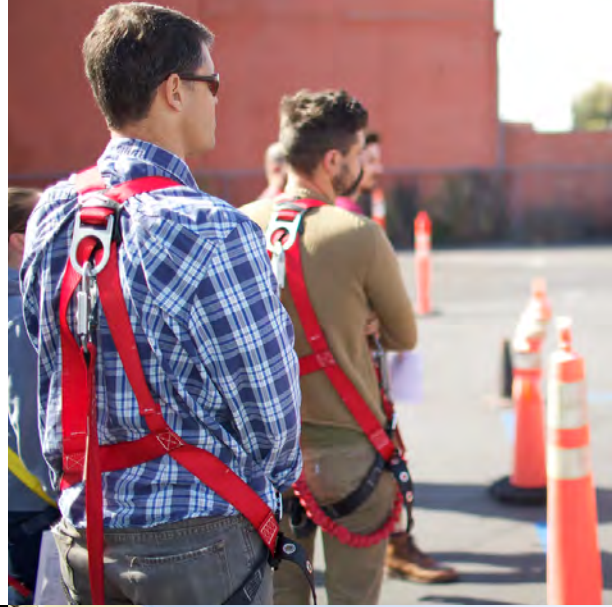


Annual Report 2019

Facts and Figures Edition

www.csatf.org



Founded by the major film and television studios in the mid-1960s, Contract Services supports the motion picture production industry by administering certain aspects of the collective bargaining agreements between the West Coast Studio Local Unions and the Alliance of Motion Picture and Television Producers (AMPTP).

This Facts and Figures edition of our Annual Report highlights important metrics from 2019 relating to our administration of the Industry Experience Roster, our many training programs and other key services.

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The Big Picture

In Hollywood, film and television studios have access to the world's most talented and experienced pool of creative and technical professionals. Working behind the camera in a wide range of fields – from sound, lighting and editing, to costume and set design, to construction and transportation, and much more – the crews on your favorite movie or TV series contribute a diverse array of talents as they come together to bring a screenplay to life.



That's where Contract Services comes in.

At Contract Services, we consolidate many important administrative and training functions that would otherwise need to be performed by each employer every time they hire a new member of the crew. For example:

- We administer the Industry Experience Roster, which ensures the studios have access to an experienced workforce of nearly 50,000 industry professionals.
- We operate a variety of training programs to ensure that crews are trained to a safe and consistent standard no matter which studio they work for.
- We also administer a DOT-compliant substance testing program on behalf of the industry so that a large pool of drivers stands ready to operate safety-sensitive equipment (i.e., commercial motor vehicles) for dozens of different employers on short notice with minimal additional burden.

We also coordinate a variety of important initiatives through industry-wide committees and other collaborative bodies, including the Labor-Management Safety Committee, and many others.

All these services and more make it possible for the film and television industry to maintain a freelance workforce of tens of thousands of safety-trained industry professionals who are qualified and ready to work under the various collective bargaining agreements that govern their employment. We are proud of our unique role in this dynamic industry, and we offer this Annual Report to showcase some important accomplishments and metrics from our work in 2019.



Board of Trustees*



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Counsel
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Labor Relations
Sony Pictures Entertainment



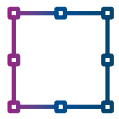
Mr. David Gross
Senior Counsel

Alliance of Motion Picture
and Television Producers

CBS TELEVISION
STUDIOS

Ms. Laura Beedy Ritchie
Vice President

Labor Relations
CBS Studios Inc.



22,560

Sq. Ft. Outdoor Training Area



35

Courses



13

Classrooms



4

Computer Labs



159,998

Total hours of training completed in 2019



24,339

Individuals completed courses in 2019



70,576

Total online and in-person training attendance in 2019

2019 Facts & Figures



1.5M+

Training hours since 2003



~76,000

Individuals trained since 2003



11,362

Forms I-9 processed in 2019

Our Major Programs

For nearly 55 years, Contract Services has partnered with Producers, guilds, unions and employees to perform vital behind-the-scenes administrative tasks. We are a unique resource to help keep the entertainment industry working safely, smoothly and efficiently.



Did you know?

Signatory Producers make cents-per-hour contributions to Contract Services for each hour worked by or guaranteed to a covered employee.



Training

Contract Services operates a variety of training programs, including safety training, harassment prevention training and a skills training reimbursement program. These vital programs keep industry professionals trained in safe practices and up to date on current technologies in their crafts.

Safety Training Program ("Safety Pass")

In addition to the resources described above, Contract Services also administers the widely recognized Safety Pass program, which helps ensure that workers employed by industry employers meet industry safety standards as well as stringent regulations set by the Occupational Safety and Health Administration (OSHA), Cal/OSHA and other government agencies.

