

ON SCREEN AND ON AIR TALENT

AN ASSESSMENT OF THE BBC'S APPROACH AND IMPACT

A REPORT FOR THE BBC TRUST

APPENDIX XII – CHARTS FOR REPORT

Redacted Version

BY OLIVER & OHLBAUM ASSOCIATES

APRIL 22nd 2008

ON SCREEN AND ON AIR TALENT

SECTION A – INTRODUCTION AND SCENE SETTING

- **SECTION B THE ECONOMICS OF ON SCREEN AND ON AIR TALENT**
- SECTION C THE UK MARKET FOR ON SCREEN AND ON AIR TALENT
- SECTION D THE ROLE, POSITIONING AND PERFORMANCE OF THE BBC
- ✤ SECTION E ASSESSMENT OF MARKET IMPACT AND VALUE FOR MONEY

FIGURE A.1. – O&O METHODOLOGIES EMPLOYED

PROCESS	DETAILS
BBC INTERVIEWS	 20 INTERVIEWS 50 PEOPLE
EXTERNAL INTERVIEWS	27 INTERVIEWS35 PEOPLE
MACRO ECONOMIC TRENDS	INCOME POLARISATION TRENDSTOP TALENT IN OTHER ENTERTAINMENT INDUSTRIESIMPACT OF GLOBALISATION AND DIGITISATION
VALUE SURVEY	 2,000 ADULTS 136 STAR NAMES, 14 GENRES TESTED
TALENT TRACKING	 TRACKING TV CAREER PATHS OF CURRENT ROSTER OVER 20 YEARS 170 INDIVIDUALS ACROSS 6 SUB-GENRES
BBC SPENDING TRENDS	 SPENDING BY MEDIA AND GENRE SINCE 2004/2005 TALENT SPENDING FOR 400 STRANDS TALENT INFLATION RATES SINCE 2000/2001
BBC PROCESSES AND STRATEGY DOCUMENTS	 ANALYSIS OF PAYMENTS APPROVAL DOCUMENTATION REVIEW OF PROPOSAL, REVIEW AND APPROVAL PROCEDURES
MARKET PRICE AND INFLATION BENCHMARKING	 RADIO BENCHMARKING EXERCISE INTERVIEWS ON COMMERCIAL TV VALUATION METHODS
COMMERCIAL VALUATION MODELLING	 DEVELOPMENT OF COMMERCIAL VALUATION MODEL FOR TOP TALENT BASED ON INCREMENTAL ADVERTISING REVENUE
SPEND VERSUS AUDIENCE ANALYSIS	 ASSESSMENT OF GENRE, SLOT AND SUB-GENRE COST PER VIEWER AND LISTNER HOUR BENCHMARKS
REGRESSION ANALYSIS	ATTEMPT TO ISOLATE THE LINK BETWEEN TYPE AND LEVEL OF TALENT WITH AUDIENCES BASED ON RATINGS DATA

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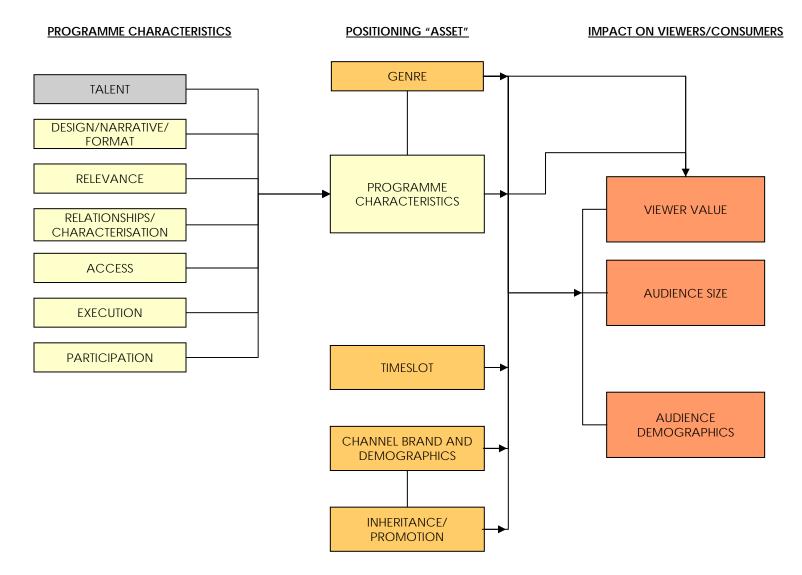
SECTION D - THE ROLE, POSITIONING AND PERFORMANCE OF THE BBC

✤ SECTION E - ASSESSMENT OF MARKET IMPACT AND VALUE FOR MONEY

FIGURE B.1. – EXAMPLE PROGRAMME CHARACTERISTICS BY GENRE

	DESIGN/ NARRATIVE	RELEVANCE	RELATIONSHIPS/ CHARACTERISATION	ACCESS TO KEY EVENT/ MATERIAL	EXECUTION	PARTICIPATION	LEAD TALENT/ SUPPORT TALENT
DRAMA	• SCRIPT	LOCATIONSITUATION	• Sympathetic • Believable		PACE SET DESIGN EDITING LIGHTING		LEAD ACTORS SUPPORT ACTORS
SPORTS EVENT			TEAMS INCLUDED CONTESTANTS INVOLVED	• KEY LIVE EVENT	NUMBER OF CAMERAS ANALYSIS DIRECTION		HOST PUNDIT
CHAT SHOW	 HUMOUR LEVEL OF INSIGHT/ REVELATION 	• ISSUES DEALT WITH	• GUEST INTERPLAY	• QUALITY OF ACCESS	SUPPORT MUSIC SET DESIGN		• HOST
QUIZ SHOW	FORMAT UNCERTAINTY OF OUTCOME	SUBJECT MATTER LEVEL OF DIFFICULTY	• EMPATHY WITH CONTESTANTS	• PRIZE MONEY	SET DESIGNACCURACYTEMPO	LEVEL OF DIFFICULTY VOTING AND POLLING	• HOST
TV COMEDY	• SCRIPT	• SITUATION	• EMPATHY • INTERPLAY		DIRECTION PACE AND TIMING		ACTORS SUPPORT ACTORS
RADIO CHART SHOW		• MUSIC POLICY					• DJ
LANDMARK FACTUAL	SCRIPT NARRATIVE POSITION/ POLEMIC	FAMILIARITY CONTEMPORARY AREA OF INTEREST		UNIQUE FOOTAGE UNIQUE INFORMATION			• PRESENTER

FIGURE B.2. – TALENT AS AN AUDIENCE AND VALUE DRIVER



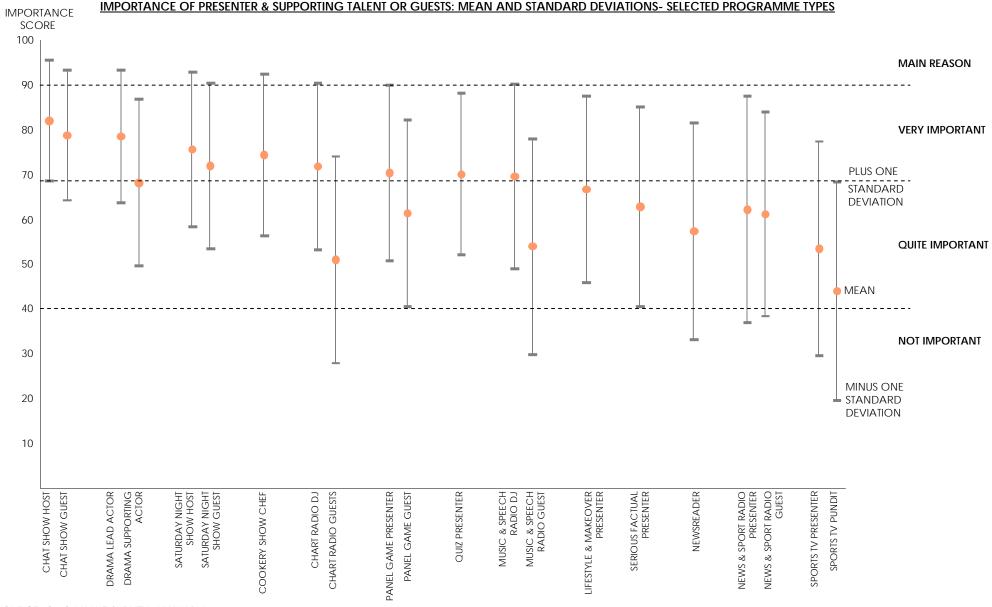


FIGURE B.3. – IMPORTANCE OF TALENT BY PROGRAMME TYPE

SOURCE: O&O VALUE SURVEY, JANUARY 2008

FIGURE B.4. – IMPORTANCE OF LEAD TALENT WITHIN ENTERTAINMENT GENRE

IMPORTANCE OF PRESENTER/HOST (SATURDAY NIGHT ENTERTAINMENT, CHAT SHOWS, QUIZ SHOWS, PANEL GAMES)

