Form **990**

Department of the Treasury
Internal Revenue Service

Return of Organization Exempt From Income Tax

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations) 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.

OMB No. 1545-0047

2024

Open to Public Inspection

A For the 2024 calendar year, or tax year beginning 05-01-2024 , and ending 04-30-2025

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

Number and street (or P.O. box if mail is not delivered to street address) 5757 WILSHIRE BOULEVARD 7TH FLOOR

Room/suite

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) 549-6689

G Gross receipts $ 129,665,528

F Name and address of principal officer:
DUNCAN CRABTREE-IRELAND
5757 WILSHIRE BOULEVARD 7TH FLOOR
LOS ANGELES,CA 90036

H(a) Is this a group return for subordinates? ☐ Yes ☑ No

H(b) Are all subordinates included? ☐ Yes ☐ No
If "No," attach a list. See instructions.

H(c) Group exemption number

I Tax-exempt status: ☐ 501(c)(3) ☑ 501(c) (5) (insert no.) ☐ 4947(a)(1) or ☐ 527

J Website: WWW.SAGAFTRA.ORG

K Form of organization: ☑ Corporation ☐ Trust ☐ Association ☐ Other

L Year of formation: 2012

M State of legal domicile: DE

Part I Summary

1 Briefly describe the organization's mission or most significant activities:
SAG-AFTRA MEMBERS WORK TOGETHER TO SECURE THE STRONGEST PROTECTIONS FOR MEDIA ARTISTS.

Activities & Governance

2	Check this box ☐ if the organization discontinued its operations or disposed of more than 25% of its net assets.		
3	Number of voting members of the governing body (Part VI, line 1a)	3	80
4	Number of independent voting members of the governing body (Part VI, line 1b)	4	80
5	Total number of individuals employed in calendar year 2024 (Part V, line 2a)	5	559
6	Total number of volunteers (estimate if necessary)	6	950
7a	Total unrelated business revenue from Part VIII, column (C), line 12	7a	1,427,024
b	Net unrelated business taxable income from Form 990-T, Part I, line 11	7b	926,999

Revenue

		Prior Year	Current Year
8	Contributions and grants (Part VIII, line 1h)	0	0
9	Program service revenue (Part VIII, line 2g)	131,347,871	116,036,747
10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	3,520,110	3,194,004
11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	9,106,618	10,434,777
12	Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	143,974,599	129,665,528

Expenses

13	Grants and similar amounts paid (Part IX, column (A), lines 1–3)	2,534,990	1,890,742
14	Benefits paid to or for members (Part IX, column (A), line 4)	0	0
15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10)	74,711,526	76,131,798
16a	Professional fundraising fees (Part IX, column (A), line 11e)	0	0
b	Total fundraising expenses (Part IX, column (D), line 25) 0		
17	Other expenses (Part IX, column (A), lines 11a–11d, 11f–24e)	56,475,862	51,798,385
18	Total expenses. Add lines 13–17 (must equal Part IX, column (A), line 25)	133,722,378	129,820,925
19	Revenue less expenses. Subtract line 18 from line 12	10,252,221	-155,397

Net Assets or Fund Balances

		Beginning of Current Year	End of Year
20	Total assets (Part X, line 16)	621,309,364	631,125,654
21	Total liabilities (Part X, line 26)	578,963,265	587,139,716
22	Net assets or fund balances. Subtract line 21 from line 20	42,346,099	43,985,938

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

2026-03-13
Date

Paid Preparer Use Only

Print/Type preparer's name	Preparer's signature	Date	Check ☐ if self-employed	PTIN
		2026-03-13		P00666808

Firm's name SINGERLEWAK LLP — Firm's EIN 95-2302617

Firm's address 10960 WILSHIRE BLVD SUITE 1100
LOS ANGELES, CA 90024 — Phone no. (310) 477-3924

May the IRS discuss this return with the preparer shown above? See Instructions. ☑ **Yes** ☐ **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 FROM 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
1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? *If "Yes," complete Schedule A*	1		No
2	Is the organization required to complete *Schedule B, Schedule of Contributors*? See instructions.	2		No
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? *If "Yes," complete Schedule C, Part I*	3		No
4	**Section 501(c)(3) organizations.** Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? *If "Yes," complete Schedule C, Part II*	4		
5	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 Rev. Proc. 98-19? *If "Yes," complete Schedule C, Part III*	5	Yes	
6	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? *If "Yes," complete Schedule D,* Part I	6		No
7	Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? *If "Yes," complete Schedule D, Part II*	7		No
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? *If "Yes," complete Schedule D,* Part III	8		No
9	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? *If "Yes," complete Schedule D, Part IV*	9	Yes	
10	Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi endowments? *If "Yes," complete Schedule D, Part V*	10		No
11	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.			
a	Did the organization report an amount for land, buildings, and equipment in Part X, line 10? *If "Yes," complete Schedule D,* Part VI.	11a	Yes	
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? *If "Yes," complete Schedule D, Part VII*	11b		No
c	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? *If "Yes," complete Schedule D, Part VIII*	11c		No
d	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? *If "Yes," complete Schedule D, Part IX*	11d	Yes	
e	Did the organization report an amount for other liabilities in Part X, line 25? *If "Yes," complete Schedule D, Part X*	11e	Yes	
f	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)? *If "Yes," complete Schedule D, Part X*	11f	Yes	
12a	Did the organization obtain separate, independent audited financial statements for the tax year? *If "Yes," complete Schedule D, Parts XI and XII*	12a		No
b	Was the organization included in consolidated, independent audited financial statements for the tax year? *If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional*	12b	Yes	
13	Is the organization a school described in section 170(b)(1)(A)(ii)? *If "Yes," complete Schedule E*	13		No
14a	Did the organization maintain an office, employees, or agents outside of the United States?	14a	Yes	
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? *If "Yes," complete Schedule F, Parts I and IV*	14b	Yes	
15	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? *If "Yes," complete Schedule F, Parts II and IV*	15	Yes	
16	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? *If "Yes," complete Schedule F, Parts III and IV*	16		No
17	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? *If "Yes," complete Schedule G, Part I.* See instructions.	17		No
18	Did the organization report more than $15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? *If "Yes," complete Schedule G, Part II*	18		No
19	Did the organization report more than $15,000 of gross income from gaming activities on Part VIII, line 9a? *If "Yes," complete Schedule G, Part III*	19		No
20a	Did the organization operate one or more hospital facilities? *If "Yes," complete Schedule H*	20a		No
b	If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?	20b		
21	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? *If "Yes," complete Schedule I, Parts I and II*	21	Yes	

Part IV Checklist of Required Schedules *(continued)*

			Yes	No
22	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? *If "Yes," complete Schedule I, Parts I and III*	22		No
23	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? *If "Yes," complete Schedule J*	23	Yes	
24a	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? *If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a*	24a		No
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		
c	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	24c		
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d		
25a	**Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations.** Did the organization engage in an excess benefit transaction with a disqualified person during the year? *If "Yes," complete Schedule L,* Part I	25a		
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? *If "Yes," complete Schedule L,* Part I	25b		
26	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? *If "Yes," complete Schedule L, Part II*	26		No
27	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? *If "Yes," complete Schedule L,* Part III	27		No
28	Was the organization a party to a business transaction with one of the following parties (see the Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions):			
a	A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? *If "Yes," complete Schedule L, Part IV*	28a		No
b	A family member of any individual described in line 28a? *If "Yes," complete Schedule L, Part IV*	28b		No
c	A 35% controlled entity of one or more individuals and/or organizations described in line 28a or 28b? *If "Yes," complete Schedule L, Part IV*	28c		No
29	Did the organization receive more than $25,000 in non-cash contributions? *If "Yes," complete Schedule M*	29		No
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? *If "Yes," complete Schedule M*	30		No
31	Did the organization liquidate, terminate, or dissolve and cease operations? *If "Yes," complete Schedule N, Part I*	31		No
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? *If "Yes," complete Schedule N, Part II*	32		No
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? *If "Yes," complete Schedule R, Part I*	33	Yes	
34	Was the organization related to any tax-exempt or taxable entity? *If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1*	34	Yes	
35a	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a		No
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)? *If "Yes," complete Schedule R, Part V, line 2*	35b		
36	**Section 501(c)(3) organizations.** Did the organization make any transfers to an exempt non-charitable related organization? *If "Yes," complete Schedule R, Part V, line 2*	36		
37	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? *If "Yes," complete Schedule R, Part VI*	37		No
38	Did the organization complete Schedule O and provide explanations on Schedule O for Part VI, lines 11b and 19? **Note.** All Form 990 filers are required to complete Schedule O.	38	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
1a	Enter the number reported in box 3 of Form 1096. Enter -0- if not applicable	1a	147		
b	Enter the number of Forms W-2G included on line 1a. Enter -0- if not applicable	1b	0		
c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	1c		Yes	

