

[DOLE DEPARTMENT ORDER NO. 3-D, September 06, 1994]

SALARY OF PERFORMING ARTISTS

Further to Department Order Nos. 3 and 3-A, series of 1994, the following additional guidelines are hereby promulgated:

1. All performing artists bound for Japan shall receive a salary of not less than US\$600.00 per month. For other countries of destination, the prevailing rates in the host countries shall be considered.
2. A document that shall embody the schedule of authorized deductions shall be co-signed by the artist, his Talent Manager and Licensed Agency and appended to the employment contract of the artist.

Authorized deductions shall cover the following:

- a. Talent Manager's Commission
- b. Licensed Agency Fee
- c. Government Tax (if required by the host country)

3. Foreign principals and licensed agencies who shall not comply with the minimum monthly salary as prescribed herein shall be subject to the following penalties:

3.a First Warning and payment of
Offense : salary differential.

3.b Second Suspension of
Offense : documentary processing
for one (1) month and
payment of salary
differential.

3.c Third Suspension of
Offense : documentary processing
for six (6) months and
payment of salary
differential.

4. The Entertainment Industry Advisory Council (EIAC) shall conduct an annual review of the salary and employment benefits package for performing artists and shall submit to the Secretary of Labor and Employment the appropriate recommendations relative thereto.

For strict compliance.

Adopted: September 6, 1994