



Fact Sheet

SAG-AFTRA was formed March 30, 2012 by two unions with rich histories, Screen Actors Guild, founded in 1933, and the American Federation of Television and Radio Artists, founded in 1937 as the American Federation of Radio Artists.

Roberta Reardon and Ken Howard, formerly the national presidents of AFTRA and SAG, respectively, served as co-presidents of SAG-AFTRA until the first national elections, at which time Ken Howard became the first elected president of SAG-AFTRA.

SAG-AFTRA represents approximately 160,000 actors, announcers, broadcast journalists, dancers, DJs, news writers, news editors, program hosts, puppeteers, recording artists, singers, stunt performers, voiceover artists and other entertainment and media professionals. SAG-AFTRA members are the faces and voices that entertain and inform America and the world with national offices in Los Angeles and New York, and local offices nationwide representing members working together to secure the strongest protections for entertainment and media artists into the 21st century and beyond.

Visit SAG-AFTRA online at sagaftra.org or follow us on Facebook (facebook.com/sagaftra), Twitter (twitter.com/sagaftra), Instagram ([@sagaftra](https://www.instagram.com/sagaftra)) and YouTube (www.youtube.com/sagaftra).

SAG-AFTRA National Officers:

- President: Gabrielle Carteris
- Executive Vice President: Rebecca Damon
- Secretary-Treasurer: Jane Austin

SAG-AFTRA Executive Staff:

- National Executive Director: David White
- Associate National Executive Director: Mathis Dunn
- Chief Operating Officer & General Counsel: Duncan Crabtree-Ireland
- Chief Broadcast Officer: Mary Cavallaro
- Chief Communications & Marketing Officer: Pamela Greenwalt
- Chief Contracts Officer: Ray Rodriguez
- Chief Economist: David Viviano
- Chief Financial Officer: Arianna Ozzanto
- Chief Information Officer: Daniel Inukai
- Executive Producer, SAG Awards & National Programming: Kathy Connell
- Senior Advisor: John McGuire

Nationally, the organization has approximately 500 employees.



The initial National Board was responsible for the general management and control of the affairs, funds and property of the union and the locals and consisted of those persons who, on the day prior to the Effective Date, (March 30, 2012), were members of the National Board of

AFTRA or the National Board of SAG, or both and any AFTRA National Officer who was not an initial National Officer or member of the initial Executive Committee.

The initial Local Boards consisted of those persons who were members of the SAG Division Board or Branch Council or the AFTRA Local Board.

The first election for the president, secretary-treasurer, National Board and delegates occurred in August, 2013, prior to the Inaugural National Convention, and these positions were directly elected by the membership. The second election for the president, secretary-treasurer, National Board and delegates occurred in August, 2015. A full list of elected officials including National and Local Board members is included.

The election of the executive vice president and national vice presidents will take place at the SAG-AFTRA National Convention.

SAG-AFTRA is affiliated with the AFL-CIO.

List of major SAG-AFTRA agreements:

- Corporate/Educational and Non-Broadcast
- Commercials Contract
- Interactive Media Agreement
- Sound Recordings
- Music Video Agreement
- Codified Basic Agreement (Theatrical)
- Low Budget Agreement
- Modified Low Budget Agreement
- Ultra Low Budget Agreement
- Short Project Agreement
- Student Film Agreement
- Television Agreement
- Network Code
- Basic Cable Agreement
- New Media Agreement
- Interactive Media Video Game Agreement
- Television Animation Agreement
- Basic Cable Animation Agreement
- Public Television Agreement



SAG-AFTRA 2017-2019 National Board

Gabrielle Carteris, President
Rebecca Damon, Executive Vice President
Jane Austin, Secretary-Treasurer
Clyde Kusatsu, Vice President, Los Angeles
Liz Zazzi, Vice President, New York
Ilyssa Fradin, Vice President, Mid-Sized Locals
Suzanne Burkhead, Vice President, Small Locals
Samantha Mathis, Vice President, Actors/Performers
Catherine Brown, Vice President, Broadcasters
Dan Navarro, Vice President, Recording Artists/Singers