Safety Pass training is contractually mandated in collective bargaining agreements applicable to many motion picture production employees working in the greater Los Angeles Area – specifically, employees working under the IATSE Basic Agreement, the IATSE Videotape Electronics Supplemental Agreement, or an agreement covering one of the "Basic Crafts" (namely, IBEW, Local #40; Plumbers, Local #78; Teamsters, Local #399; Studio Utility Employees, Local #724; and Plasterers, Local #755). Safety Pass training is also required of certain employees working under the DGA Basic Agreement or DGA Freelance Live and Tape Television Agreement who appear on a DGA Qualification List. Certain safety courses are also required of Stunt Coordinators working under the SAG-AFTRA Codified Basic and Television Agreements.

Because of those contractual mandates, Contract Services trains a workforce of approximately 50,000 individuals, but the training program is also available in different circumstances to employees working in other jurisdictions. (For example, individuals working under the IATSE Area Standards Agreement are eligible to take certain Safety Pass courses.)

In total, the Safety Pass program consists of more than 30 training courses specifically developed for the motion picture industry that cover a wide range of topics, including general safety, hazard communication, firearm safety, lighting safety, and respiratory protection among many others. Individuals working under certain collective bargaining agreements are required to take specific courses that pertain to their craft.

This training program creates a common safety framework for a freelance workforce and also serves as the foundation for additional on-set training that employers may provide during a given production. The majority of Safety Pass courses are available online, although there are some courses, such as advanced fall protection, rigging, and forklift operation, that are taught in person at our training facility in Burbank, California.

Industry-Wide Harassment Prevention and Reporting Training

Producers and industry unions agreed to required harassment prevention training on an industry-wide basis. This training provided by Contact Services, which meets the standards of California and federal law, helps to promote a safe and respectful work environment for production crews while reducing the number of incidents to which employers must respond. The HP2 (2-hour) course is for individuals with supervisory responsibilities, while the HP1 (1-hour) course is for individuals with non-supervisory responsibilities.

Consistent with California law, industry professionals must refresh this training every two years.



Courses

In 2019, we developed or moved six additional courses to an online format, with some being “blended,” meaning they have both an online and an in-person portion. This brings the total of online and/or blended courses to 27.

A General Safety / Injury and Illness Prevention Program (IIPP)

A2 Environmental Safety

B Boom Lift / Scissor Lift Operator Safety

B2 Boom Lift / Scissor Lift Rigging for Set Lighting Technicians

B3 Boom Lift / Scissor Lift Rigging For Studio Grips

B5 Traditional Insert Car Safety

C Forklift Operator

C1 Forklift Operator Refresher

D Fall Protection

D1 Advanced Fall Protection

E Hand and Power Tool Safety

E2 Fire Extinguisher Safety

F Scaffold Erecting and Dismantling

G Scaffold Use

H Bloodborne Pathogens

HOS Hours of Service

HP1 Harassment Prevention 1

HP2 Harassment Prevention 2

I Respiratory Protection

J Welding and Cutting

K Noise Exposure

L Confined Space Safety

L2 Excavation and Trench Safety

M Lockout / Tagout

N Compressed Gas and Fuel Cylinders

O Rough Terrain Forklift

O1 Rough Terrain Forklift Refresher

P Hazard Communication

R Rigging Safety

S Firearm Safety

V Lighting Safety: Portable Power Systems

V2 Workplace Electrical Safety: Facilities and Other Permanent Installations

Z1 Location Safety

Assistant Directors Training Program (DGPTP)

Assistant Directors Training Program - New York (ADTPNY)

Transportation

Studio Transportation departments play a key role in getting film, TV, and commercial crewmembers and equipment to and from set. Drivers, and the companies that employ them, must adhere to a complex legal framework and comply with numerous laws and regulations.

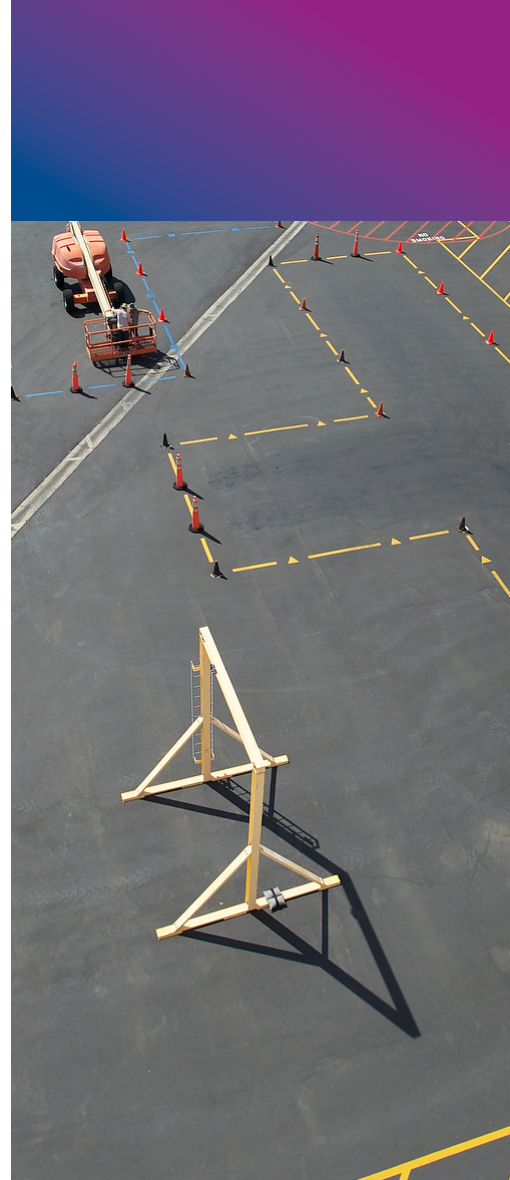
Substance Testing Program (STP)

