

# Glow Lyric Theatre

## Pay Equity Plan for the Summer Festival Season

Vers 2.1

<b>Tier 1*</b>				
	a.	Those who draw primary income from their work in theatre or opera		
	b.	Those who draw primary income from theatrical or opera post secondary education		
	c.	Those who have worked with with professional regional, national or international companies		
	d.	Those who travel from over 150 miles to perform with Glow		
	e.	By the discretion of the Executive or Artistic Director due to special ability and/or need		
<b>Tier 2*</b>				
	a.	Those who draw secondary income from their work in theatre or opera		
	b.	Those whose primary work is outside of the performing arts		
	c.	Those who primarily work in community or semi-professional theatre or opera		
	d.	Current college students majoring in theatrical/opera performance, design, tech, or administration		
<b>Tier 3*</b>				
	a.	Those who wish to donate their time to Glow Lyric Theatre		
	b.	Avocational performers from all backgrounds		
	c.	Apprentice/Interns that receive college credit		

<b>Rate</b>	<b>TIER 1</b>	<b>TIER 2</b>	<b>TIER 3</b>
<b>Per Week Maximum**</b>	\$500	\$300	Volunteer
<b>Per Week Minimum**</b>	\$200	\$100	Volunteer

\*Pay level is determined by the Executive and Artistic Director.

\*\*These rates only show the minimum to the maximum that Glow Lyric Theatre will pay. All contracts are negotiated and evaluated individually.

\*\*These rates apply only to the fully produced shows that make up the Summer Festival Season (7 Week Season).