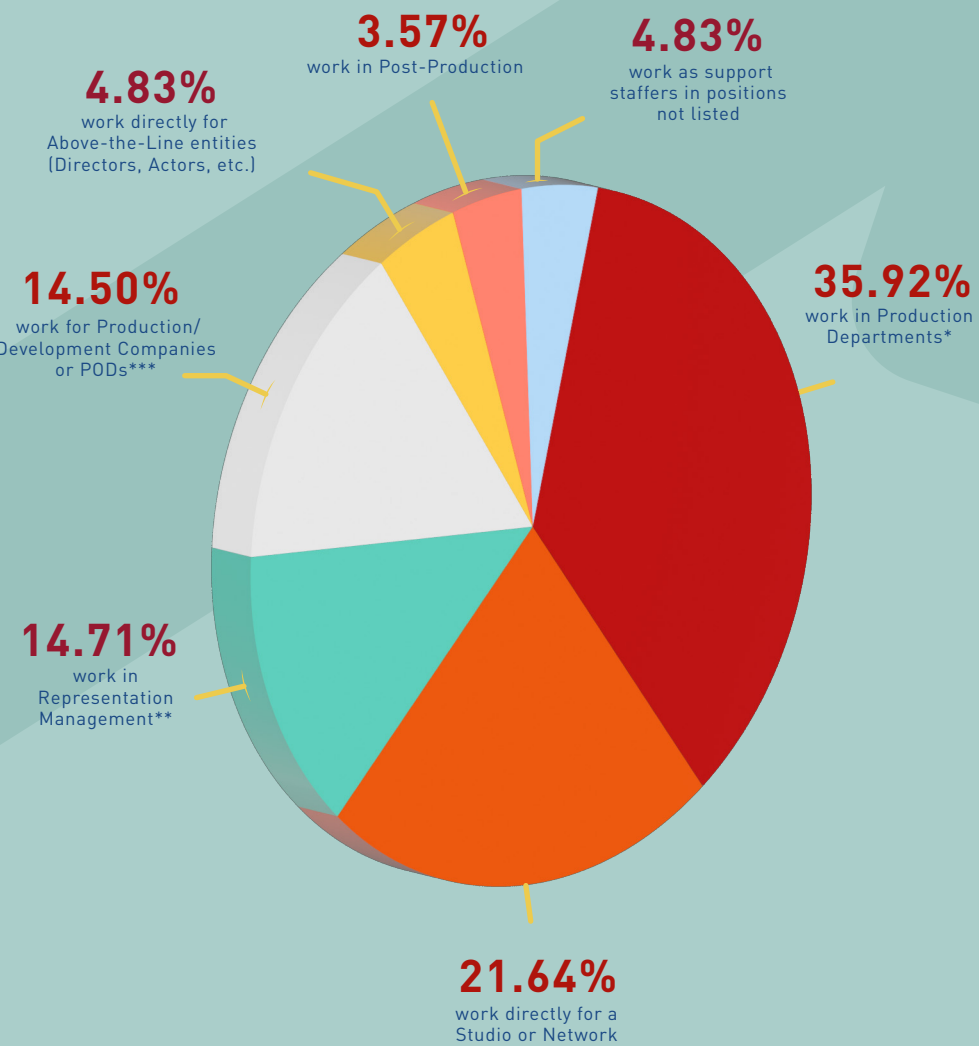


#PAYUPHOLLYWOOD 2021 SURVEY RESULTS





In 2021, #PayUpHollywood surveyed 523 support staffers who worked between December 2020 to November 2021. These support staffers work in different facets of the industry, but as our data reflects, nearly all of them struggle with similar issues.

