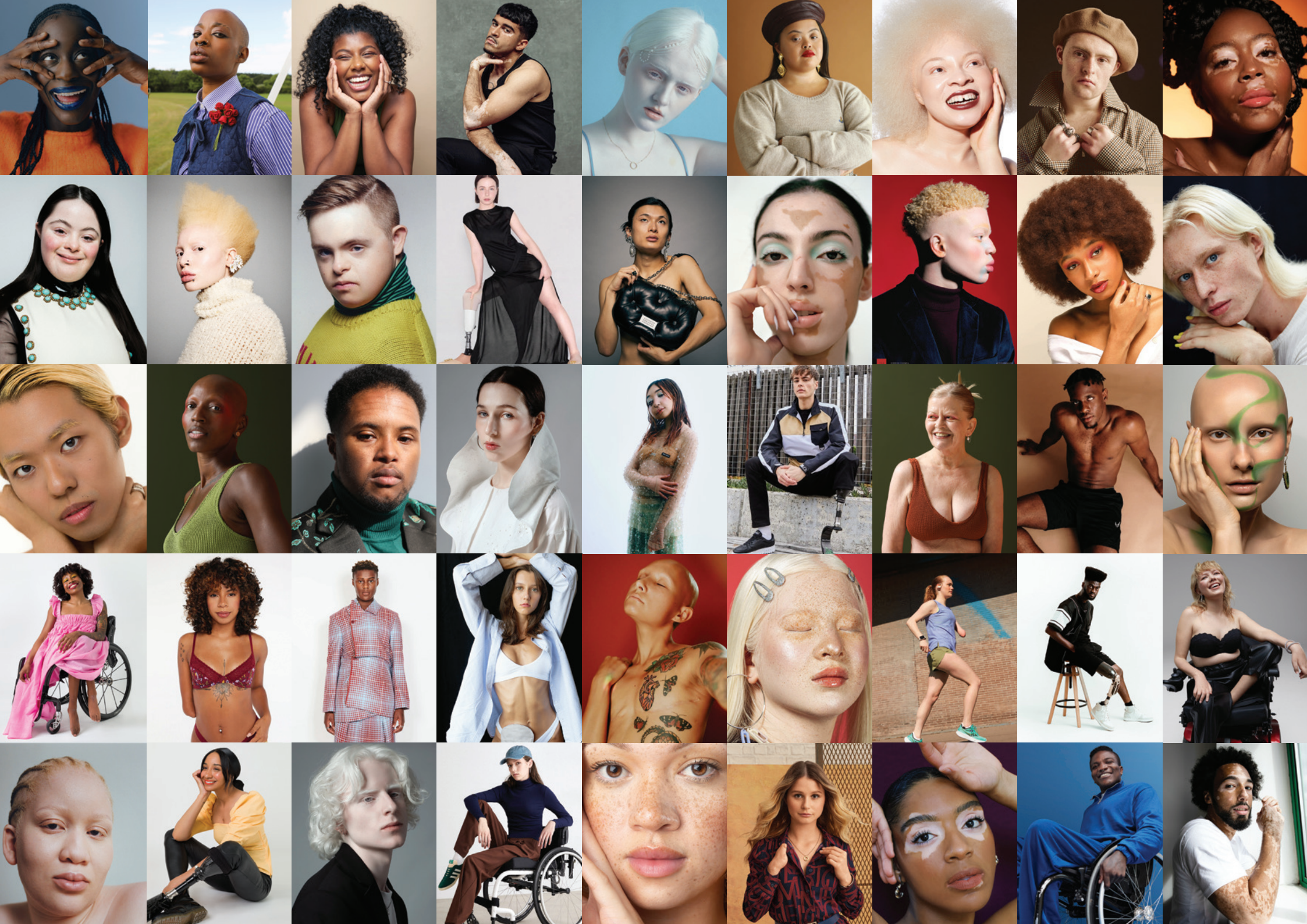




ZEBEDEE

INCLUSIVE TALENT AGENTS



Vision

To be a global leading talent agency, recognised for ensuring that the media is truly representative of all communities and that the world accepts and celebrates diversity.

Mission

To be the driving force behind the inclusive representation of diverse communities in fashion, beauty, advertising and the wider media.

Values

PEOPLE

We value our team, our talent, and our clients. We want the best outcomes for the people we work with.

