

990

Return of Organization Exempt From Income Tax

OMB No. 1545-

0047 2019

Open to Public Inspection

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundation): Do not enter social security numbers on this form as it may be made public.

Go to www.irs.gov/Form990 for instructions and the latest information.

Form 990 Department of the Treasury Internal Revenue Service

A For the 2019 calendar year, or tax year beginning 05-01-2019, and ending 04-30-2020

- B Check if applicable: Address change, Name change, Initial return, Final return/terminated, Amended return, Application pending

C Name of organization: SCREEN ACTORS GUILD-AMERICAN FEDERATION OF TELEVISION AND RADIO ARTISTS. Doing business as: 5757 WILSHIRE BOULEVARD 7TH FLOOR. City or town, state or province, country, and ZIP or foreign postal code: LOS ANGELES, CA 90036

D Employer identification number: 45-4931719. E Telephone number: (323) 954-1600. G Gross receipts \$ 131,373,796

F Name and address of principal officer: DAVID WHITE, 5757 WILSHIRE BOULEVARD 7TH FLOOR, LOS ANGELES, CA 90036

H(a) Is this a group return for subordinates? No. H(b) Are all subordinates included? No. H(c) Group exemption number

I Tax-exempt status: 501(c)(3) [checked], 501(c)(5) (insert no.), 4947(a)(1) or 527

J Website: WWW.SAGAFTRA.ORG

K Form of organization: Corporation [checked], Trust, Association, Other

L Year of formation: 2012. M State of legal domicile: DE

Part I Summary

Table with 4 main sections: 1. Briefly describe the organization's mission or most significant activities: SAG-AFTRA MEMBERS WORK TOGETHER TO SECURE THE STRONGEST PROTECTIONS FOR MEDIA ARTISTS. 2. Check this box if the organization discontinued its operations or disposed of more than 25% of its net assets. 3-7a: Summary statistics (voting members, employees, revenue, etc.). 7b: Net unrelated business taxable income. 8-12: Revenue breakdown (Contributions, program service, investment, etc.). 13-19: Expenses breakdown (Grants, salaries, fundraising, etc.). 20-22: Net assets or fund balances (Total assets, liabilities, net assets).

Part II Signature Block. Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.

Sign Here: Signature of officer: ARIANNA OZZANTO CFO, Type or print name and title. Date: 2021-03-12

Paid Preparer Use Only: Print/Type preparer's name, Preparer's signature, Date: 2021-03-12, Check if self-employed, PTIN: P00666808, Firm's name: SINGERLEWAK LLP, Firm's EIN: 95-2302617, Firm's address: 10960 WILSHIRE BOULEVARD 7TH FLOOR, LOS ANGELES, CA 900243783, Phone no.: (310) 477-3924

May the IRS discuss this return with the preparer shown above? (see instructions) Yes [checked] No

**Part III Statement of Program Service Accomplishments**

Check if Schedule O contains a response or note to any line in this Part III

**1** Briefly describe the organization's mission:

SEE SCHEDULE O.

**2** Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ?  Yes  No

If "Yes," describe these new services on Schedule O.

**3** Did the organization cease conducting, or make significant changes in how it conducts, any program services?  Yes  No

If "Yes," describe these changes on Schedule O.

**4** Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses. Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported.

**4a** (Code: ) (Expenses \$ including grants of \$ ) (Revenue \$ )  
THE UNION HOLDS FUNDS IN TRUST FOR MEMBERS IN SECONDARY MARKETS.

**4b** (Code: ) (Expenses \$ including grants of \$ ) (Revenue \$ )  
SAG-AFTRA HOLDS AN ANNUAL AWARD SHOW TO HONOR SCREEN ACTORS FOR THEIR ACCOMPLISHMENTS.

**4c** (Code: ) (Expenses \$ including grants of \$ ) (Revenue \$ )  
ACTIVITIES OF THE CONSERVATORY COMMITTEE PROVIDE EDUCATION IN THE CRAFT OF ACTING IN THE FORM OF SEMINARS, WORKSHOPS, LECTURES, ETC.

(Code: ) (Expenses \$ including grants of \$ ) (Revenue \$ )  
OPTIONAL PARTICIPATION FOR MEMBERS IN THE FILM SOCIETY, MEMBERS CAN JOIN FOR THE PURPOSE OF REVIEWING FILMS.

**4d** Other program services (Describe in Schedule O.)  
(Expenses \$ including grants of \$ ) (Revenue \$ )

**4e** Total program service expenses ▶

**Part IV Checklist of Required Schedules**

|            |  | Yes | No |
|------------|--|-----|----|
| <b>1</b>   | Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? <i>If "Yes," complete Schedule A</i>   |     | No |
| <b>2</b>   | Is the organization required to complete <i>Schedule B, Schedule of Contributors</i> (see instructions)?   |     | No |
| <b>3</b>   | Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? <i>If "Yes," complete Schedule C, Part I</i>  |     | No |
| <b>4</b>   | <b>Section 501(c)(3) organizations.</b> Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? <i>If "Yes," complete Schedule C, Part II</i>   |     |    |
| <b>5</b>   | Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Revenue Procedure 98-19? <i>If "Yes," complete Schedule C, Part III</i>   | Yes |    |
| <b>6</b>   | Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? <i>If "Yes," complete Schedule D, Part I</i>  |     | No |
| <b>7</b>   | Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? <i>If "Yes," complete Schedule D, Part II</i>  |     | No |
| <b>8</b>   | Did the organization maintain collections of works of art, historical treasures, or other similar assets? <i>If "Yes," complete Schedule D, Part III</i>   |     | No |
| <b>9</b>   | Did the organization report an amount in Part X, line 21 for escrow or custodial account liability; serve as a custodian for amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services? <i>If "Yes," complete Schedule D, Part IV</i>             | Yes |    |
| <b>10</b>  | Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi endowments? <i>If "Yes," complete Schedule D, Part V</i>  |     | No |
| <b>11</b>  | If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable.  |     |    |
| <b>11a</b> | Did the organization report an amount for land, buildings, and equipment in Part X, line 10? <i>If "Yes," complete Schedule D, Part VI</i>   | Yes |    |
| <b>11b</b> | Did the organization report an amount for investments—other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VII</i>   |     | No |
| <b>11c</b> | Did the organization report an amount for investments—program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VIII</i>   |     | No |
| <b>11d</b> | Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part IX</i>  | Yes |    |
| <b>11e</b> | Did the organization report an amount for other liabilities in Part X, line 25? <i>If "Yes," complete Schedule D, Part X</i>   | Yes |    |
| <b>11f</b> | Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)?   | Yes |    |
| <b>12a</b> | Did the organization obtain a separate, independent audited financial statements for the tax year? <i>If "Yes," complete Schedule D, Parts XI and XII</i>  |     | No |
| <b>12b</b> | Was the organization included in consolidated, independent audited financial statements for the tax year? <i>If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional</i>   | Yes |    |
| <b>13</b>  | Is the organization a school described in section 170(b)(1)(A)(ii)? <i>If "Yes," complete Schedule E</i>   |     | No |
| <b>14a</b> | Did the organization maintain an office, employees, or agents outside of the United States?  | Yes |    |
| <b>14b</b> | Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? <i>If "Yes," complete Schedule F, Parts I and IV</i> | Yes |    |
| <b>15</b>  | Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization? <i>If "Yes," complete Schedule F, Parts II and IV</i>  |     | No |
| <b>16</b>  | Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? <i>If "Yes," complete Schedule F, Parts III and IV</i>  |     | No |
| <b>17</b>  | Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? <i>If "Yes," complete Schedule G, Part I</i> (see instructions)   |     | No |
| <b>18</b>  | Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? <i>If "Yes," complete Schedule G, Part II</i>  |     | No |
| <b>19</b>  | Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? <i>If "Yes," complete Schedule G, Part III</i>  |     | No |
| <b>20a</b> | Did the organization operate one or more hospital facilities? <i>If "Yes," complete Schedule H</i>   |     | No |
| <b>20b</b> | If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?   |     |    |
| <b>21</b>  | Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? <i>If "Yes," complete Schedule I, Parts I and II</i>   | Yes |    |

**Part IV Checklist of Required Schedules (continued)**

|            |  | Yes | No |
|------------|--|-----|----|
| <b>22</b>  | Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? <i>If "Yes," complete Schedule I, Parts I and III</i> . . . . .   |     | No |
| <b>23</b>  | Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? <i>If "Yes," complete Schedule J</i> . . . . .  | Yes |    |
| <b>24a</b> | Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? <i>If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a</i> . . . . .  |     | No |
| <b>24b</b> | Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception? . . . . .  |     |    |
| <b>24c</b> | Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds? . . . . .   |     |    |
| <b>24d</b> | Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?  |     |    |
| <b>25a</b> | <b>Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations.</b> Did the organization engage in an excess benefit transaction with a disqualified person during the year? <i>If "Yes," complete Schedule L, Part I</i> . . . . .   |     |    |
| <b>25b</b> | Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? <i>If "Yes," complete Schedule L, Part I</i>   |     |    |
| <b>26</b>  | Did the organization report any amount on Part X, line 5 or 22 for receivables from or payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons?   |     | No |
| <b>27</b>  | Did the organization provide a grant or other assistance to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or employee thereof, a grant selection committee member, or to a 35% controlled entity (including an employee thereof) or family member of any of these persons? <i>If "Yes," complete Schedule L, Part III</i> . . . . . |     | No |
| <b>28</b>  | Was the organization a party to a business transaction with one of the following parties (see Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions):  |     |    |
| <b>28a</b> | A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? <i>If "Yes," complete Schedule L, Part IV</i> . . . . .  |     | No |
| <b>28b</b> | A family member of any individual described in line 28a? <i>If "Yes," complete Schedule L, Part IV</i> . . . . .   |     | No |
| <b>28c</b> | A 35% controlled entity of one or more individuals and/or organizations described in lines 28a or 28b? <i>If "Yes," complete Schedule L, Part IV</i> . . . . .   |     | No |
| <b>29</b>  | Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M</i> . . . . .  |     | No |
| <b>30</b>  | Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions?   |     | No |
| <b>31</b>  | Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i>  |     | No |
| <b>32</b>  | Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If "Yes," complete Schedule N, Part II</i> . . . . .  |     | No |
| <b>33</b>  | Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3?   | Yes |    |
| <b>34</b>  | Was the organization related to any tax-exempt or taxable entity? <i>If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1</i> . . . . .  | Yes |    |
| <b>35a</b> | Did the organization have a controlled entity within the meaning of section 512(b)(13)?  |     | No |
| <b>35b</b> | If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? <i>If "Yes," complete Schedule R, Part V, line 2</i> . . . . .   |     |    |
| <b>36</b>  | <b>Section 501(c)(3) organizations.</b> Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2</i> . . . . .   |     |    |
| <b>37</b>  | Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? <i>If "Yes," complete Schedule R, Part VI</i> . . . . .   |     | No |
| <b>38</b>  | Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19? <b>Note.</b> All Form 990 filers are required to complete Schedule O. . . . .   | Yes |    |

**Part V Statements Regarding Other IRS Filings and Tax Compliance**

Check if Schedule O contains a response or note to any line in this Part V

|           |  | Yes | No |
|-----------|--|-----|----|
| <b>1a</b> | Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable   |     |    |
| <b>1b</b> | Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable  |     |    |
| <b>1c</b> | Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners? . . . . . | Yes |    |

Part V Statements Regarding Other IRS Filings and Tax Compliance (continued)

Main form area containing questions 2a through 16, with various sub-questions and input fields. Includes a table with columns for question numbers and Yes/No/Amount responses.

Part VI Governance, Management, and Disclosure For each "Yes" response to lines 2 through 7b below, and for a "No" response to lines 8a, 8b, or 10b below, describe the circumstances, processes, or changes in Schedule O. See instructions. Check if Schedule O contains a response or note to any line in this Part VI

Section A. Governing Body and Management

Table with 3 columns: Question, Yes, No. Rows include: 1a Enter the number of voting members... 1b Enter the number of voting members... 2 Did any officer, director, trustee... 3 Did the organization delegate control... 4 Did the organization make any significant changes... 5 Did the organization become aware... 6 Did the organization have members... 7a Did the organization have members... 7b Are any governance decisions... 8 Did the organization contemporaneously document... 8a The governing body? 8b Each committee... 9 Is there any officer, director, trustee...

Section B. Policies (This Section B requests information about policies not required by the Internal Revenue Code.)

Table with 3 columns: Question, Yes, No. Rows include: 10a Did the organization have local chapters... 10b If "Yes," did the organization have written policies... 11a Has the organization provided a complete copy... 11b Describe in Schedule O the process... 12a Did the organization have a written conflict... 12b Were officers, directors, or trustees... 12c Did the organization regularly and consistently... 13 Did the organization have a written whistleblower... 14 Did the organization have a written document... 15 Did the process for determining compensation... 15a The organization's CEO... 15b Other officers or key employees... 16a Did the organization invest in, contribute... 16b If "Yes," did the organization follow a written...

Section C. Disclosure

Table with 2 columns: Question, Answer. Rows include: 17 List the states with which a copy of this Form 990 is required to be filed CA 18 Section 6104 requires an organization to make its Form 1023... 19 Describe in Schedule O whether (and if so, how) the organization made its governing documents... 20 State the name, address, and telephone number of the person who possesses the organization's books and records: ARIANNA OZZANTO 5757 WILSHIRE BOULEVARD 7TH FLOOR LOS ANGELES, CA 90036 (323) 954-1600

**Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors**

Check if Schedule O contains a response or note to any line in this Part VII

**Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees**

**1a** Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization's tax year.

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
- List all of the organization's **current** key employees, if any. See instructions for definition of "key employee."
- List the organization's five **current** highest compensated employees (other than an officer, director, trustee or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than \$100,000 from the organization and any related organizations.
- List all of the organization's **former** officers, key employees, or highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
- List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.

See instructions for the order in which to list the persons above.

