

1 Talent Compact

Our promise to one another

RATIFIED / APPROVED - cultural and operating doctrine. OH THAT! should be a place where talented people choose to work because they are respected, supported, challenged, and able to grow. A viewer who buys nothing should still feel welcome, entertained, and part of a community.

What OH THAT! owes talent

We provide clear assignments, preparation materials, honest compensation information, and a fair opportunity to develop. We support training, useful coaching, strong clips, media exposure, and opportunities across the network when available. We do not promise fame, equal booking volume, a particular income, or a future franchise.

We protect people from harassment and audience abuse. We take good-faith concerns seriously, including concerns about producers, senior talent, sponsors, or the founder. We do not retaliate for reporting a problem or making a legitimate Stop-Work or Stop-Sell call. Earned compensation remains earned when future casting changes.

We respect outside work, personal lives, representation by an agent, and independent creative careers. Specific disclosed conflicts must be managed; a place on our bench does not mean we own someone's career. Talent can become more valuable here and eventually outgrow OH THAT! We can celebrate that and arrange a professional transition.

What talent owes OH THAT!

Be reliable, prepared, camera-ready, and present at Call Time. Follow the Producer's live direction, protect the game and audience, handle company property responsibly, disclose material assignment conflicts, and use approved product claims. Protect confidential information and coordinate appearances that represent the company.

Give and receive feedback professionally. Report mistakes promptly. Do not sabotage handoffs, conceal problems, bully colleagues, or make unauthorized commitments to customers. Revenue, popularity, friendships, or seniority do not purchase immunity from standards.

Belonging without obligation to socialize

Collegiality is required; friendship is not. Optional parties, community nights, cruises, and social activities are genuinely optional. Declining social fun does not reduce booking priority. Required working appearances, sponsor duties, content shoots, and hosted activities must be identified as work with their own terms.

Voice and authority

Talent has a meaningful voice in improving the product. OH THAT! retains programming, casting, product selection, scheduling, and editorial authority. Sponsors and agents do not control personnel. During the broadcast, the Producer directs execution, including when the founder is performing. That authority does not override safety, honest representation, or protected reporting.

Accountability. Honest mistakes lead to correction and learning. Repeated negligence, dishonesty, harassment, and sabotage may lead to coaching, reassignment, suspension, or removal, according to severity and applicable agreements. Individual concerns are handled privately, not through public shaming.