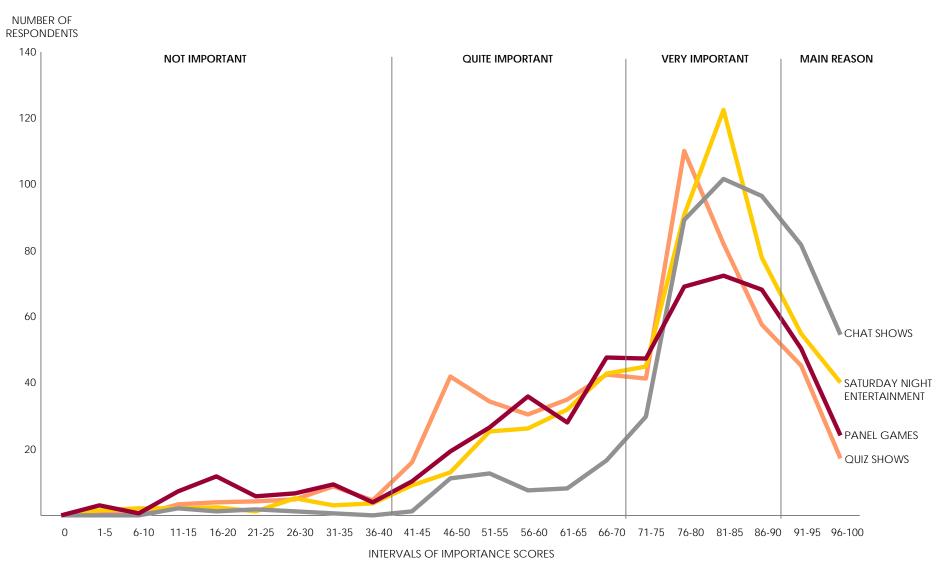
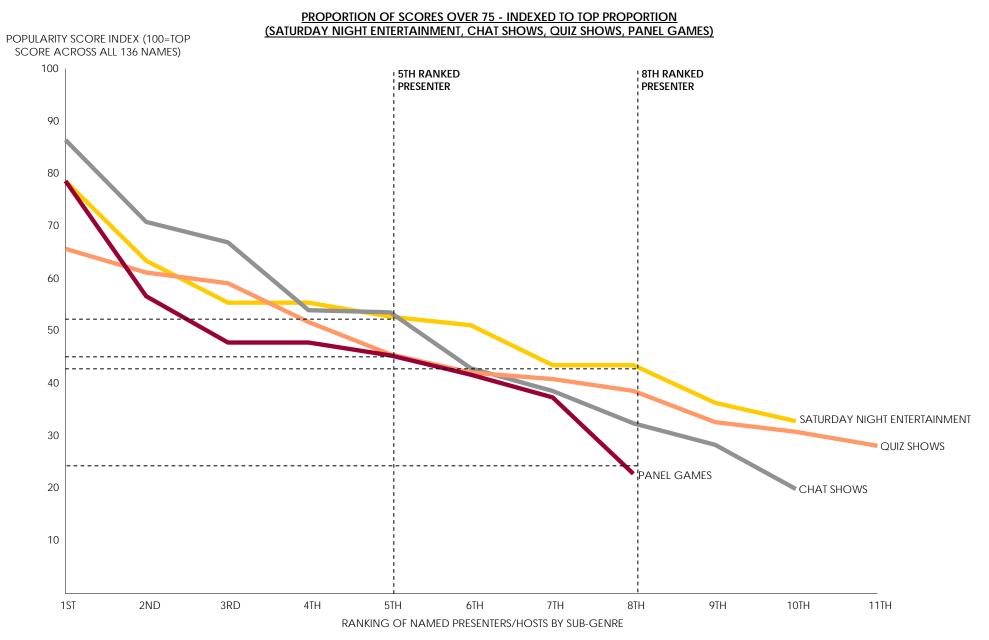


FIGURE B.5. – PROPORTION OF RESPONDENTS GIVING HIGH POPULARITY/LIKEABILITY SCORINGS TO NAMED TALENT

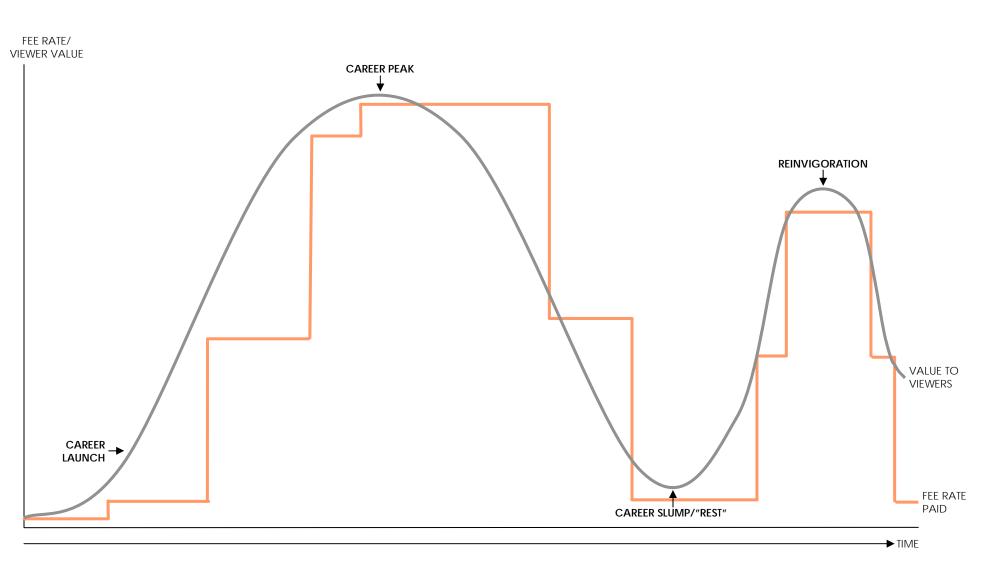


SOURCE: O&O VALUE SURVEY, JANUARY 2008

FIGURE B.6. – TIERS OF TALENT WITHIN GENRE AND SUB-GENRE

	CENDE	EXAMPLE	TIERS WITHIN SUB-GENRE			
GENRE		SUB-GENRE	TIER 1	TIER 2	TIER 3	
	DRAMA/COMEDY	DRAMA SERIES		 SUPPORTING ACTORS IN SERIES AND SERIALS LEAD ACTORS IN "SOAPS" 	 WALK ON PARTS MINOR PARTS NEW COMIC PERFORMERS 	
		SOAPS	 LEAD ACTORS IN DRAMA SERIES AND SERIALS 			
		SITCOMS	 LEAD COMIC PERFORMERS 			
		OTHER COMEDY		 SUPPORT COMIC PERFORMERS 		
	ENTERTAINMENT	QUIZ		 LEAD PANELISTS CELEBRITY PARTICIPANT LEAD MUSIC GUESTS LEAD MUSIC GUESTS 	OTHER PANELISTSMINOR CONTRIBUTORS	
		PANEL	HOSTS/PRESENTERS ON MAJOR			
		CHAT	NETWORKS			
		ENT SHOWS		HOSTS/PRESENTERS ON MINOR CHANNELS		
		LANDMARK FACTUAL		SUPPORT PRESENTERS		
	FACTUAL/	FACTUAL ENT	SERIES "AUTHORS"	 LEAD PRESENTERS ON MINOR SERIES/DIGITAL CHANNELS 	 EXPERT CONTRIBUTORS 	
	KNOWLEDGE	LIFESTYLE/ MAKEOVER	HOUSEHOLD NAME PRESENTERS		 INTERVIEWEES 	
TV		COOKERY		NARRATORS/ VOICE OVERS		
		DRAMA			OTHER CONTRIBUTORS	
	CHILDREN'S	Factual/ Magazine	 LEAD PRESENTERS IN MAIN MAGAZINE STRANDS 	 SUPPORT PRESENTERS ON MAIN STRANDS 		
	SPORT	MAGAZINE	HOSTS/PRESENTERS FOR MAJOR	 OCCASIONAL PUNDITS, MAJOR SPORTS PRESENTERS AND PUNDITS, MINOR 	 MINOR PRESENTERS/PUNDITS ON MINOR SPORTS 	
		HIGHLIGHTS	SPORTS			
		MAJOR LIVE EVENT	LEAD REGULAR PUNDITS FOR MAJOR			
		MINOR LIVE EVENT	SPORTS	SPORTS		
	NEWS	MAIN BULLETIN			 JUNIOR CORRESPONDENTS 	
		CONTINUOUS NEWS	LEAD NEWS PRESENTERS			
		CURRENT AFFAIRS	LEAD ON-SCREEN EDITORS	 MINOR EDITORS 		
	MUSIC LED	RADIO 1	BREAKFAST DJs DRIVE TIME DJS ON MAIN NETWORKS	OTHER DAYTIME DJs ON MAIN		
		RADIO 2				
		RADIO 3	DRIVE TIME DJS ON MAIN NETWORKS	NETWORKS	 MUSIC LED DJs ON LOCAL RADIO 	
	MUSIC/SPEECH	RADIO 1	LEAD NAMES IN REGULAR WEEKLY	 SUPPORT PRESENTER 		
		RADIO 2			 LOCAL RADIO DJs 	
		RADIO 3	STRANDS		 NETWORK CONTRIBUTORS 	
RADIO	DRAMA/COMEDY	DRAMA		 LEAD ACTORS IN DRAMA OR COMEDY RADIO 	1	
		COMEDY	LEAD COMEDIANS IN PANEL GAMES		 SUPPORT ACTORS 	
		PANEL GAME		 SUPPORT COMEDIANS IN PANEL GAMES 		
	SPEECH/MAGAZINE	REGULAR DAILY/		 PRESENTERS ON SPECIALIST WEEKEND OR EVENING SHOWS 		
		WEEKLY	 LEAD PRESENTERS ON NETWORK 			
		SPECIALIST/ EVENING	DAILY/WEEKLY STRANDS	LEAD PRESENTERS ON REGIONAL LOCAL RADIO	OTHER CONTRIBUTORS	

FIGURE B.7. – TALENT LIFECYCLE PERFORMANCE AND FEES



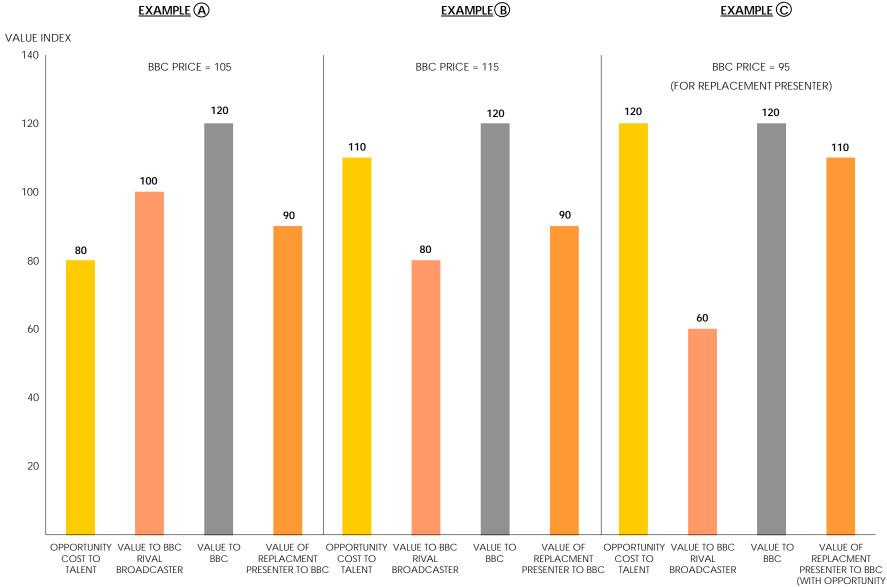


FIGURE B.8. - BBC VALUE AND PRICE SETTING - 3 examples

COST OF 90)

