

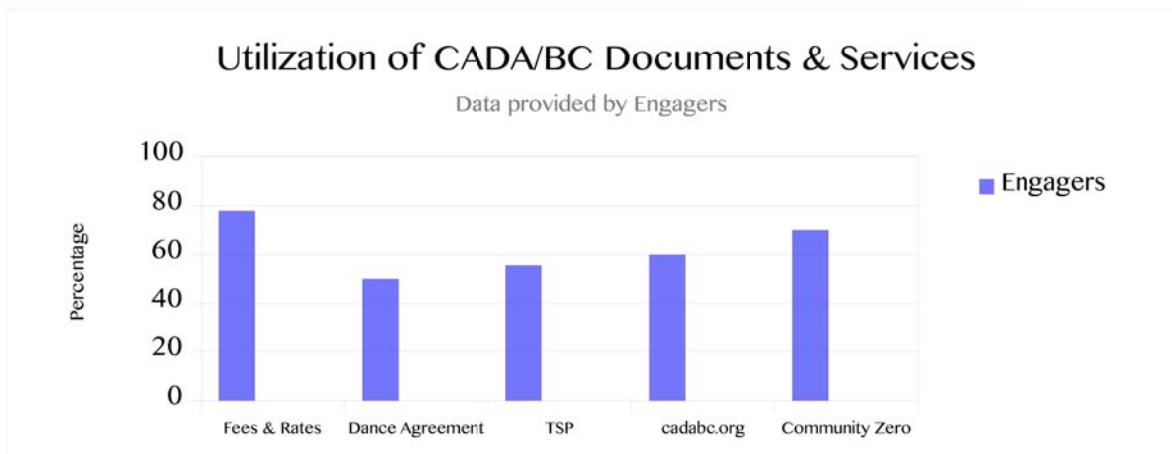
Survey Summary Fees & Rates- Engagers

This is a document to summarize the data collected from those Engaging Dancers in Dance Work, with information relevant to past two years, 2009-2011. This information is based on the 17 surveys completed.

CADA/BC Documents & Services (82-88)

The 17 Engagers who completed the survey were asked if they were familiar with, and made use of the documents and services CADA/BC offers. In addition, they had the opportunity to give feedback regarding these documents and services.

The Fees and Rates Standards Document	Utilized by 77.8%
The Basic Dance Agreement Document	Utilized by 50.0%
Training Subsidy Program (encourage dancers to use)	Utilized by 55.6%
www.cadabc.org	Utilized by 60.0%
Community Zero	Utilized by 70.0%



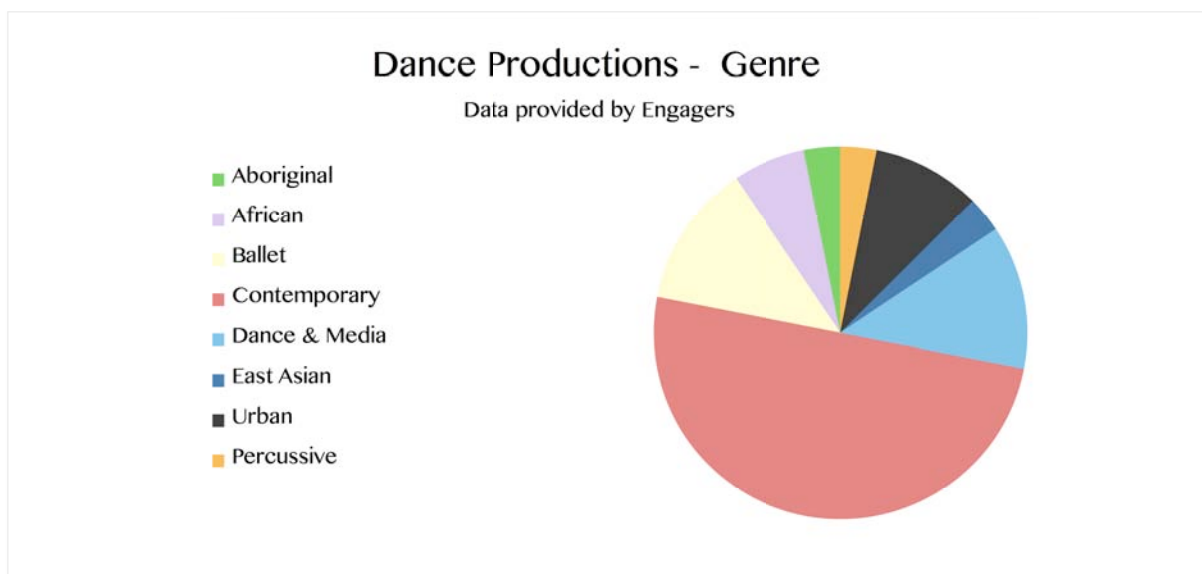
Many Engagers expressed that having a common place to access and share information relevant to the dance community is very helpful. Also appreciated, was the benefit of getting reimbursement (TSP) for Dancers as they continue to train. When asked about potential improvements, Engagers had the following comments:

- Community Zero tends to be difficult to navigate
- Not widely used by the community
- Could have more diverse information, useful to more than a select group of dancers
- Would appreciate more emails to promote articles on the website

Genre, Production & Career (1-3)

Vancouver, the Lower Mainland & centres with populations upwards of 100,000 are the place of residence for **82.4%** of the Engagers surveyed. The remaining **17.6%** live in centres with populations less than 100,000 or split time between both. The percentages are quite balanced when looking at the number of years Engagers have been engaging Dancers, with a slight majority falling into the category of 5-10 years (**29.4%**). The remaining **70.6%** encompass a broad spectrum of career points, ranging from less than 2 years to more than 20 years of engaging.

As outlined in the following figure, Contemporary takes predominance as the style most Engagers produce dance work in. Ballet and Dance & Media account for a fair amount of productions (**47%**), with the remaining percentage falling into the other styles listed. Engagers noted that they have produced in other genres not mentioned in the survey such as, Improvisation, Somatic, Dance Theatre and Burlesque.



*Many of the percentages overlap since most Professional Engagers produce in multiple styles

Pay - Rehearsal (4-27)

Engagers were asked to identify if they have paid Dancers below, within, or above the CADA/BC Professional Standard Range for Hourly & Weekly Rehearsal over the past two years. Dancer Exclusivity & Apprentice rates were also documented. Overall, payment consistently fell within the CADA Professional Standard Range for each category of rehearsal payment.

The CADA/BC Professional Standard Range for Hourly Rehearsal:

\$22 - \$30 / hour

Engagers paying within: **61.5%** (average \$24.7/hour over 5 engagements)

Engagers paying below: **41.7%** (average \$16.7/hour over 5 engagements)

Engagers paying above: **33.3%** (average \$43.3/hour over 5 engagements)

The CADA/BC Professional Standard Range for Hourly Rehearsal, Apprentice Rate:

\$13.50 - \$18 / hour

Engagers paying within: **37.5%** (average \$15.5/hour over 5 engagements)

Engagers paying below: **25%** (average \$0.00/hour over 5 engagements)

Engagers paying above: **42.9%** (average \$21.75/hour over 5 engagements)

The CADA/BC Professional Standard Range for Weekly Rehearsal Fee:

\$550 - \$1000 / week

Engagers paying within: **36.4%** (average \$715.4/week over 5 engagements)

Engagers paying below: **33.3%** (average \$483.3/week over 5 engagements)

Engagers paying above: **12.5%** (no data)