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

2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return	**2a**	559		
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns?			**2b**	Yes
3a	Did the organization have unrelated business gross income of $1,000 or more during the year?			**3a**	Yes
b	If "Yes," has it filed a Form 990-T for this year? *If "No" to line 3b, provide an explanation in Schedule O*			**3b**	Yes
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?			**4a**	No
b	If "Yes," enter the name of the foreign country: _____ See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).				
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?			**5a**	No
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?			**5b**	No
c	If "Yes," to line 5a or 5b, did the organization file Form 8886-T?			**5c**	
6a	Does the organization have annual gross receipts that are normally greater than $100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?			**6a**	No
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?			**6b**	
7	**Organizations that may receive deductible contributions under section 170(c).**				
a	Did the organization receive a payment in excess of $75 made partly as a contribution and partly for goods and services provided to the payor?			**7a**	
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?			**7b**	
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?			**7c**	
d	If "Yes," indicate the number of Forms 8282 filed during the year	**7d**			
e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?			**7e**	
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?			**7f**	
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?			**7g**	
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?			**7h**	
8	**Sponsoring organizations maintaining donor advised funds.** Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?			**8**	
9	**Sponsoring organizations maintaining donor advised funds.**				
a	Did the sponsoring organization make any taxable distributions under section 4966?			**9a**	
b	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?			**9b**	
10	**Section 501(c)(7) organizations.** Enter:				
a	Initiation fees and capital contributions included on Part VIII, line 12	**10a**			
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	**10b**			
11	**Section 501(c)(12) organizations.** Enter:				
a	Gross income from members or shareholders	**11a**			
b	Gross income from other sources. (Do not net amounts due or paid to other sources against amounts due or received from them.)	**11b**			
12a	**Section 4947(a)(1) non-exempt charitable trusts.** Is the organization filing Form 990 in lieu of Form 1041?			**12a**	
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year.	**12b**			
13	**Section 501(c)(29) qualified nonprofit health insurance issuers.**				
a	Is the organization licensed to issue qualified health plans in more than one state? **Note.** See the instructions for additional information the organization must report on Schedule O.			**13a**	
b	Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans	**13b**			
c	Enter the amount of reserves on hand	**13c**			
14a	Did the organization receive any payments for indoor tanning services during the tax year?			**14a**	No
b	If "Yes," has it filed a Form 720 to report these payments? *If "No," provide an explanation in Schedule O*			**14b**	
15	Is the organization subject to the section 4960 tax on payment(s) of more than $1,000,000 in remuneration or excess parachute payment(s) during the year? If "Yes," see instructions and file Form 4720, Schedule N.			**15**	No
16	Is the organization an educational institution subject to the section 4968 excise tax on net investment income? If "Yes," complete Form 4720, Schedule O.			**16**	No
17	**Section 501(c)(21) organizations.** Did the trust, or any disqualified or other person engage in any activities that would result in the imposition of an excise tax under section 4951, 4952, or 4953? If "Yes," complete Form 6069.			**17**	

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

				Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year. If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain in Schedule O.	**1a**	80		
b	Enter the number of voting members included in line 1a, above, who are independent	**1b**	80		
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?		**2**		No
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person?		**3**		No
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?		**4**		No
5	Did the organization become aware during the year of a significant diversion of the organization's assets?		**5**		No
6	Did the organization have members or stockholders?		**6**	Yes	
7a	Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?		**7a**	Yes	
b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?		**7b**	Yes	
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:				
a	The governing body?		**8a**	Yes	
b	Each committee with authority to act on behalf of the governing body?		**8b**	Yes	
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? *If "Yes," provide the names and addresses in Schedule O*		**9**		No

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

			Yes	No
10a	Did the organization have local chapters, branches, or affiliates?	**10a**	Yes	
b	If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?	**10b**	Yes	
11a	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	**11a**		No
b	Describe on Schedule O the process, if any, used by the organization to review this Form 990.			
12a	Did the organization have a written conflict of interest policy? *If "No," go to line 13*	**12a**	Yes	
b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	**12b**	Yes	
c	Did the organization regularly and consistently monitor and enforce compliance with the policy? *If "Yes," describe on Schedule O how this was done*	**12c**	Yes	
13	Did the organization have a written whistleblower policy?	**13**	Yes	
14	Did the organization have a written document retention and destruction policy?	**14**	Yes	
15	Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?			
a	The organization's CEO, Executive Director, or top management official	**15a**	Yes	
b	Other officers or key employees of the organization	**15b**	Yes	
	If "Yes" to line 15a or 15b, describe the process on Schedule O. See instructions.			
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?	**16a**		No
b	If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements?	**16b**		

Section C. Disclosure

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 (1024 or 1024-A, if applicable), 990, and 990-T (section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.

☐ Own website ☐ Another's website ☑ Upon request ☑ Other (explain in Schedule O)

19 Describe in Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.

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) 549-6689

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 the 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, box 6 of Form 1099-MISC, and/or box 1 of Form 1099-NEC) 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 the 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) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) 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) FRAN DRESCHER NATIONAL PRESIDENT	1.00	X		X				0	0	0
(2) LINDA POWELL EXEC VICE PRESIDENT	1.00	X		X				0	0	0
(3) JOELY FISHER NATIONAL SECRETARY-TREASURER	1.00	X		X				0	0	0
(4) JODI LONG NATIONAL VP, LOS ANGELES	1.00	X		X				0	0	0
(5) EZRA KNIGHT NATIONAL VP, NEW YORK	1.00	X		X				0	0	0
(6) MICHELE PROUDE NATIONAL VP, MID-SIZED LOCALS	1.00	X		X				0	0	0
(7) SUZANNE BURKHEAD NATIONAL VP, SMALL LOCALS	1.00	X		X				0	0	0
(8) SHARI BELAFONTE NATIONAL VP, ACTORS/PERFORMERS	1.00	X		X				0	0	0
(9) BOB BUTLER NATIONAL VP, BROADCASTERS	1.00	X		X				0	0	0
(10) JANICE PENDARVIS NATIONAL VP, ARTISTS/SINGERS	1.00	X		X				0	0	0
(11) SEAN ASTIN NATIONAL BOARD MEMBER	1.00	X						0	0	0
(12) JANE AUSTIN NATIONAL BOARD MEMBER	1.00	X						0	0	0
(13) SHONDRELLA AVERY NATIONAL BOARD MEMBER	1.00	X						0	0	0
(14) RANDAL BERGER NATIONAL BOARD MEMBER	1.00	X						0	0	0
(15) MITCHELL BOBROW NATIONAL BOARD MEMBER	1.00	X						0	0	0
(16) AVIS BOONE NATIONAL BOARD MEMBER	1.00	X						0	0	0
(17) DIANA BOYLSTON NATIONAL BOARD MEMBER	1.00	X						0	0	0