PROFESSIONAL

We provide a friendly, knowledgeable, and bespoke service to our talent and clients.

PLANET

We take steps to ensure that our workplace and practices are sustainable.



Who we are

Zebedee is an inclusive talent agency created to increase the representation of people who have until now been excluded in the media, including people with disabilities, visible differences and the trans and non-binary community.

Established in 2017, Zebedee looks after over 2000 models and actors worldwide with a variety of needs.

Laura and Zoe, Zebedee co-founders (and sister in laws!) are no strangers to working with underrepresented groups and the media. Laura is a qualified social worker, and Zoe is a model and qualified performing arts teacher for people with disabilities.

“We were talking about opportunities (or lack of) for disabled people in the media... and it was just a lightbulb moment of - if no one is out representing people with disabilities or differences, then why don't we do it?



Directors, Zoe and Laura



Why we do it

Fashion, advertising, and other media industries are now ensuring that their campaigns are more representative of our diverse society. It is more commonplace to see plus size, different ethnicities and different ages of people, but there is still a long way to go.

“Disability is often left out of the diversity debate; we often receive briefs looking for ‘diversity’, but with no mention of disability, visible difference or gender diversity – and we want to change this. We want it to be the norm that REAL diverse media becomes commonplace.”

Alongside their work in successfully placing talent in paid work opportunities, Zebedee has also built a real community. They offer social events and editorial opportunities, enabling their talent to increase their confidence and skills, ensuring that they can deliver on set.

Zebedee also work with charities and campaign to raise awareness of the conditions and differences of their talent.

“We hope that the work of Zebedee, our talent, and the clients we work with, will impact on the wider society – changing attitudes and developing people’s understanding of disability and diversity. We are optimistic that this will create a more caring society, and a nicer place for us all to live.”



Feedback

“Zebedee have pretty much changed my life. I am proud and honoured to be a part of this amazing team who are like a family. They’ve grown and so have I. The experiences I’ve had from being a part of Zebedee have been incredible, literally making dreams come true. They have given me not only a sense of belonging but also empowerment and a better positive outlook on not only my body and looks but my opportunities in the future. I’m so grateful to them for signing me and making this journey possible.”

(Zebedee model)

“The team at Zebedee are a joy to work with. They are easily contactable and always respond well to giving suggestions to our briefs. We thoroughly enjoy meeting talent from Zebedee at our castings and are always blown away by the professionalism, inspiration, skills and personality they bring to the room.”

(Casting Director)

Who we represent

Zebedee represent tiny babies to older adults and full families. We have offices the UK, Europe, USA and Australia, and have supplied talent across the globe.

Our divisions include...

Disability

Including visible and hidden disabilities and neurodiversity: Wheelchair users, Amputees/Limb difference, Down Syndrome, Blind, Deaf, Cerebral Palsy, Dwarfism, Autism and more.

Visible Difference

Albinism, Alopecia, Mastectomy, and Vitiligo.

Trans and Non Binary Talent

Our models have a variety of looks and styles to suit all projects and concepts.

We have a great understanding of our talent's individual needs, which would be shared with you.



Who we work with

Our models, actors and influencers have already worked with these brands and many more.

They work across all media including TV commercials, online and print campaigns, Ecomm, Social Media, TV, Film, theatre and runway.

So whether you are a large or small brand or creative agency, we are happy to help! We will work with you to help you understand the needs of our models so that you can get the best from them at castings or on set.



TOMMY HILFINGER



BURBERRY



PRIMARK®



EST. 1851
MOSS BROS.
GROUP PLC



FLANNELS



GUCCI
beauty



GLAMOUR



schuh

A bit more info...

- We supply models, actors, dancers and supporting artists/extras (DBS Checked).
- Age range 0 – 75.
- Male/female/non-binary.
- Variety of disabilities, visible differences and gender diversity.
- Models located across the UK, Europe, USA and Australia.
- Experienced and professional model bookers and service.

Why cast diversely?

It's the right thing to do!

The public are now demanding more representative media.

Our talent have stories to tell! The story behind the talent is increasingly important in the digital/social media age. Ensure your campaign stands out from the crowd.

It makes economic sense! The spending power of disabled people is estimated at £274 billion per year in the UK and £1.3 trillion worldwide.



Tips for casting and booking disabled talent

Most importantly – invite diverse talent to cast! You will reap the benefits!