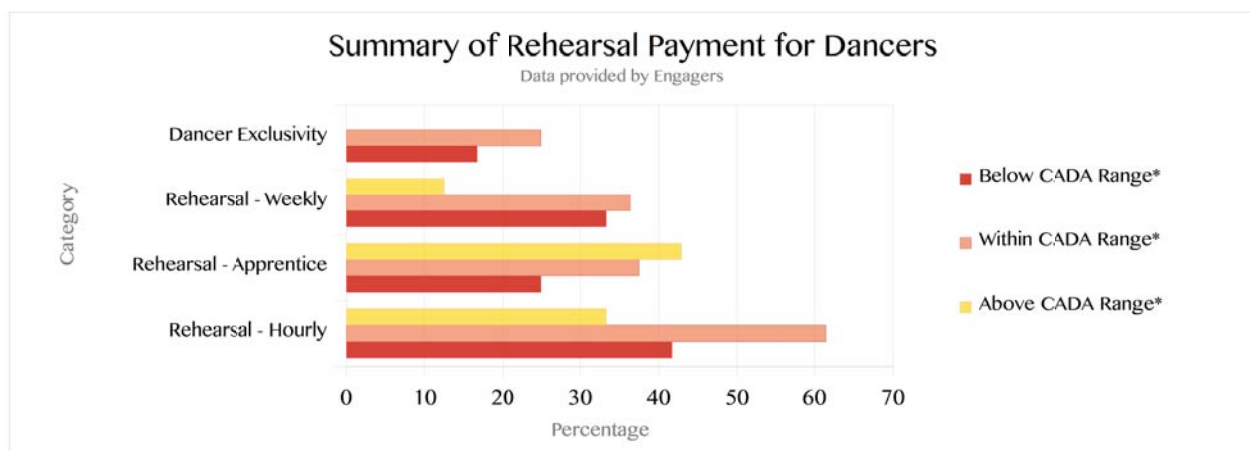
The CADA/BC Professional Standard Range for Dancer Exclusivity Rate:

\$797.50 - \$1087.50/week

Engagers paying within: **25.0%** (average \$866.7/week over 5 engagements)

Engagers paying below: **16.7%** (average \$550/week over 5 engagements)

Engagers paying above: **0.0%** (no data)



Pay - Performance (28-35)

Engagers were asked to identify if they have paid Dancers below, within, or above the CADA/BC Professional Standard Range for Performance over the past two years.

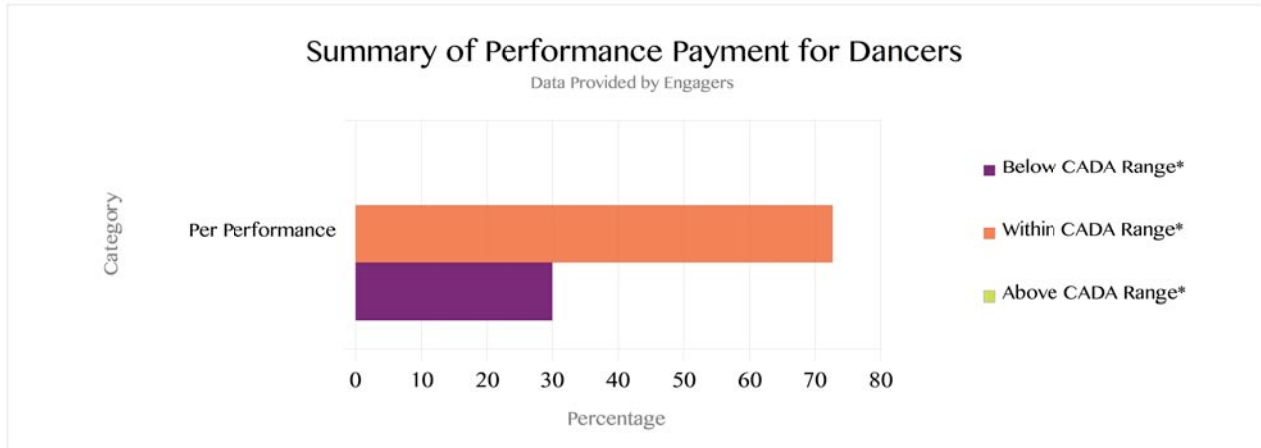
The CADA/BC Professional Standard Range for Performance:

\$100 - \$300/Performance

Engagers paying within: **72.7%** (average \$171.1/performance over 5 engagements)

Engagers paying below: **30.0%** (average \$45/performance over 5 engagements)

Engagers paying above: **0.0%** (no data)



Pay - Choreography (36-58)

Engagers were asked to identify if they have paid Choreographers below, within, or above the CADA/BC Professional Standard Range for Choreography per Completed Minute over the past two years.