Don Ahles
Bobbie Bates
Randal Berger
Rodger A. Brand
John Carter Brown
Bob Butler
William Charlton
Ellen Crawford
Joe d'Angerio
Maureen Donnelly
Steve Dressler
Nancy Duerr
Abby Dylan
Hal Eisner
Greg Evigan
Jim Ferguson
Charles Ferrara
Marie Fink
Frances Fisher
Hector Garcia
Anne Gartlan
Jason George
Margie Ghigo
Traci Godfrey

Holter Graham
Pamela Guest
Kathryn Howell
Jon Huertas
Michelle Hurd
David Jolliffe
Ezra Knight
Joe Krebs
Chris Lacey
Diane Ladd
Elaine LeGaró
Jodi Long
Mel MacKaron
Adrian Martinez
Mary McDonald-Lewis
John Mitchell
Matthew Modine
Bill Mootos
Esai Morales
Christine Nagy
Debra Nelson
Jenny O'Hara
Ron Ostrow
Janice Pendarvis

Robert Pine
Jay Potter
Linda Powell
Jasper Randall
Patricia Richardson
Scott Rogers
John Rothman
Woody Schultz
Kevin Scullin
Richard Shavzin
Martin Sheen
leslie Shreve
Susan Jeanne Snyder
Abigail Spencer
Jeff Spurgeon
Jonathan Taylor Thomas
Peter Tocco
Sheila Ivy Traister
Stacey Travis
Monica Trombetta
Lisa Vidal
Pamela Weaver



BACKGROUNDER

Screen Actors Guild-American Federation of Television and Radio Artists (SAG-AFTRA) members are the faces and voices that entertain and inform America and the world. With national offices in Los Angeles and New York, and local offices nationwide, SAG-AFTRA members work together to secure the strongest protections for media artists in the 21st century and beyond.

SAG was founded in 1933 for the protection of motion picture actors and the betterment of working conditions. Soon, some of the biggest Hollywood stars of the day were supporting the new union, including James Cagney, Eddie Cantor, Joan Crawford, Edward G. Robinson and Fredric March. The Guild would go on to mark a number of milestones, including being led by Ronald Reagan, the only U.S. president to have ever previously served as the president of a union.

AFTRA was created (as AFRA) in 1937 with the support of top radio stars, like its first president Eddie Cantor, Bob Hope, Jack Benny, George Burns and Gracie Allen. The union began with 400 members in two locals, and by year's end, the ranks swelled to 2,000 and the union covered 90 percent of all radio artists in key broadcast cities. In 1952, AFRA merged with the Television Authority to create AFTRA, and in 2012 merged with SAG to create SAG-AFTRA.

Today, SAG-AFTRA members include those who work in front of a camera or behind a microphone. In its first years as a merged union, SAG-AFTRA has successfully concluded negotiations on motion picture, television, commercials, sound recordings, video games and more than 250 contracts representing broadcasters across the country, including members working for National Public Radio, ABC Network News and CBS Radio.

More information about the union's current activities and its prolific history is available online at sagaftra.org.



FOR IMMEDIATE RELEASE

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SAG-AFTRA National Board of Directors Meet, Approve Code of Conduct and Sound Recordings Code Proposals

LOS ANGELES and NEW YORK (Feb. 11, 2018) – The SAG-AFTRA National Board of Directors overwhelmingly approved a Code of Conduct on Sexual Harassment as part of a broader program to combat sexual harassment and achieve workplace equity.

Meeting by videoconference between the James Cagney Board Room in Los Angeles and the Ken Howard Boardroom in New York on Saturday, the board received a report from President Gabrielle Carteris and National Executive Director David White on the Four Pillars of Change Initiative being issued to members and industry representatives.

Carteris said, "To truly change the culture, we must be courageous and willing. At its most basic, this Code will—ultimately—help better define what harassment is and what members' rights are in those situations. We are going further, however, and are launching our Four Pillars of Change Initiative to achieve safe workplaces and advance equity."

Carteris began the meeting by holding a moment of silence in memory of members who had passed away and paid tribute to past Screen Actors Guild president and noted actor John Gavin, who passed away on Friday. She also spoke at length about the work the union is doing to combat sexual harassment, including meetings and collaboration with partners like the Industry Commission on Sexual Harassment and Advancing Equality in the Workplace, led by Anita Hill, and SAG-AFTRA members affiliated with the #MeToo movement and Time's Up campaign.