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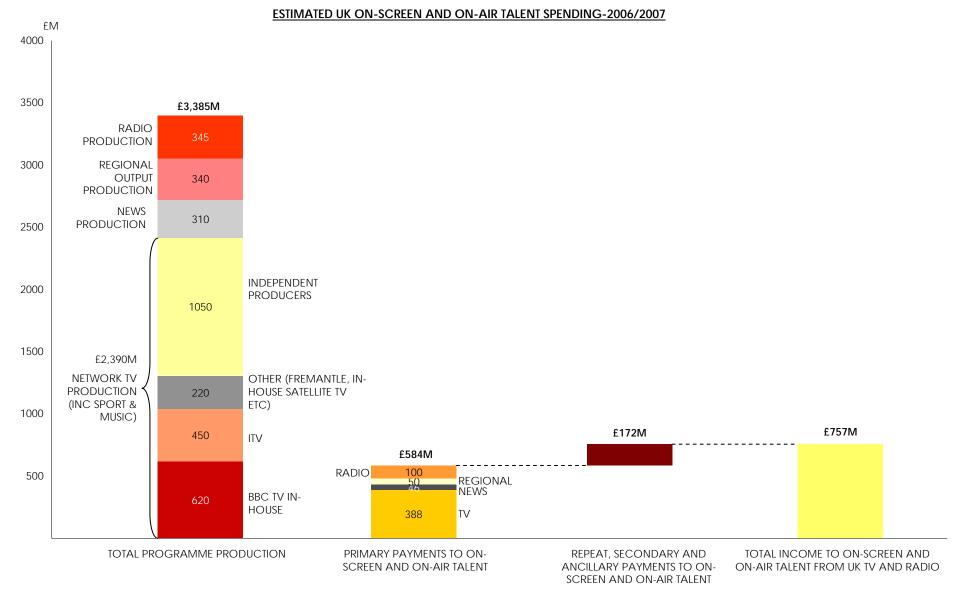
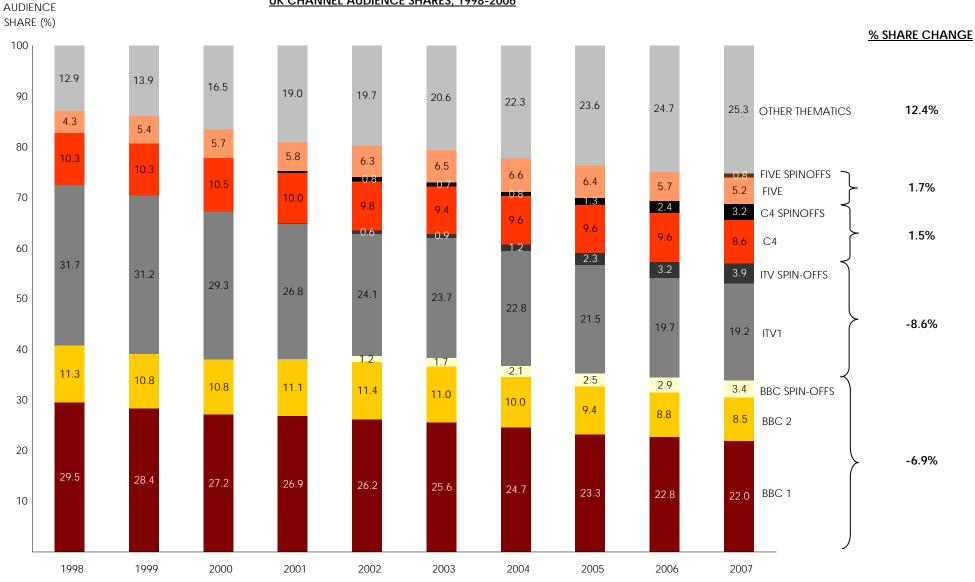


FIGURE C.1. - THE UK ON SCREEN AND ON AIR TALENT MARKET - estimated value 2006/2007

SOURCE: BBC, COMPANY ACCOUNTS, O&O ANALYSIS

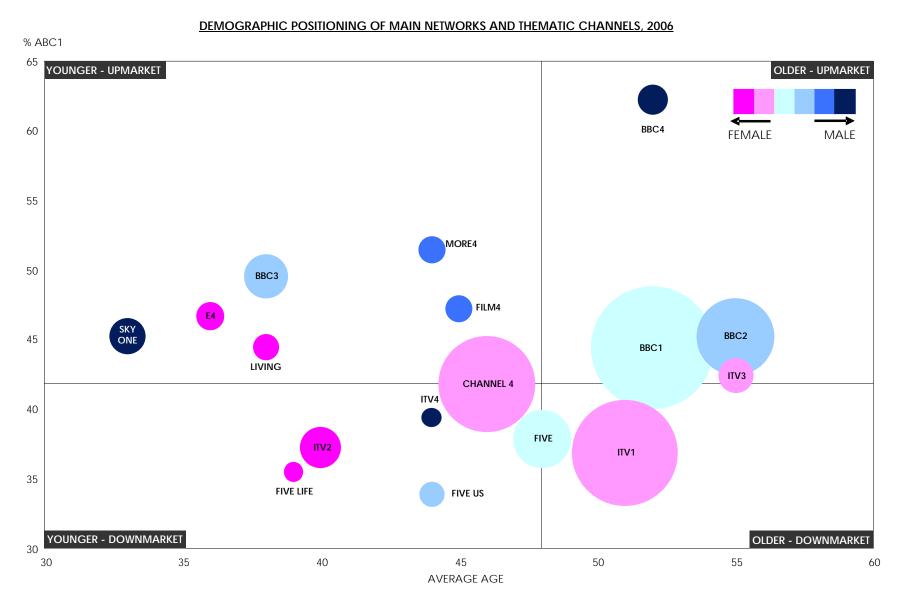
FIGURE C.2. - COMPETITION FOR AUDIENCES OVER TIME - audience share by main channel

UK CHANNEL AUDIENCE SHARES, 1998-2006



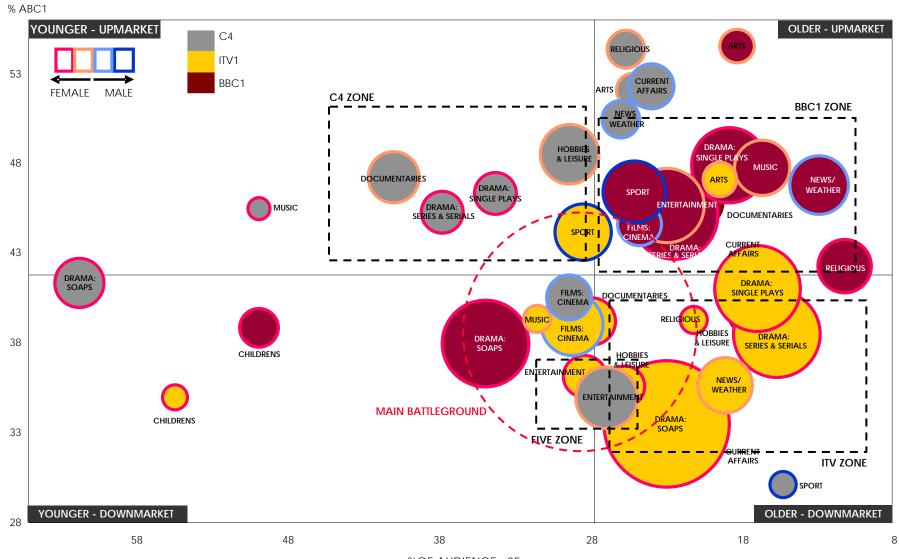
SOURCE: OBS, BARB

FIGURE C.3. - COMPETITION FOR AUDIENCES - demographic differentiation



SOURCE: BARB, O&O ANALYSIS

FIGURE C.4. - COMPETITION FOR AUDIENCES - demographic positioning by genre



DEMOGRAPHIC POSITIONING OF MAIN GENRES - ITV1, C4 AND BBC1

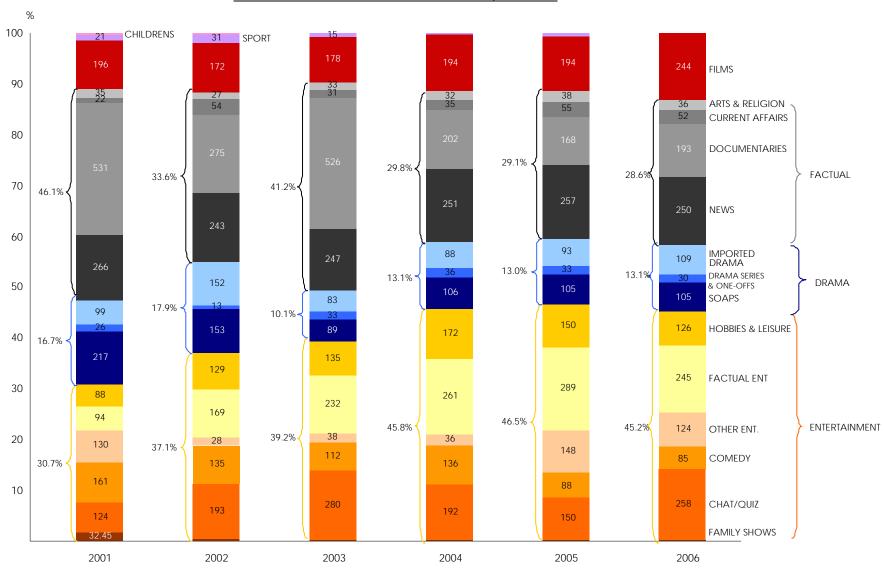
SOURCE: BARB, O&O ANALYSIS

%OF AUDIENCE <35

FIGURE C.5. – OVERALL LEVEL AND SCALE OF COMPETITION TO THE BBC FOR TALENT

		OVERALL			
	ITV	C4	FIVE	OTHER	OVERALL
TV DRAMA			\bigcirc	\bigcirc	
ENTERTAINMENT					
COMEDY			\bigcirc	\bigcirc	
LANDMARK FACTUAL					
SPECIALIST FACTUAL	\bigcirc			\bigcirc	
LIFESTYLE/MAKEOVER					
CURRENT AFFAIRS			\bigcirc	\bigcirc	
CHILDREN		\bigcirc	\bigcirc		
SPORTS JOURNALISM		\bigcirc			
Daytime/teatime tv					