The CADA/BC Professional Standard Range for Choreography per Completed Minute of Choreography: \$150 - \$300 / minute

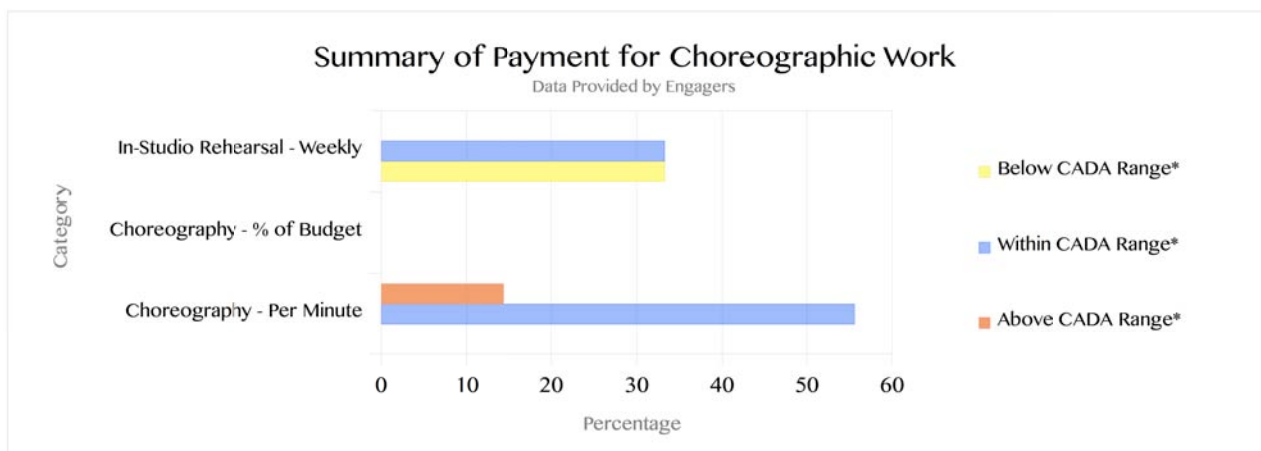
Engagers paying within: **55.6%** (average \$150.0/minute over 5 engagements)
 Engagers paying below: **0.0%** (no data)
 Engagers paying above: **14.3%** (no data)

The CADA/BC Professional Standard Range for Percentage of Budget Choreography Fee: Minimum of 20% of Budget

Engagers paying within: 0.0% (no data)
 Engagers paying below: 0.0% (no data)
 Engagers paying above: 0.0% (no data)

The CADA/BC Professional Standard Range for Per Week of In-Studio Rehearsal: \$906.25 - \$2000.00/week

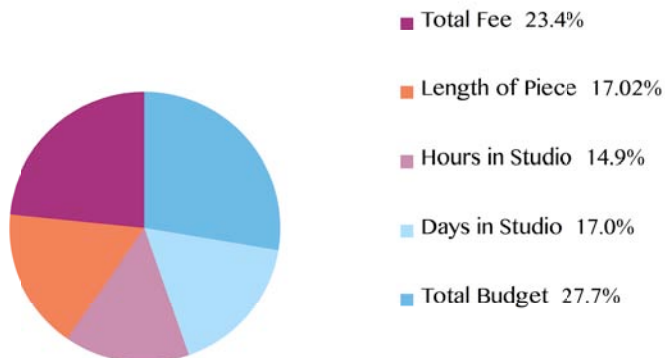
Engagers paying within: 33.3% (average \$1,000/week over 5 engagements)
 Engagers paying below: 33.3% (average \$500.0/week over 5 engagements)
 Engagers paying above: 0.0% (no data)



For those Engagers who did not use any of the above methods for Choreography compensation, additional options were presented. The figure below illustrates the use of alternative payment methods for Choreography used by Engagers over their 5 engagements.