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless a person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
(18) ROGER BRAND	1.00	x						0	0	0
NATIONAL BOARD MEMBER (19) CHRISTINE BRUNO	1.00	x						0	0	0
NATIONAL BOARD MEMBER (20) JOANNA CASSIDY	1.00	x						0	0	0
NATIONAL BOARD MEMBER (21) JOSH CHARLES	1.00	x						0	0	0
NATIONAL BOARD MEMBER (22) HENRY IAN CUSICK	1.00	x						0	0	0
NATIONAL BOARD MEMBER (23) JESSICA MEDINA DAY	1.00	x						0	0	0
NATIONAL BOARD MEMBER (24) KIA DEGEN	1.00	x						0	0	0
NATIONAL BOARD MEMBER (25) NANCY DUDEK	1.00	x						0	0	0
NATIONAL BOARD MEMBER (26) HAL EISNER	1.00	x						750	0	0
NATIONAL BOARD MEMBER (27) MARIE FINK	1.00	x						0	0	0
NAT BOARD MEMBER "FROM 01/03/25" (28) FRANCES FISHER	1.00	x						0	0	0
NATIONAL BOARD MEMBER (29) NANCY FLANAGAN	1.00	x						0	0	0
NATIONAL BOARD MEMBER (30) LYDIA FRANK	1.00	x						0	0	0
NATIONAL BOARD MEMBER (31) ERIN FRITCH	1.00	x						0	0	0
NATIONAL BOARD MEMBER (32) HECTOR GARCIA	1.00	x						0	0	0
NATIONAL BOARD MEMBER (33) MICHAEL GASTON	1.00	x						0	0	0
NATIONAL BOARD MEMBER (34) JASON GIORGIO	1.00	x						0	0	0
NATIONAL BOARD MEMBER (35) MARGIE GIRGIO	1.00	x						0	0	0
NATIONAL BOARD MEMBER (36) TRACI GODFREY	1.00	x						0	0	0
NATIONAL BOARD MEMBER (37) CHRISTOPHER GORHAM	1.00	x						0	0	0
NAT BOARD MEMBER "FROM 07/08/24" (38) ELIJOT GOULD	1.00	x						0	0	0
NAT BOARD MEMBER "THRU 01/06/25" (39) PAMELA GUEST	1.00	x						0	0	0
NAT BOARD MEMBER "THRU 12/30/24" (40) RICHARD HADFIELD	1.00	x						0	0	0
NAT BOARD MEMBER "FROM 01/03/25" (41) KATHRYN HOWELL	1.00	x						0	0	0
NATIONAL BOARD MEMBER (42) MICHELLE HUNT	1.00	x						0	0	0
NATIONAL BOARD MEMBER (43) ANNE-MARIE JOHNSON	1.00	x						0	0	0
NATIONAL BOARD MEMBER (44) DAVID JOLLIFF	1.00	x						0	0	0
NATIONAL BOARD MEMBER (45) PHOEBE JONAS	1.00	x						0	0	0
NATIONAL BOARD MEMBER (46) JIM KERR	1.00	x						0	0	0
NATIONAL BOARD MEMBER (47) JOHN KRATSA	1.00	x						0	0	0
NATIONAL BOARD MEMBER (48) CLAYTON LARKEY	1.00	x						0	0	0
NATIONAL BOARD MEMBER (49) SAMANTHA MACIVOR	1.00	x						0	0	0
NATIONAL BOARD MEMBER (50) REG MACKINNON	1.00	x						0	0	0
NATIONAL BOARD MEMBER (51) A MARTINEZ	1.00	x						0	0	0
NATIONAL BOARD MEMBER (52) SAMANTHA MATHIS	1.00	x						0	0	0
NATIONAL BOARD MEMBER (53) RENEE MCCONNELL	1.00	x						0	0	0
NATIONAL BOARD MEMBER (54) MARY MCDONALD-LEWIS	1.00	x						0	0	0
NATIONAL BOARD MEMBER (55) MATTHEW MCGHIE	1.00	x						0	0	0
NATIONAL BOARD MEMBER (56) BILL MEATOR	1.00	x						0	0	0
NATIONAL BOARD MEMBER (57) ESAI MORALES	1.00	x						0	0	0
NATIONAL BOARD MEMBER (58) DAN NAVARRO	1.00	x						0	0	0
NATIONAL BOARD MEMBER (59) THOMAS OCHOA	1.00	x						0	0	0
NAT BOARD MEMBER "FROM 04/07/25" (60) ROSE O'DONNELL	1.00	x						0	0	0
NATIONAL BOARD MEMBER (61) PEGGY LANE ORCARIZ	1.00	x						0	0	0
NATIONAL BOARD MEMBER (62) RON OSTROW	1.00	x						0	0	0
NATIONAL BOARD MEMBER (63) BILLY PORTER	1.00	x						0	0	0
NATIONAL BOARD MEMBER (64) JAY POTTER	1.00	x						0	0	0
NATIONAL BOARD MEMBER (65) STEFANIE POWERS	1.00	x						0	0	0
NATIONAL BOARD MEMBER (66) CHERI PRESTON	1.00	x						0	0	0
NATIONAL BOARD MEMBER (67) SHERYL LEE RALPH	1.00	x						0	0	0
NATIONAL BOARD MEMBER (68) SARAH RAMOS	1.00	x						0	0	0
NAT BOARD MEMBER "THRU 01/15/25" (69) MICHAEL RAPHOLDT	1.00	x						0	0	0
NATIONAL BOARD MEMBER (70) ANTHONY RAPP	1.00	x						0	0	0
NATIONAL BOARD MEMBER (71) STONEY RICHARDS	1.00	x						0	0	0
NATIONAL BOARD MEMBER (72) COURTNEY ROUX	1.00	x						0	0	0
NATIONAL BOARD MEMBER (73) WOODY SCHULTZ	1.00	x						0	0	0
NATIONAL BOARD MEMBER (74) SHAWN SHARPA	1.00	x						0	0	0
NATIONAL BOARD MEMBER (75) LEA SLOCUM	1.00	x						0	0	0
NATIONAL BOARD MEMBER (76) JACK SPEER	1.00	x						0	0	0
NATIONAL BOARD MEMBER (77) JONATHAN TAYLOR THOMAS	1.00	x						0	0	0
NATIONAL BOARD MEMBER (78) DANIELLE TOWNE	1.00	x						0	0	0
NATIONAL BOARD MEMBER (79) TOMANDA UNDERDUE	1.00	x						0	0	0
NATIONAL BOARD MEMBER (80) LISA ANN WALTER	1.00	x						0	0	0
NATIONAL BOARD MEMBER (81) ERIC WITOFA	1.00	x						0	0	0
NATIONAL BOARD MEMBER (82) BILL WILDRO YARBOUGH	1.00	x						0	0	0
NATIONAL BOARD MEMBER (83) LIZ ZAZZI	1.00	x						0	0	0
NATIONAL BOARD MEMBER (84) MARC BARON	1.00	x						0	0	0
ALTERNATE (85) ERIN BASS	1.00	x						0	0	0
ALTERNATE (86) DAVID BLUE	1.00	x						0	0	0
ALTERNATE (87) KATE BONO	1.00	x						0	0	0
ALTERNATE (88) LAURA LINDA BRADLEY	1.00	x						0	0	0
ALTERNATE (89) MATT BUSH	1.00	x						0	0	0
ALTERNATE (90) JILLIAN CLARE	1.00	x						0	0	0
ALTERNATE (91) ANNOA CONNOR	1.00	x						0	0	0
ALTERNATE (92) SAIL CROWLEY	1.00	x						0	0	0
ALTERNATE (93) MICHELLE DAMIS	1.00	x						0	0	0
ALTERNATE (94) SANDY DE SILVA	1.00	x						0	0	0
ALTERNATE (95) RAY DEFOREST	1.00	x						0	0	0
ALTERNATE (96) WILL DINOMOOR	1.00	x						0	0	0
ALTERNATE (97) DAWN DOUGLAS	1.00	x						0	0	0
ALTERNATE (98) LAUREN FRODERMAN	1.00	x						0	0	0
ALTERNATE (99) EM GLEASON	1.00	x						0	0	0
ALTERNATE (100) GOLDEN GOODWIN	1.00	x						0	0	0
ALTERNATE (101) EILEEN GRUBBA	1.00	x						0	0	0
ALTERNATE (102) LINDA HARCHAKC	1.00	x						0	0	0
ALTERNATE (103) SAMANTHA HARTSON	1.00	x						0	0	0
ALTERNATE (104) AUSTIN HIGHSMITH GARCES	1.00	x						0	0	0
ALTERNATE (105) DENISE JACKEL	1.00	x						0	0	0
ALTERNATE (106) JOHN JAMES	1.00	x						0	0	0
ALTERNATE (107) SANDRA KAKAS	1.00	x						0	0	0
ALTERNATE (108) MATT KAVANAUGH	1.00	x						0	0	0
ALTERNATE (109) TOM KEMP	1.00	x						0	0	0
ALTERNATE (110) SHANNON LAINE SMOCK	1.00	x						0	0	0
ALTERNATE (111) CASEY E LEWIS	1.00	x						0	0	0
ALTERNATE (112) CATHERINE LIDSTONE	1.00	x						0	0	0
ALTERNATE (113) KATE LINDER	1.00	x						0	0	0
ALTERNATE (114) ANDREA LYMAN	1.00	x						0	0	0
ALTERNATE (115) MALISHA MALLETTE	1.00	x						0	0	0
ALTERNATE (116) ANTHONY MARCIONA	1.00	x						0	0	0
ALTERNATE (117) JESSE MARTINEZ CARLOS	1.00	x						0	0	0
ALTERNATE (118) SARAH ANN MASSE	1.00	x						0	0	0
ALTERNATE (119) KEVIN MCCORKLE	1.00	x						0	0	0
ALTERNATE (120) JENNY O'HARA	1.00	x						0	0	0
ALTERNATE (121) ERIK PASSOJA	1.00	x						0	0	0
ALTERNATE (122) STEPHEN PELUSO	1.00	x						0	0	0
ALTERNATE (123) SCOTT ROGERS	1.00	x						0	0	0
ALTERNATE (124) ALAN ROSENBERG	1.00	x						0	0	0
ALTERNATE (125) JOAN SCHWARTZ	1.00	x						0	0	0
ALTERNATE (126) SARAH SEEDS	1.00	x						0	0	0
ALTERNATE (127) FLETCHER SHERIDAN	1.00	x						0	0	0
ALTERNATE (128) ANDREA SIKKINK	1.00	x						0	0	0
ALTERNATE (129) ARNE STARR	1.00	x						0	0	0
ALTERNATE (130) CHRISTIAN TELESFORA	1.00	x						0	0	0
ALTERNATE (131) VANESSA THORPE	1.00	x						0	0	0
ALTERNATE (132) STACEY TRAVIS	1.00	x						0	0	0
ALTERNATE (133) CHARLES UYEMAKA	1.00	x						0	0	0
ALTERNATE (134) KATIE VON TILL	1.00	x						0	0	0
ALTERNATE (135) VIVIECA A WHITSETT	1.00	x						0	0	0
ALTERNATE (136) RICK ZAFIN	1.00	x						0	0	0
ALTERNATE (137) DUNCAN CHAFFREE-IRELAND	40.00				x			1,042,838		323,279
NATIONAL EXECUTIVE DIRECTO (138) MATHIS DUNN JR	40.00			x				719,436		223,025
ASSOC. NAT EXECUTIVE "THRU 03/29/24" (139) ANDREA SZCZAPO	40.00				x			513,056		159,048
CHIEF FINANCIAL OFFICER (140) RAY RODRIGUEZ	40.00				x			515,427		159,782
CHIEF CONTRACTS OFFICER (141) DAVID VISKING	40.00				x			443,152		137,378
CHIEF ECONOMIST (142) PAMELA GREENWALT	40.00				x			455,038		141,055
CHIEF COMMUNICATIONS & MAR (143) MARY CAVALIARO	40.00				x			421,967		131,430
CHIEF BROADCAST OFFICER (144) JEFFREY BENNETT	40.00				x			430,260		133,383
GENERAL COUNSEL (145) WILLIAM BERGUSON	40.00				x			404,941		125,532
CHIEF ADMIN OFFICER & EXEC (146) MICHELLE BENNETT	40.00				x			438,171		135,833
CHIEF GOVERNMENT AND EQUIT (147) REBECCA DAMON	40.00				x			359,313		111,387
CHIEF LABOR POLICY OFFICER (148) JONATHAN BROCKETT	40.00				x			280,038		86,812
EXECUTIVE PRODUCER SAG AWA (149) RICHARD LANDIS	40.00				x			350,151		108,547
ASSOC. EXECUTIVE DIRECTOR/ (150) DAVID GREGORIE	40.00				x			346,345		107,366
SENIOR ASSISTANT GENERAL COUNSEL (151) ROSEANN BACARO	40.00				x			338,855		105,045
EXECUTIVE DIRECTOR / PEOPLE & CULTURE (152) SEAN TAYLOR	40.00				x			329,598		102,175
EXECUTIVE DIRECTOR, SAN FR (153) BARBARA TSOMOLO	40.00				x			307,512		95,329
EXECUTIVE DIRECTOR, BUDGET (154) DUNCAN CHAFFREE-IRELAND	40.00				x			1,042,838	0	323,279
1b Sub-Total								7,698,832	0	2,386,406
c Total from continuation sheets to Part VII, Section A								0	0	0
d Total (add lines 1b and 1c)								7,698,832	0	2,386,406

