials produced under this Addendum must respect the geographic limitations as set out by Local & Regional terms. The Engager will make best efforts to ensure the Use is "geo-fenced" (i.e., defined by a virtual boundary on a geographical region) and is restricted to the area of Use within the limitations of this Addendum.
- Performers must be advised prior to auditioning of the proposed use of the commercial
- Unlimited websites

PRIVATE AND CONFIDENTIAL

~ This is a Mediation document for discussion purposes. It is subject to errors and omissions ~

Local Regional Addendum No. 1

Draft 2023-07-10

~CONFIDENTIAL~

LEGEND	
Yellow	→ Proposals
Orange	→ Agreed to Items
Turquoise	→ Simplified Agreed to Items
Red	→ Housekeeping
Green	→ Relocation in New NCA

Local & Regional: Digital Media Session & Residual/Use Rates (Audio Only)

Minimum Fees per Commercial

*Based on current 2023-2024 NCA Rates

Regional Category 1	Session Current Rate	Included Work Time	1 Day to 4 Weeks	5 to 8 Weeks	9 to 26 Weeks	27 Weeks
			(35%) Proposed Rate	(50%) Proposed Rate	(75%) Proposed Rate	(100%) Proposed Rate
Single Voice/Solo Singer	\$258.70	1 hour	\$181.09	\$258.70	\$388.05	\$517.40
Multiple Voice/Group Singer	\$201.85	1 hour	\$141.30	\$201.85	\$302.78	\$403.70

Regional Category 2	Session Current Rate	Included Work Time	1 Day to 4 Weeks	5 to 8 Weeks	9 to 26 Weeks	27 Weeks
			(35%) Proposed Rate	(50%) Proposed Rate	(75%) Proposed Rate	(100%) Proposed Rate
Single Voice/Solo Singer	\$177.85	1 hour	\$124.50	\$177.85	\$266.78	\$355.70
Multiple Voice/Group Singer	\$118.65	1 hour	\$83.06	\$118.65	\$177.98	\$237.30

Regional Category 3	Session Current Rate	Included Work Time	1 Day to 4 Weeks	5 to 8 Weeks	9 to 26 Weeks	27 Weeks
			(35%) Proposed Rate	(50%) Proposed Rate	(75%) Proposed Rate	(100%) Proposed Rate
Single Voice/Solo Singer	\$162.75	1 hour	\$113.93	\$162.75	\$244.13	\$325.50
Multiple Voice/Group Singer	\$108.55	1 hour	\$75.99	\$108.55	\$162.83	\$217.10

Regional Category 4	Session Current Rate	Included Work Time	1 Day to 4 Weeks	5 to 8 Weeks	9 to 26 Weeks	27 Weeks
			(35%) Proposed Rate	(50%) Proposed Rate	(75%) Proposed Rate	(100%) Proposed Rate
Single Voice/Solo Singer	\$315.55	1 hour	\$220.89	\$315.55	\$473.33	\$631.10
Multiple Voice/Group Singer	\$239.80	1 hour	\$167.86	\$239.80	\$359.70	\$479.60

NOTES:

- Commercials produced under the Local & Regional terms shall be exclusively for Commercials made on behalf of local Advertisers whose market and product or price availability is limited to a specific region.
- Commercials produced under this Addendum must respect the geographic limitations as set out by Local & Regional terms. The Engager will make best efforts to ensure the Use is "geo-fenced" (i.e., defined by a virtual boundary on a geographical region) and is restricted to the area of Use within the limitations of this Addendum.
- Performers must be advised prior to auditioning of the proposed use of the commercial
- Unlimited websites

- L&R Proposals**
- 1 Propose to delete Regional Category 4
 - 2 Propose to increase Digital Media (Audio only) Use rates to be more in line with market Use. Proposed rates are a proportionate increase to that proposed under National - 2x Session Fee for the 1 year rate. The current % discounts have been applied to the proposed 26 Weeks-1 Year Use option
 - 3 Propose simplified L&R rates rather than % amounts that require the Engager to calculate the Use fees

PRIVATE AND CONFIDENTIAL

~ This is a Mediation document for discussion purposes. It is subject to errors and omissions ~

LEGEND	
Yellow	→ Proposals
Orange	→ Agreed to Items
Turquoise	→ Simplified Agreed to Items
Red	→ Housekeeping
Green	→ Relocation in New NCA

