



Transforming Arts Organizations Worldwide

Ballet Benchmarking Results

August 2021

Benchmarking Overview

This document contains the results of a benchmarking exercise focused on three key areas:

- I. **Health Insurance Coverage** *(pages 4-6)*
- II. **Health and Wellness Support** *(pages 7-9)*
- III. **Compensation for Digital Content** *(page 10-11)*

Advisory Board for the Arts reached out to a number of ballet companies around the globe with an email survey about their current approach to these issues. We received 5 responses, which are summarized in this report.

Respondents were pledged anonymity, so participating organizations are not named. 4 out of 5 respondents are located in United States and 1 in Canada.

Survey Questions Overview

Health Insurance Coverage

1. What kind of medical coverage does your company provide for its dancers?
2. What is covered by the health insurance you offer?
3. To what extent and how often do you revisit your health insurance offerings to adapt to your dancers' needs?

Health and Wellness Support

1. What does your in-house health and wellness support provide?
2. Do you provide any extra free or discounted health or wellness-related services (such as a gym membership)?
3. What have you done to encourage dancers to use wellness support services (provided by you or others) to help ensure their physical and mental health?

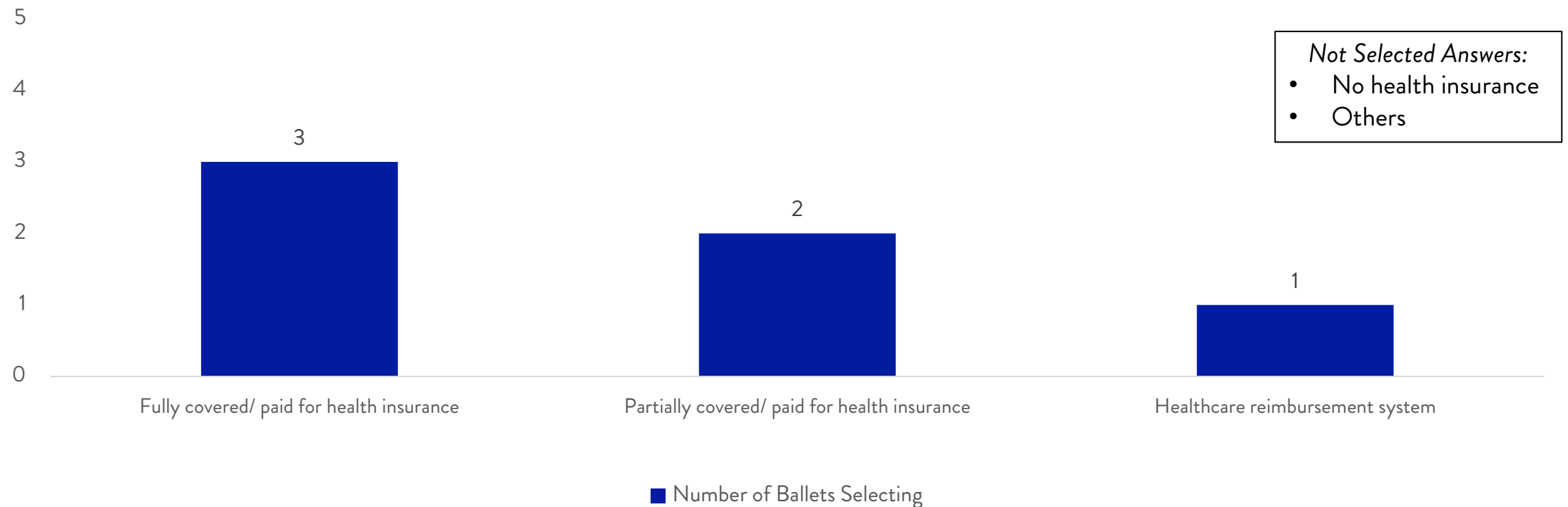
Compensation for Digital Content

1. Do you currently pay dancers extra for participation in digital content?
2. Given all that has changed in digital in the past year, do you plan to review or change your current compensation system for digital content participation? If so, what changes do you see in the future?
3. What has been discussed with dancers and their unions on this topic?