2 Total number of individuals (including but not limited to those listed above) who received more than $100,000 of reportable compensation from the organization 159

	Yes	No
3 Did the organization list any former officer, director or trustee, key employee, or highest compensated employee on line 1a? If "Yes," complete Schedule J for such individual	3	No
4 For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than $150,000? If "Yes," complete Schedule J for such individual	4	Yes
5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? If "Yes," complete Schedule J for such person	5	No

Section B. Independent Contractors

1 Complete this table for your five highest compensated independent contractors that received more than $100,000 of compensation from the organization. Report the compensation for the calendar year ending with or within the organization's tax year.

(A) Name and business address	(B) Description of services	(C) Compensation
BUSH GOTTLIEB 550 N CENTRAL AVE SUITE 800 GLENDALE, CA 91203	LEGAL FIRM	1,184,656
TALON EXECUTIVE SERVICES INC 151 KALMUS DR STE A103 COSTA MESA, CA 92626	SECURITY STAFF SERVICES	932,903
EXACTUALS LLC	PAYMENT PROCESSING SERVICE	930,172
LINDEN VENTURA PL STE 500 VENTURA, CA 93004		
COHEN WEISS & SIMON LLP 900 3RD AVENUE 12TH FLOOR NEW YORK, NY 10022	LEGAL FIRM	771,935
ROBERT HALF RECRUITERS & EMPLOYMENT AGEN 2884 SAND HILL RD STE 300 MENLO PARK, CA 94025	TEMPORARY STAFFING	562,277

2 Total number of independent contractors (including but not limited to those listed above) who received more than $100,000 of compensation from the organization 6

Part VIII Statement of Revenue

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

	(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512 - 514
Contributions, Gifts, Grants, and OtherAmt Similar Amounts				
1a Federated campaigns . .	1a			
b Membership dues . .	1b			
c Fundraising events . .	1c			
d Related organizations	1d			
e Government grants (contributions)	1e			
f All other contributions, gifts, grants, and similar amounts not included above	1f			
g Noncash contributions included in lines 1a - 1f:$	1g			
h **Total.** Add lines 1a-1f				
Program Service Revenue	Business Code				
2a MEMBERSHIP & INITIATION DUES	900099	109,816,490	109,816,490		
b AWARDS SHOW INCOME	900099	6,220,257	6,220,257		
c					
d					
e					
f All other program service revenue.					
g **Total.** Add lines 2a–2f.	116,036,747				
3 Investment income (including dividends, interest, and other similar amounts)		3,194,004			3,194,004
4 Income from investment of tax-exempt bond proceeds					
5 Royalties					

		(i) Real	(ii) Personal				
6a Gross rents	6a	5,197,497					
b Less: rental expenses	6b	0					
c Rental income or (loss)	6c	5,197,497					
d Net rental income or (loss)				5,197,497			5,197,497

		(i) Securities	(ii) Other				
7a Gross amount from sales of assets other than inventory	7a						
b Less: cost or other basis and sales expenses	7b						
c Gain or (loss)	7c						
d Net gain or (loss)							

8a Gross income from fundraising events (not including $ _____ of contributions reported on line 1c). See Part IV, line 18	8a					
b Less: direct expenses	8b					
c Net income or (loss) from fundraising events . .						
9a Gross income from gaming activities. See Part IV, line 19 . . .	9a					
b Less: direct expenses	9b					
c Net income or (loss) from gaming activities . .						
10a Gross sales of inventory, less returns and allowances . .	10a					
b Less: cost of goods sold . .	10b					
c Net income or (loss) from sales of inventory . .						

Other Revenue

	Business Code				
11a UNCLAIMED RESIDUALS	900099	2,312,500	2,312,500		
b ADVERTISING	513120	1,427,024		1,427,024	
c FOREIGN LEVY ADMINISTRATIVE FEE	900099	796,790	796,790		
d All other revenue		700,966	700,966		
e **Total.** Add lines 11a–11d		5,237,280			
12 **Total revenue.** See instructions		129,665,528	119,847,003	1,427,024	8,391,501