Check this box if neither the organization nor any related organization compensated any current officer, director, or trustee.

| (A)<br>Name and title  | (B)<br>Average hours per week (list any hours for related organizations below dotted line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                       |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|--|--|---|-----------------------|---------|--------------|------------------------------|--------|--|---|---|
|  |  | Individual trustee or director  | Institutional Trustee | Officer | Key employee | Highest compensated employee | Former |  |   |   |
| (1) GABRIELLE CARTERIS<br>.....<br>NATIONAL PRESIDENT                                  | 1.00<br>.....  | X   |                       | X       |              |                              |        | 0  | 0   | 0   |
| (2) REBECCA DAMON<br>.....<br>EXECUTIVE VICE PRESIDENT                                 | 1.00<br>.....  | X   |                       | X       |              |                              |        | 0  | 0   | 0   |
| (3) CAMRYN MANHEIM<br>.....<br>NATIONAL SECRETARY-TREASURER                            | 1.00<br>.....  | X   |                       | X       |              |                              |        | 0  | 0   | 0   |
| (4) MICHELE PROUDE<br>.....<br>NATIONAL VICE PRESIDENT, MID-SIZED LOCALS               | 1.00<br>.....  | X   |                       | X       |              |                              |        | 0  | 0   | 0   |
| (5) WILLIAM CHARLTON<br>.....<br>NATIONAL VICE PRESIDENT, ACTORS/PERFORMERS            | 1.00<br>.....  | X   |                       | X       |              |                              |        | 0  | 0   | 0   |
| (6) SAMANTHA MATHIS THRU 101119<br>.....<br>NATIONAL VICE PRESIDENT, ACTORS/PERFORMERS | 1.00<br>.....  | X   |                       | X       |              |                              |        | 0  | 0   | 0   |
| (7) BOB BUTLER<br>.....<br>NATIONAL VICE PRESIDENT, BROADCASTERS                       | 1.00<br>.....  | X   |                       | X       |              |                              |        | 0  | 0   | 0   |
| (8) CATHERINE BROWN THRU 101119<br>.....<br>NATIONAL VICE PRESIDENT, BROADCASTERS      | 1.00<br>.....  | X   |                       | X       |              |                              |        | 0  | 0   | 0   |
| (9) CLYDE KUSATSU<br>.....<br>NATIONAL VICE PRESIDENT, LOS ANGELES                     | 1.00<br>.....  | X   |                       | X       |              |                              |        | 0  | 0   | 0   |
| (10) LIZ ZAZZI<br>.....<br>NATIONAL VICE PRESIDENT, NEW YORK                           | 1.00<br>.....  | X   |                       | X       |              |                              |        | 0  | 0   | 0   |
| (11) DAN NAVARRO<br>.....<br>NATIONAL VICE PRESIDENT, REC. ARTISTS/SINGERS             | 1.00<br>.....  | X   |                       | X       |              |                              |        | 0  | 0   | 0   |
| (12) SUZANNE BURKHEAD<br>.....<br>NATIONAL VICE PRESIDENT, SMALL LOCALS                | 1.00<br>.....  | X   |                       | X       |              |                              |        | 0  | 0   | 0   |
| (13) DON AHLES<br>.....<br>NATIONAL BOARD MEMBER                                       | 1.00<br>.....  | X   |                       |         |              |                              |        | 0  | 0   | 0   |
| (14) ED ASNER<br>.....<br>NATIONAL BOARD MEMBER  | 1.00<br>.....  | X   |                       |         |              |                              |        | 0  | 0   | 0   |
| (15) JANE AUSTIN<br>.....<br>NATIONAL BOARD MEMBER                                     | 1.00<br>.....  | X   |                       |         |              |                              |        | 0  | 0   | 0   |
| (16) BOBBIE BATES THRU 82819<br>.....<br>NATIONAL BOARD MEMBER                         | 1.00<br>.....  | X   |                       |         |              |                              |        | 0  | 0   | 0   |
| (17) JENNIFER BEALS<br>.....<br>NATIONAL BOARD MEMBER                                  | 1.00<br>.....  | X   |                       |         |              |                              |        | 0  | 0   | 0   |

Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees (continued)

| (A)<br>Name and title              | (B)<br>Average hours per week (list any hours for related organizations below dotted line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                       |         |              |                              | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|------------------------------------|--|---|-----------------------|---------|--------------|------------------------------|--|---|---|
|                                    |  | Individual trustee or director  | Institutional Trustee | Officer | Key employee | Highest compensated employee |  |   |   |
| (18) RANDAL BERGER                 | 1.00   | X   |                       |         |              |                              | 0  | 0   |   |
| NATIONAL BOARD MEMBER              |  |   |                       |         |              |                              |  |   |   |
| (19) NITASHA BHAMBREE              | 1.00   | X   |                       |         |              |                              | 0  | 0   |   |
| NATIONAL BOARD MEMBER              |  |   |                       |         |              |                              |  |   |   |
| (20) RODGER BRAND                  | 1.00   | X   |                       |         |              |                              | 0  | 0   |   |
| NATIONAL BOARD MEMBER              |  |   |                       |         |              |                              |  |   |   |
| (21) JOHN CARTER BROWN             | 1.00   | X   |                       |         |              |                              | 0  | 0   |   |
| NATIONAL BOARD MEMBER              |  |   |                       |         |              |                              |  |   |   |
| (22) YVETTE NICOLE BROWN           | 1.00   | X   |                       |         |              |                              | 0  | 0   |   |
| NATIONAL BOARD MEMBER              |  |   |                       |         |              |                              |  |   |   |
| (23) REVE CAMPBELL                 | 1.00   | X   |                       |         |              |                              | 0  | 0   |   |
| NATIONAL BOARD MEMBER              |  |   |                       |         |              |                              |  |   |   |
| (24) ANDREW CAPLE-SHAW             | 1.00   | X   |                       |         |              |                              | 0  | 0   |   |
| NATIONAL BOARD MEMBER              |  |   |                       |         |              |                              |  |   |   |
| (25) JOANNA CASIDY                 | 1.00   | X   |                       |         |              |                              | 0  | 0   |   |
| NATIONAL BOARD MEMBER              |  |   |                       |         |              |                              |  |   |   |
| (26) JOE D'ANGERIO                 | 1.00   | X   |                       |         |              |                              | 0  | 0   |   |
| NATIONAL BOARD MEMBER              |  |   |                       |         |              |                              |  |   |   |
| (27) MAUREEN DONNELLY              | 1.00   | X   |                       |         |              |                              | 0  | 0   |   |
| NATIONAL BOARD MEMBER              |  |   |                       |         |              |                              |  |   |   |
| (28) STEVE DRESSLER                | 1.00   | X   |                       |         |              |                              | 0  | 0   |   |
| NATIONAL BOARD MEMBER              |  |   |                       |         |              |                              |  |   |   |
| (29) NANCY DUERR                   | 1.00   | X   |                       |         |              |                              | 0  | 0   |   |
| NATIONAL BOARD MEMBER              |  |   |                       |         |              |                              |  |   |   |
| (30) HAL EISNER                    | 1.00   | X   |                       |         |              |                              | 0  | 0   |   |
| NATIONAL BOARD MEMBER              |  |   |                       |         |              |                              |  |   |   |
| (31) DEBBIE EVANS                  | 1.00   | X   |                       |         |              |                              | 0  | 0   |   |
| NATIONAL BOARD MEMBER              |  |   |                       |         |              |                              |  |   |   |
| (32) GREG EVIGAN                   | 1.00   | X   |                       |         |              |                              | 0  | 0   |   |
| NATIONAL BOARD MEMBER              |  |   |                       |         |              |                              |  |   |   |
| (33) JIM FERGUSON THRU 82819       | 1.00   | X   |                       |         |              |                              | 0  | 0   |   |
| NATIONAL BOARD MEMBER              |  |   |                       |         |              |                              |  |   |   |
| (34) CHARLES FERRARA THRU 82819    | 1.00   | X   |                       |         |              |                              | 0  | 0   |   |
| NATIONAL BOARD MEMBER              |  |   |                       |         |              |                              |  |   |   |
| (35) MARIE FINK                    | 1.00   | X   |                       |         |              |                              | 0  | 0   |   |
| NATIONAL BOARD MEMBER              |  |   |                       |         |              |                              |  |   |   |
| (36) FLOWERS FISHER                | 1.00   | X   |                       |         |              |                              | 0  | 0   |   |
| NATIONAL BOARD MEMBER              |  |   |                       |         |              |                              |  |   |   |
| (37) NICK FONDULIS                 | 1.00   | X   |                       |         |              |                              | 0  | 0   |   |
| NATIONAL BOARD MEMBER              |  |   |                       |         |              |                              |  |   |   |
| (38) LYNSSA FRADIN                 | 1.00   | X   |                       |         |              |                              | 0  | 0   |   |
| NATIONAL BOARD MEMBER              |  |   |                       |         |              |                              |  |   |   |
| (39) HECTOR GARCIA                 | 1.00   | X   |                       |         |              |                              | 0  | 0   |   |
| NATIONAL BOARD MEMBER              |  |   |                       |         |              |                              |  |   |   |
| (40) ANNE GARTLAN THRU 82819       | 1.00   | X   |                       |         |              |                              | 0  | 0   |   |
| NATIONAL BOARD MEMBER              |  |   |                       |         |              |                              |  |   |   |
| (41) JASON GEORGE                  | 1.00   | X   |                       |         |              |                              | 0  | 0   |   |
| NATIONAL BOARD MEMBER              |  |   |                       |         |              |                              |  |   |   |
| (42) MARGIE GHIGO                  | 1.00   | X   |                       |         |              | 1,165                        | 0  | 0   |   |
| NATIONAL BOARD MEMBER              |  |   |                       |         |              |                              |  |   |   |
| (43) TRACI GODFREY                 | 1.00   | X   |                       |         |              |                              | 0  | 0   |   |
| NATIONAL BOARD MEMBER              |  |   |                       |         |              |                              |  |   |   |
| (44) LAMONTE GOODE                 | 1.00   | X   |                       |         |              |                              | 0  | 0   |   |
| NATIONAL BOARD MEMBER              |  |   |                       |         |              |                              |  |   |   |
| (45) ELLIOT GOULD                  | 1.00   | X   |                       |         |              |                              | 0  | 0   |   |
| NATIONAL BOARD MEMBER              |  |   |                       |         |              |                              |  |   |   |
| (46) HOLTER GRAHAM THRU 82819      | 1.00   | X   |                       |         |              |                              | 0  | 0   |   |
| NATIONAL BOARD MEMBER              |  |   |                       |         |              |                              |  |   |   |
| (47) ABIGAIL GREINLEY              | 1.00   | X   |                       |         |              |                              | 0  | 0   |   |
| NATIONAL BOARD MEMBER              |  |   |                       |         |              |                              |  |   |   |
| (48) STEPHEN MCKINLEY HENDERSON    | 1.00   | X   |                       |         |              |                              | 0  | 0   |   |
| NATIONAL BOARD MEMBER              |  |   |                       |         |              |                              |  |   |   |
| (49) JON HUERTAS THRU 82819        | 1.00   | X   |                       |         |              |                              | 0  | 0   |   |
| NATIONAL BOARD MEMBER              |  |   |                       |         |              |                              |  |   |   |
| (50) MICHELLE HURD                 | 1.00   | X   |                       |         |              |                              | 0  | 0   |   |
| NATIONAL BOARD MEMBER              |  |   |                       |         |              |                              |  |   |   |
| (51) DAVID JOLLIFFE                | 1.00   | X   |                       |         |              |                              | 0  | 0   |   |
| NATIONAL BOARD MEMBER              |  |   |                       |         |              |                              |  |   |   |
| (52) PHOEBE JONAS                  | 1.00   | X   |                       |         |              |                              | 0  | 0   |   |
| NATIONAL BOARD MEMBER              |  |   |                       |         |              |                              |  |   |   |
| (53) EZRA KNIGHT                   | 1.00   | X   |                       |         |              |                              | 0  | 0   |   |
| NATIONAL BOARD MEMBER              |  |   |                       |         |              |                              |  |   |   |
| (54) MIKE KRAYCIK                  | 1.00   | X   |                       |         |              |                              | 0  | 0   |   |
| NATIONAL BOARD MEMBER              |  |   |                       |         |              |                              |  |   |   |
| (55) JOE KREBS                     | 1.00   | X   |                       |         |              |                              | 0  | 0   |   |
| NATIONAL BOARD MEMBER              |  |   |                       |         |              |                              |  |   |   |
| (56) CHRIS LACEY THRU 82819        | 1.00   | X   |                       |         |              |                              | 0  | 0   |   |
| NATIONAL BOARD MEMBER              |  |   |                       |         |              |                              |  |   |   |
| (57) DIANE LADD                    | 1.00   | X   |                       |         |              |                              | 0  | 0   |   |
| NATIONAL BOARD MEMBER              |  |   |                       |         |              |                              |  |   |   |
| (58) ELAINE LEGARO                 | 1.00   | X   |                       |         |              |                              | 0  | 0   |   |
| NATIONAL BOARD MEMBER              |  |   |                       |         |              |                              |  |   |   |
| (59) JODI LONG                     | 1.00   | X   |                       |         |              |                              | 0  | 0   |   |
| NATIONAL BOARD MEMBER              |  |   |                       |         |              |                              |  |   |   |
| (60) MEL MACKARON                  | 1.00   | X   |                       |         |              |                              | 0  | 0   |   |
| NATIONAL BOARD MEMBER              |  |   |                       |         |              |                              |  |   |   |
| (61) ADRIAN MARTINEZ THRU 2132020  | 1.00   | X   |                       |         |              |                              | 0  | 0   |   |
| NATIONAL BOARD MEMBER              |  |   |                       |         |              |                              |  |   |   |
| (62) MARY McDONALD-LEWIS           | 1.00   | X   |                       |         |              |                              | 0  | 0   |   |
| NATIONAL BOARD MEMBER              |  |   |                       |         |              |                              |  |   |   |
| (63) JOHN R MITCHELL THRU 8282019  | 1.00   | X   |                       |         |              |                              | 0  | 0   |   |
| NATIONAL BOARD MEMBER              |  |   |                       |         |              |                              |  |   |   |
| (64) MATTHEW MODINE                | 1.00   | X   |                       |         |              |                              | 0  | 0   |   |
| NATIONAL BOARD MEMBER              |  |   |                       |         |              |                              |  |   |   |
| (65) BILL MOOTOS                   | 1.00   | X   |                       |         |              |                              | 0  | 0   |   |
| NATIONAL BOARD MEMBER              |  |   |                       |         |              |                              |  |   |   |
| (66) ESAI MORALES                  | 1.00   | X   |                       |         |              |                              | 0  | 0   |   |
| NATIONAL BOARD MEMBER              |  |   |                       |         |              |                              |  |   |   |
| (67) CHRISTINE NAGY THRU 8282019   | 1.00   | X   |                       |         |              |                              | 0  | 0   |   |
| NATIONAL BOARD MEMBER              |  |   |                       |         |              |                              |  |   |   |
| (68) DEBRA NELSON                  | 1.00   | X   |                       |         |              |                              | 0  | 0   |   |
| NATIONAL BOARD MEMBER              |  |   |                       |         |              |                              |  |   |   |
| (69) JENNY O'HARA                  | 1.00   | X   |                       |         |              |                              | 0  | 0   |   |
| NATIONAL BOARD MEMBER              |  |   |                       |         |              |                              |  |   |   |
| (70) VINCENT PASTORE               | 1.00   | X   |                       |         |              |                              | 0  | 0   |   |
| NATIONAL BOARD MEMBER              |  |   |                       |         |              |                              |  |   |   |
| (71) JANICE PENDARVIS              | 1.00   | X   |                       |         |              |                              | 0  | 0   |   |
| NATIONAL BOARD MEMBER              |  |   |                       |         |              |                              |  |   |   |
| (72) ROBERT PINE                   | 1.00   | X   |                       |         |              |                              | 0  | 0   |   |
| NATIONAL BOARD MEMBER              |  |   |                       |         |              |                              |  |   |   |
| (73) JAY POTTER                    | 1.00   | X   |                       |         |              |                              | 0  | 0   |   |
| NATIONAL BOARD MEMBER              |  |   |                       |         |              |                              |  |   |   |
| (74) LINDA POWELL                  | 1.00   | X   |                       |         |              |                              | 0  | 0   |   |
| NATIONAL BOARD MEMBER              |  |   |                       |         |              |                              |  |   |   |
| (75) CHERI PRESTON                 | 1.00   | X   |                       |         |              |                              | 0  | 0   |   |
| NATIONAL BOARD MEMBER              |  |   |                       |         |              |                              |  |   |   |
| (76) JASPER RANDALL                | 1.00   | X   |                       |         |              |                              | 0  | 0   |   |
| NATIONAL BOARD MEMBER              |  |   |                       |         |              |                              |  |   |   |
| (77) STONEY RICHARDS               | 1.00   | X   |                       |         |              |                              | 0  | 0   |   |
| NATIONAL BOARD MEMBER              |  |   |                       |         |              |                              |  |   |   |
| (78) PATRICIA RICHARDSON           | 1.00   | X   |                       |         |              |                              | 0  | 0   |   |
| NATIONAL BOARD MEMBER              |  |   |                       |         |              |                              |  |   |   |
| (79) SCOTT ROGERS                  | 1.00   | X   |                       |         |              |                              | 0  | 0   |   |
| NATIONAL BOARD MEMBER              |  |   |                       |         |              |                              |  |   |   |
| (80) JOHN ROTHMAN THRU 8282019     | 1.00   | X   |                       |         |              |                              | 0  | 0   |   |
| NATIONAL BOARD MEMBER              |  |   |                       |         |              |                              |  |   |   |
| (81) DON SANCHEZ                   | 1.00   | X   |                       |         |              |                              | 0  | 0   |   |
| NATIONAL BOARD MEMBER              |  |   |                       |         |              |                              |  |   |   |
| (82) ROB SCHNEIDER                 | 1.00   | X   |                       |         |              |                              | 0  | 0   |   |
| NATIONAL BOARD MEMBER              |  |   |                       |         |              |                              |  |   |   |
| (83) SARAH SEEDS                   | 1.00   | X   |                       |         |              |                              | 0  | 0   |   |
| NATIONAL BOARD MEMBER              |  |   |                       |         |              |                              |  |   |   |
| (84) MARTIN SHEN THRU 10012019     | 1.00   | X   |                       |         |              |                              | 0  | 0   |   |
| NATIONAL BOARD MEMBER              |  |   |                       |         |              |                              |  |   |   |
| (85) SUSAN SNYDER                  | 1.00   | X   |                       |         |              |                              | 0  | 0   |   |
| NATIONAL BOARD MEMBER              |  |   |                       |         |              |                              |  |   |   |
| (86) ABIGAIL SPENCER THRU 8282019  | 1.00   | X   |                       |         |              |                              | 0  | 0   |   |
| NATIONAL BOARD MEMBER              |  |   |                       |         |              |                              |  |   |   |
| (87) JEFF SPURGEON                 | 1.00   | X   |                       |         |              |                              | 0  | 0   |   |
| NATIONAL BOARD MEMBER              |  |   |                       |         |              |                              |  |   |   |
| (88) JONATHAN TAYLOR THOMAS        | 1.00   | X   |                       |         |              |                              | 0  | 0   |   |
| NATIONAL BOARD MEMBER              |  |   |                       |         |              |                              |  |   |   |
| (89) PETER TOCCO                   | 1.00   | X   |                       |         |              |                              | 0  | 0   |   |
| NATIONAL BOARD MEMBER              |  |   |                       |         |              |                              |  |   |   |
| (90) SHEILA TRAISTER               | 1.00   | X   |                       |         |              |                              | 0  | 0   |   |
| NATIONAL BOARD MEMBER              |  |   |                       |         |              |                              |  |   |   |
| (91) STACEY TRAVIS                 | 1.00   | X   |                       |         |              |                              | 0  | 0   |   |
| NATIONAL BOARD MEMBER              |  |   |                       |         |              |                              |  |   |   |
| (92) MONICA TROMBETTA THRU 8282019 | 1.00   | X   |                       |         |              |                              | 0  | 0   |   |
| NATIONAL BOARD MEMBER              |  |   |                       |         |              |                              |  |   |   |
| (93) LISA VIDAL THRU 9172019       | 1.00   | X   |                       |         |              |                              | 0  | 0   |   |
| NATIONAL BOARD MEMBER              |  |   |                       |         |              |                              |  |   |   |
| (94) PAMELA WEAVER                 | 1.00   | X   |                       |         |              |                              | 0  | 0   |   |
| NATIONAL BOARD MEMBER              |  |   |                       |         |              |                              |  |   |   |
| (95) BEN WHITEHAIR                 | 1.00   | X   |                       |         |              |                              | 0  | 0   |   |
| NATIONAL BOARD MEMBER              |  |   |                       |         |              |                              |  |   |   |
| (96) OLGA WILHELMINE               | 1.00   | X   |                       |         |              |                              | 0  | 0   |   |
| NATIONAL BOARD MEMBER              |  |   |                       |         |              |                              |  |   |   |
| (97) MARTIN ALVILLAR               | 1.00   | X   |                       |         |              |                              | 0  | 0   |   |
| NATIONAL BOARD MEMBER              |  |   |                       |         |              |                              |  |   |   |
| ALTERNATE                          |  |   |                       |         |              |                              |  |   |   |
| (98) PETE ANTICO                   | 1.00   | X   |                       |         |              |                              | 0  | 0   |   |
| NATIONAL BOARD MEMBER              |  |   |                       |         |              |                              |  |   |   |
| ALTERNATE                          |  |   |                       |         |              |                              |  |   |   |
| (99) ROB ARCHER                    | 1.00   | X   |                       |         |              |                              | 0  | 0   |   |
| NATIONAL BOARD MEMBER              |  |   |                       |         |              |                              |  |   |   |
| ALTERNATE                          |  |   |                       |         |              |                              |  |   |   |
| (100) JEFF AUSTIN                  | 1.00   | X   |                       |         |              |                              | 0  | 0   |   |
| NATIONAL BOARD MEMBER              |  |   |                       |         |              |                              |  |   |   |
| ALTERNATE                          |  |   |                       |         |              |                              |  |   |   |
| (101) MARC BARON                   | 1.00   | X   |                       |         |              |                              | 0  | 0   |   |
| NATIONAL BOARD MEMBER              |  |   |                       |         |              |                              |  |   |   |
| ALTERNATE                          |  |   |                       |         |              |                              |  |   |   |
| (102) JESSICA BARTH                | 1.00   | X   |                       |         |              |                              | 0  | 0   |   |
| NATIONAL BOARD MEMBER              |  |   |                       |         |              |                              |  |   |   |
| ALTERNATE                          |  |   |                       |         |              |                              |  |   |   |
| (103) CHRISTINE BRUNO              | 1.00   | X   |                       |         |              |                              | 0  | 0   |   |
| NATIONAL BOARD MEMBER              |  |   |                       |         |              |                              |  |   |   |
| ALTERNATE                          |  |   |                       |         |              |                              |  |   |   |
| (104) NATALIA CASTELLANOS          | 1.00   | X   |                       |         |              |                              | 0  | 0   |   |
| NATIONAL BOARD MEMBER              |  |   |                       |         |              |                              |  |   |   |
| ALTERNATE                          |  |   |                       |         |              |                              |  |   |   |
| (105) PARVESH CHEENA               | 1.00   | X   |                       |         |              |                              | 0  | 0   |   |
| NATIONAL BOARD MEMBER              |  |   |                       |         |              |                              |  |   |   |
| ALTERNATE                          |  |   |                       |         |              |                              |  |   |   |
| (106) TOM CHOI                     | 1.00   | X   |                       |         |              |                              | 0  | 0   |   |
| NATIONAL BOARD MEMBER              |  |   |                       |         |              |                              |  |   |   |
| ALTERNATE                          |  |   |                       |         |              |                              |  |   |   |
| (107) ELLEN CRAWFORD               | 1.00   | X   |                       |         |              |                              | 0  | 0   |   |
| NATIONAL BOARD MEMBER              |  |   |                       |         |              |                              |  |   |   |
| ALTERNATE                          |  |   |                       |         |              |                              |  |   |   |
| (108) MICHELLE DAMIS               | 1.00   | X   |                       |         |              |                              | 0  | 0   |   |
| NATIONAL BOARD MEMBER              |  |   |                       |         |              |                              |  |   |   |
| ALTERNATE                          |  |   |                       |         |              |                              |  |   |   |
| (109) CRAIG DELLIMORE              | 1.00   | X   |                       |         |              |                              | 0  | 0   |   |
| NATIONAL BOARD MEMBER              |  |   |                       |         |              |                              |  |   |   |
| ALTERNATE                          |  |   |                       |         |              |                              |  |   |   |
| (110) PATRICK FABIAN               | 1.00   | X   |                       |         |              |                              | 0  | 0   |   |
| NATIONAL BOARD MEMBER              |  |   |                       |         |              |                              |  |   |   |
| ALTERNATE                          |  |   |                       |         |              |                              |  |   |   |
| (111) CHARLES ANDREW GARDNER       | 1.00   | X   |                       |         |              |                              | 0  | 0   |   |
| NATIONAL BOARD MEMBER              |  |   |                       |         |              |                              |  |   |   |
| ALTERNATE                          |  |   |                       |         |              |                              |  |   |   |
| (112) JANETTE GAUTIER              | 1.00   | X   |                       |         |              |                              | 0  | 0   |   |
| NATIONAL BOARD MEMBER              |  |   |                       |         |              |                              |  |   |   |
| ALTERNATE                          |  |   |                       |         |              |                              |  |   |   |
| (113) PAMELA GUEST                 | 1.00   | X   |                       |         |              |                              | 0  | 0   |   |
| NATIONAL BOARD MEMBER              |  |   |                       |         |              |                              |  |   |   |
| ALTERNATE                          |  |   |                       |         |              |                              |  |   |   |
| (114) RICHARD HADFIELD             | 1.00   | X   |                       |         |              |                              | 0  | 0   |   |
| NATIONAL BOARD MEMBER              |  |   |                       |         |              |                              |  |   |   |
| ALTERNATE                          |  |   |                       |         |              |                              |  |   |   |
| (115) BRIAN HAMILTON               | 1.00   | X   |                       |         |              |                              | 0  | 0   |   |
| NATIONAL BOARD MEMBER              |  |   |                       |         |              |                              |  |   |   |
| ALTERNATE                          |  |   |                       |         |              |                              |  |   |   |
| (116) LINDA HARCHARIC              | 1.00   | X   |                       |         |              |                              | 0  | 0   |   |
| NATIONAL BOARD MEMBER              |  |   |                       |         |              |                              |  |   |   |
| ALTERNATE                          |  |   |                       |         |              |                              |  |   |   |
| (117) SAMANTHA HARTSON             | 1.00   | X   |                       |         |              |                              | 0  | 0   |   |
| NATIONAL BOARD MEMBER              |  |   |                       |         |              |                              |  |   |   |
| ALTERNATE                          |  |   |                       |         |              |                              |  |   |   |
| (118) ED HEAVEY                    | 1.00   | X   |                       |         |              |                              | 0  | 0   |   |
| NATIONAL BOARD MEMBER              |  |   |                       |         |              |                              |  |   |   |
| ALTERNATE                          |  |   |                       |         |              |                              |  |   |   |
| (119) KATHRYN HOWELL               | 1.00   | X   |                       |         |              |                              | 0  | 0   |   |
| NATIONAL BOARD MEMBER              |  |   |                       |         |              |                              |  |   |   |
| ALTERNATE                          |  |   |                       |         |              |                              |  |   |   |
| (120) SANDRA KARAS                 | 1.00   | X   |                       |         |              |                              | 0  | 0   |   |
| NATIONAL BOARD MEMBER              |  |   | </                    |         |              |                              |  |   |   |