This year, of the support staff surveyed:




*All departments EXCEPT Post-Production were included.
 ** Agencies, Management Companies, Public Relations, etc.
 *** PODS = Producers on Deals

 When asked about age, most support staffers reported being between **25-29 years old** (40.55% of survey takers).
40.55% - 25-29 years old
27.96% - 30-35 years old
18.28% - 18-25 years old
13.53% - 35 years old and older

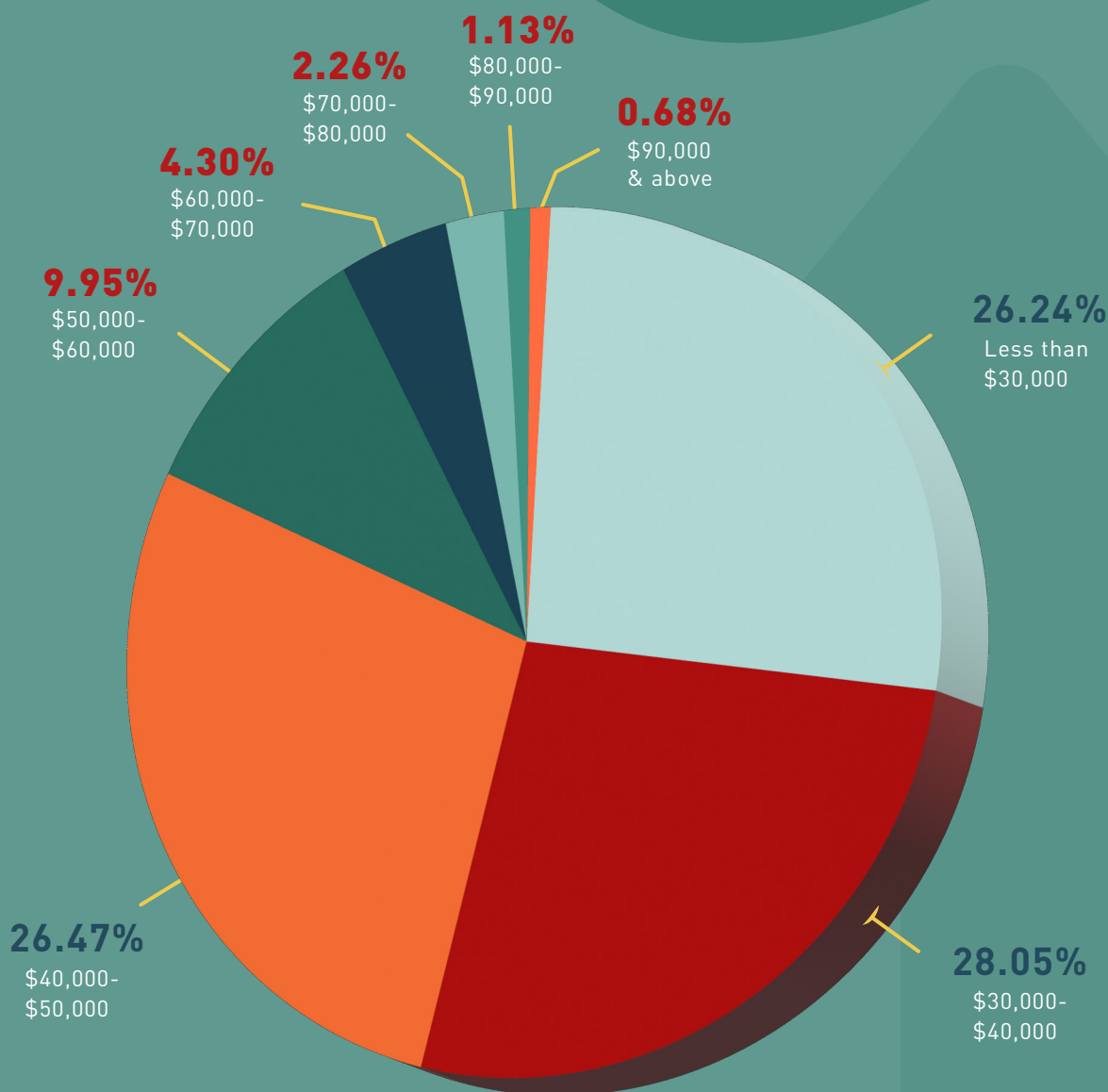
 When asked about gender identity, **66.81% of survey takers** identified as Female.
66.81% - Female
31.09% - Male
3.36% - Transgendered or Non-Binary

 When asked if they identified as a Person with Disabilities/Disabled, **7.98% of survey takers** said yes.