In addition, Carteris described her recent trip to Washington, D.C., where she and White met with congressional representatives on Capitol Hill, including Rep. Jackie Speier (D-Calif.), and with Labor Secretary R. Alexander Acosta. Carteris also appeared with Sen. Kirsten Gillibrand (D-N.Y.) and others on a panel at an AFL-CIO convening on sexual harassment.

White added, "I would like to commend President Carteris and our many member advocates for using their voice to create change in the workplace for our members and for professionals everywhere. These efforts, along with our new initiative and the work of so many others, will accelerate our collective ability to make the improvements we are all looking to achieve."

The board also approved dates for the negotiations of the Sound Recordings Code and appointed the negotiations committee for the Network Code Wages and Working Conditions (W&W) process.

National Executive Director's Report

White discussed the union's priorities, including combating sexual harassment, the Commercials Organizing & Recapture Initiative campaign as well as additional staff training for the Safer Set hotline.



He also thanked Executive Producer Kathy Connell for her outstanding work on the 24th annual SAG Awards and commended Chief Information Officer Daniel Inukai and his team for their work on the continued rollout of the union's direct deposit program.

Finance Report

Secretary-Treasurer Jane Austin and Chief Financial Officer Arianna Ozzanto reported that both revenue and expenses are tracking according to plan for the second quarter.

The board approved a Finance Committee recommendation to hold initiation fees at their current rates and to increase base dues from \$210.12 to \$214.32 as per the Merger Agreement effective May 1, 2018.

Contracts Report

Chief Operating Officer and General Counsel Duncan Crabtree-Ireland reported to the board on the Sound Recordings Negotiating Committee's proposal recommendations for the 2018 Sound Recordings agreement negotiations. The board approved the recommendations.

Chief Contracts Officer Ray Rodriguez reported on the television animation negotiations. He updated the board on the animation community's insistence of fair terms for animated programs made for high budget SVOD platforms.

The board also appointed the negotiations committee for the Network Code wages and working conditions process.

Sexual Harassment and Advancing Equity

The board discussed the Four Pillars of Change Initiative that will officially underpin the union's mission to combat sexual harassment and reviewed the legal definition of sexual harassment. The board voted unanimously to approve the Code of Conduct on Sexual Harassment.

Legal and Governance Report

Crabtree-Ireland updated the board on the member-driven process and policies relating to elections. Together with Executive Vice President Rebecca Damon, Crabtree-Ireland presented the Government Review Committee recommendations concerning the upcoming 2019 convention, as well as reviewed stunt coordinator standards and practices.

The meeting adjourned at 8:12 p.m. (Pacific) on Feb. 10, 2018.

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FOR IMMEDIATE RELEASE

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SAG-AFTRA National Board Approves Recommendations for Network Code Negotiations

LOS ANGELES (April 22, 2018) — This weekend, the SAG-AFTRA National Board unanimously approved proposals for the upcoming Network Code negotiations during a two-day plenary at SAG-AFTRA Plaza in Los Angeles. The current contract, formally known as the National Code of Fair Practice for Network Television Broadcasting, expires June 30, 2018.

The Network Code covers syndicated and non-primetime dramatic programs, daytime serials, promotional announcements, variety, quiz, game, reality, talk, news and sports, and other non-dramatic programs. The proposal package is confidential and will not be released.

SAG-AFTRA President Gabrielle Carteris will chair the contract negotiations and SAG-AFTRA National Executive Director David White will serve as the union's chief negotiator.

The approval of the package follows the meeting of the SAG-AFTRA National Network Code Wages & Working (W&W) Conditions Committee of 12 voting members and 10 alternates that will also serve as the negotiating committee. The committee approved the proposal negotiation package for presentation to the National Board. Carteris served as the national chair for the W&W committee.

The Network Code W&W process began in March and gave members the opportunity to discuss the contracts and suggest potential provisions. W&W serves as a vital tool for members to determine priorities when negotiating.

Negotiations with the networks are scheduled to commence on May 30, 2018.

President Carteris began the plenary with an in memoriam for SAG-AFTRA members who passed since the last National Board meeting.

Carteris updated the board on the overwhelmingly positive response to the union's Four Pillars of Change initiative and Code of Conduct on Sexual Harassment released in February, and Guideline No. 1, announced earlier this month, to end holding professional meetings in private hotel rooms or residences.

