

**American Federation of Television and Radio Artists  
Standard Employment Contract  
Non-Broadcast/Industrial/Educational Recorded Material**

This Agreement made this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_, between \_\_\_\_\_,  
Producer, and \_\_\_\_\_, Performer.

**1. SERVICES.** Producer engages Performer and Performer agrees to perform services in a program tentatively entitled \_\_\_\_\_ to portray the role of \_\_\_\_\_ to be produced on behalf of \_\_\_\_\_ (client).

**2. CATEGORY.** Indicate the initial, primary use of the program.  
 Category I (Industrial/Educational)       Category II (point of purchase - includes Category I)

**3. NUMBER OF CLIENTS.** Indicate the number of clients for which the program will be used.  
 Single Client       Multiple Clients

**4. TERM.** Performer's employment shall be for the continuous period commencing \_\_\_\_\_, 20\_\_\_\_, and continuing until completion of photography and recodation of said role. **Exception** (for Day Performers Only): Performer may be dismissed and recalled without payment for intervening period provided Performer is given a firm recall date at time of engagement. If applicable, Performer's firm recall date is \_\_\_\_\_, 20\_\_\_\_.

**5. COMPENSATION. Producer employs Performer as:**  
 On-Camera       Off-Camera       On-Camera Narrator/Spokesperson  
 Day Performer       1/2-Day Performer (restricted terms)       Singer, Solo/Duo       General Background Actor  
 3-Day Performer       Dancer, Solo/Duo       Singer, Group       Special Ability Background Actor  
 Weekly Performer       Dancer, Group       Singer, Step Out       Silent Bit Background Actor

at the salary of: On-Camera \$ \_\_\_\_\_ per  Day  3-Days  Week  
 Off-Camera \$ \_\_\_\_\_ for the first hour, \$ \_\_\_\_\_ for each additional half-hour.

Producer must mail payment not later than thirty (30) calendar days after employment.

**6. OVERTIME.** All overtime rates MUST be computed on Performer's full contractual rate, up to permitted ceilings (NO CREDITING). Straight time is 1/8th of Day Performer's Rate, 1/24th of 3-Day Performer's Rate, 1/40th of Weekly Performer's Rate. **Time-and-one-half rate:** Payable per hour (1½ x straight time rate). **Double time rate:** Payable per hour (2 x straight time rate). See Section 32 of Basic Contract for details of Weekly and 3-Day Performer time-and-one-half and double time rates per hour.

**7. WEEKLY CONVERSION RATE.** See Section 29 of Basic Contract for details (Day Performers and 3-Day Performers only). The Performer's weekly conversion rate is \$ \_\_\_\_\_ per week.

**8. PAYMENT ADDRESS.** Performer's payment shall be sent to appropriate AFTRA office in city nearest recording site.

**9. ADDITIONAL COMPENSATION FOR SUPPLEMENTAL USE.** Producer may acquire the following supplemental use rights by the payment of the indicated amounts. (Check appropriate items below.) See Section 7 of Basic Contract for details of payment.

	Within 90 Days (Total Applicable Salary)	<b>Beyond 90 Days</b> (Total Applicable Salary)
<input type="checkbox"/> A. Basic Cable Television, 3 years Basic Cable Television Supplemental Use rights are a % of total <b>actual</b> salary	15%	65%
<input type="checkbox"/> B. Non-Network television, unlimited runs	75%	125%
<input type="checkbox"/> C. Theatrical Exhibition, unlimited runs	100%	150%
<input type="checkbox"/> D. Foreign Television, unlimited runs outside U.S. and Canada	25%	75%
<input type="checkbox"/> E. Internet	33%	50%
<input type="checkbox"/> F. Integration and/or Customization	100%	100%
<input type="checkbox"/> G. Sale and/or Rental to Industry	15%	25%
<input type="checkbox"/> H. "Package" Rights to A, B, C, D, E, F and G. above	200%	Not available
<input type="checkbox"/> I. Category II (point of purchase of Category I program only)	50%	100%
<input type="checkbox"/> J. Network Television (available only by prior negotiation with and approval of AFTRA)		
<input type="checkbox"/> K. Pay Cable Television (available only by prior negotiation with and approval of AFTRA)		
<input type="checkbox"/> M. Group Dancers, (See Basic Contract, Section 7.M for payment provisions)		
<input type="checkbox"/> N. Program for Government Service only	40%	Not available
<input type="checkbox"/> <b>Performer does not</b> consent to the use of his/her services made hereunder for Network Television.		
<input type="checkbox"/> <b>Performer does not</b> consent to the use of his/her services made hereunder for Pay Cable Television.		

**10. SALE AND/OR RENTAL OF PROGRAMS TO THE GENERAL PUBLIC.** Producer may acquire said rights only by prior negotiation with and approval of AFTRA. Performer does not consent to the use of his/her services made hereunder for sale and/or rental or programs to the general public.

**11. WARDROBE.** If Principal Performer furnishes own wardrobe, the following fees shall apply for each two-day period or portion there of: Ordinary Wardrobe \$ \_\_\_\_\_ (\$19 minimum); Evening or Formal Wear \$ \_\_\_\_\_ (\$29 minimum).

For **Background Actors'** wardrobe fees, please see Section 44.C. and 44.D. of the Basic Contract.

**12. SPECIAL PROVISIONS.**

**13. GENERAL.** All terms and conditions of the current AFTRA Non-Broadcast/Industrial/Educational Recorded Materials Contract (Basic Contract) shall be applicable to such employment.

Producer \_\_\_\_\_ Performer \_\_\_\_\_  
 Signature Signature (if minor, parent's or guardian's signature)

by \_\_\_\_\_ Soc. Sec. # \_\_\_\_\_  
 Name and Title

Address \_\_\_\_\_ Address \_\_\_\_\_

City/State/Zip \_\_\_\_\_ City/State/Zip \_\_\_\_\_