LOCAL & REGIONAL: RADIO SESSION AND RESIDUAL/USE RATE CHART
 Minimum Fees

*Based on current 2023-2024 NCA Rates

Performance Category	Per 1 Week of Use	Per 2-Weeks of Use	Per 1 Month of Use	Per 13 Weeks of Use	Per One Year Use (Prepaid)	Per Two Years Use (Prepaid)	AWT	Tags (In excess of 10)	Recall		
Regional Category 1											
More Than Two Commercials Produced at a Session											
Single Voice/Solo Singer	\$303.65	\$343.05	\$384.95	\$497.30	\$1,492.05	\$2,636.10					
Multiple Voice/Group Singer	\$230.35	\$256.90	\$286.00	\$374.90	\$1,124.45	\$1,910.65					
One One or Two Commercials Produced at a Session											
Single Voice (SV)/Solo Singer (SS)	\$258.10	\$280.88	\$294.70	\$324.65	\$422.70	\$460.00	\$1,840.00	\$29.85	\$47.40	\$248.25	
Multiple Voice (MV)/Group Singer (GS)	\$195.80	\$213.08	\$218.40	\$243.00	\$318.65	\$346.78	\$1,387.10	\$29.85	\$47.40	\$187.15	
Regional Category 2											
More Than Two Commercials Produced at a Session											
Single Voice/Solo Singer	\$217.00	\$234.80	\$252.60	\$323.15	\$969.00	\$1,646.60					
Multiple Voice/Group Singer	\$130.20	\$140.90	\$151.60	\$194.15	\$682.20	\$989.10					
One One or Two Commercials Produced at a Session											
Single Voice (SV)/Solo Singer (SS)	\$184.45	\$200.73	\$199.55	\$214.70	\$233.65	\$274.85	\$299.00	\$1,196.00	\$29.85	\$35.00	\$162.05
Multiple Voice (MV)/Group Singer (GS)	\$110.75	\$120.48	\$119.80	\$129.00	\$140.30	\$165.00	\$179.58	\$718.30	\$29.85	\$35.00	\$92.95
Regional Category 3											
More Than Two Commercials Produced at a Session											
Single Voice/Solo Singer	\$180.25	\$198.55	\$217.00	\$289.10	\$867.70	\$1,474.30					
Multiple Voice/Group Singer	\$108.15	\$118.85	\$130.20	\$173.40	\$520.05	\$883.45					
One One or Two Commercials Produced at a Session											
Single Voice (SV)/Solo Singer (SS)	\$153.15	\$166.70	\$168.80	\$184.45	\$200.73	\$245.70	\$267.40	\$1,069.60	\$29.85	\$25.60	\$144.60
Multiple Voice (MV)/Group Singer (GS)	\$91.90	\$100.03	\$104.00	\$110.75	\$120.48	\$147.35	\$160.38	\$641.50	\$29.85	\$25.60	\$86.75
Regional Category 4											
More Than Two Commercials Produced at a Session											
Single Voice/Solo Singer	\$440.40	\$485.35	\$553.80	\$721.10	\$2,163.30	\$3,675.90					
Multiple Voice/Group Singer	\$333.85	\$363.45	\$414.15	\$543.60	\$1,630.35	\$2,770.45					
One One or Two Commercials Produced at a Session											
Single Voice (SV)/Solo Singer (SS)	\$374.35	\$407.38	\$412.60	\$470.70	\$512.25	\$612.95	\$667.03	\$2,668.10	\$43.35	\$68.70	\$360.05
Multiple Voice (MV)/Group Singer (GS)	\$283.80	\$308.83	\$308.90	\$352.10	\$383.13	\$462.05	\$602.83	\$2,011.30	\$43.35	\$68.70	\$271.40

L&R Proposals

- Propose to delete the 2 week and 2 year Use options
- Propose to delete the 'More than one commercial produced at a Session' option and provide a mid-point single rate for each Regional Category.
- Propose to delete Regional Category 4
- Simplification. Propose to simplify the L&R Rate Charts by capturing all Radio Session & Use Fees for each category into 1 chart rather than having it spread over 6 pages of various charts and article language.

NOTES:
 Session includes up to 2 minutes of finished commercial time (2 - 60 second commercials or 4 - 30 second commercials). Includes 1 hour of work time and 1 cycle of use. All Commercials produced in the Session may be used in the same cycle in return for one Session and Use fee. If one or more of the Commercials air in different cycles, appropriate session and use fees for each commercial will be paid accordingly.
 Additional Work Time required at the same work session shall be paid per half-hour or any portion thereof.
 Recall 1 hour of included work time
 Additional Commercials Each additional minute of Commercials beyond the 2 minutes provided for shall be compensated at the rate of 40% of the appropriate Session/Use fee
 Tags When a Performer is called to produce Tags, the appropriate Session Fee shall be paid. Up to a total of 2 minutes at the original session may be produced. The number of tags shall not exceed ten. When a Performer records in excess of ten tags, the payment per additional tag shall be made.