

ARTICLE 9
SPEC SPOTS AND PSAs

9-101 SPEC SPOTS

For Directors and all other DGA-represented Employees, salaries shall be individually negotiated and shall be subject to pension and health contributions on the actual negotiated salaries. “Specs Spots” are defined as commercials self-funded by the Producer which are produced without an agency production contract. Salaries shall revert to scale if the “Spec Spot” is sold pursuant to a contract with the agency or client.

9-102 PSAs

On a PSA, as that term is commonly understood in the industry, Directors shall be exempt from minimum salaries and shall be subject to pension and health contributions on the actual negotiated salaries. All other DGA-represented Employees shall be employed under the Agreement. The Guild shall give good faith consideration to a Producer’s request for a waiver of all other DGA-represented Employees’ minimum salaries.