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## **POLICY FOR PHOTOGRAPHER FEES FOR PAHF COMPETITIONS** **May 2016**

This document is an adjustment to the policy approved by the PAHF Board of Directors in April 2014 (rf. 2014-0413-PolicyPhotographerFeesOutdoor).

This 2014 policy approved:

- Fee: \$25 per outdoor match as a base;
- Cap at \$500 per competition;
- In dual events (men & women), each competition considered individually;
- Awards Ceremony considered as a separate “match”.

The total amount that a photographer could earn by covering our competitions during a week (\$500 for a single gender competition, \$1,000 for a dual gender competition) was far from what a professional or semi-professional photographer can earn on a regular assignment.

With the increasing importance of “visual” elements in our coverage, the additional demands now put on photographers (production of some pictures at half-time for social media, delivering of all pictures shortly after the end of the matches) and the longer competitions (four additional matches with the addition of quarter-finals), it seemed reasonable to adjust their honorarium so good photographers can consistently be attracted.

The 2016 policy approves:

- Fee: \$30 per **outdoor** match as a base;
- Cap at \$750 per competition;
- In dual events (men & women), each competition considered individually;
- Awards Ceremony considered as a separate “match”.

The 2016 policy also approves a fee structure for the indoor competitions:

- Fee: \$25 per **indoor** match as a base (shorter matches);
- Cap at \$500 per competition;
- In dual events (men & women), each competition considered individually;
- Awards Ceremony considered as a separate “match”.

**Conditions:**

- Pictures should be provided for all the matches, or most of the matches if the number of games is greater than 20 (outdoor) or 12 (indoor), or if there are more than 4 matches on a specific competition day;
- At least 15 good quality pictures should be provided for each match, with a mix of action, emotion and crowd shots (no maximum number);
- A few pictures should be made available at half-time to be used on social media during the match (\* new \*)
- All pictures should be available no later than 2 hours after the end of the match;
- Depending on the schedule, it might be more practical to deliver pictures at the end of a session (morning / afternoon), but all pictures for a specific day must be available on the same day, including on the last day of the competition;
- PAHF and affiliates (FIH, National Associations) can use the pictures on their web site and social media accounts, with due photo credit, but the photographer retains the rights to the pictures for any individual sale or commercial usage.

***Approved by the Board of Directors  
May 15, 2016***