

OFFICIAL BULLETIN

Interactive Media Agreement (Video Games)

STRIKE NOTICE

To All Members of SAG-AFTRA

The National Board of Directors instructs all SAG-AFTRA members to withhold performing services and auditioning for work under the Interactive Media Agreement with respect to struck games for the following struck employers effective midnight of October 21, 2016.

All covered services must be withheld, including, but not limited to: voice acting; motion or performance capture work; background work; principal on camera work (including singing, dancing and performing stunts); authorizing the use of your voice or of a sound-a-like voice in a videogame; consenting to the reuse of prior work into a struck game; performing on a trailer for a struck game and performing on “downloadable content (DLC)” or other ancillary content connected to a struck game.

Please consult sagaftra.org/interactive for the most up to date list of struck employers. The following is the current list of struck employers:

- Activision Productions, Inc.
- Blindlight, LLC
- Corps of Discovery Films, Inc.
- Electronic Arts Productions, Inc.
- Disney Character Voices, Inc.
- Formosa Interactive LLC
- Insomniac Games, Inc.
- Interactive Associates, Inc.
- Take 2 Productions, Inc.
- VoiceWorks Productions, Inc.
- WB Games, Inc.

Not all games produced by these employers are within the scope of this strike order.

Pursuant to section 7 of the Interactive Media Agreement, videogames that were in production as of February 17, 2015 may complete production as to that game.

PLEASE CONSULT EXHIBIT A TO THIS DOCUMENT FOR A LIST OF STRUCK TITLES

This list will be maintained and updated at sagaftra.org/interactive, so please check the website for an up-to-date list. Any questions regarding this strike order, including whether a particular title is struck may be directed to our strike hotline at (323) 549-6815.

The following is a list of the key issues of this negotiation:

- **Contingent Compensation:** Videogames have grown into a multi-billion dollar industry where the top titles earn more than even the highest-grossing blockbuster movies, yet the Interactive Media Agreement, uniquely among our contracts, does not provide for a residual or any other form of back-end compensation. We are demanding a simple back-end payment that would be capped and apply only to successful games.
- **Vocal Stress:** Videogame voice actors are routinely required to simulate painful deaths, creature voices, grunts, barks and other stressful vocalizations that can strain and damage their voices, sometimes permanently. To minimize the risk and strain on performers' voices, we are demanding that vocally stressful sessions be limited to two hours but paid at the four hour session rate.

- **Transparency:** Videogame employers routinely engage performers without identifying the role or even the game that the performer is being engaged to work on and refuse to provide basic information about the nature of the performance that will be expected of them. This deprives the performer of the ability to make a meaningful decision about whether to accept a role or to negotiate appropriate compensation if they do. We are demanding that employers provide performers or their agents with basic information at the time of engagement, including the game, the role and essential information about the nature of the performance.
- **Stunt Coordinators:** Videogame employers frequently fail to have a stunt coordinator present when stunt work or other dangerous activity takes place. We want to clarify that the Interactive Media Agreement requires that stunt coordinators be present whenever stunt or other dangerous work is performed.

The videogame employers we are striking continue to operate under the terms of an agreement structured more than twenty years ago for an Industry that was only beginning to utilize professional performances. Since then, games have evolved to provide increasingly immersive and cinematic experiences that compete with television and theatrical motion pictures for consumer dollars. It is time for this now mature industry to pay and treat professional performers according to the standards and precedents that our union has established and defended for generations.

We have the support and cooperation of our sister unions all over the world for this effort, as demonstrated by a resolution adopted by the International Federation of Actors (“FIA”) supporting SAG-AFTRA’s demands in this negotiation and calling for all FIA affiliates to provide cooperation and assistance to our effort.

Our negotiations for a successor to the Interactive Media Agreement have been going on for nearly two years. We have consistently conveyed to management both how serious we are about achieving these important aims for our members and our willingness to come to a reasonable deal. While we are disappointed that management’s intransigence has forced to make this difficult choice, we remain available to bargain and continue to seek a fair and reasonable conclusion to this negotiation.

[Signature Block]

NOTE: This strike is for certain videogames under the Interactive Media Agreement only. It does not affect work in any of the following areas:

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| • Television and Radio Commercials | • Station Contracts and Broadcast News |
| • Television and Radio programs | • Corporate, Educational & Non Broadcast (formerly “Industrial”) Programs |
| • Theatrical films | |
| • Sound Recordings and Music Videos | |
| • Audio books | |