Under Department of Transportation (DOT) rules promulgated by the Federal Motor Carrier Safety Administration (FMCSA), employers are required to perform both alcohol and controlled substances (drug) testing of individuals who possess a commercial driver's license and perform safety-sensitive functions.

Contract Services serves as Consortium/Third-Party Administrator of a Substance Testing Program (STP) primarily for commercial drivers working under the Teamsters, Local #399 Agreement. The STP is a critical component of employers' compliance with DOT and FMCSA regulations. By administering this program on behalf of the industry, Contract Services ensures these drivers remain in readiness to perform safety-sensitive functions for different employers on short notice with minimal additional burden.

Transportation Employment Application Management (TEAM)

Contract Services' TEAM staff helps manage aspects of the Daily Hire List (DHL) and works closely with the Substance Testing Program and the Roster #399 desk to help ensure those individuals working in a #399 classification remain compliant with industry requirements.



Industry Rosters & Lists

One of the most vital services we perform for the entertainment industry is maintaining and administering industry rosters and training lists, such as the Industry Experience Roster (IER).

The IER includes the names of individuals who have acquired a certain amount of work experience (and, in some cases, additional requirements) within their specific craft, as outlined in each of the local unions' collective bargaining agreements. The IER encompasses more than 125 job classifications represented by the IATSE and Basic Crafts unions. Individuals whose names appear on the IER may receive preference of employment, as Producers signatory to the Basic Agreement and/or the Basic Crafts agreements utilize the IER as an employment resource.

We also administer the IATSE Television Commercial Roster (TCR), Teachers Availability List (TAL) and Dual Credential Substitute List (DCSL). These rosters and lists are critical employment tools to help production leaders access trained and qualified employees, while providing these professionals with an accreditation that reflects their training completion and experience working on film and television productions and commercials.

In total, these rosters and training lists cover more than 45,000 industry professionals working in film and television production.



Production Affairs & Safety

Our Production Affairs and Safety Department serves as the industry's nexus on a wide variety of safety issues. This department works with industry representatives who set various policies through a number of recurring committees, including the Industry-Wide Labor-Management Safety Committee, Electrical Committee, the Environmental Committee and the Transportation Committee.

Importantly, this department is also home to the Management co-chair of the Industry-Wide Labor-Management Safety Committee. With origins dating back to the 1960s, this committee is composed of representatives from both industry unions and the major studios. The committee meets monthly to discuss a wide range of topics that affect the industry. It is also the body that develops industry guidance in the form of Safety Bulletins and Informational Fact Sheets.

Safety Bulletins

There are currently 44 Safety Bulletins covering a wide range of issues, such as safe use of firearms, water hazards, parachuting and skydiving, camera cranes, food handling guidelines, railroad safety, and a variety of other topics that raise acute safety issues on production.

Safety Bulletins are guidelines recommended by the Safety Committee. They are not binding laws or regulations. State, federal, and/or local regulations, where applicable, override these guidelines, and modifications should be made to ensure the safety of the cast and crew in unique circumstances. Safety Bulletins are reviewed regularly by the Safety Committee and updated from time to time.

Safety Bulletins are publicly available via the Contract Services website and may be reproduced and attached to call sheets or otherwise distributed on production as necessary.

Safety Hotlines

The Industry Safety Hotline (888.7.SAFELY) (888.772.3359) is a general number that takes callers either to the Studio Safety Hotlines (see below) or Contract Services' Production Affairs & Safety Department. These hotlines can be used by anyone to raise anonymous concerns about an on-set safety issue.

The Studio Safety Hotlines connect callers directly with the Studio Safety Department of one of the major studios. All of the Studio Safety Hotlines are accessible via the Industry Safety Hotline and the Contract Services website.



Did you know?

2019 saw 3,521 New Placements and Upgrades on the Industry Experience Roster, a total just shy of 2018's record high.

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