 When asked about ethnic identity, **75.42% of survey takers** identified as white.
75.42% - White
12.61% - Latinx/Latine
10.50% - Asian or Pacific Islander
9.42% - Black
2.31% - Middle Eastern/North African
1.26% - Indigenous/First Nations

Cost burdened is a term used to describe workers who spend **more than 30% of their annual pay** on housing or rent. According to California Housing Partnerships' 2021 Affordable Housing Report for Los Angeles County*, Los Angeles renters who make less than \$79,524/year are considered cost burdened.

95.01% of survey takers reported making less than \$70,000 in 2021, which would make them cost burdened. **54.29% of survey takers** reported made less than \$40,000 or less in 2021, classifying them as extremely cost burdened.



PayUpHollywood took a look at how much some of Hollywood's most prominent CEOs/Studio Heads made in either 2020 or 2021*:

ROBERT BAKISH, CEO, PARAMOUNT GLOBAL:

\$39.97 MILLION + \$19.7 MILLION BONUS

DAVID ZASLAV, CEO, DISCOVERY:

\$37.70 MILLION

REED HASTINGS, CO-CEO, NETFLIX:

\$43.2 MILLION + \$82 MILLION

combined bonus (with Ted Sarandos)

TED SARANDOS, CO-CEO, NETFLIX:

\$39.3 MILLION + \$82 MILLION

combined bonus (with Reed Hastings)

BOB CHAPEK, CEO, DISNEY:

\$14.2 MILLION

JEFF SHELL, CEO, NBC UNIVERSAL:

\$16.5 MILLION + \$5.9 MILLION BONUS

LACHLAN MURDOCK, CEO, FOX:

\$29 MILLION

JOSH SAPAN, CEO, AMC:**

\$11.80 MILLION

JASON KILAR, CHIEF, WARNERMEDIA:

\$24.8 MILLION



To better illuminate the difference between a CEO's yearly pay vs. a support staffer's, PayUpHollywood calculated what each CEO/Chief made in one week and compared it to the weekly pay of a survey taker who works for a show produced by that company.

Robert Bakish, Paramount Global: \$1,147,500/WEEK	VS	Paramount Global Support Staffer: \$1400/WEEK
David Zaslav, CEO, Discovery: \$725,000/WEEK	VS	Discovery Support Staffer: \$1600/WEEK
Reed Hastings, Co-CEO, Netflix: \$1,619,230/WEEK	VS	Netflix Support Staffer: \$1200/WEEK**
Ted Sarandos, Co-CEO, Netflix: \$1,544,230/WEEK	VS	Netflix Support Staffer: \$1200/WEEK
Jason Kilar, WarnerMedia: \$461,538/WEEK	VS	Warner Bros Support Staffer: \$1295/WEEK
Jeff Shell, NBC Universal: \$430,769/WEEK	VS	NBC Support Staffer: \$1200/WEEK
Lachlan Murdoch, FOX: \$557,692/WEEK	VS	FOX Support Staffer: \$1250/WEEK
Josh Sapan, AMC: \$226,923/WEEK	VS	AMC Support Staffer: \$980/WEEK
Bob Chapek, Disney: \$273,077/WEEK	VS	Disney Support Staffer: \$1450/WEEK

*Pay of the survey takers listed are averages of all support staff who reported working at each studio. Zero of the survey takers whose average pay was used above are year-round employees. These survey takers reported long stretches of unemployment between gigs that forced them to accrue debt

**The majority of survey takers working on Netflix shows worked as combination assistant jobs - two full time assistant positions that are paid as one (Showrunner's assistant/Script coordinator, Writer's Assistant/Script Coordinator, etc).

For those who need a visual of what these differences in salary looks like, here it is:



**Bob Chapek,
Disney:**
\$273,077/WEEK



**Disney Support
Staffer:**
\$1450/WEEK



Josh Sapan, AMC:
\$226,923/WEEK



**AMC Support
Staffer:**
\$980/WEEK



**Jason Kilar,
WarnerMedia:**
\$461,538/WEEK



**WarnerMedia
Support Staffer:**
\$1295/WEEK



**Reed Hastings,
Co-CEO, Netflix:**
\$1,619,230/WEEK



**Netflix Support
Staffer:**
\$1200/WEEK**



**Jeff Shell,
NBC Universal:**
\$430,769/WEEK



**NBC Support
Staffer:**
\$1200/WEEK

 = \$10,000

When asked if they had ever been pressured to misrepresent work hours on a timecard,

49.03% REPORTED THAT THEY HAD BEEN PRESSURED TO REPORT FEWER HOURS ON THEIR TIMECARD.



