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NINETEENTH CONGRESS OF THE )  
REPUBLIC OF THE PHILIPPINES )  
*Third Regular Session* )

RECEIVED BY

SENATE  
S. No. 2778

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Introduced by Senator Robinhood Padilla

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**AN ACT**  
**PROFESSIONALIZING THE TALENT MANAGEMENT INDUSTRY IN THE**  
**PHILIPPINES, REQUIRING A LICENSE THEREFORE, AND DEFINING THE**  
**LIABILITY OF MEDIA NETWORKS THAT OWNS, MANAGES, OR OPERATES A**  
**TALENT MANAGEMENT COMPANY**

Explanatory Note

**"The entertainment industry is vast and is a reflection of the society we live in." – Karrine Steffans**

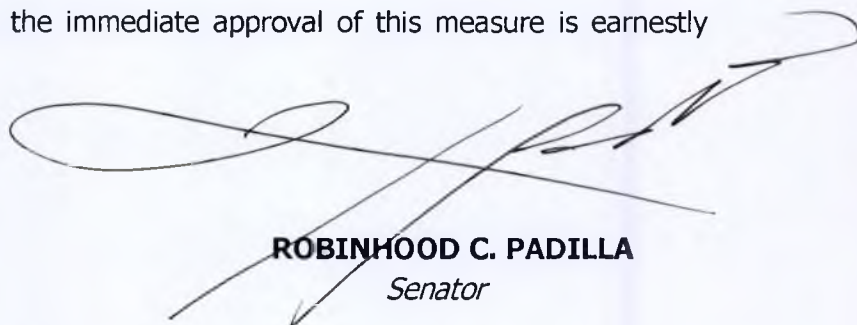
There is no statement more true than this. Indeed, the entertainment industry mirrors society, its values, and principles. It reflects the kind of people we are and the world we live in.

The entertainment industry goes beyond entertainment. It plays a vital role in the economic development of any country because it provides many job opportunities. In the Philippines, the entertainment industry serves as a fertile ground for nurturing skills and talents. Aspiring actors, musicians, and technicians find platforms to refine their abilities and forge careers. At the forefront of the entertainment industry is the industry of talent management, which provides training opportunities to help the artists develop skills that would help them perform better on stage.

At present, the industry of talent management is not professionalized. As a pillar in the entertainment industry, it is high time to establish standards that will enhance the quality of the work performed by talent managers and talent management companies by developing their skills and values associated with becoming part of a professional group.

This bill aims to professionalize the industry of talent management by requiring the talent managers to procure a license so that they may be bound by certain standards. They are also required to keep documents and records of their transactions in order that they may be regulated and monitored by the government. Further, it defines the liability of media networks that own, manage, or operate a talent management company. These talent management companies will be held against the same standards as that of the individual talent managers. Thus, the media networks with whom an individual talent manager has a contract with, or a talent management company that is owned, managed, or operated by a media network shall share the liability of the individual talent manager or the talent management company, in a subsidiary capacity, in case of a money judgment owing to the artists being managed by them. Lastly, the media network shall also be held liable for damages to the offended party in case the talent manager with whom the media network has a contract with, or an officer or employee of the talent management company that is owned, managed, or operated by a media network is found guilty of rape, sexual assault, sexual harassment, and violence.

In view of the foregoing, the immediate approval of this measure is earnestly sought.



**ROBINHOOD C. PADILLA**  
*Senator*

NINETEENTH CONGRESS OF THE )  
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*Be it enacted by the Senate and House of Representatives of the Philippines in Congress assembled:*

**ARTICLE I**  
**Title and Declaration of Policy**

SECTION 1. *Title*. - This Act shall be known as the "Talent Management Act of the Philippines."

SEC. 2. *Declaration of Policy*. - The State recognizes the entertainment industry as a vital part of our society. The strength of the entertainment industry lies in the talent and competitiveness of the Filipino artists as well as the critical role of talent managers in shaping their careers. Thus, it is the policy of the State to professionalize the industry of talent management by requiring a license thereof, making talent managers responsible for their own conduct, and defining the liability of media networks that own, manage, or operate a talent management company.



1 **ARTICLE II.**  
2 **Definition of Terms**

3  
4 SEC. 4. *Definition of Terms.* - As used in this Act, the following terms shall  
5 mean:

6 a.) *Talent Manager* - a person or corporation who engages in the occupation of  
7 procuring, offering, promising, or attempting to procure employment or  
8 engagements for an artist or artists; in addition, a talent manager counsels or  
9 directs artists in the development of their professional careers.

10 b.) *Artists* - actors and actresses rendering services on the legitimate stage and  
11 in the production of motion pictures, television shows, radio artists, musical  
12 artists, models, and other artists and persons rendering professional services  
13 in motion picture, theatrical, radio, television and other entertainment  
14 enterprises.

15 c.) *Media Network* - a group of different types of media outlets (television,  
16 radio, newspapers, magazines, etc.) that distribute information, news,  
17 entertainment, and other types of content to the general public.

18  
19 **ARTICLE III.**  
20 **LICENSING REQUIREMENTS**  
21

22 SEC. 5. *License.* - No person or corporation shall engage in, or carry on the  
23 occupation of a talent management without first procuring a license therefore from  
24 the Department of Labor and Employment (DOLE). The license shall be posted in a  
25 conspicuous place in the office of the licensee. The license number shall be referred  
26 to in any advertisement for the purpose of the solicitation of talent for the talent  
27 agency.