See our models at the beginning or end of the casting or at less busy periods.

Allow parents in the room as they may be able to help with communication.

Provide as much information as you can before the casting. Uncertainty can be anxiety provoking.

Book interpreters for deaf talent.

Ensure that your location is accessible for those with mobility issues or offer an alternate location/self tape. Accessible toilets would be great!

Imaginative play/scenarios can be tricky for some with a learning disability. Please try to be clear and concise with instructions and perhaps use props or music.

Allow a little extra time for our talent to process what is being asked of them and get used to their surroundings.

Just ask us – there are no silly questions and we will be happy to offer individualised advice around the varied needs of our talent.

Rates

1. Photographic

Adults:

Day Rate £650 / \$800 / € 750

Usage: 1 year BTL £2500 / \$3000 / € 2750 , 2 year BTL £3500 / \$4250 / € 4000 , 3 year BTL £4500 / \$5500 / €5250, 5-9 years £6000/ \$7250 / €7000 plus, In perpetuity £10,000 / \$12000 / €11500

Children:

Day Rate £450 / \$550 / €525

Usage: 1 year BTL £1000 / \$1250 / € 1150, 2 year BTL £1500/ \$2000 / €1750, 3 year BTL £2000 / \$2500 / €2250, 5-9 years £2500/ \$3000 / €2750 plus, In perpetuity £5000 / \$6000 / €5750

2. TV Commercials

Adults: £650/ \$800 / €750 per day

Children: £450 /\$550 / €525

Chaperone / Carer: £150/ \$200 / €175 per day.

Please note usage and buyout will be negotiated on a case by case basis depending on territories, term and media.

3. TV, Film, Theatre, Editorial and Runway

Negotiated on a case by case basis.

4. Influencers and Content Creators

Rates to be agreed as per brief and influencer from £350/ \$450 / €400

Additional Info

Fitting/Recall/Wardrobe: £100 / \$125 / €115 Casting: £50 / \$60 / €55

Travel day charged at 50% of the day rate. Travel and accommodation must be provided where appropriate.

All rates are subject to plus 20% agent fee and VAT if applicable.

Rates quoted are GBP, EUR, USD.



Diversity behind the camera

Creatives

We encourage our clients to consider diversity, both in front and behind the camera. Speak to us about our talented photographers, hair and make-up artists, videographers, stylists, producers, directors and more.

Consultancy

Our consultancy team can help you ensure your spaces and projects are inclusive too – offering training, guest speakers, and workplace, culture and policy reviews.

We can also offer support during the creative process, checking the stories you tell are sensitive and authentic – plus our access coordinators can help during casting and shoots, ensuring everyone's needs are properly catered for.

Other services

Studio – 2023 purpose built accessible studio based in Sheffield UK – £250

Chaperone service – from £150

Production and photography – We can develop a concept and produce a shoot – from £1000

Child Performance Licencing – Do you need someone to help sort your child performance licences for under 16's? We can offer a full, speedy and professional service.

Client terms & conditions

In these Terms and Conditions, the “Agency” means Zebedee Talent Limited, the “Client” means the person, firm or company named as such on the Booking Confirmation and the “Talent” means the person who undertakes the booking.

1. TERMS AND CONDITIONS

- 1.1. These terms and conditions supersede any other oral or express agreement and take precedence over any terms and conditions that may be received from the Client, unless otherwise agreed prior to the booking.
- 1.2. These Terms and Conditions should be read in conjunction with the terms contained in the Booking Confirmation and invoice and the Client undertakes to notify all interested parties affected or potentially affected by these Terms and Conditions that they apply to the booking.
- 1.3. Any variation of these Terms and Conditions must be agreed in writing by the Agency.

2. BOOKINGS

- 2.1. A Booking Confirmation containing all the terms of the booking must be returned by the client before work commences.
- 2.2. Provisional bookings are to be confirmed by the client within 24 hours of the proposed job. If the booking is not confirmed within this time, and a definite booking is offered elsewhere, we are within our rights to accept the guaranteed booking.
- 2.3. Any amendments or changes to the booking confirmation must be notified to the Agency before returning the Booking Confirmation.
- 2.4. All talent introduced by the Agency to a Client must be booked through the Agency.

