



Contract Negotiations

Top 3 things to ask for:

#1. Fair compensation!-

If you are being asked to work full time- then you should be paid a doable living full-time wage. If the wage is not sufficient for full time, and your personal situation allows it, ask to be part time for the same pay. This is gutsy so be ready for a no. But.....They may just change their tune, or you will dodge a bullet. Radio is a passion. Don't let that passion keep you in poverty. Search for the opportunities that will support you. The more confident you are in your talent, the more fitting opportunities will come into your life. Most of the time we remember to be respectful to others, but we need to be respectful to ourselves as well.

YOU ARE WORTH IT!

#2. The Extras -

Opportunities for bonuses, pay for performance and overtime. Here is where you can negotiate a phone allowance, clothing allowance/trade, continued education allowance to come to Morning Show Boot Camp 😊 and an overtime wage. There should be extras. This is even true in smaller markets. Go in to negotiations asking questions as if there definitely are some extras, and you just want to know the specifics. Absolutely NO "other duties as assigned" should be in your contract. So, kindly scratch that out if it's there and write "renegotiate contract if other duties need to be assigned." Don't be rude, always calm, kind and respectful. But a legitimate business should know exactly what the job description is of the position they are hiring for.

#3. Out Clause or Termination Rules-

The non-compete should never have been legal. Ask what their usual termination looks like. If they will offer you an exit package, this is where they can put some stipulations on that. You can then decide whether or not to accept it. To balance the questioning out, ask what they deem an adequate notice period for leaving. Keep that in mind when deciding if the job is ultimately worth it to you. You should also not agree to anything that limits your opportunity to make money elsewhere, unless they offer to compensate you handsomely for your undivided voice work. To sum it up, if you want to work in radio, you have to sell yourself over and over again. Know your worth & stand up for yourself all while being respectful. Creativity can go a long way when negotiating. Ask about trade opportunities, spiffs, and personal endorsements.

If a business wants to pay you a pittance, not give any growth opportunities and tries to take advantage of you or scare you into anything, run away. You won't be missing out on anything but demoralization, stress and anxiety.

If you have any questions, always feel free to hit me up.

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