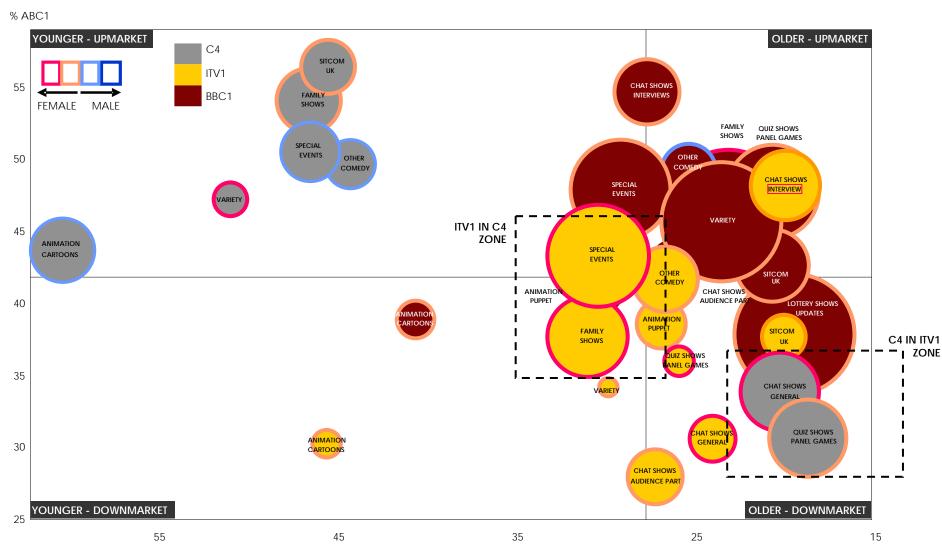
FIGURE C.6. – COMPETITION FOR AUDIENCES – channel 4 changing programme mix



CHANNEL 4 OUTPUT BY GENRE - 5PM TO 11PM, 2001-2006

SOURCE: BARB, O&O ANALYSIS

FIGURE C.7. - COMPETITION FOR AUDIENCES - key demographic battlegrounds - entertainment



DEMOGRAPHIC POSITIONING OF MAIN GENRES – ITV1, C4 AND BBC1 – ENTERTAINMENT AND SUB-GENRES

FIGURE C.8. - UK TV REVENUE GROWTH RATES - all TV versus main network players

UK TELEVISION INDUSTRY REVENUE TRENDS, 1998-2006

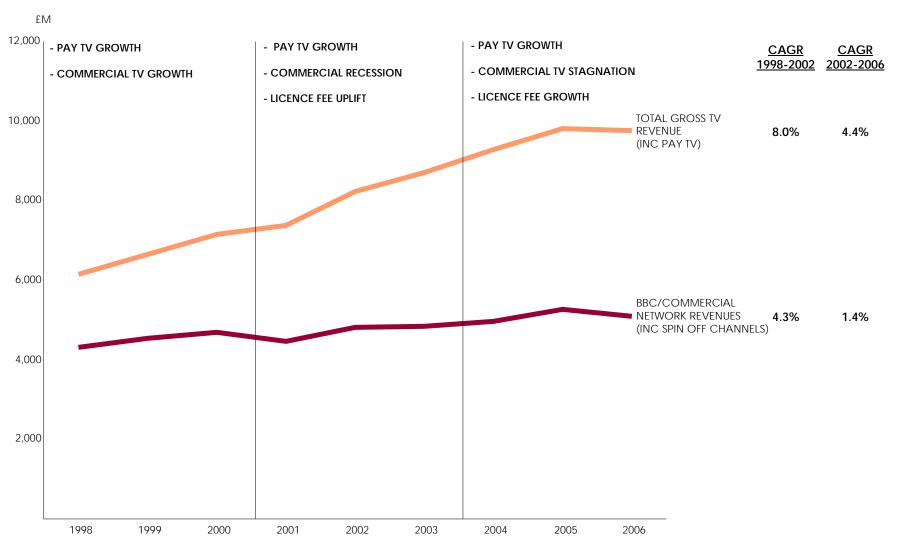
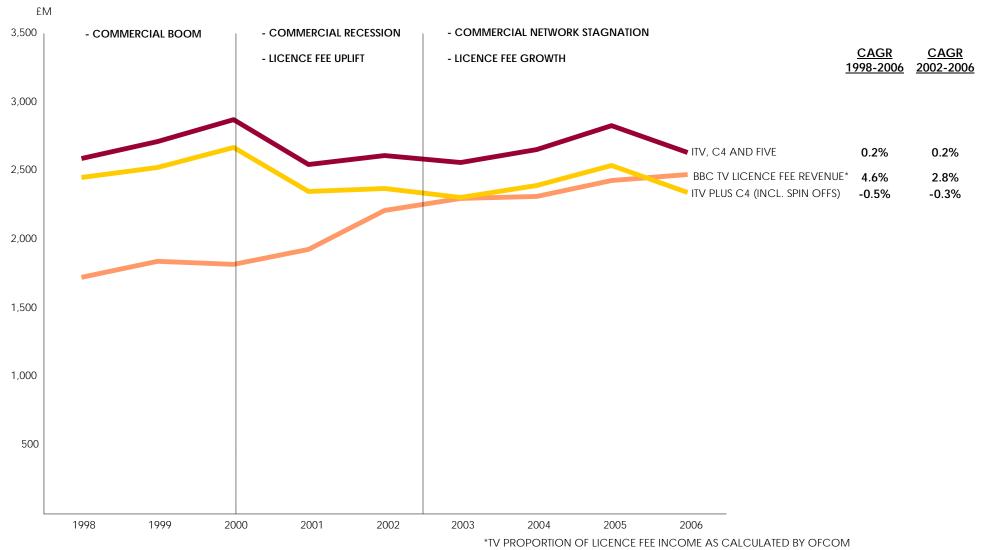


FIGURE C.9. - UK TV REVENUE GROWTH RATES - BBC versus commercial networks

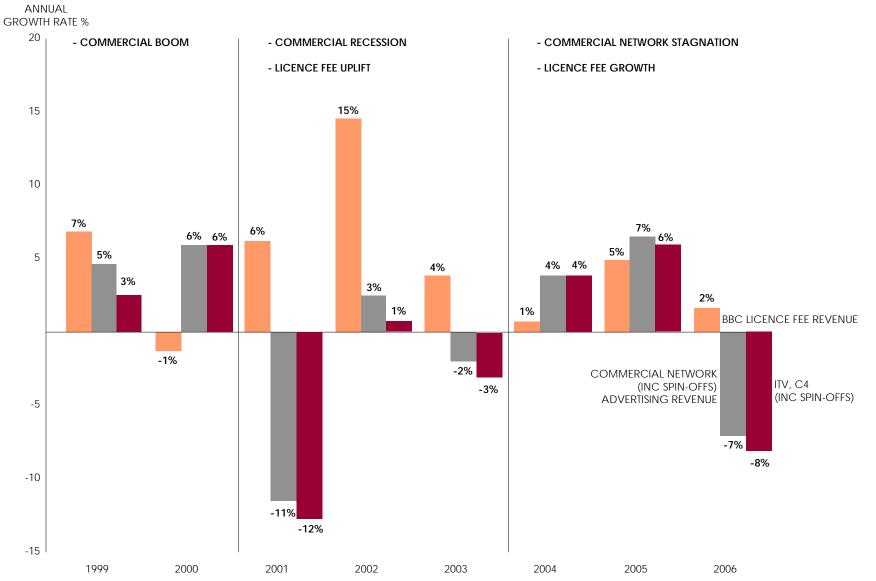
UK BROADCASTERS, REVENUES, 1998-2006



SOURCE: OFCOM, BBC ANNUAL REPORT, O&O ANALYSIS

FIGURE C.10. – YEAR ON YEAR REVENUE GROWTH RATES – BBC versus commercial TV

UK BROADCASTER REVENUE GROWTH RATES, 1999-2006



£Μ CAGR CAGR 2001-2003 2003-2006 2882 2.3% 0.9% 2826 2803 2798 2795 22.9% 182 OTHER THEMATIC CHANNELS 20.1% 70 2681 98 117 161 68 1397 COMMERCIAL NETWORKS 1337 1394 1419 (INCL. SPIN OFFS AND -1.1% 0.6% 1322 1424 REGIONAL OUTPUT) **BBC NETWORK ORIGINATIONS** 1359 1044 1311 1312 1281 (INCL. SPIN OFFS AND 5.0% - 0.8% 1189 REGIONAL OUTPUT) 2004 2001 2002 2003 2005 2006