**Part VIII Statement of Revenue**

Check if Schedule O contains a response or note to any line in this Part VIII

|  |  | (A)<br>Total revenue | (B)<br>Related or<br>exempt<br>function<br>revenue | (C)<br>Unrelated<br>business<br>revenue | (D)<br>Revenue<br>excluded from<br>tax under sections<br>512 - 514 |
|--|--|----------------------|--|---|--|
|--|--|----------------------|--|---|--|

**Contributions, Gifts, Grants  
and Other Similar Amounts**

|   |           |  |
|---|-----------|--|
| <b>1a</b> Federated campaigns . . .   | <b>1a</b> |  |
| <b>b</b> Membership dues . . .  | <b>1b</b> |  |
| <b>c</b> Fundraising events . . .   | <b>1c</b> |  |
| <b>d</b> Related organizations  | <b>1d</b> |  |
| <b>e</b> Government grants (contributions)  | <b>1e</b> |  |
| <b>f</b> All other contributions, gifts, grants,<br>and similar amounts not included<br>above | <b>1f</b> |  |
| <b>g</b> Noncash contributions included in<br>lines 1a - 1f:\$                                | <b>1g</b> |  |
| <b>h Total.</b> Add lines 1a-1f . . .   |           |  |

**Program Service Revenue**

|   | Business Code | (A)         | (B)         | (C) | (D) |
|---|---------------|-------------|-------------|-----|-----|
| <b>2a</b> MEMBERSHIP & INITIATION DUES      | 900099        | 107,797,263 | 107,797,263 |     |     |
| <b>b</b> AWARDS SHOW INCOME                 | 900099        | 9,224,077   | 9,224,077   |     |     |
| <b>c</b> FILM SOCIETY                       | 900099        | 253,797     | 253,797     |     |     |
| <b>d</b> CONSERVATORY                       | 900099        | 166,189     | 166,189     |     |     |
| <b>e</b> CONVENTION INCOME                  | 900099        | 1,650       | 1,650       |     |     |
| <b>f</b> All other program service revenue. |               |             |             |     |     |
| <b>g Total.</b> Add lines 2a-2f. . . . .    | 117,442,976   |             |             |     |     |

**Other Revenue**

|  |   |           |           |  |           |
|--|---|-----------|-----------|--|-----------|
| <b>3</b> Investment income (including dividends, interest, and other similar amounts)  |   | 760,382   |           |  | 760,382   |
| <b>4</b> Income from investment of tax-exempt bond proceeds  |   |           |           |  |           |
| <b>5</b> Royalties . . . . .   |   |           |           |  |           |
| <b>6a</b> Gross rents  | (i) Real  | 2,332,028 |           |  |           |
|  | (ii) Personal   |           |           |  |           |
|  | <b>6b</b> Less: rental expenses                       | 0         |           |  |           |
| <b>c</b> Rental income or (loss)   | <b>6c</b>   | 2,332,028 |           |  |           |
| <b>d</b> Net rental income or (loss) . . . . .   |   | 2,332,028 |           |  | 2,332,028 |
| <b>7a</b> Gross amount from sales of assets other than inventory   | (i) Securities  | 2,755,692 |           |  |           |
|  | (ii) Other  |           |           |  |           |
|  | <b>b</b> Less: cost or other basis and sales expenses | <b>7b</b> | 2,661,913 |  |           |
| <b>c</b> Gain or (loss)  | <b>7c</b>   | 93,779    |           |  |           |
| <b>d</b> Net gain or (loss) . . . . .  |   | 93,779    |           |  | 93,779    |
| <b>8a</b> Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c). See Part IV, line 18 . . . . . | <b>8a</b>   |           |           |  |           |
|  | <b>b</b> Less: direct expenses                        | <b>8b</b> |           |  |           |
| <b>c</b> Net income or (loss) from fundraising events . . . . .  |   |           |           |  |           |
| <b>9a</b> Gross income from gaming activities. See Part IV, line 19 . . . . .  | <b>9a</b>   |           |           |  |           |
|  | <b>b</b> Less: direct expenses                        | <b>9b</b> |           |  |           |
| <b>c</b> Net income or (loss) from gaming activities . . . . .   |   |           |           |  |           |

|  |               |             |             |         |           |
|--|---------------|-------------|-------------|---------|-----------|
| <b>10a</b> Gross sales of inventory, less returns and allowances . . . | <b>10a</b>    |             |             |         |           |
| <b>b</b> Less: cost of goods sold                                      | <b>10b</b>    |             |             |         |           |
| <b>c</b> Net income or (loss) from sales of inventory . . .            |               |             |             |         |           |
| Miscellaneous Revenue  | Business Code |             |             |         |           |
| <b>11a</b> UNCLAIMED RESIDUALS   | 900099        | 3,260,000   | 3,260,000   |         |           |
| <b>b</b> RECORDING ARTIST SERVICE FEES                                 | 900099        | 872,727     | 872,727     |         |           |
| <b>c</b> LATE FEES   | 900099        | 794,438     | 794,438     |         |           |
| <b>d</b> All other revenue . . . . .                                   |               | 3,155,553   | 2,462,565   | 692,988 |           |
| <b>e Total.</b> Add lines 11a-11d . . . . .                            |               | 8,082,718   |             |         |           |
| <b>12 Total revenue.</b> See instructions . . . . .                    |               | 128,711,883 | 126,394,688 | 692,988 | 3,186,189 |