Payment for Choreography

Alternate Methods used by Engagers



Pay - Royalties (59-64)

Engagers were asked to identify if they have paid Dancers below, within, or above the CADA/BC Professional Standard Range for Royalties over the past two years. As outlined below, the majority of Engagers have paid within the Professional Standard Range.

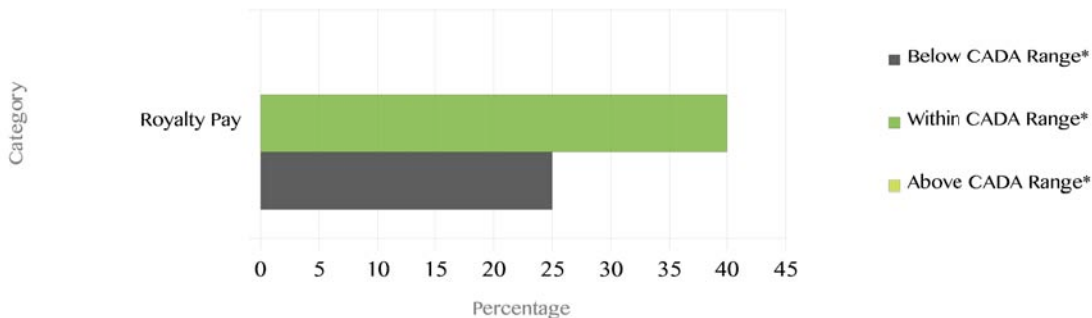
The CADA/BC Professional Standard Range for Royalties:

1% - 10% of the original fee paid for the work

Engagers paying within:	40.0%	(no data)
Engagers paying below:	25.0%	(no data)
Engagers paying above:	0.0%	(no data)

Summary of Royalties Payment for Dancers

Data Provided by Engagers



Pay – Teaching (65-67)

Engagers were asked to document the rate at which they had paid Dancers to teach, over the past 10 engagements. The data has been organized by level of class taught & inclusive of all 10 engagements.

The CADA/BC Professional Standard Range for Teaching:

\$50-\$150/1.5 hr class (\$33.3-\$100/hour)

Class Level	Rate Range (per hour)											
	Under \$10	\$11-\$15	\$16-\$20	\$21-\$25	\$26-\$30	\$31-\$35	\$36-\$40	\$41-\$45	\$46-\$50	\$51-\$55	\$56-\$60	\$60 plus
Professional					10% (1)	20% (2)			60% (6)	10% (1)		
Pre-Professional Training Program						33.3% (1)			66.7% (2)			
Pre-Professional Post Secondary							50% (1)		50% (1)			
Adults Private Studio							33.3% (1)		66.7% (2)			
Youth Private Studio								33.3% (1)	66.7% (2)			
Adults/Youth Non Profit School												
Adults/Youth Community					66.7% (2)	33.3% (1)						
Students Public School									50% (1)			50% (1)

Do you pay for preparation time?