FIGURE C.11. – UK NEW PROGRAMMING SPEND TRENDS – by commissioning outlet

UK SPENDING ON UK TV ORIGINATIONS, 2001-2006

SOURCE: OFCOM, O&O ANALYSIS

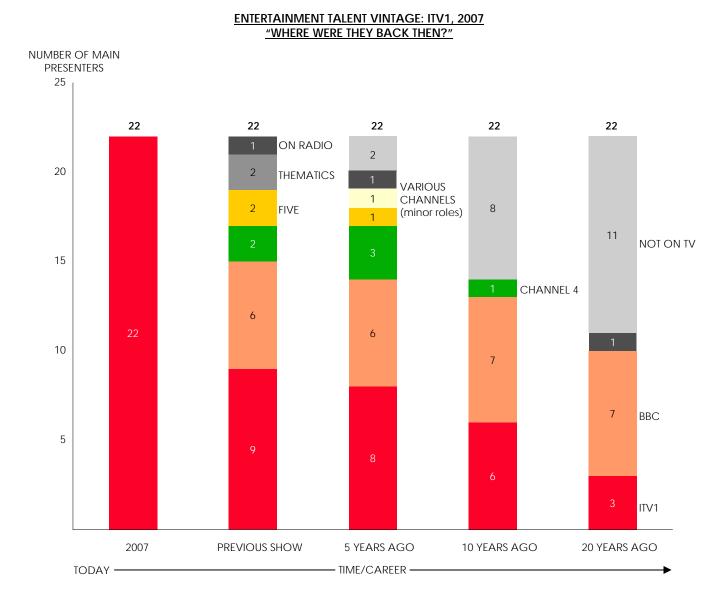


FIGURE C.12. – ITV ENTERTAINMENT TALENT TRACKING – current talent roster

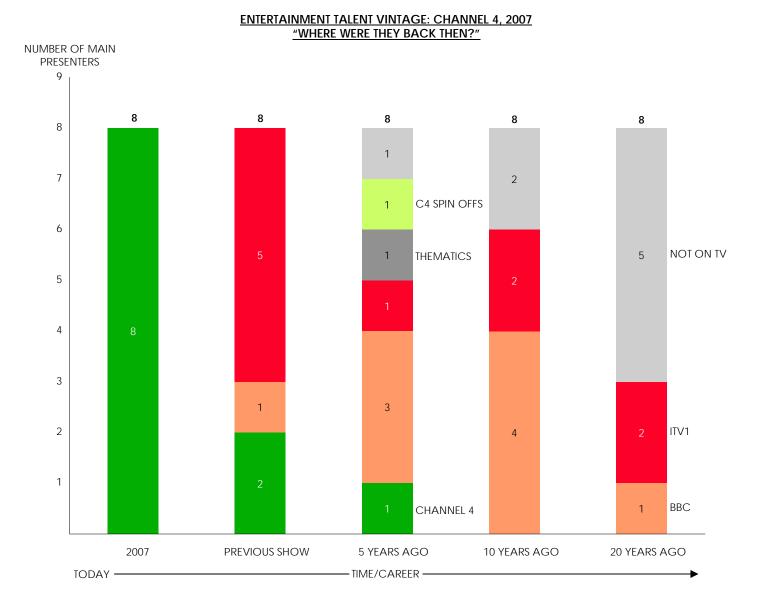
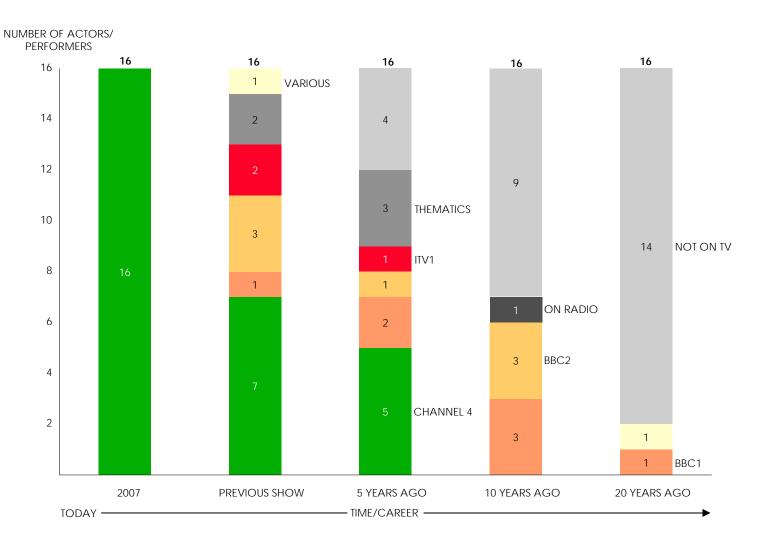


FIGURE C.13. - CHANNEL 4 ENTERTAINMENT TALENT TRACKING - current talent roster

SOURCE: IMDB, SPOTLIGHT, O&O ANALYSIS

FIGURE C.14. – CHANNEL 4 COMEDY TALENT TRACKING – Current talent roster



COMEDY TALENT VINTAGE: CHANNEL 4, 2007 <u>"WHERE WERE THEY BACK THEN?"</u>

FIGURE C.15. - TV BATTLES AND TALENT POACHING - 2004 to 2008

TALENT/CONTENT TIME LINE 2004-2008

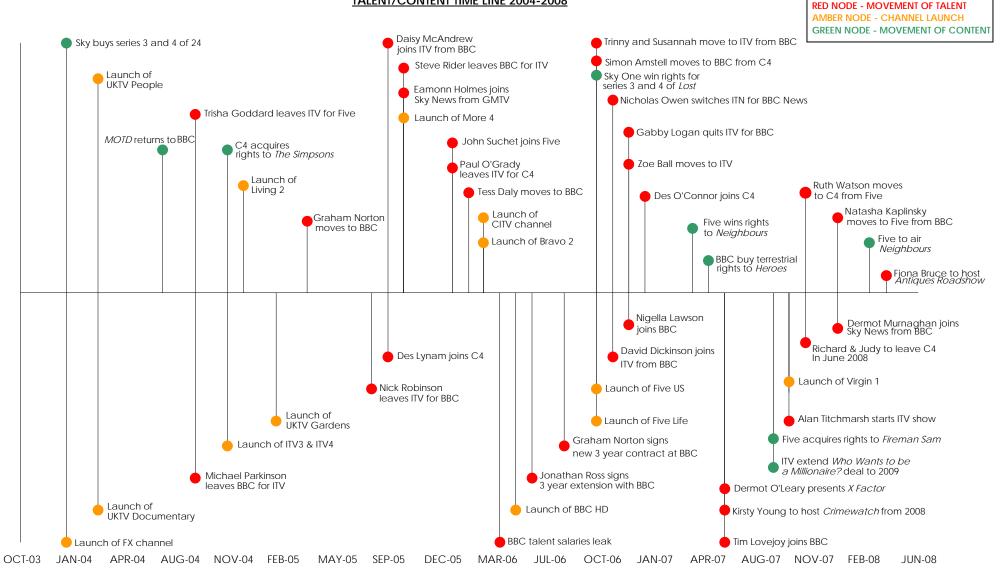
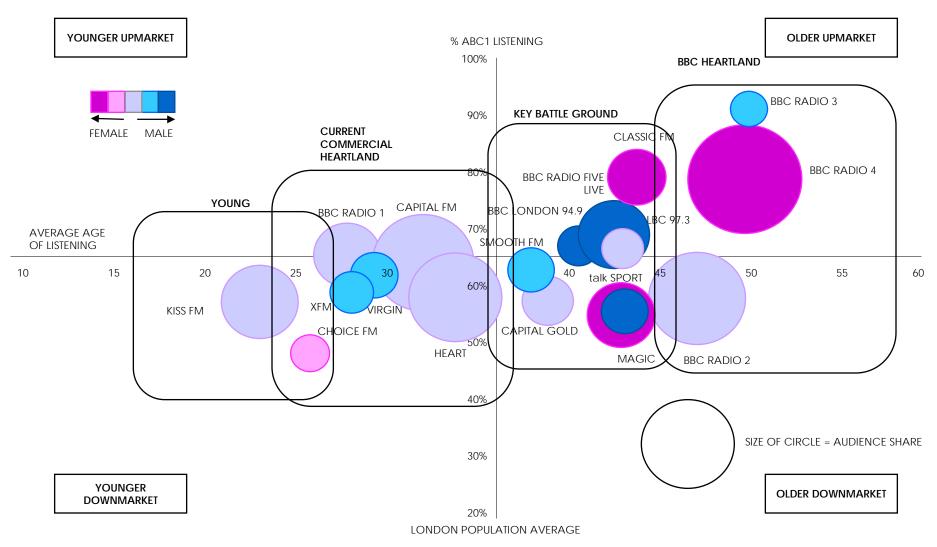


FIGURE C.16. – RADIO MARKET DIFFERENTIATION – market positioning in London – 2006/07

LONDON RADIO STATION COMPETITIVE POSITIONING- (LEADING SERVICES ONLY - LISTENING AMONG 10 TO 65 YEAR OLDS ONLY)



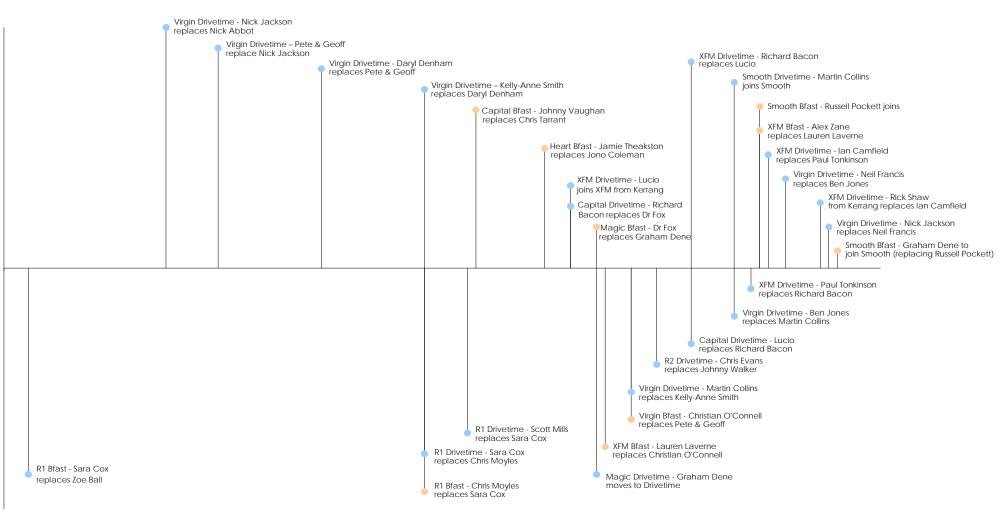
UK RADIO REVENUE GROWTH RATES, 2001-2006 ANNUAL GROWTH RATE (%) 20 14% 15 13% 10 9% 7% COMMERCIAL RADIO 5% 4% 5 4% BBC LOCAL/NATIONAL SPEND 3% 2% 0% -1% -1% -2% -1% -3% -5 -7% -7% -10 BBC NETWORK SPEND -15 -16% -20 2001 2002 2003 2004 2005 2006