"This guideline is only the first in what will be a set of best practices that provide a shared understanding for the industry," Carteris said. "These efforts are important steps in a broader initiative to combat sexual harassment and achieve workplace equity, and the true systemic we must have."

The board then received a report from White on the state of the industry and new technology. "The media industry is transforming at a rapid pace," said White. "One of the most important things we can do as a union is be nimble and have a willingness to change and adapt with courage."

The National Board received additional reports, including:

**Finance Report**

Secretary-Treasurer Jane Austin and Chief Financial Officer Arianna Ozzanto reported that both revenue and expenses are tracking according to plan for the third quarter, and presented the fiscal year 2019 budget. It was unanimously approved.

Contracts Report

In addition to a presentation of the Network Code proposals referenced above by Chief Contracts Officer Ray Rodriguez, the board also appointed members to the W&W Plenary Committee, chaired by President Carteris. The committee is charged with developing a recommended set of proposals for the 2019 Commercials Negotiations based on priorities determined by member input.

Chief Operating Officer and General Counsel Duncan Crabtree-Ireland provided an update on the yearlong Telemundo negotiations, in which Crabtree-Ireland serves as chief negotiator. The negotiating team is working to negotiate the first collective bargaining agreement with Telemundo with the goal of establishing basic union protections and benefits, such as residuals, health insurance, retirement and fair wages.

Legal and Governance Report

Executive Vice President and Government Review Committee Chair Rebecca Damon and Crabtree-Ireland reported on Executive Committee actions and provided an update on several governance and administrative recommendations, including local constitutional amendments and other matters.

Damon reported on increased member participation on SAG-AFTRA committees and overall engagement nationwide.

Pension & Health Report

Michael Estrada, CEO of the SAG-AFTRA Health Plan and SAG-Producers Pension Plan, provided an update on the health and pension plans.

The meeting adjourned at 2 p.m., Sunday, April 22, 2018.

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Gabrielle Carteris
SAG-AFTRA President

Gabrielle Carteris was elected SAG-AFTRA president on April 9, 2016. She was previously elected executive vice president from 2013-2016. She is the chair of the National TV/Theatrical Contracts Negotiating Committee and leads the President's Task Force on Education, Outreach and Engagement. Carteris was elected in August 2016 as a vice president on the AFL-CIO's executive council, re-elected in 2017 and co-leads a sexual harassment workgroup. She also is a founding ambassador of ReFrame, an initiative of Women In Film and Sundance Institute to further gender parity in the media industry. In 2017, Carteris was appointed commissioner to the Industrywide Commission on Sexual Harassment and Advancing Equality in the Workplace. She also serves as a trustee of the American Film Institute.

Carteris became a household name playing Andrea Zuckerman on the Aaron Spelling drama *Beverly Hills, 90210*. The success of the show allowed Carteris to get involved with many great organizations, including DARE, Noxzema Extraordinary Teen program, MADD, Read to Grow, Best Buddies and the Sky's The Limit Fund. In August 2016, she was honored by the Jewish Labor Committee Western Region with the Elinor Glenn Leadership Award.

Carteris has also worked as a producer, creating a series of specials called *Lifestories*, which led to her producing and hosting her own talk show for Fox, *Gabrielle*. Recent credits include a recurring role on *Code Black* and guest-starring roles on *NCIS*, *Criminal Minds*, *Make It or Break It*, *The Event*, *Longmire* and *The Middle*. On stage, she performed a special presentation of *The Vagina Monologues* to raise money to combat violence against women and child abuse.

A fierce advocate for inclusion and equity for all, Carteris is a sought-after speaker and panelist on diversity topics and led the union's fight to pass California's "IMDb Law," which helps mitigate rampant age discrimination in entertainment and other industries. In 2016, she testified before the California Senate Judiciary Committee, authored editorials and organized a letter, fax and email campaign to urge Governor Brown to sign AB 1687. She was also listed on *Variety's* Power of Women L.A. Impact Report 2016 and on *The Hollywood Reporter's* Women in Entertainment Power 100 list in 2016 and 2017.