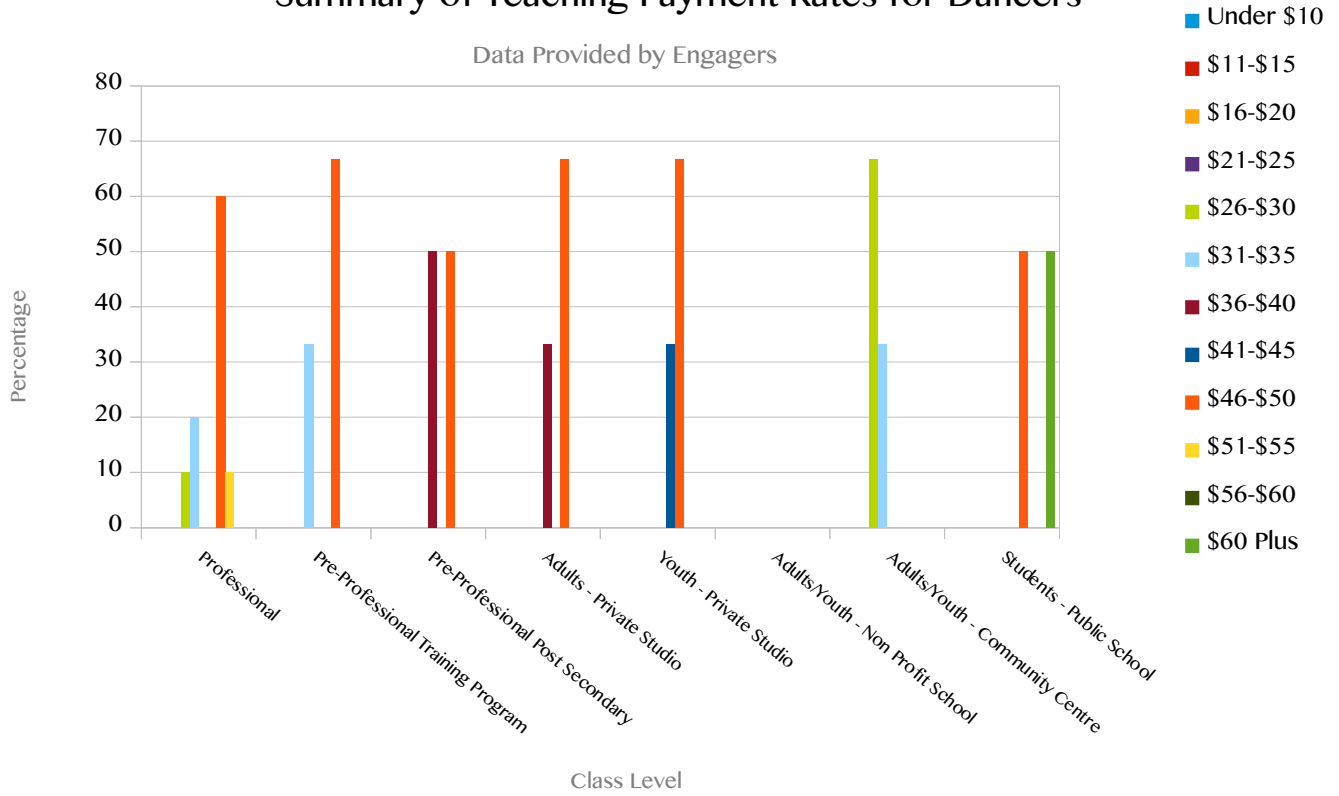
Yes – 12.0%

No – 88.0%

*all 10 engagements included

Summary of Teaching Payment Rates for Dancers

Data Provided by Engagers



Rehearsal Direction (68-73)

Engagers were asked to identify if they have paid Dancers below, within, or above the CADA/BC Professional Standard Range for Rehearsal Direction over the past two years.

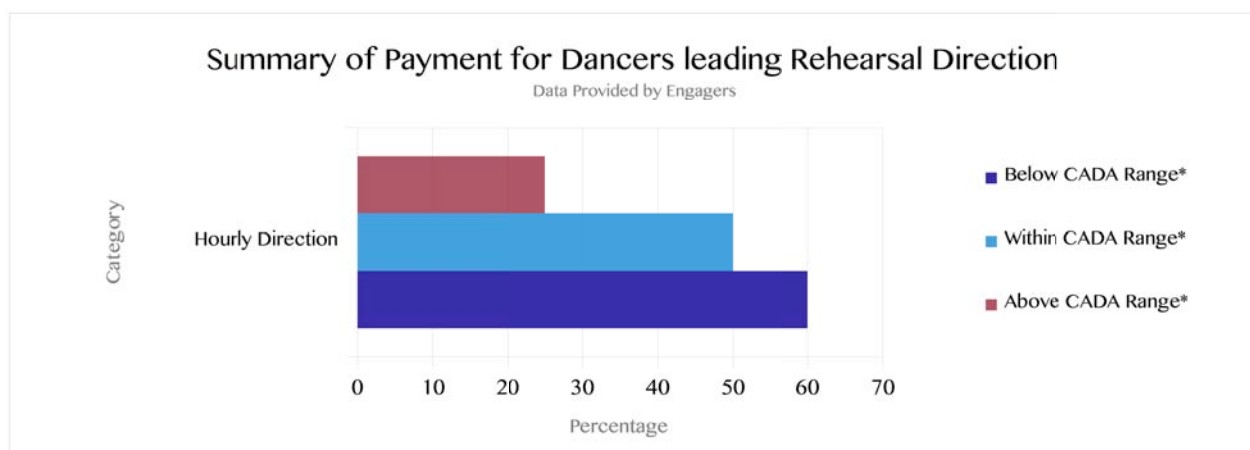
The CADA/BC Professional Standard Range for Rehearsal Direction:

\$22-\$30/hour

Engagers paying within: **50.0%** (average \$25.7/hour over 5 engagements)

Engagers paying below: **60.0%** (average \$20/hour over 5 engagements)

Engagers paying above: **25.0%** (average \$50/hour over 5 engagements)



Overtime (75-78)

The table below outlines whether or not Engagers have paid their Dancers for overtime while performing, choreographing, teaching & directing rehearsal over their past 5 engagements. Many of the responses indicate that overtime was not relevant for most situations, but in the event that it was, Dancers were usually not compensated.

Overtime Situation	PAID	NOT PAID
Dancers required to work overtime while performing	55.5% (5)	45.5% (4)
Dancers required to work overtime while choreographing	0.0%	100.0% (11)
Dancers required to work overtime while teaching	0.0%	100.0% (5)
Dancers required to work overtime while directing rehearsal	0.0%	100.0% (5)

Other Organizations (74)

Engagers were asked whether or not they have paid Dancers under the guidelines of any other organizations over the past two years given the choices outlined below. Of the Engagers that responded to this question, **50%** have used the guidelines of CFTPA, with the other **50%** comprised of those using ACTRA and EQUITY.

ACTRA – Alliance of Canadian Cinema, Television & Radio Artists

CFTPA – Canadian Film & Television Production Association

EQUITY – Canadian Actor's Equity Association

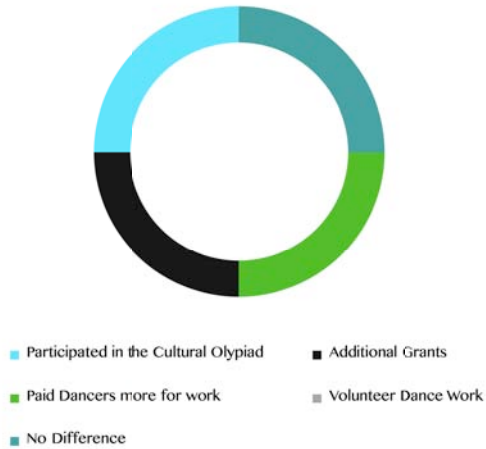
ADC – Association Designers of Canada

Olympics (79)

Engagers had the opportunity to express how the Vancouver 2010 Winter Olympics affected their Dance creation during & after the Games. Along with responding to the survey question provided, Engagers gave individual feedback regarding this topic.

Vancouver 2010 Winter Olympics & Dance Work

How did the Olympics make a difference in your Dance Creation?



Additional Comments

Became active after the Olympics

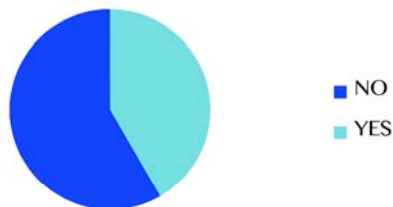
Less money, and less work

The Olympics did not help our company in any way

Contracts (80-81)

When asked if they would engage Dancers without a contract, **58.3%** of Engagers indicated that they would not, while the remaining **41.7%** would engage without a contract only *sometimes* or only with friends (included under 'yes' in the following figure). Engagers were then asked to document the percentage of time, over the past two years, that they have engaged Dancers with use of a contract.

Would you Engage Dancers WITHOUT a Contract?



Percentage of time Engaging WITH a Contract

