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POLICY FOR PHOTOGRAPHER FEES FOR PAHF COMPETITIONS **February 2019**

This document is an adjustment to the policy approved by the PAHF Board of Directors in May 2016 (rf. 2016-0515-PolicyPhotographerFees).

This 2016 policy approved:

- Fee: \$30 per outdoor match as a base; cap at \$750 per competition;
- Fee: \$25 per indoor match as a base; cap at \$500 per competition;
- In dual events (men & women), each competition is considered individually;
- Awards Ceremony is considered as a separate “match”.

The total amount that a photographer could earn by covering our competitions during a week (\$750 for a single gender competition, \$1,500 for a dual gender competition) was far from what a professional or semi-professional photographer can earn on a regular assignment.

It is now widely acknowledged that “visual” elements are paramount for the coverage of our competitions on the web and social media, whether our own or those of participating teams. While “casual” still pictures might be recorded with a phone-camera, action shots can only be captured with high-end equipment, then processed by specialized software, by experienced photographers.

With 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, usage of pictures not only by PAHF but also by participating teams), it seemed reasonable to adjust our fee so good photographers can consistently be attracted.

The new policy approves the fee structure for **outdoor** competitions:

- Fee: \$50 per match as a base; cap at \$1,250 per competition;
- In dual events (men & women), each competition considered individually;
- Awards Ceremony considered as a separate “match”.

The new policy also approves the fee structure for **indoor** competitions:

- Fee: \$35 per **indoor** match as a base; cap at \$700 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 20 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;
- 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 channels, with due photo credit, but the photographer retains the rights to the pictures for any individual sale or commercial usage.

Note: all amounts are in US dollars (US\$).

***Approved by the Board of Directors
February 2019***