In 2008, Carteris served the Screen Actors Guild as fifth alternate national director, in 2009 as first alternate national director and in 2010 she began a three-year term as a national board member. Her previous American Federation of Television and Radio Artists service includes two consecutive terms on the AFTRA Los Angeles Local Board and the AFTRA National Board, three terms as an AFTRA convention delegate in the actor category and, in 2011, she was elected Los Angeles Local president and national second vice president. She was a part of the G1 (Group for One Union) and helped with developing the plan to merge SAG and AFTRA. She also served SAG-AFTRA during the transition year as national vice president, Los Angeles.



Rebecca Damon

Executive Vice President and New York Local President

Rebecca Damon was first elected SAG-AFTRA executive vice president, the union's second highest office, on April 9, 2016. She was re-elected to a two-year term on Oct. 6, 2017.

Damon, a New York-based actor and voiceover performer, was also appointed by the board on Nov. 2, 2017, to serve as president of the New York Local. She is national chair of the Government Review Committee, chair of the MOVE New York Committee, and serves on the Executive, Finance and Government Affairs and Public Policy committees. Currently serving on the President's Task Force on Education, Outreach and Engagement and as chair of the Member Outreach Relations & Education Committee, she is a fierce advocate for education and empowerment of performers nationwide.

A champion for workers' rights, Damon's leadership includes strengthening the New York right of publicity for the benefit of all members. She is a recipient of the Irish Echo Connecting America Award and SAG-AFTRA New York Local's Joseph C. Riley Award.

During her tenure as Screen Actors Guild New York Division Vice President, she was a founding member of both the SAG President's Forum for One Union and the joint Group for One Union, helping lead the effort to unite SAG and AFTRA. As co-leader of the Operations Workgroup, Damon was a key architect of the merger.

Damon is also a vice president of the SAG-AFTRA Foundation, an educational, humanitarian and philanthropic nonprofit organization. She is the primary elected liaison for Foundation programming in New York and oversaw creation of the Robin Williams Center for Entertainment and Media in Times Square.



Jane Austin
Secretary-Treasurer

Jane Austin is the secretary-treasurer and the SAG-AFTRA Los Angeles Local president.

Before Austin's election to both offices in 2015, she served on the boards of Screen Actors Guild and the American Federation of Television and Radio Artists for 12 years and the merged SAG-AFTRA National Board for two years. She currently sits as Chair of the L.A. Conservatory committee, Vice Chair of Stunt and Safety committee and as a Vice Chair to the L.A. Military and Family Support committee. Austin is a member of the President's Blue Ribbon Safety Taskforce.

Austin's many years of board service include five turns on the TV/Theatrical Negotiating committee, and as a member of the Communications Committee, Disciplinary Review Committee and the National Executive Committee. In her work as national chair of the Stunt & Safety Committee, Austin spearheaded the successful effort to establish the Stunt Coordinator eligibility guidelines and stunt coordinator Code of Conduct as well as achieving recognition for stunt performers and their work at the SAG Awards.

Austin is a venerable force in the stunt community. Her career as a stuntwoman began in 1988 on the television series *Tour of Duty*, where she earned her SAG card. Austin has done stunt work on feature films such as *Wayne's World*, *Naked Gun*, *Star Trek Generations*, *Red Eye*, *Elizabethtown*, *Poseidon* and *Scent of a Woman*; television shows *Timeless*, *Bosch*, *The District*, *Law & Order*, *Justified*, *Key and Peele*, *True Blood* and on three seasons of *V.I.P.*, to name a few. Austin has driven for numerous car commercials and specializes in aerials stunts and fireburns. Biggest stunts to date include a 650-foot descender and an 80-foot high fall.

Austin attended the University of San Diego business school and is co-owner of Hollywood Stuntworks, a company providing stunt coordinators, performers and equipment to the entertainment industry. Stuntworks also manufactures and distributes internationally, Fire Gel, a patented gel that is used for safe execution of fireburns.

Austin is married to award-winning stunt coordinator/performer Kurt Lott, who currently is working with James Cameron on the sequel to *Avatar*.



David P. White
SAG-AFTRA National Executive Director

David White is the national executive director and chief negotiator of SAG-AFTRA. In this role, White serves as chief executive officer and strategist for the world's largest entertainment union.