OtherRevenueMiscAmt

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 . . . . . ☐

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21	1,880,742			
2 Grants and other assistance to domestic individuals. See Part IV, line 22				
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16.	10,000			
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	8,105,951			
6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7 Other salaries and wages	48,952,839			
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	7,045,813			
9 Other employee benefits	8,178,991			
10 Payroll taxes	3,848,204			
11 Fees for services (non-employees):				
a Management				
b Legal	2,211,156			
c Accounting	438,430			
d Lobbying	347,104			
e Professional fundraising services. See Part IV, line 17				
f Investment management fees				
g Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O)	2,254,512			
12 Advertising and promotion	731,097			
13 Office expenses	1,820,967			
14 Information technology	5,551,109			
15 Royalties				
16 Occupancy	16,234,383			
17 Travel	3,225,835			
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	221,004			
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	5,563,584			
23 Insurance	1,670,819			
24 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.)				
a PUBLICATIONS EXPENSE	786,878			
b PRINTING & POSTAGE	3,404,358			
c AWARD SHOW EXPENSES	2,401,064			
d CREDIT CARD FEES	1,723,307			
e All other expenses	3,212,778			
25 **Total functional expenses.** Add lines 1 through 24e	129,820,925			
26 **Joint costs.** Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here ☐ 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) Beginning of year		(B) End of year
Assets	1	Cash–non-interest-bearing	62,358,571	1	86,881,464
	2	Savings and temporary cash investments	50,841,860	2	29,635,378
	3	Pledges and grants receivable, net		3	
	4	Accounts receivable, net	642,726	4	2,561,142
	5	Loans and other receivables from 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		5	
	6	Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)		6	
	7	Notes and loans receivable, net		7	
	8	Inventories for sale or use		8	
	9	Prepaid expenses and deferred charges	3,132,463	9	3,081,743
	10a	Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D — 10a: 89,441,944			
	b	Less: accumulated depreciation — 10b: 39,278,484	53,870,483	10c	50,163,460
	11	Investments—publicly traded securities	20,720,804	11	22,765,511
	12	Investments—other securities. See Part IV, line 11	4,625,441	12	5,095,549
	13	Investments—program-related. See Part IV, line 11		13	
	14	Intangible assets		14	
	15	Other assets. See Part IV, line 11	425,117,016	15	430,941,407
	16	**Total assets.** Add lines 1 through 15 (must equal line 33)	621,309,364	16	631,125,654
Liabilities	17	Accounts payable and accrued expenses	17,050,142	17	18,562,938
	18	Grants payable		18	
	19	Deferred revenue	126,317,778	19	127,826,186
	20	Tax-exempt bond liabilities		20	
	21	Escrow or custodial account liability. Complete Part IV of Schedule D	345,748,299	21	357,277,933
	22	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		22	
	23	Secured mortgages and notes payable to unrelated third parties		23	
	24	Unsecured notes and loans payable to unrelated third parties		24	
	25	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	89,847,046	25	83,472,659
	26	**Total liabilities.** Add lines 17 through 25	578,963,265	26	587,139,716
Net Assets or Fund Balances		**Organizations that follow FASB ASC 958, check here ☑ and complete lines 27, 28, 32, and 33.**			
	27	Net assets without donor restrictions	42,346,099	27	43,985,938
	28	Net assets with donor restrictions		28	
		Organizations that do not follow FASB ASC 958, check here ▶ ☐ and complete lines 29 through 33.			
	29	Capital stock or trust principal, or current funds		29	
	30	Paid-in or capital surplus, or land, building or equipment fund		30	
	31	Retained earnings, endowment, accumulated income, or other funds		31	
	32	Total net assets or fund balances	42,346,099	32	43,985,938
	33	Total liabilities and net assets/fund balances	621,309,364	33	631,125,654

Part XI Reconcilliation of Net Assets

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

1	Total revenue (must equal Part VIII, column (A), line 12)	1	129,665,528
2	Total expenses (must equal Part IX, column (A), line 25)	2	129,820,925
3	Revenue less expenses. Subtract line 2 from line 1	3	-155,397
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	42,346,099
5	Net unrealized gains (losses) on investments	5	1,795,236
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain in Schedule O)	9	0
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column	10	43,985,938

Part XII Financial Statements and Reporting

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

			Yes	No
1	Accounting method used to prepare the Form 990: ☐ Cash ☑ Accrual ☐ Other _____ If the organization changed its method of accounting from a prior year or checked "Other," explain on Schedule O.			
2a	Were the organization's financial statements compiled or reviewed by an independent accountant?	2a		No
	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: ☐ Separate basis ☐ Consolidated basis ☐ Both consolidated and separate basis			
b	Were the organization's financial statements audited by an independent accountant?	2b	Yes	
	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: ☐ Separate basis ☑ Consolidated basis ☐ Both consolidated and separate basis			
c	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?	2c	Yes	
	If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O.			
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Uniform Guidance, 2 C.F.R. Part 200, Subpart F?	3a		No
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.	3b		

Additional Data

Return to Form

Software ID:

Software Version:

Form 990, Special Condition Description:

Special Condition Description

SCHEDULE C (Form 990)

Department of the Treasury
Internal Revenue Service

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.**

OMB No. 1545-0047

2024

Open to Public Inspection

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	**Employer identification number**
SCREEN ACTORS GUILD-AMERICAN FEDERATION OF TELEVISION AND RADIO ARTISTS	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? ☐ Yes ☐ No

4a Was a correction made? ☐ Yes ☐ No

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? ☐ Yes ☐ No

5 Enter the names, addresses and employer identification number (EIN) of all section 527 political organizations to which the filing organization made payments. For each organization listed, enter the amount paid from the filing organization's funds. Also enter the amount of political contributions received that were promptly and directly delivered to a separate political organization, such as a separate segregated fund or a political action committee (PAC). If additional space is needed, provide information in Part IV.

	(a) Name	**(b)** Address	**(c)** EIN	**(d)** Amount paid from filing organization's funds. If none, enter -0-.	**(e)** Amount of political contributions received and promptly and directly delivered to a separate political organization. If none, enter -0-.
1					
2					
3					
4					
5					
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.

Limits on Lobbying Expenditures (The term "expenditures" means amounts paid or incurred.)	(a) Filing organization's totals	(b) Affiliated group totals
1a Total lobbying expenditures to influence public opinion (grass roots lobbying)		
b Total lobbying expenditures to influence a legislative body (direct lobbying)		
c Total lobbying expenditures (add lines 1a and 1b)		
d Other exempt purpose expenditures		
e Total exempt purpose expenditures (add lines 1c and 1d)		
f Lobbying nontaxable amount. Enter the amount from the following table in both columns.		

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.

g Grassroots nontaxable amount (enter 25% of line 1f)		
h Subtract line 1g from line 1a. If zero or less, enter -0-.		
i Subtract line 1f from line 1c. If zero or less, enter -0-.		

j 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? ☐ **Yes** ☐ **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.)

Lobbying Expenditures During 4-Year Averaging Period

Calendar year (or fiscal year beginning in)	(a) 2021	(b) 2022	(c) 2023	(d) 2024	(e) Total
2a Lobbying nontaxable amount					
b Lobbying ceiling amount (150% of line 2a, column(e))					
c Total lobbying expenditures					
d Grassroots nontaxable amount					
e Grassroots ceiling amount (150% of line 2d, column (e))					
f 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) Yes	(a) No	(b) Amount
1	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:			
a	Volunteers?			
b	Paid staff or management (include compensation in expenses reported on lines 1c through 1i)?			
c	Media advertisements?			
d	Mailings to members, legislators, or the public?			
e	Publications, or published or broadcast statements?			
f	Grants to other organizations for lobbying purposes?			
g	Direct contact with legislators, their staffs, government officials, or a legislative body?			
h	Rallies, demonstrations, seminars, conventions, speeches, lectures, or any similar means?			
i	Other activities?			
j	Total. Add lines 1c through 1i			
2a	Did the activities in line 1 cause the organization to be not described in section 501(c)(3)?			
b	If "Yes," enter the amount of any tax incurred under section 4912			
c	If "Yes," enter the amount of any tax incurred by organization managers under section 4912			
d	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
1	Were substantially all (90% or more) dues received nondeductible by members?	1	Yes	
2	Did the organization make only in-house lobbying expenditures of $2,000 or less?	2		No
3	Did the organization agree to carry over lobbying and political expenditures from the prior year?	3		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."

1	Dues, assessments and similar amounts from members	1	
2	Section 162(e) nondeductible lobbying and political expenditures **(do not include amounts of political expenses for which the section 527(f) tax was paid).**		
a	Current year	2a	
b	Carryover from last year	2b	
c	Total	2c	
3	Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues	3	
4	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?	4	
5	Taxable amount of lobbying and political expenditures. See Instructions	5	

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:

SCHEDULE D
(Form 990)

(Rev. January 2025)
Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements

▶ **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.**

OMB No. 1545-0047

Open to Public Inspection

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.

		(a) Donor advised funds	(b) Funds and other accounts
1	Total number at end of year		
2	Aggregate value of contributions to (during year)		
3	Aggregate value of grants from (during year)		
4	Aggregate value at end of year		

5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control? ☐ Yes ☐ No

6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit? ☐ Yes ☐ No

Part II Conservation Easements.

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

1 Purpose(s) of conservation easements held by the organization (check all that apply).

☐ Preservation of land for public use (e.g., recreation or education)
☐ Preservation of an historically important land area
☐ Protection of natural habitat
☐ Preservation of a certified historic structure
☐ Preservation of open space

2 Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year.

		Held at the End of the Year
a	Total number of conservation easements	2a	
b	Total acreage restricted by conservation easements	2b	
c	Number of conservation easements on a certified historic structure included in (a)	2c	
d	Number of conservation easements included in (c) acquired after July 25, 2006, and not on a historic structure listed in the National Register	2d	

3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year ▶ _____

4 Number of states where property subject to conservation easement is located ▶ _____

5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds? ☐ Yes ☐ No

6 Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year ▶ _____

7 Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year ▶ $ _____

8 Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)? ☐ Yes ☐ No

9 In Part XIII, describe how the organization reports conservation easements in its revenue and expense statement, and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements.

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.

