



Casting and Compensation Statement
Adopted July 1, 2023

As a local community theatre committed to Diversity, Equity, Inclusion and Accessibility, OCP provides opportunities for a diverse pool of talent and theatre enthusiasts across the Omaha community to participate in and appreciate the performing arts. Our theatre exists to foster creativity, cultural enrichment and community engagement by bringing together people of diverse backgrounds and skill levels to create and enjoy live theatrical performances. We promote artistic expression, build social connections and contribute to the cultural vibrancy and identity of Omaha by providing accessible and affordable theatrical experiences for our local audience.

Onstage performers and crew members who work every performance of a production (ages 19 and older) are provided a set fee for each production in which they participate. Fees will vary based on the length of the production's run and will remain uniform among performers and crew members within a production.

Exact stipend amounts will be published on the audition announcements for each production and can be accessed at OmahaPlayhouse.com and will be listed in the performer's performance contract. Amounts are subject to change. These amounts are set during that season's budgeting process and the ranges are as follows:

- Onstage performers: approximately \$500-1,000 per production. This is currently based on \$25 per performance plus a \$250 fee for the rehearsal period; this may change in future seasons. This formula is the same regardless of the role or which theatre the show is in.
- Backstage crew committing to work the full production: approximately \$300-600 per production. This is currently based on \$20 per performance plus a \$50 fee for the rehearsal period; this may change in future seasons. This formula is the same regardless of which theatre the show is in.
- Youth performers and crew members under the age of 19 will not be provided a stipend.

OCP also provides stipends for certain artistic team members, such as guest directors, stage managers, choreographers, orchestra musicians and Nebraska Theatre Caravan company

members, among others. This compensation shall be at the discretion of the Artistic Director with approval by the Executive Director.

All artists listed above will be classified as independent contractors and are not employees of OCP.

Recruiting Guest Artists

The process for recruiting guest artists is as follows:

- When a production's casting needs cannot be authentically or appropriately filled locally, seeking guest artists from outside the Omaha community may be necessary. This decision must be made with the majority approval by the OCP Board of Trustees Executive Committee. Once it is decided to pursue outside talent, all recruitment materials and messaging should be reviewed by the Executive Director, Artistic Director and Director of Inclusion.
- Guest artists will be compensated in the same range as listed above. However, guest artists may be offered an additional amount to help offset the cost of travel, transportation and temporary housing.

*If the Artistic Director and show director desire to offer compensation outside of the above listed ranges, the change must be approved by the Executive Committee of The Board of Trustees. This may include offering an amount that is in line with an artist's union. **The OCP Executive Committee reserves the right to update this policy at any time.***