

2022 Alternative Compensation Structure RATES EFFECTIVE 4/1/22 - 5/31/22	PRINCIPALS		ON CAMERA GROUPS			OFF CAMERA GROUPS			
	ON	OFF	3-5 / 3+ D	6-8	9+	3-5	6-8	9+	
Sessions	\$746.70	\$561.50	\$546.60	\$484.00	\$400.20	\$316.60	\$274.90	\$224.10	
Upfront Use Plus (Full Bundle Option)									
All Use Except Class A & Foreign	\$20,000.00	\$15,000.00	\$14,640.45	\$12,963.48	\$10,719.10	\$8,458.16	\$7,343.11	\$5,987.11	
Class A Uses 1-10	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
Class A Uses 11+ (per use)	\$104.88	\$78.66	\$76.77	\$67.98	\$56.22	\$44.35	\$38.51	\$31.40	
Foreign Use	See Below								
Upfront Use Flex (A la Carte Option)									
Guarantee	\$8,000.00	\$6,000.00	\$5,856.18	\$5,185.39	\$4,287.64	\$3,383.26	\$2,937.24	\$2,394.84	
Class A (per use)	\$104.88	\$78.66	\$76.77	\$67.98	\$56.22	\$44.35	\$38.51	\$31.40	
Cable (incl. Local Cable)	\$3,565.92	\$2,674.44	\$2,610.34	\$2,311.33	\$1,911.18	\$1,508.06	\$1,309.25	\$1,067.48	
Wild Spot & Local Cable	\$2,097.60	\$1,573.20	\$1,535.49	\$1,359.61	\$1,124.22	\$887.10	\$770.14	\$627.93	
Digital	\$1,363.44	\$1,022.58	\$998.07	\$883.75	\$730.74	\$576.61	\$500.59	\$408.15	
Spanish Language	\$2,097.60	\$1,573.20	\$1,535.49	\$1,359.61	\$1,124.22	\$887.10	\$770.14	\$627.93	
All Other North American Use	\$1,048.80	\$786.60	\$767.74	\$679.80	\$562.11	\$443.55	\$385.08	\$313.97	
Foreign Use	See Below								
Upfront Digital Use (Digital Bundle)	\$4,011.66	\$3,008.75	\$2,936.63	\$2,600.26	\$2,150.07	\$1,696.56	\$1,472.90	\$1,200.92	
Spanish Language Foreign Use	Americas	\$1,792.08	Caribbean	\$1,344.06	Americas and Caribbean				\$1,792.08
Foreign Use (1 Year)	U. K.	\$1,344.06	Europe	\$896.04	Asia/Pacific			\$896.04	
	Japan	\$448.02	Rest/World	\$448.02	Worldwide			\$4,032.18	
Pension & Health Contribution Rate	20.5%				<i>Discounted P&H Rate: 19.25%</i>				