According to anonymous reports to PayUpHollywood, companies where this practice happened (either on shows produced by the companies or at the companies themselves) include (but are not limited to)*:

NBC UNIVERSAL
THE WALT DISNEY COMPANY
WILLIAM MORRIS ENDEAVOR
ABC STUDIOS
DREAMWORKS ANIMATION
SONY
CLEAR TALENT GROUP
MARVEL STUDIOS
CREATIVE ARTISTS AGENCY
LIONSGATE
MOSAIC MEDIA GROUP
HBO
TNT

LUCASFILMS
PARAMOUNT TV
WARNER BROS TV
DISCOVERY
NICKELODEON
APA
MANAGEMENT 360
JIM HENSON COMPANY
IMAGINE ENTERTAINMENT
UNITED TALENT AGENCY
3ARTS ENTERTAINMENT
AMC
BLUMHOUSE TV

*Companies listed had multiple reports. Companies that had a single report were not listed for the safety of the survey takers.

63.76% of survey takers also reported out-of-pocket expenses that were required/strongly encouraged for their job. These expenses include:



- Professional clothing (suits, suit jackets, etc)
- Dry cleaning
- Computer programs (Microsoft, Adobe, etc)
- Cloud Storage
- Comedy Shows
- Networking drinks/dinners
- Computers
- Personal Vehicle
- Vehicle wear and tear
- Gas & Mileage
- Streaming Services
- Walkie earpieces (production)
- Weather appropriate clothes (production)
- Safe transportation after late night shootings (production)
- Movie tickets

Additionally, survey takers reported an increase of out-of-pocket expenses, either not reimbursed or only partially reimbursed, because of work-from-home mandates. These expenses include:



- Laptops and additional Computer Monitors
- Upgrade internet
- VPNs
- Printers & Printer Ink
- Paper reams
- Increased cell phone bill
- Zoom subscriptions
- Storage programs (Dropbox, iCloud, etc)
- Meals (previously covered)
- Office supplies (pens, highlighters, folders, etc)
- Increase in electric bills
- Upgraded computer stations
- Transcribing services
- Desks and desk chairs
- Toilet paper
- Headphones
- Wrist rests
- Webcams

PayUpHollywood provided a space for survey takers to talk about their current positions and what it's like working during an ongoing pandemic. PayUpHollywood received permission to share the following anecdotes (edited and condensed):

The Good:

“The health insurance options Netflix provides to its non union employees is **ABSOLUTELY PHENOMENAL!**”

“I’m paid fairly well, and feel well supported. Because of this I feel able to fight for and support other assistants and coordinators.”

“In my current position, I’ve had an awesome, supportive boss. My boss will fight for me to make a few extra dollars, but it’s still a fight to get \$19/hr in a city where I pay \$1300/month for rent (with two roommates).”

“My current casting assistant job has only been going on for a couple months, but I am VERY lucky to be working for an amazing, kind boss.”

“I’ve hit the lottery. The Showrunner is accessible, thoughtful, and sees everyone as equal contributors to the show. It has done wonders for my mental health.”

“I work for supportive employers who legitimately want to help promote support staff. It’s a friendly, positive environment where support staff is encouraged to speak up and be part of the team.”

The Bad:

“My boss routinely asks me to cover personal costs for him which he then reimburses after. This culminated in one purchase **over \$15,000.**”

“While Companies have safety protocols, many vendors ignored them and there was no supervision from the parent companies to enforce rules and mandates.”

“My boss wanted me to work from their house, despite me saying no because their teenage kids were anti-vax & unvaccinated.”

I was asked to scrub the crew and talent toilets to help with Covid cleanliness protocols.