FIGURE C.17. – COMMERCIAL RADIO REVENUE GROWTH VERSUS BBC RADIO SPENDING GROWTH – 2001 to 2006

SOURCE: BBC ANNUAL REPORTS, OFCOM, O&O ANALYSIS

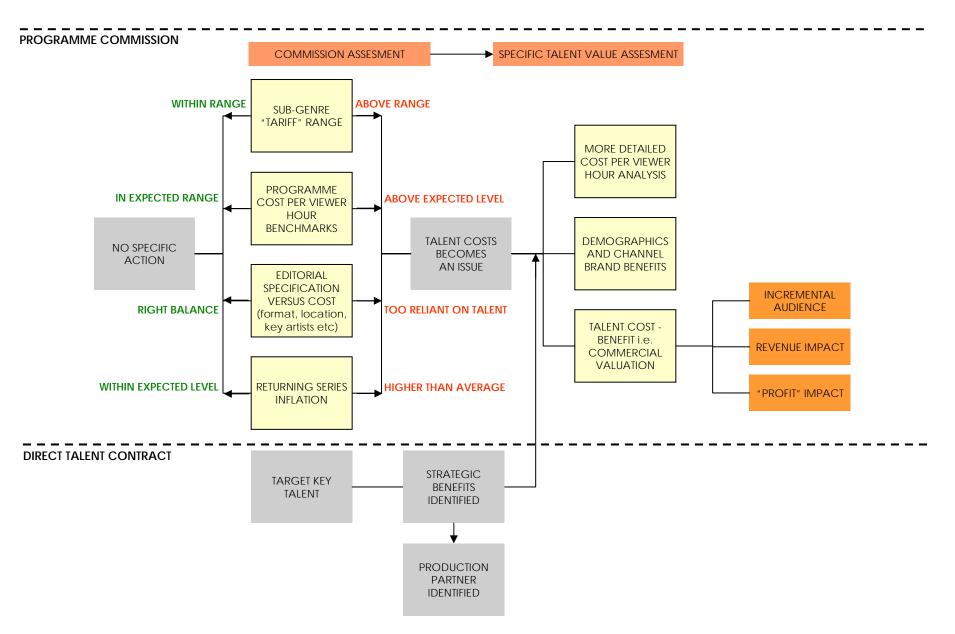
FIGURE C.18. - TV BATTLES AND TALENT POACHING - 2000 to 2008

RADIO TALENT (BREAKFAST AND DRIVETIME) TIME LINE 2000-2008



12/99 03/00 06/00 10/00 01/01 04/01 07/01 11/01 02/02 05/02 09/02 12/02 03/03 06/03 10/03 01/04 04/04 08/04 11/04 02/05 05/05 09/05 12/05 03/06 07/06 10/06 01/07 04/07 08/07 11/07 02/08 06/08

FIGURE C.19. – HOW COMMERCIAL TV SETS TALENT FEES – by exception



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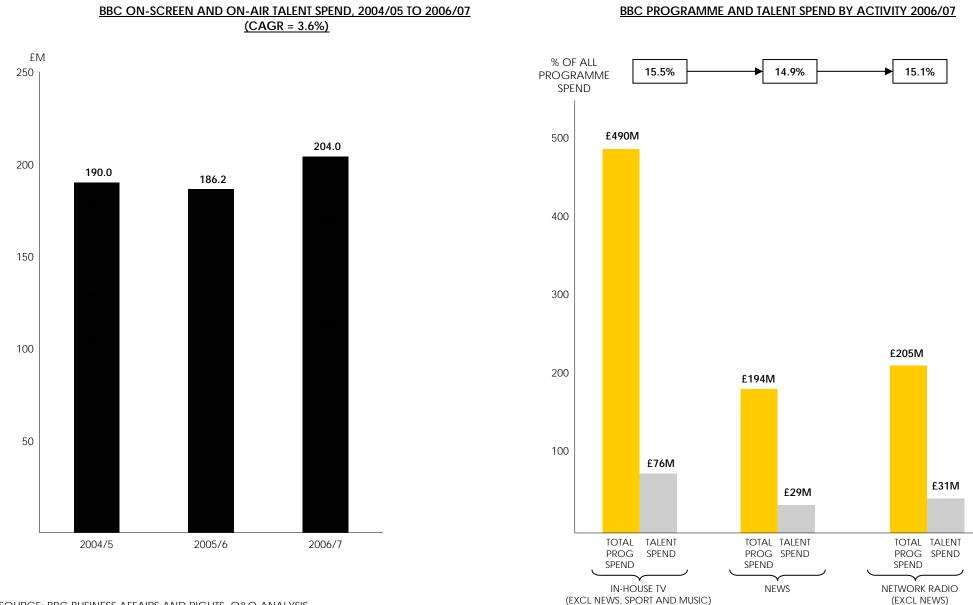
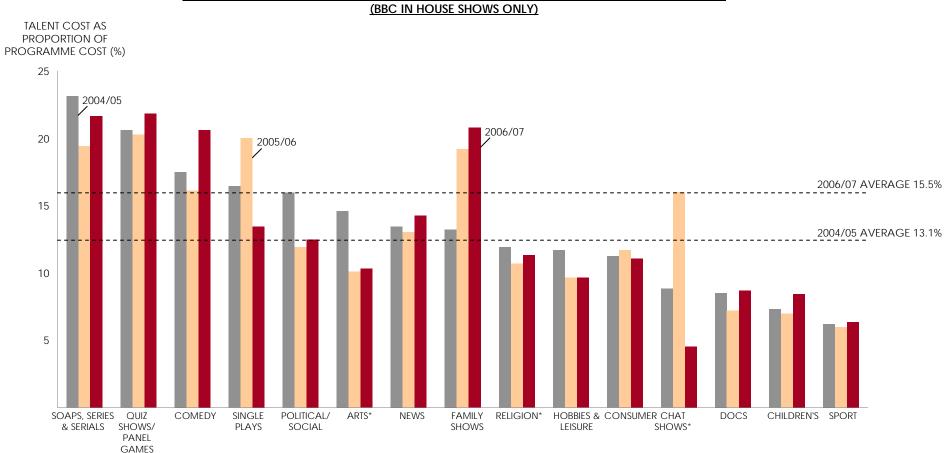


FIGURE D.1. - BBC'S RECENT TALENT SPENDING TRENDS - total spending (in-house production)

SOURCE: BBC BUSINESS AFFAIRS AND RIGHTS, O&O ANALYSIS

FIGURE D.2. - TALENT SPENDING - importance by genre

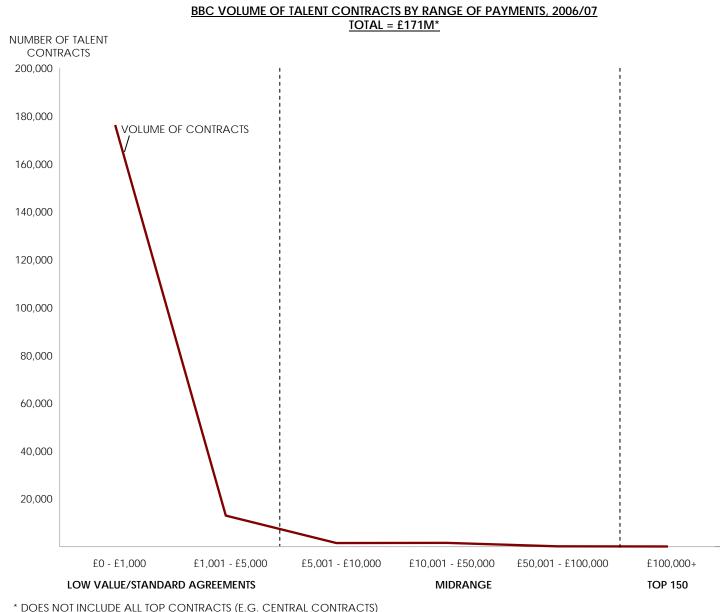


TALENT SPEND AS A PROPORTION OF TOTAL PROGRAMME COSTS BY GENRE, 2004/05 TO 2006/07

*SMALL SAMPLE

SOURCE: BBC

FIGURE D.3. – BBC TV NUMBER OF CONTRACTS BY SIZE OF CONTRACT - 2007



* DOES NOT INCLUDE ALL TOP CONTRACTS (E.G. CENTRAL CONTRACTS) EXCLUDES TALENT ON STAFF CONTRACTS AND SHORT TALKS

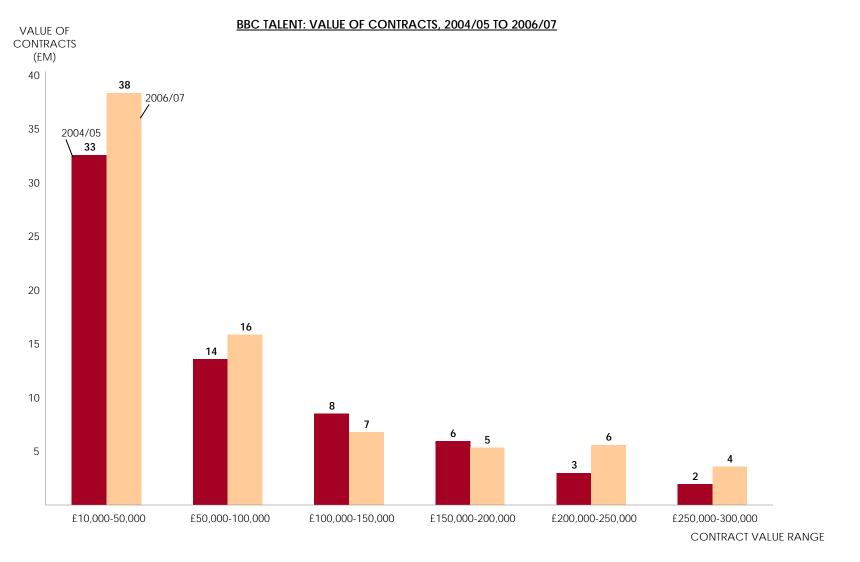
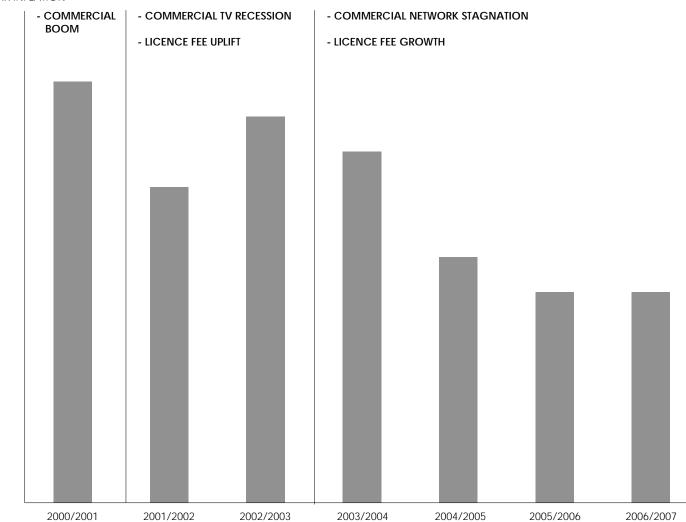