Prior to rejoining SAG-AFTRA, where he served as SAG general counsel from 2002 to 2006, White was managing principal of Los Angeles-based Entertainment Strategies Group LLC, providing consulting services to the entertainment industry. He was a labor and employment attorney at O'Melveny & Myers LLP before joining the executive ranks of

SAG-AFTRA. Prior to law school, White was the executive director of an innovative youth services organization, Youth Opportunities Unlimited.

A Rhodes Scholar, White is a graduate of Grinnell College, Stanford Law School and The Queen's College, Oxford University. He is chair of the board of the SAG-Producers Pension and Health Plans, former chair of the board of trustees of Grinnell College, and former vice chair of the Industry Advancement and Cooperative Fund. He is a trustee of the AFTRA Health and Retirement Funds, a board member of the Motion Picture and Television Fund, the SAG Foundation, The Actors Fund and Volunteers of America—Greater Los Angeles. He is also a member of both the Academy of Motion Picture Arts and Sciences and the Academy of Television Arts and Sciences.

White has served as a Los Angeles area commissioner for urban planning and development. He has been a contributing writer for the *Los Angeles Lawyer*, has been featured in various publications including the *Los Angeles Magazine*, and has served as a commentator on national and industry publications and radio shows. He has received numerous awards throughout his career, including the John M. Langston Bar Association's Attorney of the Year award in 2014, the National Bar Association's Entertainment, Sports & Art Law Section Attorney of the Year in 2010, and the Association of Media and Entertainment Counsel's Labor and Personal Representation Counsel of the Year in 2009.



Mathis Dunn

Associate National Executive Director

Mathis L. Dunn Jr. is the Associate National Executive Director for SAG-AFTRA. He previously served as Assistant National Executive Director for AFTRA. Previous to that, Dunn served in many different roles for AFTRA, including serving as chief negotiator for AFTRA's National Commercials, Non-Broadcast /Corporate Educational and Interactive Media agreements. He has also negotiated broadcast news agreements with owned and operated network stations, their affiliates and other broadcast entities.

Dunn joined AFTRA in 1978 as a freelance administrator in the union's Twin Cities Local. He served as Assistant Executive Director of that local until 1985, when he moved to Seattle to accept the post of Executive Director of AFTRA's Seattle Local. During his tenure in both Minneapolis and Seattle, Dunn negotiated, mediated and administered local and national contracts and also served as chief negotiator in contract talks with the U.S. Armed Forces Radio & Television Services, among others. In 1989, he was appointed a National Representative, then Senior National Representative. In 1998, Dunn was named to the newly created post of Assistant National Executive Director for Commercials, Interactive Media and Non-Broadcast/Corporate Educational Agreements.

A native of Dallas, Dunn is a graduate of Ohio's Antioch University with a degree in labor relations.



Duncan Crabtree-Ireland
Chief Operating Officer and General Counsel

Duncan Crabtree-Ireland is chief operating officer and general counsel of SAG-AFTRA, responsible for broad operational oversight and organizational accountability. Crabtree-Ireland oversees the legal aspects of collective bargaining and contract enforcement for all SAG-AFTRA collective bargaining agreements, as well as SAG-AFTRA's legal, government affairs, professional representatives, international affairs, governance and diversity operations.

He is a co-chair of the board of trustees of the AFM & SAG-AFTRA Intellectual Property Rights Distribution Fund, a member of the boards of SoundExchange and the SAG-AFTRA & Industry Sound Recordings Distribution Fund, a delegate to the International Federation of Actors (FIA) and teaches international law as an adjunct professor at the University of Southern California Law School. He is a past treasurer of the Los Angeles County Bar Association, a past Co-President of the LGBT Bar Association of Los Angeles, and serves by appointment as a judge pro tem of the Los Angeles Superior Court.

Previously, Crabtree-Ireland served as Screen Actors Guild's deputy national executive director and general counsel and as a deputy district attorney for the County of Los Angeles.

Crabtree-Ireland received his Bachelor of Science in foreign service with a concentration in international relations, law, and organization from Georgetown University and his Juris Doctorate from the University of California, Davis, School of Law, where he was inducted into the Order of Barristers.