28 SEC. 6. *Application for License.* - A person or a corporation who intends to  
29 engage in the occupation of talent management shall make a written application for  
30 a license to the DOLE stating the following:

31 a.) Name and address of the applicant;

32 b.) If the applicant is a corporation, the corporate name, the names, residential  
33 addresses, and telephone numbers of all officers of the corporation, the names  
34 of all persons exercising managing responsibility in the applicant or licensee's

1 office, and the names and addresses of all persons having a financial interest  
2 of 10 percent or more in the business and the percentage of financial interest  
3 owned by those persons.

4 SEC. 7. *Duration of license.* The license shall have an effectivity of one (1) year  
5 from the date of issuance, subject to renewal.

6 SEC. 8. *Revocation or Suspension of License.* - The DOLE may revoke or  
7 suspend the license of a talent manager, or talent management corporation if the  
8 following circumstances occur:

9 a.) The licensee or his or her agent has violated or failed to comply with any of  
10 the provisions of this Act;

11 (b.) The licensee has ceased to be of good moral character;

12 (c.) The licensee has made any material misrepresentation or false statement  
13 in his or her application for a license;

14 (d.) The licensee was convicted of a crime involving moral turpitude.

15  
16 **ARTICLE IV.**  
17 **ADMINISTRATIVE REQUIREMENTS**  
18

19 SEC. 9. *Form of Contract for Services of Talent Manager; Approval by DOLE -*  
20 Every talent manager or talent management company shall submit to the DOLE a form  
21 of contract to be utilized by such talent manager or talent management company in  
22 entering into written contracts with artists for the employment of the services of such  
23 talent manager or talent management company by such artists, and secure the  
24 approval of the DOLE thereof. The contract will be denied approval if the proposed  
25 form of contract is unfair, unjust and oppressive to the artist.

26 SEC. 10. *Schedule of fees.* - Every talent manager or talent management  
27 company shall file with the DOLE a schedule of fees to be charged and collected in  
28 the conduct of that occupation. Changes in the schedule may be made from time to  
29 time, but no fee or change of fee shall become effective until seven days after the  
30 date of filing thereof with the DOLE and until posted for not less than seven days in a  
31 conspicuous place in the office of the talent manager or talent management company.

32 SEC. 10. *Record keeping.* - Every talent manager or talent management  
33 company shall keep a record of the following:

- 1 1.) The name and address of each artist employing the talent manager  
2 or talent management company;  
3 2.) The amount of fee received from the artist;  
4 3.) The employments secured by the artist during the term of the  
5 contract between the artist and the talent manager or talent  
6 management company, and the amount of compensation received by  
7 the artists pursuant thereto.  
8 4.) Any other information which the DOLE may require.

9 No talent manager or talent management company, its agent or employees,  
10 shall make any false entry in any records.

11 SEC. 11. *Inspection of books and records by DOLE.* - All books, records, and  
12 other papers kept pursuant to this Act by any talent manager or talent management  
13 company shall be open at all reasonable hours to the inspection of the DOLE or its  
14 agents. Every talent manager or talent management company shall furnish to the  
15 DOLE, upon request, a true copy of such books, records, and papers or any portion  
16 thereof, and shall make such reports as the DOLE prescribes.

17  
18 **ARTICLE V.**  
19 **MEDIA NETWORKS OWNING, MANAGING, OR OPERATING A TALENT**  
20 **MANAGEMENT COMPANY, AND THEIR LIABILITY**  
21

22 SEC. 12. *Media networks may own, manage, or operate a talent management*  
23 *company.* - Media networks are allowed to own, manage, or operate a talent  
24 management company that will develop and train artists for the media network. The  
25 talent management company that is owned, managed, or operates as an arm of a  
26 media network shall be considered a separate and independent entity from the media  
27 network.

28 SEC. 13. *Subsidiary liability of media networks.* - In case of a money judgment  
29 owing to a case filed by an artist being managed by the talent manager who has a  
30 contract with a media network, or talent management company that is owned,  
31 managed, or operates as an arm of a media network, and the latter has no sufficient  
32 assets to satisfy the judgment, the media network shall be subsidiarily liable for the



1 civil liability of such talent manager or talent management company, despite being a  
2 separate entity.

3 SEC. 14. *Civil Liability of Media Networks in cases of rape or sexual assault,*  
4 *sexual harassment, and violence.* - In case of conviction for rape, sexual assault,  
5 sexual harassment, and violence of a talent manager who has a contract with a media  
6 network, or the officers or employees of a talent management company that is owned,  
7 managed, or operated by a media network, the media network shall be liable for  
8 damages to the offended party thereof.

9  
10 **ARTICLE VI.**  
11 **FINAL PROVISIONS**

12 SEC. 15. *Implementing Rules and Regulations.* — Within six (6) months after the  
13 effectivity of this Act, the Board, subject to the approval of the Commission, shall promulgate,  
14 adopt, and issue rules and regulations, and the Code of Ethics and the Code of Technical  
15 Standards for Paralegals which shall take effect fifteen (15) days following publication in the  
16 official Gazette or newspaper of general circulation.

17 SEC. 16. *Separability Clause.* — If any clause, sentence, paragraph, or part of this  
18 Act shall be declared invalid or unconstitutional, the other provisions not affected thereby shall  
19 remain valid and subsisting.

20 SEC. 17. *Repealing Clause.* — All laws, presidential decrees or issuances, executive  
21 orders, letters of instruction, administrative orders, proclamations, charters, rules or  
22 regulations and/or parts thereof contrary to or inconsistent with the provisions of this Act are  
23 hereby repealed, modified, or amended accordingly.

24 SEC. 18. *Effectivity Clause.* —This Act shall take effect fifteen (15) days following  
25 its publication in the Official Gazette or in two (2) newspapers of general circulation.

*Approved,*