FIGURE D.7. – BBC TV TALENT PAYMENTS – distribution of spending by range band

FIGURE D.8. – BBC TV HISTORIC TOP TALENT FEES PER HOUR INFLATION

BBC TV TALENT INFLATION (KEY AND LEAD TALENT) - FEES PER HOUR – RETURNING STRANDS ONLY 2001/02 TO 2006/07

% YEAR ON YEAR INFLATION



SOURCE: BBC TALENT INFLATION SURVEY 2006/2007, O&O ANALYSIS

FIGURE D.9. – BBC TV KEY VERSUS LEAD TALENT FEES PER HOUR INFLATION

BBC TV TALENT INFLATION (KEY AND LEAD TALENT) - FEES PER HOUR - RETURNING STRANDS ONLY

% YEAR ON YEAR INFLATION

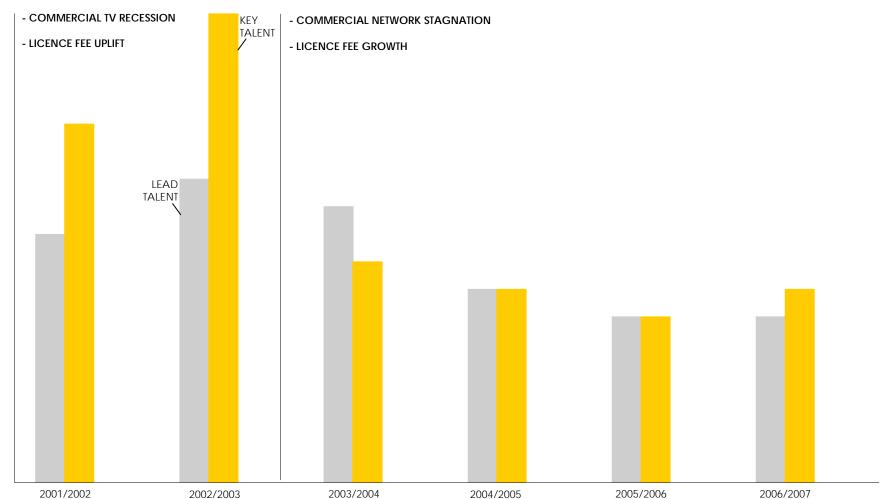
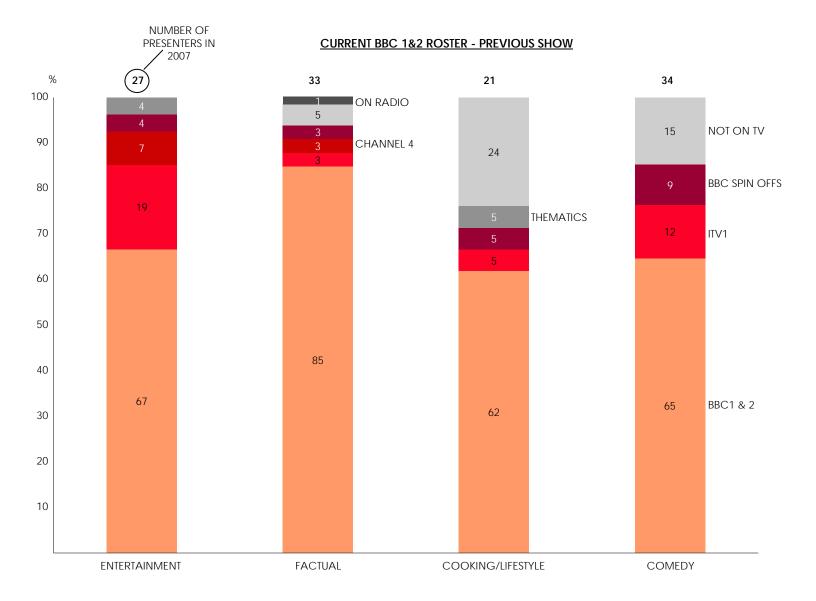


FIGURE D.12. – BBC MAIN NETWORKS CURRENT ROSTER OF TALENT BY VENUE – channel with previous show



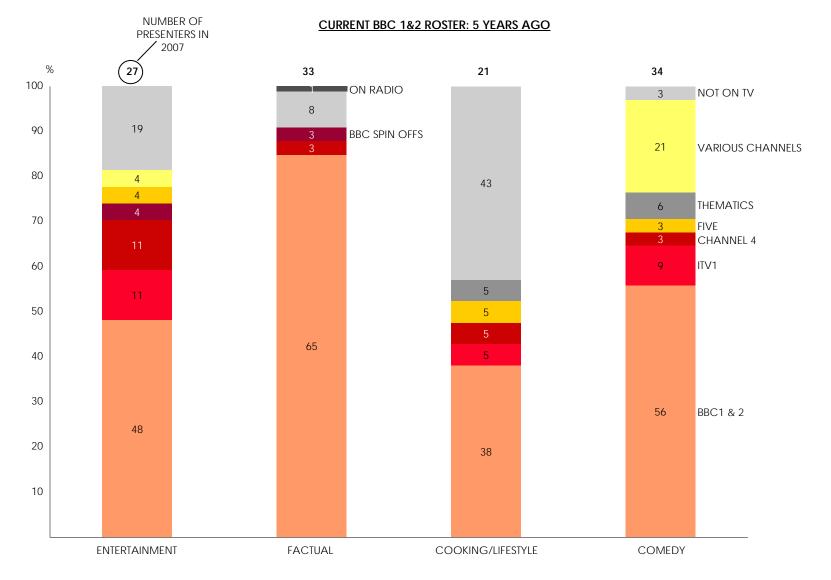


FIGURE D.13. - BBC MAIN NETWORKS CURRENT ROSTER OF TALENT BY GENRE - where they were five years ago?

SOURCE: IMDB, SPOTLIGHT, O&O ANALYSIS

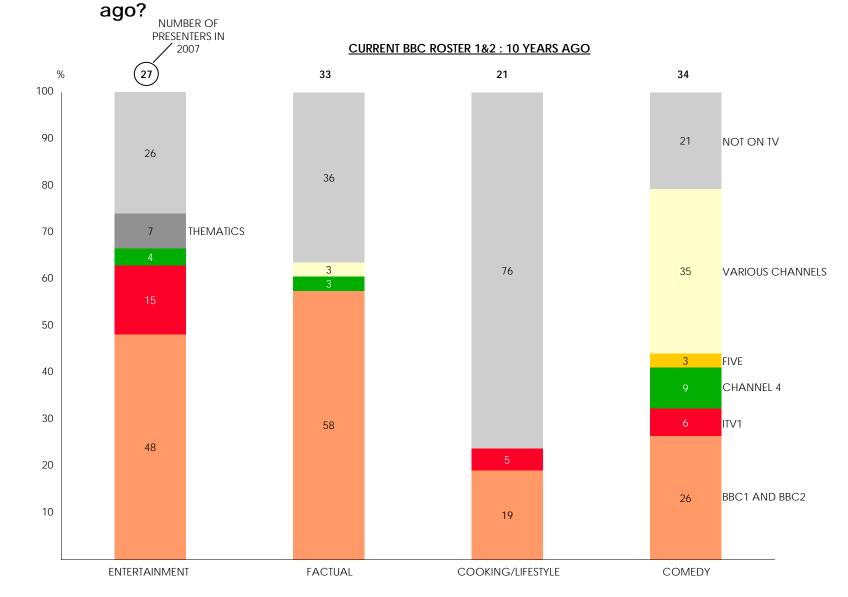
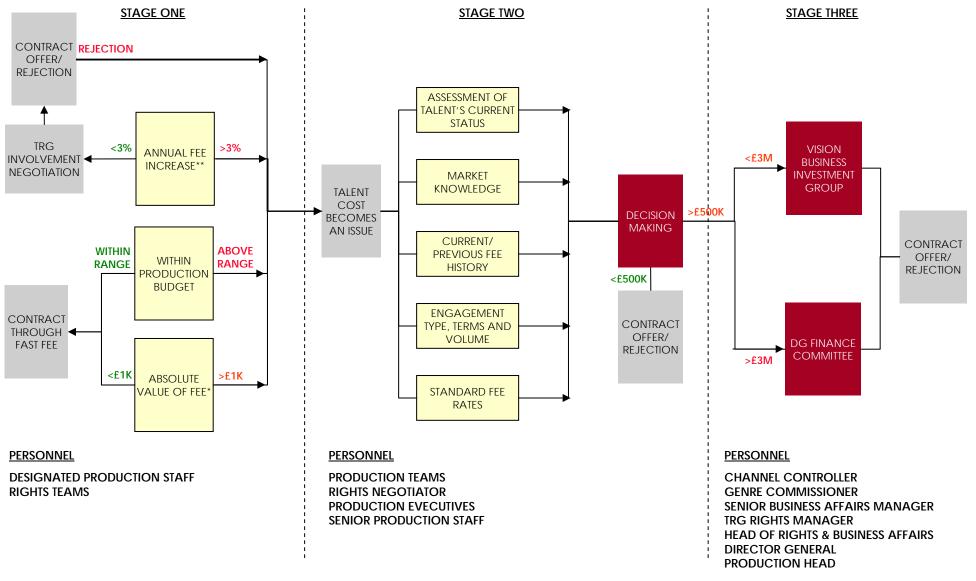