Mary E. Cavallaro
Chief Broadcast Officer

Mary E. Cavallaro is the Chief Broadcast Officer for the SAG-AFTRA News & Broadcast Department. Cavallaro is responsible for overseeing the negotiation and administration of more than 250 labor agreements between SAG-AFTRA and network and local broadcast employers nationwide. She also chairs national negotiations for the network news agreements, as well negotiations with employers with operations in multiple markets. Cavallaro works with the Broadcast Steering Committee on policy and matters of concern to broadcast members.

Cavallaro has served SAG-AFTRA members for more than 15 years, starting with the AFTRA Philadelphia Local, where she served as business representative/staff counsel for the AFTRA Local and SAG Philadelphia Branch, and later as a national representative/staff counsel for AFTRA. Cavallaro was Of Counsel with the firm of Montgomery, McCracken, Walker & Rhoads in Philadelphia, representing media talent and creative professionals regarding personal services contracts, production development, copyright, licensing and other intellectual property matters. She received her law degree from Villanova University School of Law and her B.A. from the University of Southern California.



Pamela Greenwalt
Chief Communications & Marketing Officer

Pamela Greenwalt is the Chief Communications and Marketing Officer for SAG-AFTRA, directly overseeing the union's global brand, image and reputation through strategic messaging, programs and campaigns. Greenwalt leads the union's Communications and Marketing Department, providing executive oversight and creative direction on strategic member communications, and also serves as SAG-AFTRA's public spokesperson.

In conjunction with a member-led committee, she directed the award-winning 2012 education and outreach effort that resulted in the merging of Screen Actors Guild and the American Federation of Television and Radio Artists. Through this campaign, she oversaw the integration of the two unions' communications and marketing activities and later led production on the historic first convention of the merged SAG-AFTRA in 2013.

Prior to joining Screen Actors Guild in 2007 as Executive Director of Communications, Greenwalt held senior executive-level communications positions with Washington, D.C.-based labor financial services corporation ULLICO Inc. and The Kamber Group Public Affairs, where she produced award-winning film and video productions, conventions and national media campaigns for labor, corporate and public safety clients.

Previously, she was Vice President of Media Production and Placement for political advocacy consultants Goddard*Claussen and First Tuesday, where she produced nationally recognized media campaigns for candidates and ballot issues, including the game-changing *Harry & Louise* campaign and the historic 1993 Russian constitutional election — the first free election in that country in 70 years.

Greenwalt received her bachelor's degree in communications from the University of Maryland University College and attended Arizona State University. She is a member of the Academy of Television Arts and Sciences, American Film Institute, Women in Film, Public Relations Society of America, Entertainment Publicists' Professional Society and the International Labor Communications Association.



Ray Rodriguez
Chief Contracts Officer

As chief contracts officer for SAG-AFTRA, Ray Rodriguez has served as either lead negotiator or second chair at all major negotiations (other than broadcast news) since taking on his role at the merged union, including negotiations covering theatrical motion pictures, television, commercials, corporate and educational videos, and video games. He is also a trustee and former chair of the Screen Actors Guild-Producers Industry Advancement & Cooperative Fund and a trustee of the Screen Actors Guild-Producers Pension & Health Plans.

Rodriguez previously served as deputy general counsel for Screen Actors Guild in its New York office, where he managed the union's legal function for New York and the Eastern states. He came to the union with experience as a labor and employment lawyer for O'Melveny & Myers LLP and Wilson Sonsini Goodrich & Rosati and also served as a law clerk to the Honorable Vaughn R. Walker of the Northern District of California.

Rodriguez is a graduate of Harvard College and the Columbia University School of Law, where he was an executive editor of the *Columbia Law Review*.



David Viviano
Chief Economist

David Viviano is Chief Economist at SAG-AFTRA and leads its Office of Media & Labor Economics. Viviano and his team conduct in-depth analysis of the media landscape on an ongoing basis, analyzing its implications for the working lives of SAG-AFTRA members.

Viviano holds a Master of Business Administration degree from Cornell University and a Bachelor of Arts degree in film studies from Wesleyan University.



Arianna Ozzanto
Chief Financial Officer

Arianna Ozzanto is the Chief Financial Officer for SAG-AFTRA.

Ozzanto was hired by the union in February 2004. She held various positions within the organization, which included Senior Manager of Finance, Director of Finance and Strategy, and National Director of Finance and Administration. Promoted to SAG's Chief Financial Officer in January of 2009, she is currently responsible for the Accounting, Finance and Payroll departments as well as Membership and the Contact Center.