3. FEES

- 3.1. Favoured Nations – Clients agree to equal treatment to others on the project. This includes talent receiving equal rates, accommodation, and any other contractual provisions as their counterparts on the project.
- 3.2. Minimum booking period is 2 hours.
- 3.3. A day rate is an 8-hour period between 9am and 6pm (including one hour for lunch). Half day is a 4-hour period. Hours worked outside of these hours will be charged as overtime.
- 3.4. Overtime rates apply to all bookings that run over the agreed duration:
 - a) An extra hour between 9am and 6pm is charged at normal rate;
 - b) Before 9am and after 6pm is overtime charged at one and a half times the hourly rate;
 - c) Saturdays are charged at one and a half times the hourly rate;
 - d) Sundays or Bank Holidays are charged at double the hourly rate.
- 3.5. Fittings: A 2-hour minimum booking is required, after which an hourly rate will be charged.
- 3.6. The Client will be responsible for ensuring talent under the age of 16 have a Child Performance Licence for the booking and is responsible for the cost of the licence.
- 3.7. Exclusion fees: It is the Client's responsibility to check whether conflicting work has been done. If a talent advertises a product, he/ she is able to work for any competitor unless an exclusion fee is negotiated.
- 3.8. All agency commission fees charged in addition to any fees are due to the Agency.
- 3.9. All queries regarding the booking must be raised with the Agency within 48 hours of completion of the booking.

4. USAGE

To be agreed at the time of the booking or before additional usage:

- 4.1. Usage: Booking fees cover the right to use one image for one year from the date of the booking in the territory and purposes agreed only, for the initial use, unless different is agreed prior.
- 4.2. Extra Usage: Extra fees are payable for the right to use the photographs for purposes other than the initial use (for more than one year in the UK from date of booking).
- 4.3. Outside of UK: Extra fees are payable for the right to use the photographs outside of the UK. The additional fees cover the right to use one image for one year from the date of the booking, in the area agreed.

- 4.4. Extra Usage: It is the client's responsibility to notify Zebedee Talent if subsequent usage is required after the time of booking. Extra fees will then be negotiated.
- 4.5. Outside of UK: It is the client's responsibility to notify Zebedee Talent if subsequent usage is required after the time of booking for any other area outside of the UK. Extra fees will then be negotiated.

5. MODEL EXPENSES

- 5.1. Travel expenses are applicable to all bookings (as required).
- 5.2. Travel days preceding or succeeding the booking will be charged at one half of the normal daily rate.
- 5.3. If the talent is required to work on consecutive days or early start away from home, an overnight stay in a hotel will be required, and therefore included in the booking fee.
- 5.4. The Client is responsible for talents' meals on all half day(+) bookings. Per diems will be chargeable for overnight stays.
- 5.5. The agency reserves the right to charge any reasonable expenses incurred by the talent in fulfilling the booking.
- 5.6. Where the client requests Zebedee Talent to book travel/accommodation, we will charge the client a 20% administration fee (plus VAT where applicable).
- 5.7. Travel expenses must be paid within 7 days of the invoice issue date.
- 5.8. Travel expenses must be paid regardless of client or model cancellations, changes of date or any other changes.

6. INVOICES/PAYMENTS

- 6.1. Payment of all fees and expenses are due to the Agency within 30 days from the invoice date, unless otherwise agreed in writing.
- 6.2. All invoice queries must be raised within 48 hours of receiving the invoice.
- 6.3. All agency fees, talent fees and expenses will be invoiced by Zebedee Talent and are to be paid directly to the Agency.
- 6.4. VAT will be charged in accordance with the Value Added Tax Act 1994.
- 6.5. The person booking the talent will be invoiced and solely responsible for payment, unless otherwise agreed at the time of the booking.
- 6.6. No usage of the talent's image is allowed until payment is received in full.
- 6.7. We reserve the right to charge a 10% overdue fee, in accordance with the Late Payment Act of 1998.

7. CANCELLATIONS

The following cancellation fees will be charged if a Booking is cancelled either directly or indirectly by the Client:

- 7.1. Within 1 working day of the starting time - the full fee is chargeable unless the same talent is rebooked for another date(s) at time of cancellation.
- 7.2. Within 2 working days of the starting time - half the fee will be chargeable unless the same talent is rebooked for another date(s) at time of cancellation.
- 7.3. If a booking is cancelled because of illness or another reason beyond Zebedee Talent/ the talents' control, the talent shall not be liable for cancellation charges.
- 7.4. Weather Permitting Bookings: At the first cancellation, a half-fee is charged unless the client fails to cancel in time to prevent the talent's attendance, when the full fee is payable. At the second cancellation the full fee is charged.