I. Health Insurance Coverage

Most surveyed ballets provide fully covered or, at least, partially covered health insurance.

Medical Coverage Provided to Dancers

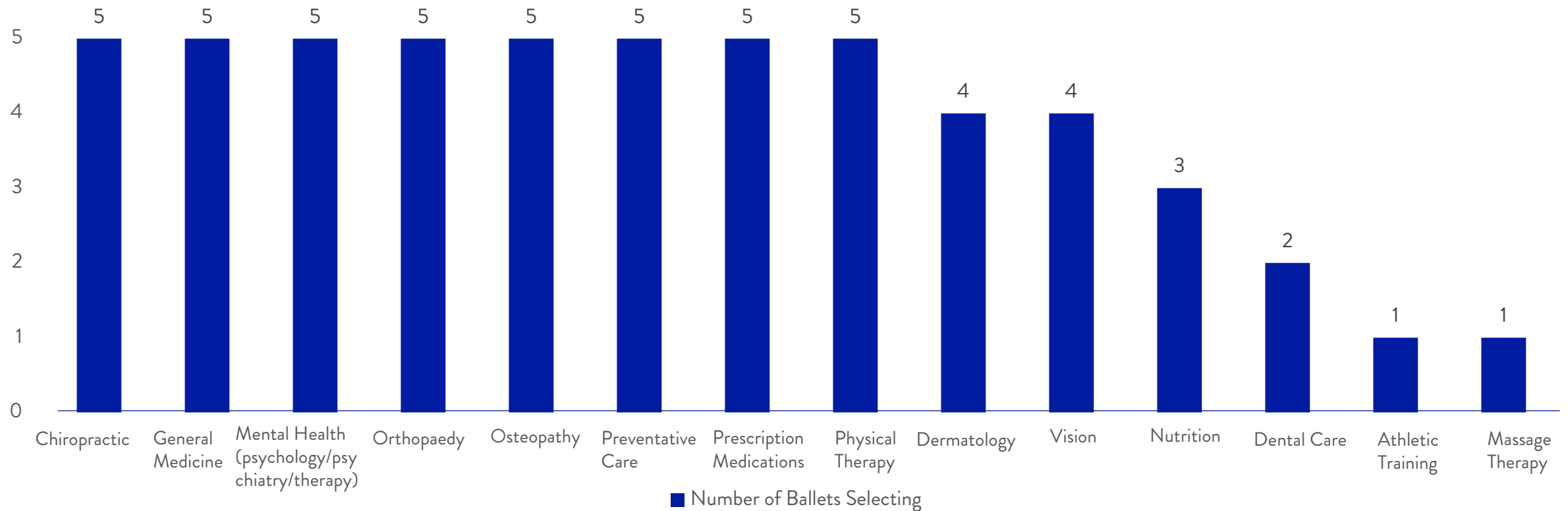


Note: one Ballet selected both “Healthcare reimbursement system” and “Partially covered/ paid for health insurance”

I. Health Insurance Coverage

All surveyed ballets offer preventative care, general medicine, physician, and mental health treatments. Most offer dermatology, nutrition, and non-traditional treatments. Dental care and vision are sometimes offered but at 100% employee expense.

Covered by Dancer Health Insurance



Note: Digital doctors' visits and hotline and Wellness care and financial resource were also mentioned

I. Health Insurance Coverage

Most surveyed ballets revisit their health insurance offerings every year.

How Often Companies Revisit Health Insurance Offerings to Adapt to Dancer Needs

“Our health insurance has been consistent for the last three years. We do continue to update our additional voluntary insurance options to suit the needs of the company.”

“We revisit annually for health insurance coverage. Ongoing for in-house support services.”