“An Actor tested positive for covid and nobody was told. The PAs who chose to quarantine after we found out were fired.”

“My boss broke an iPad over his knee because he couldn’t figure out how to work something and blamed it on the assistant. Then he threw the shards at the assistant.”

In the months leading up to the release of this report, Hollywood has gone through another shake up. Another major merger (WarnerMedia and Discovery) and an underwhelming financial first quarter have both resulted in massive layoffs and big promises to cut costs wherever possible. Furthermore, the global fallout of Russia's invasion into Ukraine has led to another recession, skyrocketing gas and utility charges, and increasing food costs everywhere.

We've also witnessed a shift in power from Hollywood employers to the Hollywood workers. Last year's AMPTP/IATSE negotiation brought in historic engagement numbers and a strike authorization vote. In addition to other deal points, IATSE members ultimately won IATSE Assistant Production Office Coordinators, Art Department Coordinators, Writers' Room Assistants and Script Coordinators a 10%-19% increase in rates. However, studios are limiting the number of guaranteed hours these support staffers work, resulting in less pay than pre-negotiation salaries.

All of the above factors indicate that studios and employers will be enacting cost-cutting measures that will impact all of us, but will disproportionately affect Hollywood support staff and assistants. As this report has stated, 91.5% of survey takers are considered cost burdened.

This is why #PayUpHollywood decided, for the first time ever, to release data regarding CEO pay vs. Support Staff pay. In the coming months, all the workers in Hollywood will be told to scale back quotes and rates because the studios are suffering. Paying reasonable wages to Hollywood workers is not why employers are suffering financially - bloated, multi-million salaries and bonuses to the employers' top execs are.

MOVING FORWARD, #PAYUPHOLLYWOOD RECOMMENDS THE FOLLOWING TO ALL HOLLYWOOD EMPLOYERS:

- **Commit to a 3% to 5% yearly cost-of-living increase for all support staff salaries. As the cost of living nation-wide continues to grow, any significant salary gains that were made one year will soon become outdated in the next few years.**
- **Set a wage precedent. It's time to bring the competition back inwards and push for which company has the best healthcare, wages, and supports the assistants growth either at the company or on the show. Investing in support staffers is investing in the company itself.**
- **Conduct anonymous workplace surveys for support staff to identify any financial or workplace abuses happening. For example, a studio may discover that the majority of support staffers have been pressured into leaving off overtime on their timecards, or a supervisor has been threatening the safety of an assistant. Addressing the issues head on will be cheaper and cleaner than class-action lawsuits down the line.**
- **These same surveys should be used to identify the financial or workplace needs of support staff. Numerous studies show that employee retention saves millions. Hollywood employers would save money if they stopped acting like everyone is replaceable.**
- **Commit to larger box rentals and work-from-home reimbursements to cover the cost of increased utilities and workplace supplies that employees have had to take on.**
- **Commit to a 3rd-party workplace assessment that will give an honest look at the company's financial and workplace shortcomings.**

PayUpHollywood would like to thank all of the assistants and support staffers who took the time to take our annual survey. For US based support staffers that want to be notified of future surveys, please sign up at our new website, PayUpHollywood.com.

Additionally, we want to express our gratitude to the many people and organizations that have supported us and our mission this past year, with special thanks to:

IATSE 871 Vice-President Marisa Shipley
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Will Landman

Debbie Ezer

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Megana Rao, John August, and Craig Mazin

Angela Harvey

Geneva Willis

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Lisa Morales

We also want to thank our graphic designer **Jenny Da** (jennyda.com) and our web designer **Alexandra Ford** (www.signalboostdesign.com) for all their work in helping us get this survey report off the ground, giving PayUpHollywood a complete rebrand and launching our official website, PayUpHollywood.com. Please visit to access resources for support staffers, previous support staff annual survey results, upcoming events, and more.

PayUpHollywood is a data and advocacy grassroots organization created by former Hollywood assistants. Formed in 2019, PayUpHollywood has advocated for fair wages and safe workplace environments by providing illuminating data that shines a light on predatory and abusive workplace practices. You can contact us at PayUpHollywood@gmail.com