1a If the organization elected, as permitted under FASB ASC 958, not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide, in Part XIII, the text of the footnote to its financial statements that describes these items.

b If the organization elected, as permitted under FASB ASC 958, to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items:

(i) Revenue included on Form 990, Part VIII, line 1 ▶ $ _____

(ii) Assets included in Form 990, Part X ▶ $ _____

2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under FASB ASC 958 relating to these items:

a Revenue included on Form 990, Part VIII, line 1 ▶ $ _____

b Assets included in Form 990, Part X ▶ $ _____

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
c	Beginning balance	**1c**
d	Additions during the year	**1d**
e	Distributions during the year	**1e**
f	Ending balance	**1f**

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
1a Beginning of year balance					
b Contributions . . .					
c Net investment earnings, gains, and losses					
d Grants or scholarships . . .					
e Other expenditures for facilities and programs . . .					
f Administrative expenses					
g 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** Term 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:

	Yes	No
(i) Unrelated organizations . . . . . **3a(i)**		
(ii) Related organizations . . . . . **3a(ii)**		

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

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
1a Land		13,357,274		13,357,274
b Buildings		21,974,497		21,974,497
c Leasehold improvements		21,204,537	13,577,486	7,627,051
d Equipment		32,905,636	25,700,998	7,204,638
e Other				
Total. Add lines 1a through 1e. *(Column (d) must equal Form 990, Part X, column (B), line 10(c).)* . . ▶				50,163,460

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 (including name of security)	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1) Financial derivatives		
(2) Closely-held equity interests		
(3)Other		
(A)		
(B)		
(C)		
(D)		
(E)		
(F)		
(G)		
(H)		
Total. *(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: Cost or end-of-year market value
(1)		
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
Total. *(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	506,502
(2)FUNDS HELD IN TRUST	357,277,933
(3)DEFERRED RENT RECEIVABLE	1,009,466
(4)RIGHT OF USE ASSETS	72,147,506
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. *(Column (b) must equal Form 990, Part X, col.(B) line 15.)* ▶	430,941,407

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	
LEASE LIABILITIES	73,397,791
CURRENT PORTION OF OPERATING LEASE LIABILITIES	10,074,868
Total. *(Column (b) must equal Form 990, Part X, col.(B) line 25.)* ▶	83,472,659

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.

1	Total revenue, gains, and other support per audited financial statements			1	131,460,764
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:				
a	Net unrealized gains (losses) on investments	2a	1,795,236		
b	Donated services and use of facilities	2b			
c	Recoveries of prior year grants	2c			
d	Other (Describe in Part XIII.)	2d			
e	Add lines **2a** through **2d**			2e	1,795,236
3	Subtract line **2e** from line **1**			3	129,665,528
4	Amounts included on Form 990, Part VIII, line 12, but not on line **1**:				
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a			
b	Other (Describe in Part XIII.)	4b			
c	Add lines **4a** and **4b**			4c	0
5	Total revenue. Add lines **3** and **4c.** (This must equal Form 990, Part I, line 12.)			5	129,665,528

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.

1	Total expenses and losses per audited financial statements			1	129,820,925
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:				
a	Donated services and use of facilities	2a			
b	Prior year adjustments	2b			
c	Other losses	2c			
d	Other (Describe in Part XIII.)	2d			
e	Add lines **2a** through **2d**			2e	0
3	Subtract line **2e** from line **1**			3	129,820,925
4	Amounts included on Form 990, Part IX, line 25, but not on line **1:**				
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a			
b	Other (Describe in Part XIII.)	4b			
c	Add lines **4a** and **4b**			4c	0
5	Total expenses. Add lines **3** and **4c.** (This must equal Form 990, Part I, line 18.)			5	129,820,925

Part XIII Supplemental Information

Provide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a and 4; Part lV, 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 CHANGE IN NET ASSETS WITHOUT DONOR RESTRICTIONS IS EXEMPT FROM INCOME TAXES. MANAGEMENT BELIEVES THAT THE UNION CONTINUES TO QUALIFY AND TO OPERATE IN ACCORDANCE WITH APPLICABLE PROVISIONS OF THE INTERNAL REVENUE CODE. GAAP REQUIRES 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 FOR THE YEARS ENDED APRIL 30, 2025 AND 2024, THERE ARE NO UNCERTAIN POSITIONS TAKEN OR EXPECTED TO BE TAKEN THAT WOULD REQUIRE RECOGNITION OF A LIABILITY (OR ASSET) OR DISCLOSURE IN THE CONSOLIDATED FINANCIAL STATEMENTS. THE TAX YEARS THAT REMAIN SUBJECT TO EXAMINATION BY THE IRS ARE THE YEARS ENDED APRIL 30, 2022 THROUGH APRIL 30, 2025 AND BY THE CALIFORNIA FRANCHISE TAX BOARD ARE THE YEARS ENDED APRIL 30, 2021 THROUGH APRIL 30, 2025. THE UNION IS SUBJECT TO ROUTINE AUDITS BY TAXING JURISDICTIONS; HOWEVER, THERE ARE CURRENTLY NO AUDITS FOR ANY TAX PERIODS IN PROGRESS.

Additional Data

Return to Form

Software ID:

Software Version:

SCHEDULE F (Form 990) (Rev. January 2025)

Department of the Treasury
Internal Revenue Service

Statement of Activities Outside the United States

▶ **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* for instructions and the latest information.**

OMB No. 1545-0047

Open to Public Inspection

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 Activites 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,			INVESTMENTS	N/A	12,565,980
(2)	EUROPE (INCLUDING ICELAND & GREENLAND) - ALBANIA, ANDORRA, AUSTRIA, BELGIUM			PROGRAM SERVICES	MEMBER SERVICES	379,773
(3)	NORTH AMERICA - CANADA AND MEXICO, BUT NOT THE UNITED STATES			PROGRAM SERVICES	MEMBER SERVICES	25,113
(4)						
(5)						
(6)						
(7)						
(8)						
(9)						
(10)						
(11)						
(12)						
(13)						
(14)						
(15)						
(16)						
(17)						
3a	Sub-total	0	0			12,970,866
b	Total from continuation sheets to Part I . . .	0	0			0
c	**Totals** (add lines 3a and 3b)	0	0			12,970,866

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.

1	(a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of noncash assistance	(h) Description of noncash assistance	(i) Method of valuation (book, FMV, appraisal, other)
(1)			EUROPE (INCLUDING ICELAND & GREENLAND) - ALBANIA, ANDORRA, AUSTRIA, BELGIUM	GENERAL ASSISTANCE	10,000	WIRE	0		
(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 . . . . . ▶ 1

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.

	(a) Type of grant or assistance	**(b)** Region	**(c)** Number of recipients	**(d)** Amount of cash grant	**(e)** Manner of cash disbursement	**(f)** Amount of noncash assistance	**(g)** Description of noncash assistance	**(h)** 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

Part V **Supplemental Information**

Provide the information required by Part I, line 2 (monitoring of funds); Part I, line 3, column (f) (accounting method; amounts of investments vs. expenditures per region); Part II, line 1 (accounting method); Part III (accounting method); and Part III, column (c) (estimated number of recipients), as applicable. Also complete this part to provide any additional information. See instructions.

ReturnReference	Explanation

Additional Data

Software ID:

Software Version:

Note: To capture the full content of this document, please select landscape mode (11" x 8.5") when printing.

Schedule I (Form 990)

(Rev. January 2025)

Department of the Treasury
Internal Revenue Service

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* for instructions and the latest information.**