“We revisit yearly, and partner with the other local arts organizations to negotiate collectively. While we are one of the only dance organizations in that group, others have similar needs for performers.”

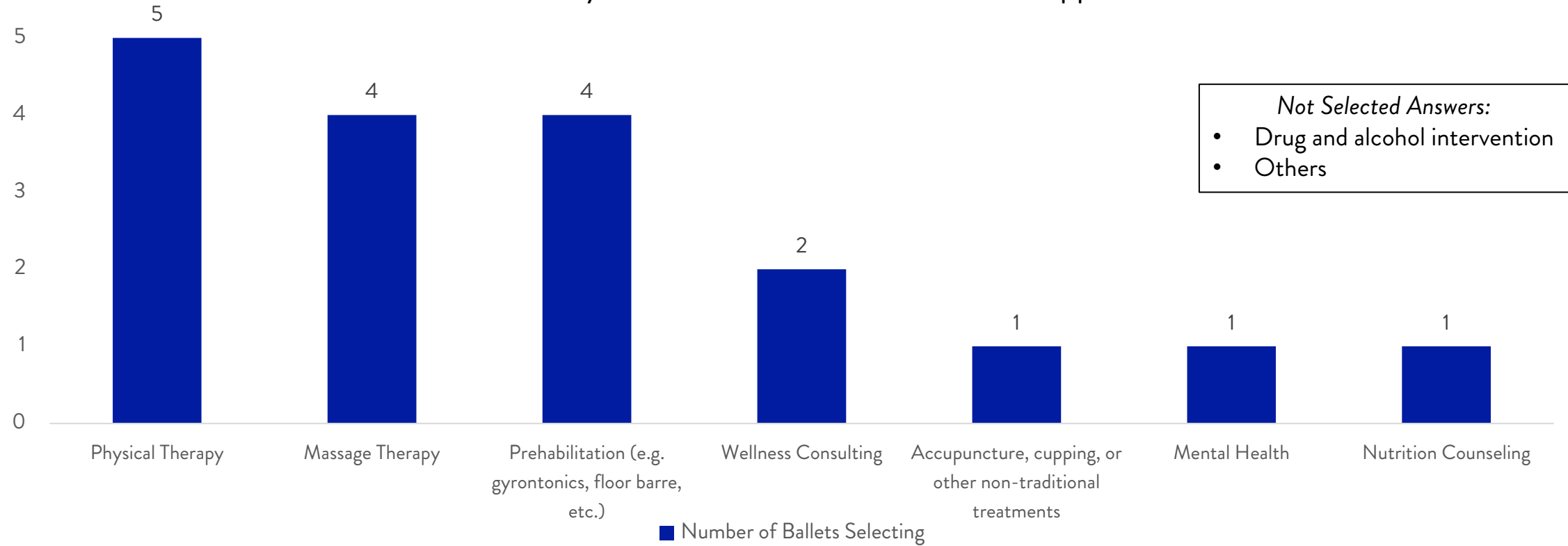
“All insurance programs are reviewed annually, prior to open enrollment.”

“Every season we revisit benefits. ”

II. Health & Wellness Support

All surveyed ballets have in-house support, including at least physical therapy.

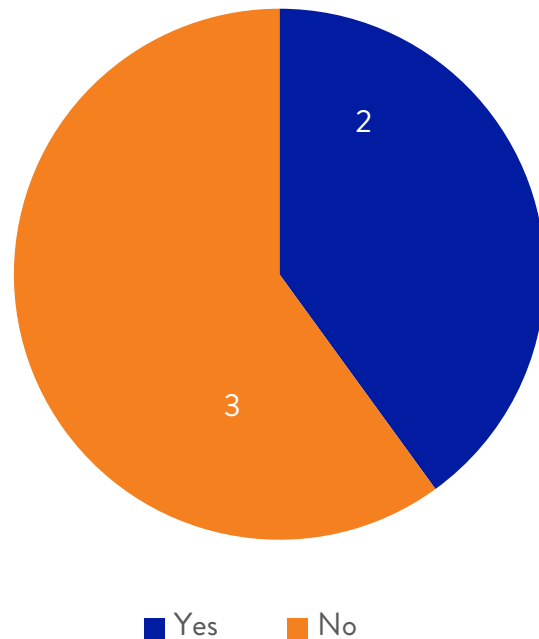
Provided by In-House Health and Wellness Support



II. Health & Wellness Support

Most surveyed ballets don't provide free or discounted health and wellness services. When they do, it is usually gym memberships related.