FIGURE D.14. - BBC MAIN NETWORK CURRENT ROSTER OF TALENT BY GENRE - where they were 10 years

FIGURE D.15. – BBC TALENT FEE REFERRALS PROCESS



* THESE ARE TYPICALLY STANDARDISED PAYMENTS TO PANELLISTS, MUSICIANS OR PRESENTERS. ANYTHING BELOW £1K IS DEALT WITH BY PRODUCTION TEAMS USING THE 'FAST FEE SERVICE'

** TYPICALLY THIS PROCESS FOLLOWED FOR RENEWING MID RANGE, HIGH LEVEL & LONG TERM CONTRACTS

NOTE: FOR BBC SPORT THE THRESHOLD IS A 2% INCREASE AND PERSONNEL WILL VARY I.E. EARLIER DIRECTOR/CONTROLLER INVOLVEMENT

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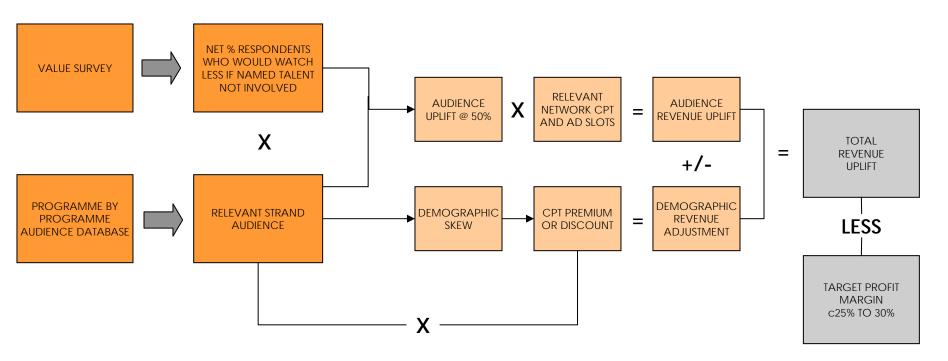
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FIGURE E.4. – COMMERCIAL VALUATION METHODOLOGY

STEP BY STEP VALUATION PROCESS



=

COMMERCIAL VALUE PER HOUR

FIGURE E.6. – NET IMPACT ON AUDIENCE – value survey/replacement scores

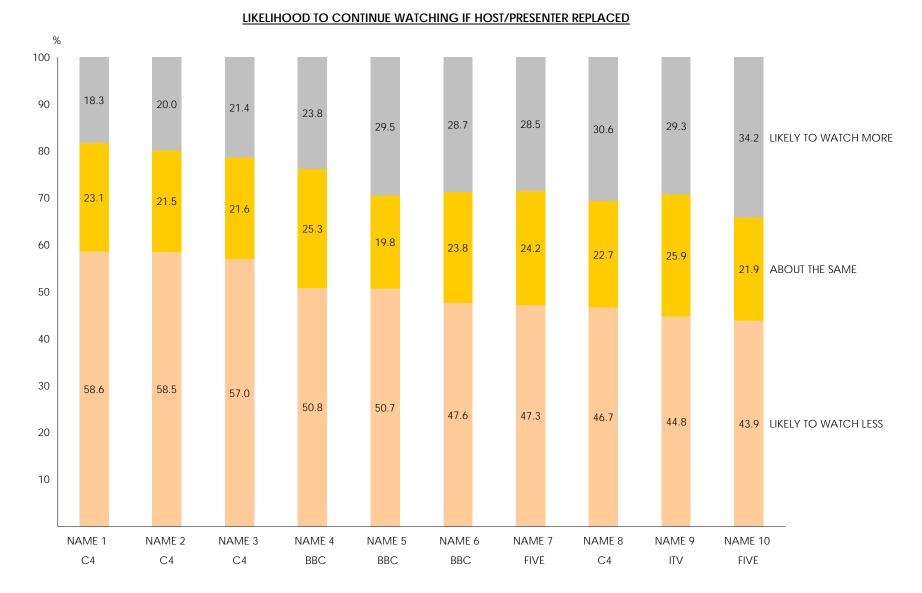


FIGURE E.7. – DEMOGRAPHIC APPEAL OF NAMED TALENT – value survey – entertainment sub-genres

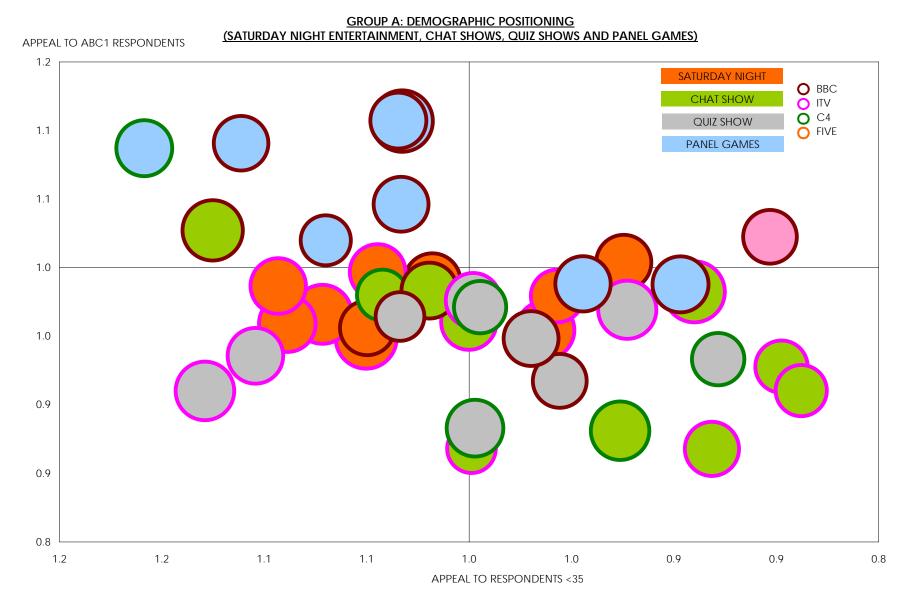
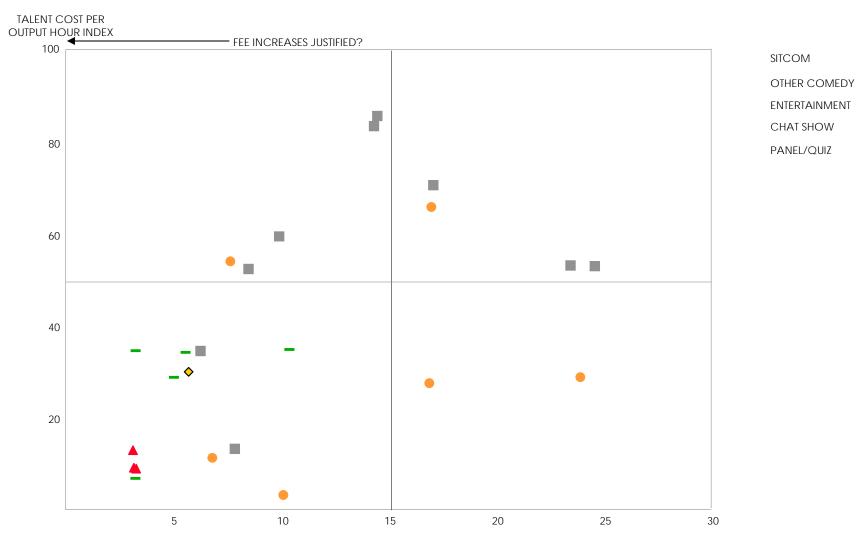


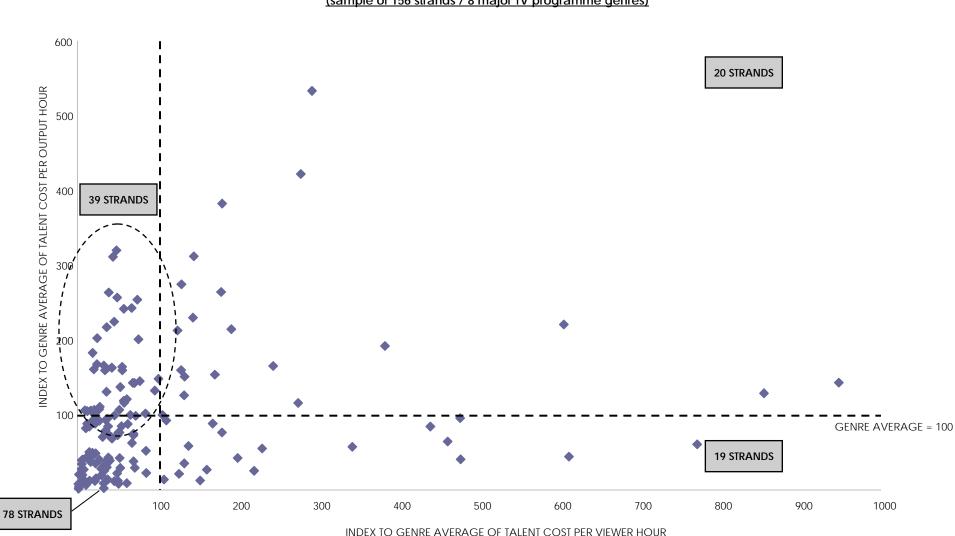
FIGURE E.8. – COST PER VIEWER HOUR VERSUS TALENTS COSTS PER HOUR INDEX – BBC1 entertainment

BBC 1 ENTERTAINMENT PROGRAMMES: TOTAL PROGRAMME COST PER VIEWER HOUR AND TALENT COST PER OUTPUT HOUR, 2006/07



PROGRAMME COST PER VIEWER HOUR (PENCE)

FIGURE E.9. – BBC TV STRANDS – index of talent cost hour and total cost per viewer hour



BBC TV STRANDS: INDEX TO GENRE AVERAGE OF TALENT COST PER VIEWER HOUR AND TALENT COST PER OUTPUT HOUR, 2006/07 (sample of 156 strands / 8 major TV programme genres)