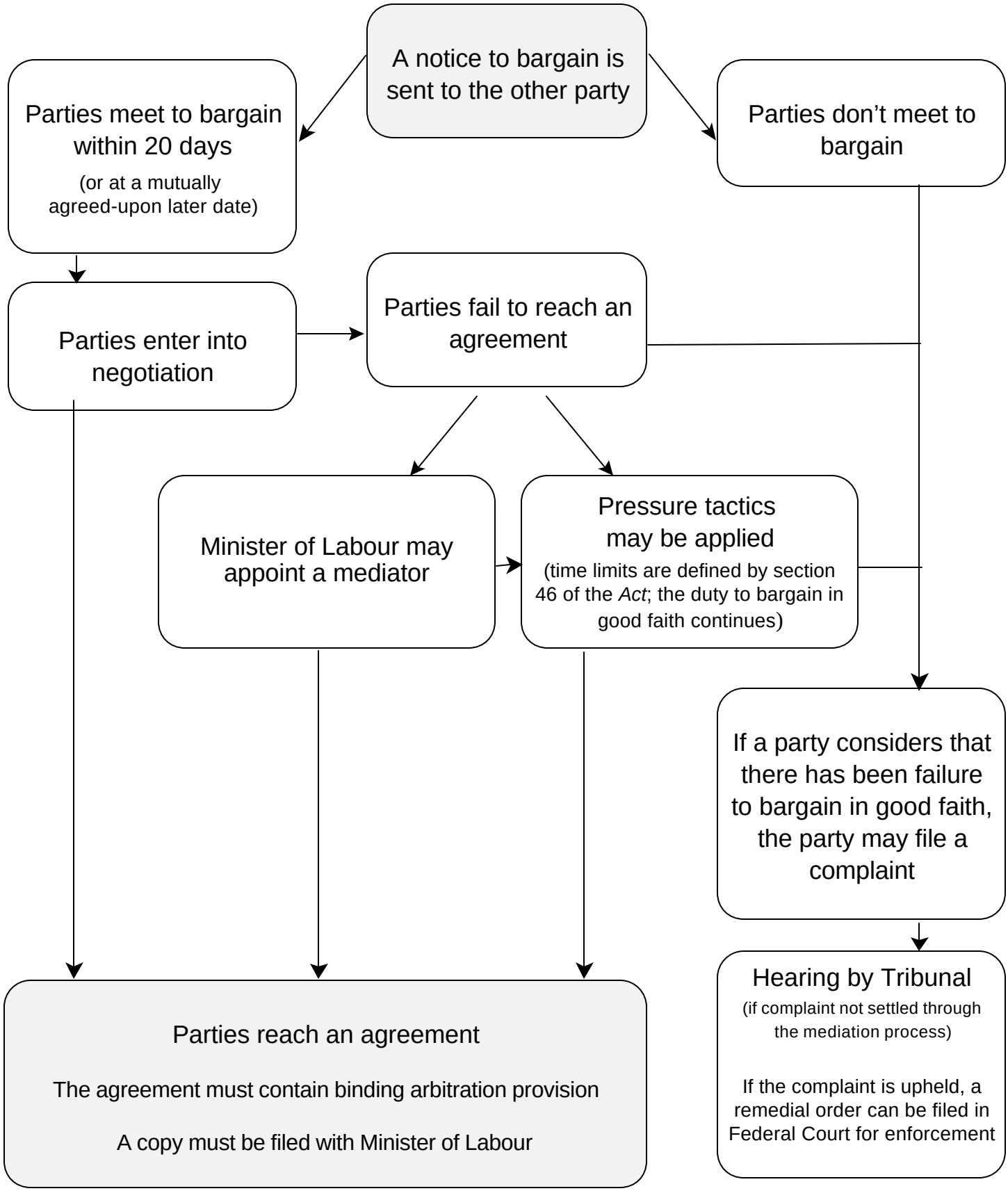Steps in the negotiation process under the *Status of the Artist Act*