**Part IX Statement of Functional Expenses**

Section 501(c)(3) and 501(c)(4) organizations must complete all columns. All other organizations must complete column (A).  
 Check if Schedule O contains a response or note to any line in this Part IX

| <b>Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.</b>  | <b>(A)</b><br>Total expenses | <b>(B)</b><br>Program service expenses | <b>(C)</b><br>Management and general expenses | <b>(D)</b><br>Fundraising expenses |
|--|------------------------------|--|---|------------------------------------|
| <b>1</b> Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21  | 693,595                      |  |   |                                    |
| <b>2</b> Grants and other assistance to domestic individuals. See Part IV, line 22   |                              |  |   |                                    |
| <b>3</b> Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16.   |                              |  |   |                                    |
| <b>4</b> Benefits paid to or for members   |                              |  |   |                                    |
| <b>5</b> Compensation of current officers, directors, trustees, and key employees  | 5,113,780                    |  |   |                                    |
| <b>6</b> Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)   |                              |  |   |                                    |
| <b>7</b> Other salaries and wages  | 48,285,079                   |  |   |                                    |
| <b>8</b> Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)  | 6,516,950                    |  |   |                                    |
| <b>9</b> Other employee benefits   | 7,719,397                    |  |   |                                    |
| <b>10</b> Payroll taxes  | 3,672,919                    |  |   |                                    |
| <b>11</b> Fees for services (non-employees):   |                              |  |   |                                    |
| <b>a</b> Management  |                              |  |   |                                    |
| <b>b</b> Legal   | 3,622,184                    |  |   |                                    |
| <b>c</b> Accounting  | 388,940                      |  |   |                                    |
| <b>d</b> Lobbying  | 311,042                      |  |   |                                    |
| <b>e</b> Professional fundraising services. See Part IV, line 17   |                              |  |   |                                    |
| <b>f</b> Investment management fees  |                              |  |   |                                    |
| <b>g</b> Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O)  | 3,362,774                    |  |   |                                    |
| <b>12</b> Advertising and promotion  | 180,865                      |  |   |                                    |
| <b>13</b> Office expenses  | 2,049,641                    |  |   |                                    |
| <b>14</b> Information technology   | 5,736,491                    |  |   |                                    |
| <b>15</b> Royalties  |                              |  |   |                                    |
| <b>16</b> Occupancy  | 16,404,726                   |  |   |                                    |
| <b>17</b> Travel   | 2,446,619                    |  |   |                                    |
| <b>18</b> Payments of travel or entertainment expenses for any federal, state, or local public officials   |                              |  |   |                                    |
| <b>19</b> Conferences, conventions, and meetings   | 312,389                      |  |   |                                    |
| <b>20</b> Interest   |                              |  |   |                                    |
| <b>21</b> Payments to affiliates   |                              |  |   |                                    |
| <b>22</b> Depreciation, depletion, and amortization  | 2,999,442                    |  |   |                                    |
| <b>23</b> Insurance  | 747,798                      |  |   |                                    |
| <b>24</b> Other expenses. Itemize expenses not covered above (List miscellaneous expenses in line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.)  |                              |  |   |                                    |
| <b>a</b> PUBLICATIONS EXPENSE  | 435,186                      |  |   |                                    |
| <b>b</b> AWARD SHOW EXPENSES   | 6,491,264                    |  |   |                                    |
| <b>c</b> PRINTING & POSTAGE  | 2,863,851                    |  |   |                                    |
| <b>d</b> CREDIT CARD FEES  | 1,498,933                    |  |   |                                    |
| <b>e</b> All other expenses  | 2,838,881                    |  |   |                                    |
| <b>25</b> <b>Total functional expenses.</b> Add lines 1 through 24e  | 124,692,746                  |  |   |                                    |
| <b>26</b> <b>Joint costs.</b> Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here <input type="checkbox"/> if following SOP 98-2 (ASC 958-720). |                              |  |   |                                    |

**Part X Balance Sheet**

Check if Schedule O contains a response or note to any line in this Part IX

|   |  | (A)<br>Beginning of year |             | (B)<br>End of year |
|---|--|--------------------------|-------------|--------------------|
| <b>Assets</b>   | <b>1</b> Cash-non-interest-bearing . . . . .   | 73,910,590               | <b>1</b>    | 79,386,024         |
|   | <b>2</b> Savings and temporary cash investments  |                          | <b>2</b>    |                    |
|   | <b>3</b> Pledges and grants receivable, net . . . . .  |                          | <b>3</b>    |                    |
|   | <b>4</b> Accounts receivable, net . . . . .  | 2,020,031                | <b>4</b>    | 593,508            |
|   | <b>5</b> Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons  |                          | <b>5</b>    |                    |
|   | <b>6</b> Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)   |                          | <b>6</b>    |                    |
|   | <b>7</b> Notes and loans receivable, net . . . . .   |                          | <b>7</b>    |                    |
|   | <b>8</b> Inventories for sale or use . . . . .   |                          | <b>8</b>    |                    |
|   | <b>9</b> Prepaid expenses and deferred charges . . . . .   | 2,790,380                | <b>9</b>    | 3,151,167          |
|   | <b>10a</b> Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D   | 40,637,892               |             |                    |
|   | <b>b</b> Less: accumulated depreciation  | 29,915,768               |             |                    |
|   | <b>11</b> Investments—publicly traded securities . . . . .   | 11,427,993               | <b>10c</b>  | 10,722,124         |
|   | <b>12</b> Investments—other securities. See Part IV, line 11 . . . . .   | 20,940,782               | <b>11</b>   | 19,967,076         |
|   | <b>13</b> Investments—program-related. See Part IV, line 11 . . . . .  | 2,084,651                | <b>12</b>   | 3,098,032          |
|   | <b>14</b> Intangible assets . . . . .  |                          | <b>13</b>   |                    |
|   | <b>15</b> Other assets. See Part IV, line 11   |                          | <b>14</b>   |                    |
| <b>16 Total assets:</b> Add lines 1 through 15 (must equal line 34) . . . . . | 215,870,371  | <b>15</b>                | 285,702,402 |                    |
|   | 329,044,798  | <b>16</b>                | 402,620,333 |                    |
| <b>Liabilities</b>  | <b>17</b> Accounts payable and accrued expenses . . . . .  | 18,875,581               | <b>17</b>   | 21,314,580         |
|   | <b>18</b> Grants payable . . . . .   |                          | <b>18</b>   |                    |
|   | <b>19</b> Deferred revenue . . . . .   | 9,152,857                | <b>19</b>   | 8,556,688          |
|   | <b>20</b> Tax-exempt bond liabilities . . . . .  |                          | <b>20</b>   |                    |
|   | <b>21</b> Escrow or custodial account liability. Complete Part IV of Schedule D  | 214,840,267              | <b>21</b>   | 215,599,007        |
|   | <b>22</b> Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons |                          | <b>22</b>   |                    |
|   | <b>23</b> Secured mortgages and notes payable to unrelated third parties . . . . .   |                          | <b>23</b>   |                    |
|   | <b>24</b> Unsecured notes and loans payable to unrelated third parties . . . . .   |                          | <b>24</b>   |                    |
|   | <b>25</b> Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17 - 24). Complete Part X of Schedule D                                    | 11,784,740               | <b>25</b>   | 79,416,378         |
|   | <b>26 Total liabilities.</b> Add lines 17 through 25 . . . . .   | 254,653,445              | <b>26</b>   | 324,886,653        |
| <b>Net Assets or Fund Balances</b>  | <b>Organizations that follow FASB ASC 958, check here <input checked="" type="checkbox"/> and complete lines 27, 28, 32, and 33.</b>   |                          |             |                    |
|   | <b>27</b> Net assets without donor restrictions . . . . .  | 74,391,353               | <b>27</b>   | 77,733,680         |
|   | <b>28</b> Net assets with donor restrictions   |                          | <b>28</b>   |                    |
|   | <b>Organizations that do not follow FASB ASC 958, check here <input type="checkbox"/> and complete lines 29 through 33.</b>  |                          |             |                    |
|   | <b>29</b> Capital stock or trust principal, or current funds . . . . .   |                          | <b>29</b>   |                    |
|   | <b>30</b> Paid-in or capital surplus, or land, building or equipment fund . . . . .  |                          | <b>30</b>   |                    |
|   | <b>31</b> Retained earnings, endowment, accumulated income, or other funds   |                          | <b>31</b>   |                    |
|   | <b>32</b> Total net assets or fund balances  | 74,391,353               | <b>32</b>   | 77,733,680         |
| <b>33</b> Total liabilities and net assets/fund balances                      | 329,044,798  | <b>33</b>                | 402,620,333 |                    |

**Part XI Reconciliation of Net Assets**

Check if Schedule O contains a response or note to any line in this Part XI

|           |  |           |             |
|-----------|--|-----------|-------------|
| <b>1</b>  | Total revenue (must equal Part VIII, column (A), line 12)  | <b>1</b>  | 128,711,883 |
| <b>2</b>  | Total expenses (must equal Part IX, column (A), line 25)   | <b>2</b>  | 124,692,746 |
| <b>3</b>  | Revenue less expenses. Subtract line 2 from line 1   | <b>3</b>  | 4,019,137   |
| <b>4</b>  | Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))                      | <b>4</b>  | 74,391,353  |
| <b>5</b>  | Net unrealized gains (losses) on investments   | <b>5</b>  | -676,810    |
| <b>6</b>  | Donated services and use of facilities   | <b>6</b>  |             |
| <b>7</b>  | Investment expenses  | <b>7</b>  |             |
| <b>8</b>  | Prior period adjustments   | <b>8</b>  |             |
| <b>9</b>  | Other changes in net assets or fund balances (explain in Schedule O)   | <b>9</b>  | 0           |
| <b>10</b> | Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 33, column (A)) | <b>10</b> | 77,733,680  |

**Part XII Financial Statements and Reporting**

Check if Schedule O contains a response or note to any line in this Part XII

|           |   | Yes | No |
|-----------|---|-----|----|
| <b>1</b>  | Accounting method used to prepare the Form 990: <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> Other _____<br>If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O.   |     |    |
| <b>2a</b> | Were the organization's financial statements compiled or reviewed by an independent accountant?<br>If 'Yes,' check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both:<br><input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis |     | No |
| <b>2b</b> | Were the organization's financial statements audited by an independent accountant?<br>If 'Yes,' check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both:<br><input type="checkbox"/> Separate basis <input checked="" type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis                | Yes |    |
| <b>2c</b> | If "Yes," to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant?<br>If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O.  | Yes |    |
| <b>3a</b> | As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?  |     | No |
| <b>3b</b> | If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits.   |     |    |

**Additional Data**

**Return to Form**

**Software ID:**

**Software Version:**

**Form 990, Special Condition Description:**

**Special Condition Description**

2019

Open to Public Inspection

SCHEDULE C (Form 990 or 990-EZ)

Political Campaign and Lobbying Activities

For Organizations Exempt From Income Tax Under section 501(c) and section 527

Complete if the organization is described below. Attach to Form 990 or Form 990-EZ. Go to www.irs.gov/Form990 for instructions and the latest information.

Department of the Treasury Internal Revenue Service

If the organization answered "Yes" on Form 990, Part IV, Line 3, or Form 990-EZ, Part V, line 46 (Political Campaign Activities), then

- Section 501(c)(3) organizations: Complete Parts I-A and B. Do not complete Part I-C.
Section 501(c) (other than section 501(c)(3)) organizations: Complete Parts I-A and C below. Do not complete Part I-B.
Section 527 organizations: Complete Part I-A only.

If the organization answered "Yes" on Form 990, Part IV, Line 4, or Form 990-EZ, Part VI, line 47 (Lobbying Activities), then

- Section 501(c)(3) organizations that have filed Form 5768 (election under section 501(h)): Complete Part II-A. Do not complete Part II-B.
Section 501(c)(3) organizations that have NOT filed Form 5768 (election under section 501(h)): Complete Part II-B. Do not complete Part II-A.

If the organization answered "Yes" on Form 990, Part IV, Line 5 (Proxy Tax) (see separate instructions) or Form 990-EZ, Part V, line 35c (Proxy Tax) (see separate instructions), then

- Section 501(c)(4), (5), or (6) organizations: Complete Part III.

Name of the organization SCREEN ACTORS GUILD-AMERICAN FEDERATION OF TELEVISION AND RADIO ARTISTS

Employer identification number

45-4931719

Part I-A Complete if the organization is exempt under section 501(c) or is a section 527 organization.

- 1 Provide a description of the organization's direct and indirect political campaign activities in Part IV (see instructions for definition of "political campaign activities")
2 Political campaign activity expenditures (see instructions)
3 Volunteer hours for political campaign activities (see instructions)

Part I-B Complete if the organization is exempt under section 501(c)(3).

- 1 Enter the amount of any excise tax incurred by the organization under section 4955
2 Enter the amount of any excise tax incurred by organization managers under section 4955
3 If the organization incurred a section 4955 tax, did it file Form 4720 for this year?
4a Was a correction made?
b If "Yes," describe in Part IV.

Part I-C Complete if the organization is exempt under section 501(c), except section 501(c)(3).

- 1 Enter the amount directly expended by the filing organization for section 527 exempt function activities
2 Enter the amount of the filing organization's funds contributed to other organizations for section 527 exempt function activities
3 Total exempt function expenditures. Add lines 1 and 2. Enter here and on Form 1120-POL, line 17b.
4 Did the filing organization file Form 1120-POL for this year?
5 Enter the names, addresses and employer identification number (EIN) of all section 527 political organizations to which the filing organization made payments.

Table with 5 columns: (a) Name, (b) Address, (c) EIN, (d) Amount paid from filing organization's funds, (e) Amount of political contributions received and promptly and directly delivered to a separate political organization. Rows 1-6.

**Part II-A Complete if the organization is exempt under section 501(c)(3) and filed Form 5768 (election under section 501(h)).**

- A** Check  if the filing organization belongs to an affiliated group (and list in Part IV each affiliated group member's name, address, EIN, expenses, and share of excess lobbying expenditures).
- B** Check  if the filing organization checked box A and "limited control" provisions apply.

| <b>Limits on Lobbying Expenditures</b><br><b>(The term "expenditures" means amounts paid or incurred.)</b>   | <b>(a)</b> Filing organization's totals                  | <b>(b)</b> Affiliated group totals |                    |                               |   |  |   |  |  |   |                   |              |  |  |
|--|--|------------------------------------|--------------------|-------------------------------|---|--|---|--|--|---|-------------------|--------------|--|--|
| <b>1a</b> Total lobbying expenditures to influence public opinion (grass roots lobbying) .....   |  |                                    |                    |                               |   |  |   |  |  |   |                   |              |  |  |
| <b>b</b> Total lobbying expenditures to influence a legislative body (direct lobbying) .....   |  |                                    |                    |                               |   |  |   |  |  |   |                   |              |  |  |
| <b>c</b> Total lobbying expenditures (add lines 1a and 1b) .....   |  |                                    |                    |                               |   |  |   |  |  |   |                   |              |  |  |
| <b>d</b> Other exempt purpose expenditures .....   |  |                                    |                    |                               |   |  |   |  |  |   |                   |              |  |  |
| <b>e</b> Total exempt purpose expenditures (add lines 1c and 1d) .....   |  |                                    |                    |                               |   |  |   |  |  |   |                   |              |  |  |
| <b>f</b> Lobbying nontaxable amount. Enter the amount from the following table in both columns.  |  |                                    |                    |                               |   |  |   |  |  |   |                   |              |  |  |
| <table border="1" style="width:100%; border-collapse: collapse;"> <thead> <tr> <th style="width:35%; text-align: left;">If the amount on line 1e, column (a) or (b) is:</th> <th style="width:65%; text-align: left;">The lobbying nontaxable amount is:</th> </tr> </thead> <tbody> <tr> <td>Not over \$500,000</td> <td>20% of the amount on line 1e.</td> </tr> <tr> <td>Over \$500,000 but not over \$1,000,000</td> <td>\$100,000 plus 15% of the excess over \$500,000.</td> </tr> <tr> <td>Over \$1,000,000 but not over \$1,500,000</td> <td>\$175,000 plus 10% of the excess over \$1,000,000.</td> </tr> <tr> <td>Over \$1,500,000 but not over \$17,000,000</td> <td>\$225,000 plus 5% of the excess over \$1,500,000.</td> </tr> <tr> <td>Over \$17,000,000</td> <td>\$1,000,000.</td> </tr> </tbody> </table> | If the amount on line 1e, column (a) or (b) is:          | The lobbying nontaxable amount is: | Not over \$500,000 | 20% of the amount on line 1e. | Over \$500,000 but not over \$1,000,000 | \$100,000 plus 15% of the excess over \$500,000. | Over \$1,000,000 but not over \$1,500,000 | \$175,000 plus 10% of the excess over \$1,000,000. | Over \$1,500,000 but not over \$17,000,000 | \$225,000 plus 5% of the excess over \$1,500,000. | Over \$17,000,000 | \$1,000,000. |  |  |
| If the amount on line 1e, column (a) or (b) is:  | The lobbying nontaxable amount is:                       |                                    |                    |                               |   |  |   |  |  |   |                   |              |  |  |
| Not over \$500,000   | 20% of the amount on line 1e.                            |                                    |                    |                               |   |  |   |  |  |   |                   |              |  |  |
| Over \$500,000 but not over \$1,000,000  | \$100,000 plus 15% of the excess over \$500,000.         |                                    |                    |                               |   |  |   |  |  |   |                   |              |  |  |
| Over \$1,000,000 but not over \$1,500,000  | \$175,000 plus 10% of the excess over \$1,000,000.       |                                    |                    |                               |   |  |   |  |  |   |                   |              |  |  |
| Over \$1,500,000 but not over \$17,000,000   | \$225,000 plus 5% of the excess over \$1,500,000.        |                                    |                    |                               |   |  |   |  |  |   |                   |              |  |  |
| Over \$17,000,000  | \$1,000,000.   |                                    |                    |                               |   |  |   |  |  |   |                   |              |  |  |
| <b>g</b> Grassroots nontaxable amount (enter 25% of line 1f) .....   |  |                                    |                    |                               |   |  |   |  |  |   |                   |              |  |  |
| <b>h</b> Subtract line 1g from line 1a. If zero or less, enter -0- .....   |  |                                    |                    |                               |   |  |   |  |  |   |                   |              |  |  |
| <b>i</b> Subtract line 1f from line 1c. If zero or less, enter -0- .....   |  |                                    |                    |                               |   |  |   |  |  |   |                   |              |  |  |
| <b>j</b> If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting section 4911 tax for this year? .....   | <input type="checkbox"/> Yes <input type="checkbox"/> No |                                    |                    |                               |   |  |   |  |  |   |                   |              |  |  |