Provide Free or Discounted Health or Wellness Services



Services Provided

“We have free gym memberships available through a partnership with a local gym. We also have a company doctor who comes to the studio once a month for general health and wellness checks for both work and non-work-related issues, and a collection of specialists for dance-related injuries on contract, so the dancers can be seen within 24 hours of an acute injury.”

“We provide free gym membership to all first and second company dancers”

II. Health & Wellness Support

Most surveyed ballets encourage dancers to use their support through information sessions and assistance.

How to Encourage Dancers to Use Health and Wellness Support

“We provide a third-party employee assistance program that provides mental health counseling and support. HR regularly sends out reminders of the available assistance, as well as access to mental health resources. Annual screenings by in-house Physical Therapists and Orthopedists are required. Dancers are encouraged to sign up for weekly Physical Therapy sessions for ongoing wellness support, not just for injuries.”

“We ensure easy access to these services on-site and reminders at the top of each season of the available health and wellness offerings and our insurance programs.”

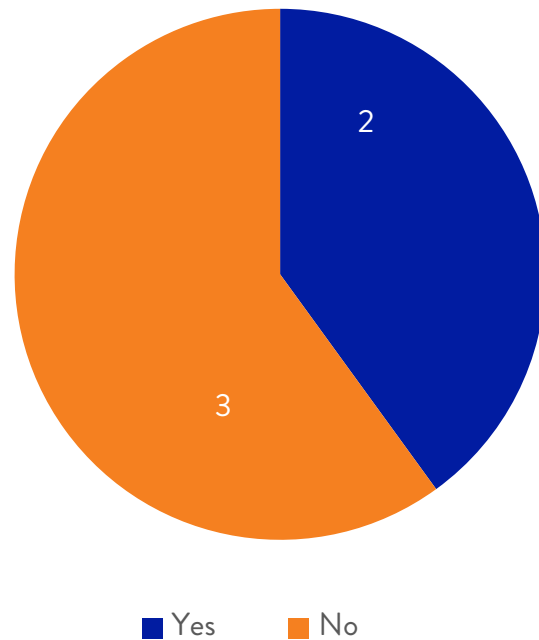
“We discuss the available options at regularly scheduled team meetings.”

“We have info sessions or “lunch and learns”, where we try to bring awareness to our programs.”

III. Compensation for Digital Content

Paying dancers extra for their participation in digital content is still unclear, and not much on the topic has been discussed with unions.

Pay Dancers Extra for Participation in Digital Content



Discussed with Dancers and Unions on Topic of Digital Compensation

“The only thing discussed related to this topic is that to date, any online features have been provided either free of charge or via donations.”

“We tried to push for clearer language in our last bargaining session, which was spring of 2020.”

III. Compensation for Digital Content

Plans to Review or Change Current Digital Compensation Approach

“We currently have a relationship with MarqueeTV for new and existing digital content. Until we make ticket-like revenue from this relationship, we will not be providing additional funds to the dancers for this work. If our revenue from single ticket sales of these digital works were to increase, we would discuss changes to the compensation with the union. These works are filmed under our union guidelines as a performance.”

“We are currently reviewing our policy regarding compensation. It is also unclear at the moment to what extent digital programming will be included in the season.”

“We are bound by our union agreement until 2023, so nothing in the near term.”

“No plans to review or change the compensation system are currently being considered.”