Ozzanto's previous employment includes corporate finance positions at WellPoint Inc. and 20th Century Fox. Ozzanto earned a bachelor's degree in economics from the University of Southern California. She currently serves on the board of the USC Economics Leadership Council and as a member of the governing body for the CFO Executive Summit.



Danny Inukai
Chief Technology and Innovation Officer

Danny Inukai is the Chief Technology and Innovation Officer for SAG-AFTRA, overseeing the Center for Business Innovation, Information Technology and Residuals Processing departments. Inukai joined Screen Actors Guild in 2007, creating the newly formed analytics group, which was tasked with developing metrics and reporting to support negotiations, as well as strategic efforts across the company. In 2013, Inukai moved to the top position in the Information Technology department, working to modernize SAG-AFTRA technology assets, including infrastructure and web properties. In 2014, Inukai took on the additional responsibilities of running the Residuals Processing function and worked to reduce residuals processing times and deliver on a comprehensive direct deposit offering to members. Most recently, Inukai launched the SAG-AFTRA Center for Business Innovation, focusing on promoting a culture of innovation within the company and its strategic partners.

Prior to joining SAG-AFTRA, Inukai held numerous positions in the information technology field, including Software Developer, Business Analyst and Project Manager. He spent five years at the Boeing Company and was instrumental in an initiative to consolidate financial systems at Boeing's 22 legacy business units.

Inukai graduated cum laude with a Bachelor of Science degree from the University of Arizona in management information systems and holds a Master of Business Administration degree from the University of California, Los Angeles.



Kathy Connell

*SAG Awards® Executive Producer
Executive Producer, Awards and National Programming*

Kathy Connell has produced the Screen Actors Guild Awards® since its inception in 1995, when she led a small group of SAG Board members who devised the plans for a televised awards show based on actors honoring their union peers, including the innovative and distinctive Ensemble categories.

Deeply involved with the entertainment industry, Connell is a member of the Producers Guild of America and the Television Academy's Producers Peer Group. She also has been honored to serve on the jury panel for several industry awards, including the Irish Film & Television Academy's Film & Television Awards and the Motion Picture Academy/U.S. China Film and Television Entertainment Industry Expo's Golden Screen Awards.

For the union, Connell serves as Executive Producer, Awards and National Programming for SAG-AFTRA. In this role, she serves as liaison to the SAG-AFTRA Foundation and oversees SAG-AFTRA's Special Projects Department, in addition to working on many other SAG-AFTRA initiatives. Her efforts have led to the SAG Awards being the only television special event to be honored with 10 consecutive Green Seals from the Environmental Media Association as well as the Green Production Award for continually redoubling those efforts.

Other productions she's worked on include the Screen Actors Guild's yearlong celebration of its 75th Anniversary, featuring SAG's receipt of the Hollywood Historic Trust's Award of Excellence Star on the Hollywood Walk of Fame, and a series of tributes and celebrations in Los Angeles, New York and the union's other locals.

A second-generation actor and union member who performed in film, television commercials and stage for more than 25 years, Connell has always been an active supporter of SAG and SAG-AFTRA. She has held various positions on the Screen Actors Guild Board of Directors, including National Recording Secretary.

Connell also is an ardent advocate for actors' rights, women and the environment, a trinity of passions woven throughout her career.



John McGuire
Senior Advisor

John McGuire is SAG-AFTRA's Senior Advisor. He held the position of Associate National Executive Director for SAG from 1983 to 2001. Prior to that position, he served as the New York Executive Director at the Guild, having started with the union in 1969.

In addition to assisting in the union's major contract negotiations, he has represented the union at meetings with performer organizations around the world. McGuire presently holds the following positions in entertainment-related organizations:

- Trustee, SAG-Producers Pension & Health Plans
- Vice-President and Founding Director of the Museum of the Moving Image
- President, Council of Motion Picture & Television Unions of New York City
- Secretary, Motion Picture Players Welfare Fund
- Trustee, SAG Foundation
- Board Member, Industry Advancement & Cooperative Fund
- General Vice President, Department for Professional Employees, AFL-CIO

McGuire graduated from Fordham College with a B.A. degree in history and earned a J.D. degree in law from Fordham Law School.