**4-Year Averaging Period Under Section 501(h)**  
**(Some organizations that made a section 501(h) election do not have to complete all of the five columns below. See the separate instructions for lines 2a through 2f.)**

| <b>Lobbying Expenditures During 4-Year Averaging Period</b>      |          |          |          |          |           |
|--|----------|----------|----------|----------|-----------|
| Calendar year (or fiscal year beginning in)                      | (a) 2016 | (b) 2017 | (c) 2018 | (d) 2019 | (e) Total |
| <b>2a</b> Lobbying nontaxable amount                             |          |          |          |          |           |
| <b>b</b> Lobbying ceiling amount (150% of line 2a, column(e))    |          |          |          |          |           |
| <b>c</b> Total lobbying expenditures                             |          |          |          |          |           |
| <b>d</b> Grassroots nontaxable amount                            |          |          |          |          |           |
| <b>e</b> Grassroots ceiling amount (150% of line 2d, column (e)) |          |          |          |          |           |
| <b>f</b> Grassroots lobbying expenditures                        |          |          |          |          |           |

**Part II-B Complete if the organization is exempt under section 501(c)(3) and has NOT filed Form 5768 (election under section 501(h)).**

For each "Yes" response on lines 1a through 1i below, provide in Part IV a detailed description of the lobbying activity.

|  | (a) |    | (b)    |
|--|-----|----|--------|
|  | Yes | No | Amount |
| <b>1</b> During the year, did the filing organization attempt to influence foreign, national, state or local legislation, including any attempt to influence public opinion on a legislative matter or referendum, through the use of: |     |    |        |
| <b>a</b> Volunteers? .....   |     |    |        |
| <b>b</b> Paid staff or management (include compensation in expenses reported on lines 1c through 1i)? .....  |     |    |        |
| <b>c</b> Media advertisements? .....   |     |    |        |
| <b>d</b> Mailings to members, legislators, or the public? .....  |     |    |        |
| <b>e</b> Publications, or published or broadcast statements? .....   |     |    |        |
| <b>f</b> Grants to other organizations for lobbying purposes? .....  |     |    |        |
| <b>g</b> Direct contact with legislators, their staffs, government officials, or a legislative body? .....   |     |    |        |
| <b>h</b> Rallies, demonstrations, seminars, conventions, speeches, lectures, or any similar means? .....   |     |    |        |
| <b>i</b> Other activities? .....   |     |    |        |
| <b>j</b> Total. Add lines 1c through 1i .....  |     |    |        |
| <b>2a</b> Did the activities in line 1 cause the organization to be not described in section 501(c)(3)? .....  |     |    |        |
| <b>b</b> If "Yes," enter the amount of any tax incurred under section 4912 .....   |     |    |        |
| <b>c</b> If "Yes," enter the amount of any tax incurred by organization managers under section 4912 .....  |     |    |        |
| <b>d</b> If the filing organization incurred a section 4912 tax, did it file Form 4720 for this year? .....  |     |    |        |

**Part III-A Complete if the organization is exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6).**

|  | Yes          | No |
|--|--------------|----|
| <b>1</b> Were substantially all (90% or more) dues received nondeductible by members? .....                      | <b>1</b> Yes |    |
| <b>2</b> Did the organization make only in-house lobbying expenditures of \$2,000 or less? .....                 | <b>2</b>     | No |
| <b>3</b> Did the organization agree to carry over lobbying and political expenditures from the prior year? ..... | <b>3</b>     | No |

**Part III-B Complete if the organization is exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6) and if either (a) BOTH Part III-A, lines 1 and 2, are answered "No" OR (b) Part III-A, line 3, is answered "Yes."**

|   |           |  |
|---|-----------|--|
| <b>1</b> Dues, assessments and similar amounts from members .....   | <b>1</b>  |  |
| <b>2</b> Section 162(e) nondeductible lobbying and political expenditures ( <b>do not include amounts of political expenses for which the section 527(f) tax was paid</b> ).  |           |  |
| <b>a</b> Current year .....   | <b>2a</b> |  |
| <b>b</b> Carryover from last year .....   | <b>2b</b> |  |
| <b>c</b> Total .....  | <b>2c</b> |  |
| <b>3</b> Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues .  | <b>3</b>  |  |
| <b>4</b> If notices were sent and the amount on line 2c exceeds the amount on line 3, what portion of the excess does the organization agree to carryover to the reasonable estimate of nondeductible lobbying and political expenditure next year? ..... | <b>4</b>  |  |
| <b>5</b> Taxable amount of lobbying and political expenditures (see instructions) .....   | <b>5</b>  |  |

**Part IV Supplemental Information**

Provide the descriptions required for Part I-A, line 1; Part I-B, line 4; Part I-C, line 5; Part II-A (affiliated group list); Part II-A, lines 1 and 2 (see instructions), and Part II-B, line 1. Also, complete this part for any additional information.

| Return Reference | Explanation |
|------------------|-------------|
|                  |             |

**Additional Data**

**Return to Form**

**Software ID:**  
**Software Version:**

Supplemental Financial Statements

2019

Open to Public Inspection

Complete if the organization answered "Yes," on Form 990, Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b.

Attach to Form 990.

Go to www.irs.gov/Form990 for instructions and the latest information.

Department of the Treasury Internal Revenue Service

Name of the organization SCREEN ACTORS GUILD-AMERICAN FEDERATION OF TELEVISION AND RADIO ARTISTS

Employer identification number

45-4931719

Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts.

Complete if the organization answered "Yes" on Form 990, Part IV, line 6.

Table with 2 columns: (a) Donor advised funds, (b) Funds and other accounts. Rows include total number at end of year, aggregate value of contributions, grants, and end of year, and two yes/no questions about donor information.

Part II Conservation Easements.

Complete if the organization answered "Yes" on Form 990, Part IV, line 7.

Form for Part II Conservation Easements. Includes checkboxes for various purposes (land for public use, natural habitat, etc.), a table for 'Held at the End of the Year' with rows 2a-2d, and several text-based questions about monitoring and reporting.

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets.

Complete if the organization answered "Yes" on Form 990, Part IV, line 8.

Form for Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets. Includes questions about reporting and amounts for revenue and assets.

**Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets** (continued)

- 3** Using the organization's acquisition, accession, and other records, check any of the following that are a significant use of its collection items (check all that apply):
- a**  Public exhibition
  - b**  Scholarly research
  - c**  Preservation for future generations
  - d**  Loan or exchange programs
  - e**  Other .....
- 4** Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII.
- 5** During the year, did the organization solicit or receive donations of art, historical treasures or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? . . .  **Yes**  **No**

**Part IV Escrow and Custodial Arrangements.**

Complete if the organization answered "Yes" on Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21.

- 1a** Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X? . . . . .  **Yes**  **No**
- b** If "Yes," explain the arrangement in Part XIII and complete the following table:
- |  | Amount    |
|--|-----------|
| <b>c</b> Beginning balance . . . . .             | <b>1c</b> |
| <b>d</b> Additions during the year . . . . .     | <b>1d</b> |
| <b>e</b> Distributions during the year . . . . . | <b>1e</b> |
| <b>f</b> Ending balance . . . . .                | <b>1f</b> |
- 2a** Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability?  **Yes**  **No**
- b** If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided in Part XIII . . . .

**Part V Endowment Funds.**

Complete if the organization answered "Yes" on Form 990, Part IV, line 10.

|   | (a) Current year | (b) Prior year | (c) Two years back | (d) Three years back | (e) Four years back |
|---|------------------|----------------|--------------------|----------------------|---------------------|
| <b>1a</b> Beginning of year balance . . . . .                     |                  |                |                    |                      |                     |
| <b>b</b> Contributions . . . . .                                  |                  |                |                    |                      |                     |
| <b>c</b> Net investment earnings, gains, and losses               |                  |                |                    |                      |                     |
| <b>d</b> Grants or scholarships . . . . .                         |                  |                |                    |                      |                     |
| <b>e</b> Other expenditures for facilities and programs . . . . . |                  |                |                    |                      |                     |
| <b>f</b> Administrative expenses . . . . .                        |                  |                |                    |                      |                     |
| <b>g</b> End of year balance . . . . .                            |                  |                |                    |                      |                     |

**2** Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:

- a** Board designated or quasi-endowment ▶ .....
  - b** Permanent endowment ▶ .....
  - c** Temporarily restricted endowment ▶ .....
- The percentages on lines 2a, 2b, and 2c should equal 100%.

**3a** Are there endowment funds not in the possession of the organization that are held and administered for the organization by:

- (i)** unrelated organizations . . . . .
- (ii)** related organizations . . . . .

|               | Yes | No |
|---------------|-----|----|
| <b>3a(i)</b>  |     |    |
| <b>3a(ii)</b> |     |    |
| <b>3b</b>     |     |    |

**b** If "Yes" on 3a(ii), are the related organizations listed as required on Schedule R? . . . . .

**4** Describe in Part XIII the intended uses of the organization's endowment funds.

**Part VI Land, Buildings, and Equipment.**

Complete if the organization answered "Yes" on Form 990, Part IV, line 11a. See Form 990, Part X, line 10.

| Description of property  | (a) Cost or other basis (investment) | (b) Cost or other basis (other) | (c) Accumulated depreciation | (d) Book value |
|--|--------------------------------------|---------------------------------|------------------------------|----------------|
| <b>1a</b> Land . . . . .   |                                      | 112,942                         |                              | 112,942        |
| <b>b</b> Buildings . . . . .   |                                      |                                 |                              |                |
| <b>c</b> Leasehold improvements  |                                      | 14,004,376                      | 9,526,099                    | 4,478,277      |
| <b>d</b> Equipment . . . . .   |                                      | 26,520,574                      | 20,389,669                   | 6,130,905      |
| <b>e</b> Other . . . . .   |                                      |                                 |                              |                |
| <b>Total.</b> Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10(c).) . . . ▶ |                                      |                                 |                              | 10,722,124     |

**Part VII Investments—Other Securities.**

Complete if the organization answered "Yes" on Form 990, Part IV, line 11b. See Form 990, Part X, line 12.

| (a) Description of security or category<br>(including name of security)   | (b) Book value | (c) Method of valuation:<br>Cost or end-of-year market value |
|---|----------------|--|
| (1) Financial derivatives . . . . .                                       |                |  |
| (2) Closely-held equity interests . . . . .                               |                |  |
| (3) Other _____   |                |  |
| (B)   |                |  |
| (C)   |                |  |
| (D)   |                |  |
| (E)   |                |  |
| (F)   |                |  |
| (G)   |                |  |
| (H)   |                |  |
| (I)   |                |  |
| <b>Total.</b> (Column (b) must equal Form 990, Part X, col. (B) line 12.) |                |  |

**Part VIII Investments—Program Related.**

Complete if the organization answered 'Yes' on Form 990, Part IV, line 11c. See Form 990, Part X, line 13.

| (a) Description of investment  | (b) Book value | (c) Method of valuation:<br>Cost or end-of-year market value |
|--|----------------|--|
| (2)  |                |  |
| (3)  |                |  |
| (4)  |                |  |
| (5)  |                |  |
| (6)  |                |  |
| (7)  |                |  |
| (8)  |                |  |
| (9)  |                |  |
| (10)   |                |  |
| <b>Total.</b> (Column (b) must equal Form 990, Part X, col.(B) line 13.) |                |  |

**Part IX Other Assets.**

Complete if the organization answered 'Yes' on Form 990, Part IV, line 11d. See Form 990, Part X, line 15.

| (a) Description  | (b) Book value |
|--|----------------|
| (1) ADVANCES AND DEPOSITS  | 648,832        |
| (2) FUNDS HELD IN TRUST  | 215,599,007    |
| (3) DEFERRED RENT RECEIVABLE   | 580,971        |
| (4) RIGHT OF USE ASSETS  | 68,873,592     |
| (5)  |                |
| (6)  |                |
| (7)  |                |
| (8)  |                |
| (9)  |                |
| (10)   |                |
| <b>Total.</b> (Column (b) must equal Form 990, Part X, col.(B) line 15.) | 285,702,402    |

**Part X Other Liabilities.**

Complete if the organization answered 'Yes' on Form 990, Part IV, line 11e or 11f. See Form 990, Part X, line 25.

| 1. (a) Description of liability  | (b) Book value |
|--|----------------|
| (1) Federal income taxes   |                |
| (3)  |                |
| (4)  |                |
| (5)  |                |
| (6)  |                |
| (7)  |                |
| (8)  |                |
| (9)  |                |
| <b>Total.</b> (Column (b) must equal Form 990, Part X, col.(B) line 25.) | 79,416,378     |

**2.** Liability for uncertain tax positions. In Part XIII, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FIN 48 (ASC 740). Check here if the text of the footnote has been provided in Part XIII

**Part XI Reconciliation of Revenue per Audited Financial Statements With Revenue per Return.**

Complete if the organization answered 'Yes' on Form 990, Part IV, line 12a.

|          |  |           |             |
|----------|--|-----------|-------------|
| <b>1</b> | Total revenue, gains, and other support per audited financial statements . . . . .                       | <b>1</b>  | 127,962,423 |
| <b>2</b> | Amounts included on line 1 but not on Form 990, Part VIII, line 12:                                      |           |             |
| <b>a</b> | Net unrealized gains (losses) on investments . . . . .   | <b>2a</b> | -676,810    |
| <b>b</b> | Donated services and use of facilities . . . . .   | <b>2b</b> |             |
| <b>c</b> | Recoveries of prior year grants . . . . .  | <b>2c</b> |             |
| <b>d</b> | Other (Describe in Part XIII.) . . . . .   | <b>2d</b> |             |
| <b>e</b> | Add lines <b>2a</b> through <b>2d</b> . . . . .  | <b>2e</b> | -676,810    |
| <b>3</b> | Subtract line <b>2e</b> from line <b>1</b> . . . . .   | <b>3</b>  | 128,639,233 |
| <b>4</b> | Amounts included on Form 990, Part VIII, line 12, but not on line <b>1</b> :                             |           |             |
| <b>a</b> | Investment expenses not included on Form 990, Part VIII, line 7b . . . . .                               | <b>4a</b> |             |
| <b>b</b> | Other (Describe in Part XIII.) . . . . .   | <b>4b</b> | 72,650      |
| <b>c</b> | Add lines <b>4a</b> and <b>4b</b> . . . . .  | <b>4c</b> | 72,650      |
| <b>5</b> | Total revenue. Add lines <b>3</b> and <b>4c</b> . (This must equal Form 990, Part I, line 12.) . . . . . | <b>5</b>  | 128,711,883 |

