



**SAG-AFTRA**  
**San Francisco-Northern California**  
**Corporate/Educational Code**

The following waiver to the 2019 SAG-AFTRA Corporate/Educational & Non-Broadcast (Co-Ed) Contract, herein referred to as the “San Francisco-Northern California Local Corporate/Educational Code”, has been approved for use in the San Francisco-Northern California Local only.

It is understood and agreed that all terms and conditions of the 2019 SAG-AFTRA Corporate/Educational & Non-Broadcast Contract shall apply, except as expressly modified herein.

In no event shall a Producer be permitted to produce under the San Francisco-Northern California Local Corporate/Educational Code outside of the Jurisdiction of the San Francisco-Northern California Local. If the Producer breaches this agreement and does produce outside of the San Francisco-Northern California Code’s Jurisdiction, the Producer as a remedy shall immediately upgrade and pay all performers on the co-ed retroactively in accordance with the full rates, terms, and conditions of the Corporate/Educational & Non-Broadcast Contract, without regard to those terms expressly modified herein. Nevertheless, under no circumstance shall such a breach and upgrade authorize the Producer to produce any other co-eds under this Code outside of the Jurisdiction of the San Francisco-Northern California Code.

The San Francisco-Northern California Local Corporate/Educational Code is co-terminus with the 2019 SAG-AFTRA Corporate-Educational & Non-Broadcast Contract.

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- 1) **MIXED CAST:** Producers may employ a mix of professional and non-professional talent to fulfill their casting needs. However, only professional performers are required to be employed under this Code and given a SAG-AFTRA contract, subject to the following:
    - a) At least one (1) of the performers hired is a professional performer.
  - 2) **STOCK FOOTAGE:** Producers are not required to identify talent within stock footage/still photography when using professional performers, if they already own the rights and/or have paid the applicable royalties.
  - 3) **VOICEOVER DISCOUNTED RATES:** When a professional performer is employed to record voiceover for a Co-Ed program, the following minimum rates apply:
    - a) **MULTI PROGRAM DISCOUNT RATES:** When performers are employed to perform multiple programs in one day, performers shall be compensated at:
      - First program = 100% of the session fee;
      - Second program = 50% of the session fee;
      - Third and each subsequent program = 25% of the session feeSubject to the following:
      - i. Applicable to one continuous voiceover session, not to exceed one hour.
      - ii. All programs must be produced by the same company for the same client.
    - b) **HALF-HOUR MINIMUM:** Allows for a half-hour minimum session at half the Category I or Category II rate, as applicable. Should the session recording exceed a half hour, the Off-Camera rate will default to the full hour minimum.
    - c) **ANNUAL GUARANTEED SESSIONS RATE:** 25% discount per session for recurring recordings of four or more sessions per year, guaranteed to the same performer for the same client. 75% of the applicable first hour Category I or Category II rate shall apply per session, as noted below. A minimum of four sessions must be guaranteed within a year of the first session date in order to enact discount, otherwise 100% of session rate shall apply retroactively for each session recorded.