



talentpay

PRODUCTION WORKING HAND IN HAND WITH **TALENTPAY**

Making life better for Producers since 2002

As anyone who works in advertising knows, the job of processing performers is not simple.

That's why more agencies, production companies and clients have enlisted Talentpay to handle this time-consuming and often frustrating task on their behalf.

Because this is Talentpay's sole focus, we've become very good at it!

Imagine never having to prepare contracts, chase for signatures, gather personal performer data, TFN's, remit tax and superannuation or employ performer ever again.

In virtually every case, once a new client engages with the team at Talentpay, they never go back to the old ways.



PUTTING TIME AND MONEY BACK IN YOUR HANDS

At the heart of Talentpay is a cloud-based, specialised technology platform. It provides a failsafe system which ensures every aspect of the performer handling process is managed and stored efficiently and securely.

As a result, the most immediate saving for producers is time. Talentpay handles all the issues around performer processing so producers can focus on clients and the creative process.

In many cases, Talentpay has found that its method for processing contract extensions have saved clients in excess of 15%.

By taking on the employer obligations for compliance requirements such as Child Welfare and WHS management, Talentpay virtually eliminates any compliance risk.

THE N^o1 PERFORMER PROCESSOR IN THE REGION



In Australia, Talentpay processes more than 70% of the performers who appear in advertisements. The percentage is rapidly growing in New Zealand.

We have offices in Sydney, Melbourne and Auckland.

Talentpay works closely with industry stakeholders and government bodies, including the ATO, State Revenue, Labour Hire, Internal Revenue, insurance companies, MEAA (union), Advertiser's Association of Australia, Communications Council, The Casting Guild of Australia (CGA) and state-based child employment agencies.

Given the volume of performers we process each year, Talentpay is deemed expert in all areas of performer employment and negotiations.

We are well respected by and have close working relationships with casting directors and performer agents throughout the country.

PERFORMER & CREW PAYROLL

We take on the role of legal employer and manage all employer obligations on your behalf including;

- ✓ Workers compensation coverage nation and territory wide
- ✓ PAYG tax withholding, remit super
- ✓ Single Touch Payroll & ATO
- ✓ Compliance Performer data
- ✓ Collection & upkeep
- ✓ Secure retention of all records
- ✓ Live performer budget reconciliation viewable online for producer budget management
- ✓ End of year income statements for performers and crew via MyGov portal
- ✓ Ensuring payroll processing is compliant with ATO rulings and regulations concerning payments to performing artists and support staff
- ✓ Handling all statutory reporting obligations for performers and crew earnings, superannuation, payroll tax and workers compensation
- ✓ A dedicated finance team who liaise with performers and performer agents to tend to any finance queries

PERFORMER CONTRACTS



Streamlined, centralised database of all performer documentation and usage rights management.

- ✓ Prepare, exchange and fully execute performer contracts with digital signatures at the click of a button
- ✓ Contract management including celebrity, ambassador and influencer contracts
- ✓ Performer head shots included on contracts
- ✓ Management of options, rollovers and new negotiations (contract extensions)
- ✓ Assist with upgrade identification where required for contract extensions
- ✓ Monthly rollover alerts, 3 months in advance to minimise contract breach issues
- ✓ Contract extensions linked to original job, which provides a clear audit trail of contracts
- ✓ Upload of non Talentpay contracts for centralised historical housing
- ✓ Creation of unique agency casting brief and special conditions/wording advice where required



ROLLOVERS & OPTIONS

Dedicated staff members handling all contract extensions (options, rollovers for usage extensions and new negotiations)

- ✓ Fast turnaround quotes
- ✓ Record keeping and audit trail of quotes to avoid usage/ contractual disputes
- ✓ One invoice to you, one PO back to Talentpay
- ✓ Talentpay's close working relationship with performer agents helps us secure a fair price on your behalf
- ✓ Dispute resolution of issues, including contract breaches or out of usage breaches
- ✓ Contract extensions all linked to the original job for full history and easy access to client
- ✓ Rollover reports are sent to clients monthly to minimise out of contract breaches

VOICEOVER PERFORMERS

Expert staff member specialising in voiceover performer processing including;