**Part XII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return.**

Complete if the organization answered 'Yes' on Form 990, Part IV, line 12a.

|          |   |           |             |
|----------|---|-----------|-------------|
| <b>1</b> | Total expenses and losses per audited financial statements . . . . .                                      | <b>1</b>  | 124,620,096 |
| <b>2</b> | Amounts included on line 1 but not on Form 990, Part IX, line 25:   |           |             |
| <b>a</b> | Donated services and use of facilities . . . . .  | <b>2a</b> |             |
| <b>b</b> | Prior year adjustments . . . . .  | <b>2b</b> |             |
| <b>c</b> | Other losses . . . . .  | <b>2c</b> |             |
| <b>d</b> | Other (Describe in Part XIII.) . . . . .  | <b>2d</b> |             |
| <b>e</b> | Add lines <b>2a</b> through <b>2d</b> . . . . .   | <b>2e</b> | 0           |
| <b>3</b> | Subtract line <b>2e</b> from line <b>1</b> . . . . .  | <b>3</b>  | 124,620,096 |
| <b>4</b> | Amounts included on Form 990, Part IX, line 25, but not on line <b>1</b> :                                |           |             |
| <b>a</b> | Investment expenses not included on Form 990, Part VIII, line 7b . . . . .                                | <b>4a</b> |             |
| <b>b</b> | Other (Describe in Part XIII.) . . . . .  | <b>4b</b> | 72,650      |
| <b>c</b> | Add lines <b>4a</b> and <b>4b</b> . . . . .   | <b>4c</b> | 72,650      |
| <b>5</b> | Total expenses. Add lines <b>3</b> and <b>4c</b> . (This must equal Form 990, Part I, line 18.) . . . . . | <b>5</b>  | 124,692,746 |

**Part XIII Supplemental Information**

Provide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a and 4; Part IV, lines 1b and 2b; Part V, line 4; Part X, line 2; Part XI, lines 2d and 4b; and Part XII, lines 2d and 4b. Also complete this part to provide any additional information.

| Return Reference                       | Explanation   |
|--|---|
| PART IV, LINE 2B:                      | PRODUCERS' PRODUCTION AND RESIDUAL DEPOSITS ARE HELD IN TRUST TO ENSURE PAYMENT OF PERFORMERS SALARIES AND RESIDUALS. PERFORMERS' RESIDUAL PAYMENTS, SETTLEMENTS AND FOREIGN ROYALTIES ARE HELD IN TRUST PENDING DISTRIBUTION TO PERFORMERS.  |
| PART X, LINE 2:                        | THE UNION IS INTENDED TO QUALIFY PURSUANT TO SECTION 501(C)(5) OF THE INTERNAL REVENUE CODE, AND ACCORDINGLY, THE UNION'S NET CHANGE IN UNRESTRICTED ASSETS IS EXEMPT FROM INCOME TAXES. MANAGEMENT BELIEVES THAT UNION CONTINUES TO QUALIFY AND TO OPERATE IN ACCORDANCE WITH APPLICABLE PROVISIONS OF THE INTERNAL REVENUE CODE. ACCOUNTING PRINCIPLES GENERALLY ACCEPTED IN THE UNITED STATES OF AMERICA REQUIRE UNION MANAGEMENT TO EVALUATE TAX POSITIONS TAKEN BY THE UNION AND RECOGNIZE A TAX LIABILITY (OR ASSET) IF THE UNION HAS TAKEN AN UNCERTAIN POSITION THAT MORE LIKELY THAN NOT WOULD NOT BE SUSTAINED UPON EXAMINATION BY THE INTERNAL REVENUE SERVICE. UNION MANAGEMENT HAS ANALYZED THE TAX POSITIONS BY THE UNION, AND HAS CONCLUDED THAT AS OF APRIL 30, 2020, THERE ARE NO UNCERTAIN POSITIONS TAKEN OR EXPECTED TO BE TAKEN THAT WOULD REQUIRE RECOGNITION OF A LIABILITY (OR ASSET) OR DISCLOSURE IN THE FINANCIAL STATEMENTS. THE TAX YEARS THAT REMAIN SUBJECT TO EXAMINATION BY THE IRS ARE THE YEARS ENDED APRIL 30, 2017 THROUGH APRIL 30, 2020 AND BY THE CALIFORNIA FRANCHISE TAX BOARD ARE THE YEARS ENDED APRIL 30, 2016 THROUGH APRIL 30, 2020. THE UNION IS SUBJECT TO ROUTINE AUDITS BY TAXING JURISDICTIONS; HOWEVER, THERE ARE CURRENTLY NO AUDITS FOR ANY TAX PERIODS IN PROGRESS. |
| PART XI, LINE 4B - OTHER ADJUSTMENTS:  | CONVENTION INCOME NETTED IN EXPENSE 72,650.   |
| PART XII, LINE 4B - OTHER ADJUSTMENTS: | CONVENTION INCOME NETTED IN EXPENSE 72,650.   |

**Additional Data**

[Return to Form](#)

**Software ID:**  
**Software Version:**

**SCHEDULE F  
(Form 990)**

**Statement of Activities Outside the United States**

OMB No. 1545-0047

▶ **Complete if the organization answered "Yes" to Form 990, Part IV, line 14b, 15, or 16.**  
 ▶ **Attach to Form 990.**  
 ▶ **Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for instructions and the latest information.**

**2019**

**Open to Public Inspection**

Department of the Treasury  
Internal Revenue Service

Name of the organization  
SCREEN ACTORS GUILD-AMERICAN FEDERATION  
OF TELEVISION AND RADIO ARTISTS

**Employer identification number**  
45-4931719

**Part I General Information on Activities Outside the United States.** Complete if the organization answered "Yes" on Form 990, Part IV, line 14b.

- 1 For grantmakers.** Does the organization maintain records to substantiate the amount of its grants and other assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? . . . . .  **Yes**  **No**
- 2 For grantmakers.** Describe in Part V the organization's procedures for monitoring the use of its grants and other assistance outside the United States.

**3** Activities per Region. (The following Part I, line 3 table can be duplicated if additional space is needed.)

| (a) Region  | (b) Number of offices in the region | (c) Number of employees, agents, and independent contractors in the region | (d) Activities conducted in region (by type) (such as, fundraising, program services, investments, grants to recipients located in the region) | (e) If activity listed in (d) is a program service, describe specific type of service(s) in the region | (f) Total expenditures for and investments in the region |
|---|-------------------------------------|--|--|--|--|
| (1) CENTRAL AMERICA AND THE CARIBBEAN - ANTIGUA & BARBUDA, ARUBA, BAHAMAS,      | 0                                   | 0  | INVESTMENTS  | N/A  | 7,776,075  |
| (2) EUROPE (INCLUDING ICELAND & GREENLAND) - ALBANIA, ANDORRA, AUSTRIA, BELGIUM | 0                                   | 0  | PROGRAM SERVICES   | MEMBER SERVICES  | 268,581  |
| (3) NORTH AMERICA - CANADA AND MEXICO, BUT NOT THE UNITED STATES                | 0                                   | 0  | PROGRAM SERVICES   | MEMBER SERVICES  | 1,111  |
| (4)   |                                     |  |  |  |  |
| (5)   |                                     |  |  |  |  |
| (6)   |                                     |  |  |  |  |
| (7)   |                                     |  |  |  |  |
| (8)   |                                     |  |  |  |  |
| (9)   |                                     |  |  |  |  |
| (10)  |                                     |  |  |  |  |
| (11)  |                                     |  |  |  |  |
| (12)  |                                     |  |  |  |  |
| (13)  |                                     |  |  |  |  |
| (14)  |                                     |  |  |  |  |
| (15)  |                                     |  |  |  |  |
| (16)  |                                     |  |  |  |  |
| (17)  |                                     |  |  |  |  |
| <b>3a</b> Sub-total . . . . .   | 0                                   | 0  |  |  | 8,045,767  |
| <b>b</b> Total from continuation sheets to Part I . . . . .                     | 0                                   | 0  |  |  | 0  |
| <b>c Totals</b> (add lines 3a and 3b)   | 0                                   | 0  |  |  | 8,045,767  |

**Part II Grants and Other Assistance to Organizations or Entities Outside the United States.** Complete if the organization answered "Yes" on Form 990, Part IV, line 15, for any recipient who received more than \$5,000. Part II can be duplicated if additional space is needed.

| <b>1</b> | <b>(a)</b> Name of organization | <b>(b)</b> IRS code section and EIN (if applicable) | <b>(c)</b> Region | <b>(d)</b> Purpose of grant | <b>(e)</b> Amount of cash grant | <b>(f)</b> Manner of cash disbursement | <b>(g)</b> Amount of noncash assistance | <b>(h)</b> Description of noncash assistance | <b>(i)</b> Method of valuation (book, FMV, appraisal, other) |
|----------|---------------------------------|---|-------------------|-----------------------------|---------------------------------|--|---|--|--|
| (1)      |                                 |   |                   |                             |                                 |  |   |  |  |
| (2)      |                                 |   |                   |                             |                                 |  |   |  |  |
| (3)      |                                 |   |                   |                             |                                 |  |   |  |  |
| (4)      |                                 |   |                   |                             |                                 |  |   |  |  |
| (5)      |                                 |   |                   |                             |                                 |  |   |  |  |
| (6)      |                                 |   |                   |                             |                                 |  |   |  |  |
| (7)      |                                 |   |                   |                             |                                 |  |   |  |  |
| (8)      |                                 |   |                   |                             |                                 |  |   |  |  |
| (9)      |                                 |   |                   |                             |                                 |  |   |  |  |
| (10)     |                                 |   |                   |                             |                                 |  |   |  |  |
| (11)     |                                 |   |                   |                             |                                 |  |   |  |  |
| (12)     |                                 |   |                   |                             |                                 |  |   |  |  |
| (13)     |                                 |   |                   |                             |                                 |  |   |  |  |
| (14)     |                                 |   |                   |                             |                                 |  |   |  |  |
| (15)     |                                 |   |                   |                             |                                 |  |   |  |  |
| (16)     |                                 |   |                   |                             |                                 |  |   |  |  |

2 Enter total number of recipient organizations listed above that are recognized as charities by the foreign country, recognized as tax-exempt by the IRS, or for which the grantee or counsel has provided a section 501(c)(3) equivalency letter

3 Enter total number of other organizations or entities

**Part III Grants and Other Assistance to Individuals Outside the United States.** Complete if the organization answered "Yes" on Form 990, Part IV, line 16.

Part III can be duplicated if additional space is needed.

| <b>(a)</b> Type of grant or assistance | <b>(b)</b> Region | <b>(c)</b> Number of recipients | <b>(d)</b> Amount of cash grant | <b>(e)</b> Manner of cash disbursement | <b>(f)</b> Amount of noncash assistance | <b>(g)</b> Description of noncash assistance | <b>(h)</b> Method of valuation (book, FMV, appraisal, other) |
|--|-------------------|---------------------------------|---------------------------------|--|---|--|--|
| (1)                                    |                   |                                 |                                 |  |   |  |  |
| (2)                                    |                   |                                 |                                 |  |   |  |  |
| (3)                                    |                   |                                 |                                 |  |   |  |  |
| (4)                                    |                   |                                 |                                 |  |   |  |  |
| (5)                                    |                   |                                 |                                 |  |   |  |  |
| (6)                                    |                   |                                 |                                 |  |   |  |  |
| (7)                                    |                   |                                 |                                 |  |   |  |  |
| (8)                                    |                   |                                 |                                 |  |   |  |  |
| (9)                                    |                   |                                 |                                 |  |   |  |  |
| (10)                                   |                   |                                 |                                 |  |   |  |  |
| (11)                                   |                   |                                 |                                 |  |   |  |  |
| (12)                                   |                   |                                 |                                 |  |   |  |  |
| (13)                                   |                   |                                 |                                 |  |   |  |  |
| (14)                                   |                   |                                 |                                 |  |   |  |  |
| (15)                                   |                   |                                 |                                 |  |   |  |  |
| (16)                                   |                   |                                 |                                 |  |   |  |  |
| (17)                                   |                   |                                 |                                 |  |   |  |  |
| (18)                                   |                   |                                 |                                 |  |   |  |  |

**Part IV Foreign Forms**

- 1 Was the organization a U.S. transferor of property to a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 926, Return by a U.S. Transferor of Property to a Foreign Corporation (see Instructions for Form 926)* . . . . .  Yes  No
- 2 Did the organization have an interest in a foreign trust during the tax year? *If "Yes," the organization may be required to separately file Form 3520, Annual Return to Report Transactions with Foreign Trusts and Receipt of Certain Foreign Gifts, and/or Form 3520-A, Annual Information Return of Foreign Trust With a U.S. Owner (see Instructions for Forms 3520 and 3520-A; don't file with Form 990)* . . . . .  Yes  No
- 3 Did the organization have an ownership interest in a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 5471, Information Return of U.S. Persons with Respect to Certain Foreign Corporations. (see Instructions for Form 5471)* . . . . .  Yes  No
- 4 Was the organization a direct or indirect shareholder of a passive foreign investment company or a qualified electing fund during the tax year? *If "Yes," the organization may be required to file Form 8621, Information Return by a Shareholder of a Passive Foreign Investment Company or Qualified Electing Fund. (see Instructions for Form 8621)* . . . . .  Yes  No
- 5 Did the organization have an ownership interest in a foreign partnership during the tax year? *If "Yes," the organization may be required to file Form 8865, Return of U.S. Persons with Respect to Certain Foreign Partnerships (see Instructions for Form 8865)* . . . . .  Yes  No
- 6 Did the organization have any operations in or related to any boycotting countries during the tax year? *If "Yes," the organization may be required to separately file Form 5713, International Boycott Report (see Instructions for Form 5713; don't file with Form 990).* . . . . .  Yes  No



## Additional Data

**Software ID:**

**Software Version:**

**Grants and Other Assistance to Organizations, Governments and Individuals in the United States**  
Complete if the organization answered "Yes," on Form 990, Part IV, line 21 or 22.  
▶ Attach to Form 990.  
▶ Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for the latest information.

Name of the organization  
SCREEN ACTORS GUILD-AMERICAN FEDERATION OF TELEVISION AND RADIO ARTISTS

Employer identification number  
45-4931719

**Part I General Information on Grants and Assistance**

- 1** Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance?  Yes  No
- 2** Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States.