OMB No. 1545-0047

Open to Public Inspection

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 5757 WILSHIRE BLVD PH1 LOS ANGELES,CA 90036	95-3967876	501(C)(3)	1,506,919	0			GENERAL ASSISTANCE
(2) THE HOLLYWOOD REPORTER 11175 SANTA MONICA BLVD 9TH FLR LOS ANGELES,CA 90025	85-1735602		48,500	0			SPONSORSHIP
(3) NAHJ ASSOCIATION 1050 CONNECTICUT AVE NW FL 5 WASHINGTON,DC 20036	46-3985228	501(C)(3)	33,000	0			SPONSORSHIP
(4) THE WRAP NEWS INC 2034 ARMACOST AVE LOS ANGELES,CA 90025	26-4249774		25,000	0			SPONSORSHIP
(5) WHAT'S TRENDING INC PO BOX 549 CULVER CITY,CA 90232	41-2175979		12,500	0			SPONSORSHIP
(6) ENTERTAINMENT COMMUNITY FUND 155 EAST 44TH STREET STE 1915 NEW YORK,NY 10017	13-1635251	501(C)(3)	12,000	0			SPONSORSHIP
(7) PRIDE LIVE INC 2-14 50TH AVENUE PH2W LONG ISLAND CITY,NY 11101	90-0777065	501(C)(3)	10,000	0			SPONSORSHIP
(8) SERIESFEST 1550 WEWATTA ST 820 DENVER,CO 80202	82-2457698	501(C)(3)	10,000	0			SPONSORSHIP
(9) GRAMMY MUSEUM FOUNDATION INC 800 WEST OLYMPIC BOULEVARD A245 LOS ANGELES,CA 90015	26-1447714	501(C)(3)	10,000	0			SPONSORSHIP
(10) ICG GUILD SCHOLARSHIP AND PRESERVATION FUND INC 7755 SUNSET BLVD LOS ANGELES,CA 90046	95-4765798	501(C)(3)	10,000	0			SPONSORSHIP
(11) WOMEN IN FILM 701 WILSHIRE BLVD SUITE 1000 BEVERLY HILLS,CA 90212	23-7322834	501(C)(3)	10,000	0			SPONSORSHIP
(12) ILLINOIS PRODUCTION ALLIANCE 106 N ABERDEEN SUITE 100 CHICAGO,IL 60607	82-0569922	501(C)(6)	10,000	0			SPONSORSHIP
(13) CHICAGO FEDERATION OF LABOR AFL-CIO 180 N STETSON AVE NO 1529 CHICAGO,IL 60601	36-0899610	501(C)(5)	8,500	0			SPONSORSHIP
(14) NEWFILMMAKERS LOS ANGELES 1438 N GOWER ST NO 83 LOS ANGELES,CA 90028	26-4286940	501(C)(3)	8,500	0			SPONSORSHIP

(15) RADIO TELEVISION DIGITAL NEWS ASSOCIATION 529 14TH ST NW SUITE 1240 WASHINGTON,DC 20045	38-1860090	501(C)(6)	8,000	0			SPONSORSHIP
(16) BLACK MUSIC ACTION COALITION INC C/O TRI STAR 55 MUSIC SQUARE WEST 2ND FL NASHVILLE,TN 37203	92-0894392	501(C)(3)	7,500	0			SPONSORSHIP
(17) ASSOCIATION OF INDEPENDENT COMMERCIAL PRODUCERS INC 3 WEST 18TH STREET 5TH FL NEW YORK,NY 10011	13-2920121	501(C)(6)	7,500	0			SPONSORSHIP
(18) CASTING SOCIETY OF AMERICA 1812 W BURBANK BLVD 1041 BURBANK,CA 91506	30-0347563	501(C)(6)	7,500	0			SPONSORSHIP
(19) MASSACHUSETTS PRODUCTIONS COALITION INC PO BOX 381884 CAMBRIDGE,MA 02138	02-0755665	501(C)(6)	6,200	0			SPONSORSHIP
(20) EASTERSEALS SOUTHERN CALIFORNIA INC 1063 MCGRAW AVE SUITE 100 IRVINE,CA 92614	94-3068149	501(C)(3)	6,000	0			SPONSORSHIP
(21) AUDIO PUBLISHERS ASSOCIATION 333 HUDSON ST 503 NEW YORK,NY 10013	13-3614862	501(C)(6)	5,500	0			SPONSORSHIP

2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table . . . . . ▶ 11

3 Enter total number of other organizations listed in the line 1 table . . . . . ▶ 10

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.

	(a) Type of grant or assistance	**(b)** Number of recipients	**(c)** Amount of cash grant	**(d)** Amount of noncash assistance	**(e)** Method of valuation (book, FMV, appraisal, other)	**(f)** 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 DONATIONS AND PROGRAMMATIC SUPPORT THAT FURTHER OUR EXEMPT PURPOSE TO THE NAMED ORGANIZATIONS.

Additional Data

Return to Form

Software ID:

Software Version:

Schedule J (Form 990)

(Rev. January 2025)

Department of the Treasury
Internal Revenue Service

Compensation Information

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 for instructions and the latest information.**

OMB No. 1545-0047

Open to Public Inspection

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

Employer identification number
45-4931719

Part I Questions Regarding Compensation

			Yes	No
1a	Check the appropiate 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.			
	☑ First-class or charter travel	☐ Housing allowance or residence for personal use		
	☐ Travel for companions	☐ Payments for business use of personal residence		
	☐ Tax idemnification and gross-up payments	☐ Health or social club dues or initiation fees		
	☐ Discretionary spending account	☐ 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	**1b**	Yes	
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?	**2**	Yes	
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.			
	☐ Compensation committee	☑ Written employment contract		
	☑ Independent compensation consultant	☐ Compensation survey or study		
	☑ Form 990 of other organizations	☑ 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?	**4a**		No
b	Participate in, or receive payment from, a supplemental nonqualified retirement plan?	**4b**		No
c	Participate in, or receive payment from, an equity-based compensation arrangement?	**4c**		No
	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?	**5a**		
b	Any related organization?	**5b**		
	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?	**6a**		
b	Any related organization?	**6b**		
	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	**7**		
8	Were any amounts reported on Form 990, Part VII, paid or accured 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	**8**		
9	If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?	**9**		

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, 1099-MISC compensation, and/or 1099-NEC			(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 DUNCAN CRABTREE-IRELAND NATIONAL EXECUTIVE DIRECTO	(i)	908,911	36,000	97,927	140,157	183,122	1,366,117	0
	(ii)	0	0	0	0	0	0	0
2 MATHIS DUNN JR ASSOC. NAT EXECUTIVE "THRU 03/29/24"	(i)	115,182	0	604,254	96,692	126,333	942,461	0
	(ii)	0	0	0	0	0	0	0
3 ARIANNA OZZANTO CHIEF FINANCIAL OFFICER	(i)	432,509	40,675	39,872	68,955	90,093	672,104	0
	(ii)	0	0	0	0	0	0	0
4 RAY RODRIGUEZ CHIEF CONTRACTS OFFICER	(i)	448,194	41,202	26,031	69,273	90,509	675,209	0
	(ii)	0	0	0	0	0	0	0
5 DAVID VIVIANO CHIEF ECONOMIST	(i)	400,307	13,430	29,415	59,560	77,818	580,530	0
	(ii)	0	0	0	0	0	0	0
6 PAMELA GREENWALT CHIEF COMMUNICATIONS & MAR	(i)	396,824	39,622	18,572	61,154	79,901	596,073	0
	(ii)	0	0	0	0	0	0	0
7 MARY CAVALLARO CHIEF BROADCAST OFFICER	(i)	391,170	11,930	20,867	56,981	74,449	555,397	0
	(ii)	0	0	0	0	0	0	0
8 JEFFREY BENNETT GENERAL COUNSEL	(i)	385,728	19,290	25,248	57,828	75,555	563,649	0
	(ii)	0	0	0	0	0	0	0
9 WILLIAM BENSUSSEN CHIEF ADMIN OFFICER & EXEC	(i)	385,723	11,764	7,454	54,424	71,108	530,473	0
	(ii)	0	0	0	0	0	0	0
10 MICHELLE BENNETT CHIEF GOVERNMENT AND EQUIT	(i)	388,626	11,616	37,929	58,890	76,943	574,004	0
	(ii)	0	0	0	0	0	0	0
11 REBECCA DAMON CHIEF LABOR POLICY OFFICER	(i)	322,762	25,500	11,051	48,292	63,095	470,700	0
	(ii)	0	0	0	0	0	0	0
12 JONATHAN BROCKETT EXECUTIVE PRODUCER SAG AWA	(i)	258,173	7,905	13,960	37,637	49,175	366,850	0
	(ii)	0	0	0	0	0	0	0
13 RICHARD LARKIN ASSOC. EXECUTIVE DIRECTOR/	(i)	323,961	9,768	16,422	47,060	61,487	458,698	0
	(ii)	0	0	0	0	0	0	0
14 DAVID GREGOIRE SENIOR ASSISTANT GENERAL COUNSEL	(i)	197,432	11,476	137,435	46,548	60,818	453,709	0
	(ii)	0	0	0	0	0	0	0
15 ROSEANN BADAMO EXECUTIVE DIRECTOR / PEOPLE & CULTUR	(i)	284,593	38,850	15,412	45,542	59,503	443,900	0
	(ii)	0	0	0	0	0	0	0
16 SEAN TAYLOR EXECUTIVE DIRECTOR, SAN FR	(i)	303,139	9,342	17,117	44,298	57,877	431,773	0
	(ii)	0	0	0	0	0	0	0
17 BARBARA TIOMICO EXECUTIVE DIRECTOR, BUDGET	(i)	269,235	18,285	19,992	41,330	53,999	402,841	0
	(ii)	0	0	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, VACATION AND SICK LEAVE WHICH WOULD BE INCLUDED IN TAXABLE COMPENSATION.
PART II, LINE 2:	THE AMOUNT REPORTED FOR MATHIS DUNN, JR. REFLECTS A ONE-TIME PAYOUT FOR A TENURED EMPLOYEE UPON HIS RETIREMENT, COMPOSED OF BANKED PTO. THIS HAS BEEN INCLUDED ON PARTICIPANT'S FORM W-2 AS PART OF TAXABLE INCOME.