8. FASHION SHOWS

- 8.1. Catwalk bookings give the right to allow photographers present to take photographs and videos of the show on the basis that all such material is for REPORTING PURPOSES ONLY. It is the client's responsibility to ensure that all photographers present are aware of this condition and abide by it. Any other usage must be negotiated at the time of the booking.

9. TEST PHOTOGRAPHY

- 9.1. The photographer or client is not entitled to use test photography for commercial purposes unless specific arrangements have been made with Zebedee Management prior to the test.

10. COPYRIGHT /USE OF IMAGES

- 10.1. The photographer/the client and anyone obtaining rights is not entitled to use any images for any usage beyond that agreed.
- 10.2. The photographer/client agrees to restrict use and exploitation of the copyright.
- 10.3. If the client is not the photographer, the client is to draw all these terms and conditions to the attention of the photographer and obtain his agreement to them before the shoot commences.

11. INSURANCE/TALENT CARE

- 11.1. It is the Clients responsibility to arrange insurance for the booking, which includes third party liability and indemnity insurance.
- 11.2. The client is responsible for the talent’s health and safety when the talent is travelling, or providing services, in connection with the booking to the same extent as an employee of the client. The client will maintain adequate insurance cover to underwrite its obligations to the talent.
- 11.3. Zebedee Talent is not responsible if the talent fails to attend the booking. The client is advised to insure against losses which might result if the model does not keep a booking because of ill health or another reason.
- 11.4. The Client is solely responsible for ensuring the talent is treated with respect and professionalism, and that all necessary steps are taken to ensure the safety, health and wellbeing of the talent is protected, by the client and/or third parties engaged by the client in relation to the delivery of the services.
- 11.5. The Client is responsible for ensuring all talent take suitable rest breaks.
- 11.6. Working hours for talent under the age of 18 are subject to special rules. It is the Client’s responsibility to ensure the talent do not breach these restrictions and follow the NNCEE guidelines.
- 11.7. The Client is responsible for ensuring they have received the Talent’s Access Rider and make any reasonable adjustments to ensure the safety and wellbeing of the Talent.

12. LIABILITY

- 12.1 The Agency will not accept any liability whatsoever for any loss costs, claims or proceedings incurred by a Client in connection with a booking.

13. JURISDICTION

- 13.1. All matters relating to the use of the talent’s image, any other services supplied by the talent, and all fees, must be negotiated and agreed with Zebedee Talent. If the client/photographer or any other person connected with them obtains the talent’s signature on any document or the talent’s purported verbal agreement to anything this is not binding unless it is agreed by Zebedee Talent in writing.

14. DATA PROTECTION/GDPR

- 14.1. The Client shall comply with all applicable data protection and privacy laws and regulations, including the General Data Protection Act 2018.
- 14.2. A copy of Zebedee Talent’s Privacy Policy, which gives information on how Zebedee Talent uses personal data of its Clients and Talent, is available on the Zebedee Talent website.
- 14.3. Whereby Zebedee Talent transfers any Talent personal data and/or information to the Client in connection with any Booking Confirmation, the Client warrants and represents is shall:
 - a) ensure it has implemented appropriate and effective measures to protect such personal data against unauthorised or unlawful processing and accidental loss or damage;
 - b) If necessary, provide full and open assistance to enable Zebedee Talent to comply with any request from Personal Data owners relating to their Personal Data under the Data Protection Legislation act;
 - c) Provide full co-operation in ensuring personal data is kept up to date and accurate;

15. COMPLAINTS

- 15.1. Any complaints must be reported to the Agency by the Client as soon as it arises. Complaints cannot be considered and/or dealt with after the services have been delivered.
- 15.2. Whilst the Agency endeavours to ensure that the Talent provides a professional and efficient service to Clients, the Talent is self-employed, and the Agency cannot be held responsible for a Talent’s conduct or behaviour whilst delivering a service.
- 15.3. The Agency will not be liable for any costs, expenses or losses suffered as a consequence of the behaviour or conduct of the Talent.



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