**Part II Grants and Other Assistance to Domestic Organizations and Domestic Governments.** Complete if the organization answered "Yes" on Form 990, Part IV, line 21, for any recipient that received more than \$5,000. Part II can be duplicated if additional space is needed.

| (a) Name and address of organization or government  | (b) EIN    | (c) IRC section (if applicable) | (d) Amount of cash grant | (e) Amount of non-cash assistance | (f) Method of valuation (book, FMV, appraisal, other) | (g) Description of noncash assistance | (h) Purpose of grant or assistance |
|---|------------|---------------------------------|--------------------------|-----------------------------------|---|---------------------------------------|------------------------------------|
| (1) SAG-AFTRA FOUNDATION<br>5757 WILSHIRE BLVD PH1<br>LOS ANGELES, CA 90036                                 | 95-3967876 | 501(C)(3)                       | 438,646                  |                                   |   |                                       | GENERAL ASSISTANCE                 |
| (2) MUSICARES FOUNDATION<br>3030 OLYMPIC BLVD<br>SANTA MONICA, CA 90404                                     | 95-4470909 | 501(C)(3)                       | 22,500                   |                                   |   |                                       | GENERAL ASSISTANCE                 |
| (3) MOTION PICTURE & TV FUND<br>23388 MULHOLLAND DR<br>WOODLAND HILLS, CA 91364                             | 95-1652916 | 501(C)(3)                       | 21,045                   |                                   |   |                                       | GENERAL ASSISTANCE                 |
| (4) NATIONAL ASSOCIATION OF BLACK JOURNALISTS<br>1100 KNIGHT HALL SUITE 3100<br>COLLEGE PARK, MD 20742      | 52-1266959 | 501(C)(3)                       | 17,200                   |                                   |   |                                       | GENERAL ASSISTANCE                 |
| (5) LOS ANGELES COUNTY FEDERATION OF LABOR AFL-CIO<br>2130 W JAMES M WOOD BLVD<br>LOS ANGELES, CA 90006     | 95-2019312 | 501(C)(5)                       | 12,000                   |                                   |   |                                       | GENERAL ASSISTANCE                 |
| (6) ICG GUILD SCHOLARSHIP AND PRESERVATION FUND INC<br>2-14 50TH AVENUE PH2W<br>LONG ISLAND, NY 11101       | 90-0777065 | 501(C)(3)                       | 10,000                   |                                   |   |                                       | GENERAL ASSISTANCE                 |
| (7) FILM INDEPENDENT<br>5670 WILSHIRE BLVD 9TH FLR<br>LOS ANGELES, CA 90036                                 | 95-3943485 | 501(C)(3)                       | 6,000                    |                                   |   |                                       | GENERAL ASSISTANCE                 |
| (8) MUSEUM OF THE MOVING IMAGE<br>162 W 56TH ST STE 405<br>NEW YORK, NY 10019                               | 11-2730714 | 501(C)(3)                       | 6,000                    |                                   |   |                                       | GENERAL ASSISTANCE                 |
| (9) SOCIETY OF PROFESSIONAL JOURNALISTS GREATER LOS ANGELES<br>3909 N MERIDIAN ST<br>INDIANAPOLIS, IN 46208 | 95-6119058 | 501(C)(6)                       | 20,000                   |                                   |   |                                       | GENERAL ASSISTANCE                 |
| (10) THE RECORDING ACADEMY<br>3030 OLYMPIC BLVD<br>SANTA MONICA, CA 90404                                   | 95-6052058 | 501(C)(6)                       | 7,650                    |                                   |   |                                       | GENERAL ASSISTANCE                 |
| (11) DIAMOND IN THE RAW FOUNDATION<br>10736 JEFFERSON BLVD 464<br>CULVER CITY, CA 90230                     | 26-1477741 | 501(C)(3)                       | 7,500                    |                                   |   |                                       | GENERAL ASSISTANCE                 |
| (12) NATIONAL AUDIO THEATRE FESTIVALS<br>6380 ALLSPAW RD<br>HARRISBURG, MD 65256                            | 43-1852359 | 501(C)(3)                       | 5,000                    |                                   |   |                                       | GENERAL ASSISTANCE                 |
| (13) NATIVE AMERICAN JOURNALISTS ASSOCIATION<br>OU GAYLORD COLLEGE<br>NORMAN, OK 73019                      | 52-6105010 | 501(C)(3)                       | 5,000                    |                                   |   |                                       | GENERAL ASSISTANCE                 |

**2** Enter total number of section 501(c)(3) and government organizations listed in the line 1 table 12

**3** Enter total number of other organizations listed in the line 1 table 3

**Part III Grants and Other Assistance to Domestic Individuals.** Complete if the organization answered "Yes" on Form 990, Part IV, line 22.

Part III can be duplicated if additional space is needed.

| <b>(a)</b> Type of grant or assistance | <b>(b)</b> Number of recipients | <b>(c)</b> Amount of cash grant | <b>(d)</b> Amount of noncash assistance | <b>(e)</b> Method of valuation (book, FMV, appraisal, other) | <b>(f)</b> Description of noncash assistance |
|--|---------------------------------|---------------------------------|---|--|--|
| (1)                                    |                                 |                                 |   |  |  |
| (2)                                    |                                 |                                 |   |  |  |
| (3)                                    |                                 |                                 |   |  |  |
| (4)                                    |                                 |                                 |   |  |  |
| (5)                                    |                                 |                                 |   |  |  |
| (6)                                    |                                 |                                 |   |  |  |
| (7)                                    |                                 |                                 |   |  |  |

**Part IV Supplemental Information.** Provide the information required in Part I, line 2; Part III, column (b); and any other additional information.

| Return Reference | Explanation  |
|------------------|--|
| PART I, LINE 2:  | THE FINANCIAL SUPPORT LISTED ON SCHEDULE I PART II WERE PAID IN THE FORM OF SPONSORSHIPS TO THE NAMED ORGANIZATIONS. |

**Additional Data**

[Return to Form](#)

**Software ID:**  
**Software Version:**

**Schedule J**  
**(Form 990)**

**Compensation Information**

OMB No. 1545-0047

**For certain Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees**

- ▶ **Complete if the organization answered "Yes" on Form 990, Part IV, line 23.**
- ▶ **Attach to Form 990.**
- ▶ **Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for instructions and the latest information.**

**2019**

**Open to Public Inspection**

Department of the Treasury  
Internal Revenue Service

Name of the organization  
SCREEN ACTORS GUILD-AMERICAN FEDERATION  
OF TELEVISION AND RADIO ARTISTS

Employer identification number  
45-4931719

**Part I Questions Regarding Compensation**

**1a** Check the appropriate box(es) if the organization provided any of the following to or for a person listed on Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items.

- |   |  |
|---|--|
| <input checked="" type="checkbox"/> First-class or charter travel | <input type="checkbox"/> Housing allowance or residence for personal use |
| <input type="checkbox"/> Travel for companions                    | <input type="checkbox"/> Payments for business use of personal residence |
| <input type="checkbox"/> Tax idemnification and gross-up payments | <input type="checkbox"/> Health or social club dues or initiation fees   |
| <input type="checkbox"/> Discretionary spending account           | <input type="checkbox"/> Personal services (e.g., maid, chauffeur, chef) |

**b** If any of the boxes on Line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain

**2** Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors, trustees, officers, including the CEO/Executive Director, regarding the items checked on Line 1a?

**3** Indicate which, if any, of the following the filing organization used to establish the compensation of the organization's CEO/Executive Director. Check all that apply. Do not check any boxes for methods used by a related organization to establish compensation of the CEO/Executive Director, but explain in Part III.

- |  |   |
|--|---|
| <input type="checkbox"/> Compensation committee              | <input checked="" type="checkbox"/> Written employment contract                     |
| <input type="checkbox"/> Independent compensation consultant | <input type="checkbox"/> Compensation survey or study                               |
| <input type="checkbox"/> Form 990 of other organizations     | <input checked="" type="checkbox"/> Approval by the board or compensation committee |

**4** During the year, did any person listed on Form 990, Part VII, Section A, line 1a, with respect to the filing organization or a related organization:

- a** Receive a severance payment or change-of-control payment?
  - b** Participate in, or receive payment from, a supplemental nonqualified retirement plan?
  - c** Participate in, or receive payment from, an equity-based compensation arrangement?
- If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.

**Only 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.**

**5** For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of:

- a** The organization?
  - b** Any related organization?
- If "Yes," on line 5a or 5b, describe in Part III.

**6** For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of:

- a** The organization?
  - b** Any related organization?
- If "Yes," on line 6a or 6b, describe in Part III.

**7** For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any nonfixed payments not described in lines 5 and 6? If "Yes," describe in Part III.

**8** Were any amounts reported on Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III.

**9** If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?

|           | Yes | No |
|-----------|-----|----|
| <b>1a</b> |     |    |
| <b>1b</b> | Yes |    |
| <b>2</b>  |     |    |
| <b>3</b>  |     |    |
| <b>4a</b> |     | No |
| <b>4b</b> |     | No |
| <b>4c</b> |     | No |
| <b>5a</b> |     |    |
| <b>5b</b> |     |    |
| <b>6a</b> |     |    |
| <b>6b</b> |     |    |
| <b>7</b>  |     |    |
| <b>8</b>  |     |    |
| <b>9</b>  |     |    |

**Part II Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees.** Use duplicate copies if additional space is needed.

For each individual whose compensation must be reported on Schedule J, report compensation from the organization on row (i) and from related organizations, described in the instructions, on row (ii). Do not list any individuals that are not listed on Form 990, Part VII.

**Note.** The sum of columns (B)(i)-(iii) for each listed individual must equal the total amount of Form 990, Part VII, Section A, line 1a, applicable column (D) and (E) amounts for that individual.

| (A) Name and Title   |      | (B) Breakdown of W-2 and/or 1099-MISC compensation |                                     |                                     | (C) Retirement and other deferred compensation | (D) Nontaxable benefits | (E) Total of columns (B)(i)-(D) | (F) Compensation in column (B) reported as deferred on prior Form 990 |
|--|------|--|-------------------------------------|-------------------------------------|--|-------------------------|---------------------------------|---|
|  |      | (i) Base compensation                              | (ii) Bonus & incentive compensation | (iii) Other reportable compensation |  |                         |                                 |   |
| 1 DAVID WHITE<br>NATIONAL EXECUTIVE DIRECTO                          | (i)  | 653,009  | 27,634                              | 56,564                              | 95,395   | 122,081                 | 954,683                         | 0   |
|  | (ii) | 0  | 0                                   | 0                                   | 0  | -                       | -                               | 0   |
| 2 ARIANNA OZZANTO<br>CHIEF FINANCIAL OFFICER                         | (i)  | 309,392  | 14,525                              | 26,123                              | 45,295   | 57,967                  | 453,302                         | 0   |
|  | (ii) | 0  | 0                                   | 0                                   | 0  | -                       | -                               | 0   |
| 3 DUNCAN CRABTREE-IRELAND<br>CHIEF OPERATING OFFICER / GENERAL<br>CO | (i)  | 357,350  | 14,500                              | 27,298                              | 51,650   | 66,099                  | 516,897                         | 0   |
|  | (ii) | 0  | 0                                   | 0                                   | 0  | -                       | -                               | 0   |
| 4 RAY RODRIGUEZ<br>CHIEF CONTRACTS OFFICER                           | (i)  | 354,771  | 14,500                              | 5,856                               | 48,541   | 62,121                  | 485,789                         | 0   |
|  | (ii) | 0  | 0                                   | 0                                   | 0  | -                       | -                               | 0   |
| 5 MATHIS DUNN JR<br>ASSOCIATE NATIONAL EXECUTIVE<br>DIRECTO          | (i)  | 349,849  | 11,000                              | 0                                   | 46,694   | 59,757                  | 467,300                         | 0   |
|  | (ii) | 0  | 0                                   | 0                                   | 0  | -                       | -                               | 0   |
| 6 PAMELA GREENWALT<br>CHIEF COMMUNICATIONS &<br>MARKETING OFF        | (i)  | 298,955  | 14,750                              | 19,376                              | 43,101   | 55,158                  | 431,340                         | 0   |
|  | (ii) | 0  | 0                                   | 0                                   | 0  | -                       | -                               | 0   |
| 7 DAVID VIVIANO<br>CHIEF ECONOMIST                                   | (i)  | 261,197  | 14,525                              | 4,239                               | 36,227   | 46,361                  | 362,549                         | 0   |
|  | (ii) | 0  | 0                                   | 0                                   | 0  | -                       | -                               | 0   |
| 8 TASHIA MALLETTE<br>CHIEF PEOPLE OFFICER                            | (i)  | 285,782  | 14,500                              | 0                                   | 38,856   | 49,727                  | 388,865                         | 0   |
|  | (ii) | 0  | 0                                   | 0                                   | 0  | -                       | -                               | 0   |
| 9 DANIEL INUKAI THRU 92719<br>CHIEF INFORMATION OFFICER              | (i)  | 220,541  | 0                                   | 65,116                              | 36,964   | 47,305                  | 369,926                         | 0   |
|  | (ii) | 0  | 0                                   | 0                                   | 0  | -                       | -                               | 0   |
| 10 MARY CAVALLARO<br>CHIEF BROADCAST OFFICER                         | (i)  | 269,653  | 14,500                              | 7,991                               | 37,803   | 48,379                  | 378,326                         | 0   |
|  | (ii) | 0  | 0                                   | 0                                   | 0  | -                       | -                               | 0   |
| 11 KATHY CONNELL<br>EXEC PRODUCER SAG AWARDS &<br>NATIONAL           | (i)  | 268,644  | 8,250                               | 12,458                              | 37,442   | 47,917                  | 374,711                         | 0   |
|  | (ii) | 0  | 0                                   | 0                                   | 0  | -                       | -                               | 0   |
| 12 JOHN MCGUIRE<br>SENIOR ADVISOR                                    | (i)  | 202,517  | 4,000                               | 6,178                               | 27,523   | 35,222                  | 275,440                         | 0   |
|  | (ii) | 0  | 0                                   | 0                                   | 0  | -                       | -                               | 0   |
| 13 JEFFREY BENNETT<br>EXEC. DIRECTOR, NY LOCAL & CHIEF<br>DEP        | (i)  | 262,510  | 3,800                               | 18,333                              | 36,833   | 47,137                  | 368,613                         | 0   |
|  | (ii) | 0  | 0                                   | 0                                   | 0  | -                       | -                               | 0   |
| 14 WILLIAM BENSUSSEN<br>EXEC. DIRECTOR, OPERATIONS & CHIEF<br>A      | (i)  | 244,343  | 10,400                              | 12,863                              | 34,628   | 44,316                  | 346,550                         | 0   |
|  | (ii) | 0  | 0                                   | 0                                   | 0  | -                       | -                               | 0   |
| 15 RICHARD LARKIN<br>ASSOC. EXECUTIVE DIRECTOR/LABOR<br>COUN         | (i)  | 249,252  | 6,017                               | 2,425                               | 33,346   | 42,674                  | 333,714                         | 0   |
|  | (ii) | 0  | 0                                   | 0                                   | 0  | -                       | -                               | 0   |
| 16 JAVIER CLAROS<br>EXEC. DIRECTOR, TECHNOLOGY &<br>RESIDUA          | (i)  | 234,793  | 8,619                               | 7,976                               | 32,530   | 41,630                  | 325,548                         | 0   |
|  | (ii) | 0  | 0                                   | 0                                   | 0  | -                       | -                               | 0   |
| 17 MICHELLE BENNETT<br>EXEC. DIRECTOR, GOVERNANCE                    | (i)  | 212,705  | 9,893                               | 15,911                              | 30,863   | 39,497                  | 308,869                         | 0   |
|  | (ii) | 0  | 0                                   | 0                                   | 0  | -                       | -                               | 0   |

**Part III Supplemental Information**

Provide the information, explanation, or descriptions required for Part I, lines 1a, 1b, 3, 4a, 4b, 4c, 5a, 5b, 6a, 6b, 7, and 8, and for Part II. Also complete this part for any additional information.

| Return Reference | Explanation   |
|------------------|---|
| PART I, LINE 3   | OTHER REPORTABLE COMPENSATION MAY ALSO INCLUDE PAYOUT OF UNUSED VACATION PAY, WHICH WOULD BE INCLUDED IN TAXABLE COMPENSATION.  |
| PART I, LINE 4   | PER CONFIDENTIALITY AGREEMENT SIGNED BY THE ORGANIZATION, THE SEVERANCE PACKAGE PAID TO AN EMPLOYEE IS NOT OPEN FOR PUBLIC INSPECTION BUT IS AVAILABLE TO THE IRS UPON REQUEST. |

## **Additional Data**

**Return to Form**

**Software ID:**

**Software Version:**

**SCHEDULE O**  
**(Form 990 or 990-**  
**EZ)****Supplemental Information to Form 990 or 990-EZ**Complete to provide information for responses to specific questions on  
Form 990 or 990-EZ or to provide any additional information.

▶ Attach to Form 990 or 990-EZ.

▶ Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for the latest information.**2019****Open to Public  
Inspection**

Department of the Treasury

Name of the organization

SCREEN ACTORS GUILD-AMERICAN FEDERATION  
OF TELEVISION AND RADIO ARTISTS

Employer identification number

45-4931719

| Return Reference  | Explanation   |
|---|---|
| FORM 990,<br>PART III, LINE 1,<br>DESCRIPTION<br>OF<br>ORGANIZATION<br>MISSION: | (A) INCREASING THE POWER AND LEVERAGE OF OUR MEMBERS IN THEIR BARGAINING RELATIONSHIPS WITH THE EMPLOYERS IN OUR INDUSTRIES; (B) ORGANIZING WORKERS IN THE ENTERTAINMENT AND MEDIA INDUSTRIES IN ORDER TO MAXIMIZE OUR BARGAINING STRENGTH; (C) INCREASING OUR POWER IN DEALING WITH THE VARIOUS GOVERNMENTAL BODIES THAT ADDRESS THE SIGNIFICANT PUBLIC POLICY ISSUES CONFRONTING OUR MEMBERS; (D) PROTECTING AND SECURING THE RIGHTS OF OUR MEMBERS IN THEIR PROFESSIONAL ACTIVITIES, INCLUDING SECURING MEANINGFUL LEGISLATION AND REGULATIONS ON MATTERS AFFECTING THEIR WORK AND TAKING APPROPRIATE PROTECTIVE ACTION IN RESPONSE TO THE UNAUTHORIZED USE OF THEIR WORK; (E) COOPERATING, COORDINATING AND COMBINING WITH OTHER ORGANIZATIONS WHOSE OBJECTIVES INCLUDE THE ADVANCEMENT AND IMPROVEMENT OF MEMBERS' COMPENSATION AND WORKING CONDITIONS WHENEVER SUCH ACTION IS IN THE BEST INTEREST OF OUR MEMBERS; (F) ESTABLISHING, CONDUCTING, SPONSORING AND MAINTAINING SUCH EDUCATIONAL, RECREATIONAL, SOCIAL AND CHARITABLE ENTERPRISES AS MAY ASSIST OUR MEMBERS AND AID IN THEIR GENERAL WELFARE; (G) RECEIVING, ADMINISTERING AND EXPENDING THE UNIONS FUND IN THE INTERESTS OF OUR MEMBERS; (H) COLLECTING AND DISTRIBUTING GOVERNMENT MANDATED OR OTHER COMPULSORY ROYALTIES, LEVIES OF REMUNERATION SUBJECT TO WORLDWIDE COLLECTIVE ADMINISTRATION; (I) WITHOUT LIMITATION, PROTECTING THE RIGHTS OF ENTERTAINMENT AND MEDIA ARTISTS IN ALL OTHER ASPECTS CONSISTENT WITH THE OVERALL OBJECTIVES OF THE UNION AND DOING ALL THINGS NECESSARY AND PROPER TO ADVANCE AND PROMOTE THEIR WELFARE AND INTERESTS. |
| FORM 990,<br>PART VI,<br>SECTION A,<br>LINE 6                                   | THE ORGANIZATION HAS MEMBERS DIVIDED INTO THE FOLLOWING CATEGORIES OF MEMBERSHIP STATUS: ACTIVE, HONORABLE WITHDRAWAL, PAYMENTS PENDING AND SUSPENDED PAYMENT.  |
| FORM 990,<br>PART VI,<br>SECTION A,<br>LINE 7A                                  | THE NATIONAL BOARD OF DIRECTORS IS THE HIGHEST POLICY MAKING BODY OF THE ORGANIZATION. IT IS ELECTED BY THE MEMBERSHIP.   |
| FORM 990,<br>PART VI,<br>SECTION A,<br>LINE 7B                                  | APPROVAL OF CERTAIN ISSUES MAY BE REFERRED TO EITHER THE MEMBERSHIP FOR A REFERENDUM VOTE OR TO A BIENNIAL NATIONAL CONVENTION.   |
| FORM 990,<br>PART VI,<br>SECTION B,<br>LINE 11B                                 | THE CFO AND CONTROLLER REVIEW THE 990 FOR MISSTATEMENTS OR ERRORS AND THE AMOUNTS REPORTED ARE COMPARED TO THE AUDITED FINANCIALS. THE 990 IS DISTRIBUTED TO THE FINANCE COMMITTEE FOR DISCUSSION AND REVIEW. THE FORM IS ALSO AVAILABLE UPON REQUEST TO ANY BOARD MEMBER.  |
| FORM 990,<br>PART VI,<br>SECTION B,<br>LINE 12C                                 | SAG-AFTRA ENFORCES ITS CONFLICT OF INTEREST POLICIES IN CONNECTION WITH THE FILING OF LABOR-MANAGEMENT REPORTS OF CONFLICTS OF INTEREST REQUIRED ANNUALLY OF OFFICERS, DIRECTORS, AND EMPLOYEES BY FEDERAL LAW, AS WELL AS THROUGH REGULAR MONITORING OF REPORTS OF POTENTIAL CONFLICTS OF INTEREST THROUGH THE PEOPLE AND CULTURE (I.E. HUMAN RESOURCES) DEPARTMENT.   |
| FORM 990,<br>PART VI,<br>SECTION B,<br>LINE 15                                  | A COMMITTEE COMPOSED OF NATIONAL BOARD MEMBERS REVIEWS AND COMPARES THE NATIONAL EXECUTIVE DIRECTOR'S COMPENSATION WITH COMPENSATION FOR COMPARABLE POSITIONS, AND MAKES A RECOMMENDATION TO THE FULL BOARD FOR APPROVAL. THE ULTIMATE AUTHORITY RESIDES WITH THE NATIONAL BOARD.   |
| FORM 990,<br>PART VI,<br>SECTION C,<br>LINE 18                                  | THE ORGANIZATION'S FORM 990 MAY ALSO BE INSPECTED ON WWW.GUIDESTAR.ORG.   |
| FORM 990,<br>PART VI,<br>SECTION C,<br>LINE 19                                  | UPON REQUEST, THESE DOCUMENTS ARE MADE AVAILABLE TO THE PUBLIC.   |
| FORM 990,<br>PART VII,<br>SECTION A:  | ALTERNATE BOARD MEMBERS HAVE VOTING RIGHTS UPON BEING ASKED TO ATTEND A NATIONAL BOARD MEETING ON BEHALF OF A NATIONAL BOARD MEMBER. ACCORDINGLY, THE ORGANIZATION IS REPORTING THE NAMES OF ALTERNATE BOARD MEMBERS WHO WERE CALLED TO SERVE IN PLACE OF NATIONAL BOARD MEMBERS AT ANY TIME DURING THE TAX YEAR.   |

## **Additional Data**

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**SCHEDULE R  
(Form 990)**

**Related Organizations and Unrelated Partnerships**

OMB No. 1545-0047

**2019**

**Open to Public  
Inspection**

- ▶ Complete if the organization answered "Yes" on Form 990, Part IV, line 33, 34, 35b, 36, or 37.
- ▶ Attach to Form 990.
- ▶ Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for instructions and the latest information.

Department of the Treasury  
Internal Revenue Service

Name of the organization  
SCREEN ACTORS GUILD-AMERICAN FEDERATION  
OF TELEVISION AND RADIO ARTISTS

**Employer identification number**

45-4931719

**Part I Identification of Disregarded Entities.** Complete if the organization answered "Yes" on Form 990, Part IV, line 33.

| (a)<br>Name, address, and EIN (if applicable) of disregarded entity  | (b)<br>Primary activity                                  | (c)<br>Legal domicile (state or foreign country) | (d)<br>Total income | (e)<br>End-of-year assets | (f)<br>Direct controlling entity |
|--|--|--|---------------------|---------------------------|----------------------------------|
| <b>(1)</b> SCREEN ACTORS GUILD AWARDS LLC<br>5757 WILSHIRE BOULEVARD 7TH FLOOR<br>LOS ANGELES, CA 90036<br>26-1703514              | AWARDS SHOW PRESENTATION                                 | CA   | 2,732,812           | 31,252,860                | SAG-AFTRA                        |
| <b>(2)</b> GUILD INTELLECTUAL PROPERTY REALIZATION LLC<br>5757 WILSHIRE BOULEVARD 7TH FLOOR<br>LOS ANGELES, CA 90036<br>27-0902453 | RECOVER ASSIGNED DEBTS AND DISBURSE SUMS OWED TO MEMBERS | CA   | -800                | 245,750                   | SAG-AFTRA                        |
| <b>(3)</b> SAG-AFTRA REAL PROPERTY HOLDINGS LLC<br>5757 WILSHIRE BOULEVARD 7TH FLOOR<br>LOS ANGELES, CA 90036<br>36-4797722        | HOLD AND OPERATE REAL ESTATE ON BEHALF OF SAG-AFTRA      | DE   | -20,282             | 280,693                   | SAG-AFTRA                        |
|  |  |  |                     |                           |                                  |
|  |  |  |                     |                           |                                  |
|  |  |  |                     |                           |                                  |

**Part II Identification of Related Tax-Exempt Organizations.** Complete if the organization answered "Yes" on Form 990, Part IV, line 34 because it had one or more related tax-exempt organizations during the tax year.

| (a)<br>Name, address, and EIN of related organization   | (b)<br>Primary activity      | (c)<br>Legal domicile (state or foreign country) | (d)<br>Exempt Code section | (e)<br>Public charity status (if section 501(c)(3)) | (f)<br>Direct controlling entity | (g)<br>Section 512(b)(13) controlled entity? |    |
|---|------------------------------|--|----------------------------|---|----------------------------------|--|----|
|   |                              |  |                            |   |                                  | Yes  | No |
| <b>(1)</b> SAG-AFTRA 401(K) RETIREMENT PLAN<br>5757 WILSHIRE BOULEVARD 7TH FLOOR<br><br>LOS ANGELES, CA 90036<br>45-4931719 | PROVIDES RETIREMENT BENEFITS | CA   | 401                        |   |                                  |  | No |
|   |                              |  |                            |   |                                  |  |    |
|   |                              |  |                            |   |                                  |  |    |
|   |                              |  |                            |   |                                  |  |    |
|   |                              |  |                            |   |                                  |  |    |
|   |                              |  |                            |   |                                  |  |    |

**Part III Identification of Related Organizations Taxable as a Partnership.** Complete if the organization answered "Yes" on Form 990, Part IV, line 34, because it had one or more related organizations treated as a partnership during the tax year.

| (a)<br>Name, address, and EIN of<br>related organization | (b)<br>Primary<br>activity | (c)<br>Legal<br>domicile<br>(state<br>or<br>foreign<br>country) | (d)<br>Direct<br>controlling<br>entity | (e)<br>Predominant<br>income(related,<br>unrelated,<br>excluded from tax<br>under sections<br>512-514) | (f)<br>Share of<br>total income | (g)<br>Share of<br>end-of-year<br>assets | (h)<br>Disproportionate<br>allocations? |    | (i)<br>Code V-UBI<br>amount in<br>box 20 of<br>Schedule K-1<br>(Form 1065) | (j)<br>General or<br>managing<br>partner? |    | (k)<br>Percentage<br>ownership |
|--|----------------------------|---|--|--|---------------------------------|--|---|----|--|---|----|--------------------------------|
|  |                            |   |  |  |                                 |  | Yes                                     | No |  | Yes                                       | No |                                |
|  |                            |   |  |  |                                 |  |   |    |  |   |    |                                |
|  |                            |   |  |  |                                 |  |   |    |  |   |    |                                |
|  |                            |   |  |  |                                 |  |   |    |  |   |    |                                |
|  |                            |   |  |  |                                 |  |   |    |  |   |    |                                |
|  |                            |   |  |  |                                 |  |   |    |  |   |    |                                |
|  |                            |   |  |  |                                 |  |   |    |  |   |    |                                |
|  |                            |   |  |  |                                 |  |   |    |  |   |    |                                |

**Part IV Identification of Related Organizations Taxable as a Corporation or Trust.** Complete if the organization answered "Yes" on Form 990, Part IV, line 34 because it had one or more related organizations treated as a corporation or trust during the tax year.

| (a)<br>Name, address, and EIN of<br>related organization | (b)<br>Primary activity | (c)<br>Legal<br>domicile<br>(state or foreign<br>country) | (d)<br>Direct controlling<br>entity | (e)<br>Type of entity<br>(C corp, S corp,<br>or trust) | (f)<br>Share of total<br>income | (g)<br>Share of end-of-<br>year<br>assets | (h)<br>Percentage<br>ownership | (i)<br>Section 512(b)<br>(13) controlled<br>entity? |    |
|--|-------------------------|---|-------------------------------------|--|---------------------------------|---|--------------------------------|---|----|
|  |                         |   |                                     |  |                                 |   |                                | Yes   | No |
|  |                         |   |                                     |  |                                 |   |                                |   |    |
|  |                         |   |                                     |  |                                 |   |                                |   |    |
|  |                         |   |                                     |  |                                 |   |                                |   |    |
|  |                         |   |                                     |  |                                 |   |                                |   |    |
|  |                         |   |                                     |  |                                 |   |                                |   |    |
|  |                         |   |                                     |  |                                 |   |                                |   |    |
|  |                         |   |                                     |  |                                 |   |                                |   |    |

**Part V Transactions With Related Organizations.** Complete if the organization answered "Yes" on Form 990, Part IV, line 34, 35b, or 36.

**Note.** Complete line 1 if any entity is listed in Parts II, III, or IV of this schedule.

|  | Yes | No |
|--|-----|----|
| <b>1</b> During the tax year, did the organization engage in any of the following transactions with one or more related organizations listed in Parts II-IV? |     |    |
| <b>a</b> Receipt of <b>(i)</b> interest, <b>(ii)</b> annuities, <b>(iii)</b> royalties, or <b>(iv)</b> rent from a controlled entity . . . . .               |     | No |
| <b>b</b> Gift, grant, or capital contribution to related organization(s) . . . . .   | Yes |    |
| <b>c</b> Gift, grant, or capital contribution from related organization(s) . . . . .   |     | No |
| <b>d</b> Loans or loan guarantees to or for related organization(s) . . . . .  |     | No |
| <b>e</b> Loans or loan guarantees by related organization(s) . . . . .   |     | No |
| <b>f</b> Dividends from related organization(s) . . . . .  |     | No |
| <b>g</b> Sale of assets to related organization(s) . . . . .   |     | No |
| <b>h</b> Purchase of assets from related organization(s) . . . . .   |     | No |
| <b>i</b> Exchange of assets with related organization(s) . . . . .   |     | No |
| <b>j</b> Lease of facilities, equipment, or other assets to related organization(s) . . . . .  |     | No |
| <b>k</b> Lease of facilities, equipment, or other assets from related organization(s) . . . . .  |     | No |
| <b>l</b> Performance of services or membership or fundraising solicitations for related organization(s)  | Yes |    |
| <b>m</b> Performance of services or membership or fundraising solicitations by related organization(s)   |     | No |
| <b>n</b> Sharing of facilities, equipment, mailing lists, or other assets with related organization(s) . . . . .   | Yes |    |
| <b>o</b> Sharing of paid employees with related organization(s) . . . . .  |     | No |
| <b>p</b> Reimbursement paid to related organization(s) for expenses . . . . .  |     | No |
| <b>q</b> Reimbursement paid by related organization(s) for expenses . . . . .  |     | No |
| <b>r</b> Other transfer of cash or property to related organization(s) . . . . .   | Yes |    |
| <b>s</b> Other transfer of cash or property from related organization(s) . . . . .   |     | No |

**2** If the answer to any of the above is "Yes," see the instructions for information on who must complete this line, including covered relationships and transaction thresholds.

| (a)<br>Name of related organization | (b)<br>Transaction type (a-s) | (c)<br>Amount involved | (d)<br>Method of determining amount involved |
|-------------------------------------|-------------------------------|------------------------|--|
| (1)SAG-AFTRA 401(K) RETIREMENT PLAN | R                             | 304,562                | EMPLOYER CONTRIBUTIONS TO 401(K)             |
|                                     |                               |                        |  |
|                                     |                               |                        |  |
|                                     |                               |                        |  |
|                                     |                               |                        |  |
|                                     |                               |                        |  |



**Part VII Supplemental Information**

Provide additional information for responses to questions on Schedule R. (see instructions).

Return Reference

Explanation

Schedule R (Form 990) 2019

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