- ✓ Provide estimates based on brief from agency
- ✓ Supply performer agent/s with job number and invoicing detail
- ✓ Payroll for voiceover artists both PAYG and Company ABN
- ✓ Contracts issued for compliance
- ✓ VO linked to original TV contract, so job history is complete and audit trail accessible
- ✓ Rollover alert system for all final usage
- ✓ Rollover payments
- ✓ New usage negotiations
- ✓ End of year income statements
- ✓ Workers compensation coverage



ONSET CREW & PRODUCTION FREELANCERS

Employment of on-set crew & freelance employees including;

- ✓ PAYG tax withholding, remit super
- ✓ Workers compensation coverage
- ✓ Retain/update payroll information
- ✓ End of year income statements
- ✓ Retention of all records



NSW CHILD WELFARE

While the agency is the Authority Holder, Talentpay are engaged to manage welfare compliance with the Code and legislation, we;

- ✔ Liaise with production and agency to give Office of Kids Guardian (KG) mandatory 7 days' notice and online assessment
- ✔ Supply KG with scripts, storyboards, child information form, safety reports, call sheets and all support documentation
- ✔ Retain all records on file for welfare, WHS and throughout the process to ensure compliance
- ✔ Forward relevant forms to agents/parents pre shoot
- ✔ Supply production with agency code of conduct and authority numbers to agents for distribution to cast and crew
- ✔ Book and brief child supervisors and registered nurses, to monitor timekeeping and compliance on the day
- ✔ Apply for variations to the Code as needed
- ✔ Supply working with children check information for agency producers to verify
- ✔ Request school exemption letters
- ✔ Review and ensure all facilities for children are acceptable and check for allergies and dietary requirements
- ✔ Supply KG with final call and wrap times post shoot

VIC CHILD WELFARE

In Victoria, Talentpay holds the permit for child employment and manages the application process and on-set supervision. Talentpay,

- ✔ Manages the 72 hour deadline for full permit submission prior to any employment (permits required for preparatory activities – wardrobes, rehearsals etc)
- ✔ Liaises with production and agency and review scripts, boards, directors treatment, conduct risk assessment, and request relevant information and support documentation
- ✔ Supplies Talentpay Code of Conduct for distribution to cast and crew
- ✔ Supplies and requests from agent and / or parents relevant information and consent forms
- ✔ Reviews and ensures all facilities for children are acceptable and check for allergies and dietary requirements
- ✔ Supplies onset Talentpay representative and supervisor for all employment
- ✔ Undertakes record/timekeeping to manage compliance with the Code
- ✔ Facilitates employment of registered nurse or additional supervision where required
- ✔ Retains all records on file for welfare, OHS and employer record keeping purposes

WHS MANAGEMENT

As a 'person conducting a business or undertaking' (PCBU) under work, health and safety (WHS) laws, Talentpay manages the following for performer and crew WHS;

- ✔ Conducts internal risk assessments based on production information
- ✔ Requests and reviews safety reports from production
- ✔ Manage performer workplace safety and obtains verification that risks have been mitigated by production
- ✔ Ensures workers are covered by Talentpay's workers compensation insurance, nationwide policies
- ✔ Implementation of an injury management plan and return-to-work process with the insurer and health care providers
- ✔ Maintains evidentiary trail of events and all required documentation
- ✔ Maintains register of injuries for all affected workers and near misses
- ✔ Provides production with safety checklists for shoots where no safety officer is engaged
- ✔ Facilitates site/office inspections by qualified WHS officer
- ✔ Retain copies of WHS records as required by law

WHAT ARE THE OVERALL BENEFITS?

CHECKLIST



Talentpay is a production partner with expertise in performer management and the regulatory requirements associated with performer processing. Talentpay;

- ✔ Takes on all employer obligations and responsibilities for performer and production personnel
- ✔ Handles performer administration and financial processing from start to finish
- ✔ Manages WHS, labour hire law requirements and compliance with all state-based regulations
- ✔ Provides transparent, live budget reconciliations for each job
- ✔ Provides standardised casting briefs and contracts for client control
- ✔ Issues one invoice from Talentpay, as opposed to multiple supplier invoices from agents, performer, crew etc.
- ✔ Maintains a centralised usage rights database for campaign assets and performer data accessible 24/7



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