# EXHIBIT A: CREW DEAL MEMO & ENGAGEMENT SPECIFICATIONS

Standard Freelance Crew Contract for Film, Commercial, Music Video and Web Video Productions

| Key Engagement Term | Agreed Production Specification |
|---|---|
| **Project Title** | Feature / Commercial / Series Title: _____ |
| **Crew Role / Department** | [ ] Director of Photography [ ] Gaffer [ ] Sound Mixer [ ] 1st AD [ ] Art Director [ ] Editor [ ] Other: ____ |
| **Engagement Dates** | Start Date: Nov ___, 2026 to Wrap Date: Nov ___, 2026 (Est. ___ Shoot Days) |
| **Contracted Production Rate** | $ _____ Total Flat Fee /or $ _____ per 10-Hour Shoot Day |
| **Overtime Hourly Rate** | $ _____ per hour for hours exceeding 10 (1.5x regular rate) |
| **Kit Rental / Equipment Allowance** | [ ] Kit Included [ ] Additional Kit Fee: $ _____ (Attach Kit Inventory) |
| **Per Diem & Travel Provisions** | [ ] Company provides travel & lodging [ ] Reimbursable with receipts |
| **Payment Terms & Schedule** | Net 30 days upon invoice approval (or 50% advance / 50% wrap) |
| **Screen Credit Specification** | Credit As: _____ |
| **Special Contract Conditions** | Weather contingency day protocol, crew insurance rider attached |

IN WITNESS WHEREOF, the parties hereto have executed this Agreement as of the date written below.

Date: _____, 2026

COMPANY (Producer):
Company Name: _____
Authorized Signature: _____
Printed Name & Title: _____
Phone: _____ Email: _____
Address: _____

CONTRACTOR (Crew Member):
Signature: _____
Printed Name: _____
SSN / Tax ID (last 4 digits): _____
Phone: _____ Email: _____
Remit-to Address: _____
Bank Wire / ACH Routing Details: _____

# INDEPENDENT PRODUCTION SERVICES AGREEMENT

This Production Services Agreement (the "Agreement") is entered into as of the date signed below, by and between the Production Company ("Company") and t

### 1. Scope of Work & Services

Company hereby engages Contractor, and Contractor agrees to render professional technical production services in the role designated in Exhibit A atta ched hereto, in accordance with the highest industry standards.

### 2. Term & Production Schedule

Contractor's engagement shall commence on the start date specified in Exhibit A and continue through the designated completion of principal photogra phy and wrap, subject to any scheduled weather dates agreed upon in writing.

### 3. Compensation & Overtime

1. Company shall pay Contractor the fee set forth in Exhibit A (the "Production Fee").
2. Standard working day is defined as 10 hours including meal breaks. Hours worked in excess of 10 hours shall be paid at the overtime rate specified in E xhibit A.
3. Payment shall be remitted within thirty (30) days of invoice submission and satisfactory wrap of services.

### 4. Postponement, Weather Delays & Kill Fees

If a scheduled shoot date is cancelled or postponed by Company due to weather, scheduling, or client decisions, Company shall compensate Contractor as follows:

- Cancellation with 48+ hours notice: 30% of day rate;
- Cancellation within 24 to 48 hours notice: 50% of day rate;
- Cancellation within under 24 hours or after call: 100% of day rate plus reimbursable travel expenses incurred.

### 5. Intellectual Property & Work Made for Hire

Contractor acknowledges and agrees that all recordings, footage, sounds, designs, and creative output created by Contractor hereunder shall constitute a "work made for hire" for Company. Company shall be the sole and exclusive owner of all worldwide copyrights, renewals, and extensions therein.

### 6. Screen Credits & Portfolio Showcase Rights

1. Company shall accord Contractor a professional screen credit in the end titles of the Picture and related media, in customary industry format.
2. Following public premiere, broadcast, or commercial release of the project, Contractor shall have the non-exclusive right to display non-commercial e xcerpts and stills in their professional demo reel and portfolio.

### 7. Confidentiality & Non-Disclosure (NDA)

Contractor agrees to hold in strict confidence all scripts, proprietary production details, cast information, unreleased footage, and trade secrets. No behi nd-the-scenes photography, audio, or footage shall be posted to public social media without prior written approval from Company.

### 8. Health, Safety & Equipment Insurance

1. Company shall maintain a safe production environment complying with all local labor standards and safety codes.
2. Company shall maintain commercial general liability and third-party property damage insurance covering production equipment against loss or dam age not caused by gross negligence.

### 9. Governing Law & Jurisdiction

This Agreement shall be governed by and construed in accordance with the laws of the jurisdiction where the production is principally conducted.

### 10. Entire Agreement & Counterparts

This Agreement constitutes the entire understanding between the parties. It may be executed in counterparts, including digital or electronic signature, e ach of which shall be deemed an original.