Additional Data

Return to Form

Software ID:

Software Version:

SCHEDULE O
(Form 990)
(Rev. January 2025)
Department of the Treasury
Internal Revenue Service

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 for instructions and the latest information.

OMB No. 1545-0047

Open to Public Inspection

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

Employer identification number
45-4931719

Return Reference	Explanation
FORM 990, PART III, LINE 1, DESCRIPTION OF ORGANIZATION 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, PART VI, SECTION A, LINE 6	THE ORGANIZATION HAS MEMBERS DIVIDED INTO THE FOLLOWING CATEGORIES OF MEMBERSHIP STATUS: ACTIVE, HONORABLE WITHDRAWAL, PAYMENTS PENDING AND SUSPENDED PAYMENT.
FORM 990, PART VI, SECTION A, LINE 7A	THE NATIONAL BOARD OF DIRECTORS IS THE HIGHEST POLICY MAKING BODY OF THE ORGANIZATION. IT IS ELECTED BY THE MEMBERSHIP.
FORM 990, PART VI, SECTION A, LINE 7B	APPROVAL OF CERTAIN ISSUES MAY BE REFERRED TO EITHER THE MEMBERSHIP FOR A REFERENDUM VOTE OR TO A BIANNUAL NATIONAL CONVENTION.
FORM 990, PART VI, SECTION B, 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 PRESENTED TO THE FINANCE COMMITTEE FOR DISCUSSION AND REVIEW. THE FORM IS ALSO AVAILABLE UPON REQUEST TO ANY BOARD MEMBER.
FORM 990, PART VI, SECTION B, 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, PART VI, SECTION B, LINE 15	THE NATIONAL BOARD REVIEWS AND COMPARES THE NATIONAL EXECUTIVE DIRECTOR'S COMPENSATION WITH COMPENSATION FOR COMPARABLE POSITIONS. THE ULTIMATE AUTHORITY AND APPROVAL RESIDES WITH THE NATIONAL BOARD.
FORM 990, PART VI, SECTION C, LINE 18	THE ORGANIZATION'S FORM 990 MAY ALSO BE INSPECTED ON WWW.GUIDESTAR.ORG.
FORM 990, PART VI, SECTION C, LINE 19	UPON REQUEST, THESE DOCUMENTS ARE MADE AVAILABLE TO THE PUBLIC.
FORM 990, PART VII, 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

Return to Form

Software ID:

Software Version:

SCHEDULE R (Form 990)

(Rev. January 2025)

Department of the Treasury
Internal Revenue Service

Related Organizations and Unrelated Partnerships

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* for instructions and the latest information.

OMB No. 1545-0047

Open to Public Inspection

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) Name, address, and EIN (if applicable) of disregarded entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Total income	(e) End-of-year assets	(f) Direct controlling entity
(1) SCREEN ACTORS GUILD AWARDS LLC 5757 WILSHIRE BOULEVARD 7TH FLOOR LOS ANGELES, CA 90036 26-1703514	AWARDS SHOW PRESENTATION	CA	6,351,403	43,896,647	SAG-AFTRA
(2) GUILD INTELLECTUAL PROPERTY REALIZATION LLC 5757 WILSHIRE BOULEVARD 7TH FLOOR LOS ANGELES, CA 90036 27-0902453	RECOVER ASSIGNED DEBTS AND DISBURSE SUMS OWED TO MEMBERS	CA	0	242,150	SAG-AFTRA
(3) SAG-AFTRA REAL PROPERTY HOLDINGS LLC 5757 WILSHIRE BOULEVARD 7TH FLOOR LOS ANGELES, CA 90036 36-4797722	HOLD AND OPERATE REAL ESTATE ON BEHALF OF SAG-AFTRA	DE	-356,762	0	SAG-AFTRA
(4) SAG-AFTRA NASHVILLE LLC 5757 WILSHIRE BOULEVARD 7TH FLOOR LOS ANGELES, CA 90036 92-1853634	HOLD AND OPERATE REAL ESTATE ON BEHALF OF SAG-AFTRA	DE	-97,535	275,597	SAG-AFTRA REAL PROPERTY HOLDINGS LLC
(5) SAG-AFTRA NATIONAL HEADQUARTERS LLC 5757 WILSHIRE BOULEVARD 7TH FLOOR LOS ANGELES, CA 90036 92-1820068	HOLD AND OPERATE REAL ESTATE ON BEHALF OF SAG-AFTRA	DE	4,982,281	48,299,250	SAG-AFTRA REAL PROPERTY HOLDINGS LLC
(6) SAG-AFTRA NATIONAL HEADQUARTERS ANNEX LLC 5757 WILSHIRE BOULEVARD 7TH FLOOR LOS ANGELES, CA 90036 92-1833321	HOLD AND OPERATE REAL ESTATE ON BEHALF OF SAG-AFTRA	DE	0	3,893,479	SAG-AFTRA REAL PROPERTY HOLDINGS LLC

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) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Exempt Code section	(e) Public charity status (if section 501(c)(3))	(f) Direct controlling entity	(g) Section 512(b)(13) controlled entity? Yes	(g) Section 512(b)(13) controlled entity? No
(1) SAG-AFTRA 401(K) RETIREMENT PLAN 5757 WILSHIRE BOULEVARD 7TH FLOOR LOS ANGELES, CA 90036 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) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Predominant income(related, unrelated, excluded from tax under sections 512-514)	(f) Share of total income	(g) Share of end-of-year assets	(h) Disproprtionate allocations?		(i) Code V-UBI amount in box 20 of Schedule K-1 (Form 1065)	(j) General or managing partner?		(k) Percentage 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) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Type of entity (C corp, S corp, or trust)	(f) Share of total income	(g) Share of end-of-year assets	(h) Percentage ownership	(i) Section 512(b)(13) controlled 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
1	During the tax year, did the orgranization engage in any of the following transactions with one or more related organizations listed in Parts II-IV?			
a	Receipt of **(i)** interest, **(ii)**annuities, **(iii)** royalties, or **(iv)** rent from a controlled entity	1a		No
b	Gift, grant, or capital contribution to related organization(s)	1b		No
c	Gift, grant, or capital contribution from related organization(s)	1c		No
d	Loans or loan guarantees to or for related organization(s)	1d		No
e	Loans or loan guarantees by related organization(s)	1e		No
f	Dividends from related organization(s)	1f		No
g	Sale of assets to related organization(s)	1g		No
h	Purchase of assets from related organization(s)	1h		No
i	Exchange of assets with related organization(s)	1i		No
j	Lease of facilities, equipment, or other assets to related organization(s)	1j		No
k	Lease of facilities, equipment, or other assets from related organization(s)	1k		No
l	Performance of services or membership or fundraising solicitations for related organization(s)	1l		No
m	Performance of services or membership or fundraising solicitations by related organization(s)	1m		No
n	Sharing of facilities, equipment, mailing lists, or other assets with related organization(s)	1n		No
o	Sharing of paid employees with related organization(s)	1o		No
p	Reimbursement paid to related organization(s) for expenses	1p		No
q	Reimbursement paid by related organization(s) for expenses	1q		No
r	Other transfer of cash or property to related organization(s)	1r	Yes	
s	Other transfer of cash or property from related organization(s)	1s		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) Name of related organization	(b) Transaction type (a-s)	(c) Amount involved	(d) Method of determining amount involved
(1) SAG-AFTRA 401(K) RETIREMENT PLAN	R	282,848	EMPLOYER CONTRIBUTIONS TO 401(K)

Part VI **Unrelated Organizations Taxable as a Partnership.** Complete if the organization answered "Yes" on Form 990, Part IV, line 37.

Provide the following information for each entity taxed as a partnership through which the organization conducted more than five percent of its activities (measured by total assets or gross revenue) that was not a related organization. See instructions regarding exclusion for certain investment partnerships.

(a) Name, address, and EIN of entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Predominant income (related, unrelated, excluded from tax under sections 512-514)	(e) Are all partners section 501(c)(3) organizations?		(f) Share of total income	(g) Share of end-of-year assets	(h) Disproprtionate allocations?		(i) Code V-UBI amount in box 20 of Schedule K-1 (Form 1065)	(j) General or managing partner?		(k) Percentage ownership
				Yes	No			Yes	No		Yes	No	

Part VII Supplemental Information

Provide additional information for responses to questions on Schedule R. See instructions.

Return Reference	Explanation

Additional Data

Return to Form

Software ID:

Software Version: