

Animation Workers Antitrust Litigation  
c/o Kurtzman Carson Consultants (“KCC”)  
P.O. Box 40007  
College Station, TX 77842-4007

UNITED STATES DISTRICT COURT  
FOR THE NORTHERN DISTRICT OF CALIFORNIA

**NOTICE OF PENDENCY OF CLASS ACTION LAWSUIT,  
PROPOSED SETTLEMENTS,**

**FAIRNESS HEARING, AND RIGHT TO APPEAR**

**IMPORTANT INFORMATION – READ CAREFULLY AND DO NOT DISCARD**

**If you were an employee who held an animation or visual effects job title at Blue Sky Studios, Inc., DreamWorks Animation SKG, Inc., Two Pic MC LLC (f/k/a Image Movers Digital LLC), Lucasfilm, Ltd., LLC, Pixar, Sony Pictures Animation Inc., Sony Pictures Imageworks Inc., or The Walt Disney Company during the time periods set forth below, an ongoing class action lawsuit may affect your rights, and you could get money from settlements with two of the multiple defendants in the lawsuit.**

*A court authorized this Notice. This is not a solicitation from a lawyer.*

**This Notice describes the ongoing lawsuit and how you can continue in that lawsuit or exclude yourself from that lawsuit. This Notice also describes settlements with two of the defendants and how you may be eligible to get money from those settlements or exclude yourself from one or both of them.**

**BACKGROUND**

- The class action lawsuit *In re Animation Workers Antitrust Litigation*, 14-cv-04062-LHK, claims that Blue Sky Studios, Inc. (“Blue Sky”), DreamWorks Animation SKG, Inc. (“DreamWorks Animation”), Two Pic MC LLC (f/k/a ImageMovers Digital LLC), Lucasfilm, Ltd., LLC, Pixar, Sony Pictures Animation Inc. and Sony Pictures Imageworks Inc. (“Sony Pictures”), and The Walt Disney Company (collectively, the “Defendants”) violated federal and state antitrust laws by conspiring to suppress compensation by agreeing not to solicit each other’s employees and by coordinating compensation policies. Defendants deny that they violated any antitrust law or engaged in any wrongdoing.
- The Honorable Lucy H. Koh of the United States District Court for the Northern District of California entered an order preliminarily approving settlements with two of the defendants in the lawsuit- Blue Sky and Sony Pictures- and certifying a Settlement Class of visual effects and animation employees who worked at any Defendant for defined periods ***between 2001 and 2010***.
- Blue Sky has settled for \$5,950,000, and Sony Pictures has settled for \$13,000,000. The remaining defendants (DreamWorks Animation, Two Pic MC LLC (f/k/a ImageMovers Digital LLC), Lucasfilm, Ltd., LLC, Pixar, and The Walt Disney Company) have not settled (collectively the “Non-Settling Defendants”). However, if you were an employee for ***any*** of the Defendants listed above and held an animation or visual effects job title during the time period listed below, you may be entitled to compensation. A list of job titles is attached in the List of Job Titles by Defendant.
- If you are a Settlement Class Member, you have a right to participate in both Settlements.
- Judge Koh has also entered an order certifying a Litigation Class of visual effects and animation employees in the lawsuit who worked at any Defendant for defined periods ***between 2004 and 2010***. This class of employees will continue the lawsuit against the Non-Settling Defendants. It is smaller than the settlement class because it excludes employees who worked for a Defendant between 2001 and 2003 but did not work for a Defendant during the defined periods between 2004 and 2010.
- This is not a lawsuit against you. Your participation in this lawsuit or acceptance of money from the Settlements will not affect your employment status or compensation in any way.

- **The purpose of this Notice is to advise you of your rights with respect to the ongoing lawsuit and the two settlements.** Please read it carefully. **This Notice explains your legal rights and options – and the deadlines to exercise them.** Your legal rights will be affected whether you act or don't act, and you have choices to make now.
- **This Notice is divided into sections that apply to Settlement Class Members or Litigation Class Members or both.** Please read all of the Notice carefully, determine whether you are a member of both classes or just the Settlement Class, and then decide whether or not to exercise your rights and options.

### Summary of Notice for Settlement Class Members

- You are a Settlement Class Member and are included in the two settlements with Sony Pictures and Blue Sky if you fall within the following definition: All animation and visual effects employees employed by one or more of the Defendants in the United States who held any of the job titles listed in the attached List of Job Titles by Defendant during the following time periods: Pixar (2001-2010), Lucasfilm Ltd., LLC (2001-2010), DreamWorks Animation (2003-2010), The Walt Disney Company (2004-2010), Sony Pictures Animation or Sony Pictures Imageworks (2004-2010), Blue Sky (2005-2010) and Two Pic MC LLC f/k/a ImageMovers Digital LLC (2007-2010). Excluded from the Class are senior executives, members of the board of directors, and persons employed to perform office operation or administrative tasks.
- You must have been an employee *and* held one or more of the job titles listed on the attached **List of Job Titles by Defendant** during the time periods above. You may not know what your job title was. If you have any questions about this, please contact phone number 855-730-8617 or visit the following website: [www.animationlawsuit.com](http://www.animationlawsuit.com).
- **The Court in charge of this case still has to approve the two Settlements. Payment will be made if the Court approves one or both Settlements and orders that the Settlement Funds be distributed. Please be patient.**

<b>SUMMARY OF YOUR LEGAL RIGHTS AS A SETTLEMENT CLASS MEMBER AND OPTIONS WITH RESPECT TO THE SETTLING DEFENDANTS</b>	
<b>DO NOTHING</b>	<b>You will receive a payment from the Settlements if you are a Settlement Class Member.</b> You will receive money from the Settlements when the funds are distributed and will waive any rights to pursue a lawsuit of your own against Blue Sky or Sony Pictures. You will retain your claims against the other Defendants.
<b>EXCLUDE YOURSELF FROM ONE OR BOTH OF THE SETTLEMENTS</b>	<b>Get no payment from the Settlements.</b> This is the only way you can file your own lawsuit or ever be part of any other lawsuit about the claims in this case against Blue Sky or Sony Pictures. As described in Question 20, below, you may exclude yourself or “opt out” from one or both Settlements.
<b>OBJECT TO OR COMMENT ON ONE OR BOTH OF THE SETTLEMENTS</b>	<b>Following the instructions in Question 23, write to the Court about why you like or do not like one or both of the Settlements by no later than September 30, 2016.</b> You may also ask to speak to the Court about your written comments or objections about the fairness of one or both of the Settlements at the “Fairness Hearing” on <b>November 10, 2016 at 1:30 p.m.</b> , although you do not have to do so. To comment on or object to one or both of the Settlements and request to speak at the Fairness Hearing, you must act before September 30, 2016. Your objection must be signed, and must include a summary of any other objections you or your attorney filed to any class action settlements submitted to any court in the United States in the previous five years.
<b>GO TO THE COURT’S FAIRNESS HEARING ABOUT THE SETTLEMENTS</b>	If you would like, you can ask to speak in Court about the fairness of one or both of the Settlements if you follow the instructions in Question 24 of this Notice. You do not need to speak to the Court to receive benefits under the Settlements.

### Summary of Notice for Litigation Class Members

- The lawsuit is continuing against DreamWorks Animation, Two Pic MC (f/k/a Image Movers Digital LLC), Lucasfilm, Pixar, and The Walt Disney Company, which are referred to here as the “Non-Settling Defendants.”
- You are a Litigation Class Member if you fall within the following definition: All animation and visual effects employees employed by one or more of the Defendants in the United States who held any of the job titles listed in the attached List of Job Titles by Defendant during the following time periods: Pixar (**2004**-2010), Lucasfilm Ltd., LLC (**2004**-2010), DreamWorks Animation (**2004**-2010), The Walt Disney Company (2004-2010), Sony Pictures Animation or Sony Pictures Imageworks (2004-2010), Blue Sky (2005-2010) and Two Pic MC LLC f/k/a ImageMovers Digital LLC (2007-2010). Excluded from the Class are senior executives, members of the board of directors, and persons employed to perform office operation or administrative tasks.

- The Litigation Class is smaller than the Settlement Class. It is a subset. The differences with Settlement Class Definition are in **bold** and underlined. It is possible that you are a Settlement Class Member, but not a Litigation Class Member. However, if you are a Litigation Class Member, you are certainly a Settlement Class Member.
- The Litigation Class excludes employees who worked for a Defendant between 2001 and 2003 and who did not work for a Defendant during the defined periods between 2004 and 2010. If you held a qualifying job title at either Pixar or Lucasfilm between 2001 and 2003 or at DreamWorks Animation in 2003 (and did not work for any of those three companies from 2004 to 2010), you **are** a Settlement Class Member, but you **are not** a Litigation Class Member.
- **The outcome of the class action lawsuit against the Non-Settling Defendants is not yet known. If you are a Litigation Class Member, you will be notified if money or benefits are obtained from any of the Non-Settling Defendants through settlements or trial. Please be patient.**
- As a Litigation Class Member, you have the right to exclude yourself from the continuing lawsuit against the Non-Settling Defendants. If you choose to do so, you must exercise your right by September 30, 2016. Instructions on how to exclude yourself or opt out are set forth in response to Question 35 below. You can receive the benefits of one or both of the settlements with the Settling Defendants even if you opt out of the continuing lawsuit against the Non-Settling Defendants.

<b>SUMMARY OF YOUR LEGAL RIGHTS AS A LITIGATION CLASS MEMBER AND OPTIONS WITH RESPECT TO THE NON-SETTLING DEFENDANTS</b>	
<b>DO NOTHING</b>	If you are a Litigation Class Member and do nothing, you will remain a Litigation Class Member in the lawsuit against the Non-Settling Defendants and retain the possibility of getting money or other benefits from the Non-Settling Defendants that may come from trial or settlement. By remaining in the Litigation Class, you will be bound by the outcome of the continuing lawsuit with the Non-Settling Defendants and will give up your right to file your own lawsuit. There is no money available now from DreamWorks Animation, Two Pic (f/k/a Image Movers Digital), Lucasfilm, Pixar, or The Walt Disney Company, and no guarantee that there will be. The outcome of the continuing class action lawsuit against these Non-Settling Defendants is not yet known. If additional money or benefits are obtained from the Non-Settling Defendants, you will be notified again.
<b>EXCLUDE YOURSELF FROM THE ONGOING LAWSUIT</b>	<b>If you are a Litigation Class Member and exclude yourself or “opt out” from the ongoing lawsuit, you will receive no payment from any Non-Settling Defendants even if any monies are collected as the result of a trial or settlement, but you will retain the right to file your own lawsuit.</b> You will remain in the Class on whose behalf the lawsuit will continue against the Non-Settling Defendants unless you submit a written request to exclude yourself or “opt out” from it as described in the response to Question 35 below. You must submit a timely written request to exclude yourself from the Class, if you wish to do so, by September 30, 2016. This is the only way that you can file your own lawsuit or ever be part of any other lawsuit about the legal claims in this case against any of the Non-Settling Defendants.

\* \* \* \* \*

**Detailed Information**

The above bullet points and charts provide summary information regarding your rights and options as Settlement Class Members and Litigation Class Members as well as the settlements with the Settling Defendants and the ongoing lawsuit against the Non-Settling Defendants. The remainder of this Notice is designed to provide you with more information to help you evaluate your rights and options and answer any questions that you may have.

**INFORMATION FOR SETTLEMENT CLASS MEMBERS AND LITIGATION CLASS MEMBERS**

**1. Why did I get this Notice?**

You have received this Notice because Defendants’ records show you may have worked as an animation or visual effects employee and held one of the job titles listed on the attached List of Job Titles by Defendants during some or all of the following time periods:

- Pixar (2001-2010)
- Lucasfilm Ltd., LLC (including Industrial Light & Magic) (2001-2010)
- DreamWorks Animation SKG, Inc. (2003-2010)
- The Walt Disney Company (including Walt Disney Animation Studios) (2004-2010)

- Sony Pictures Animation Inc. or Sony Pictures Imageworks Inc. (2004-2010)
- Blue Sky Studios, Inc. (2005-2010)
- Two Pic MC LLC f/k/a ImageMovers Digital LLC (2007-2010)

**The Court sent you this Notice for two reasons:**

**(1) Settlement Class Members have the right to know about the two proposed Settlements of this class action lawsuit with Blue Sky and Sony Pictures, and about their legal rights and options, before the Court holds a “Fairness Hearing” to decide whether to grant final approval of one or both of the Settlements.**

This Notice explains the lawsuit, the Settlements, and your legal rights. It also explains what benefits from the Settlements will be available, who is eligible for them, and how to obtain them. If the Court approves one or both of the Settlements and orders that the Settlement Fund(s) be distributed, a Notice and Claims Administrator appointed by the Court will make the payments that the Settlements allow.

The Court has preliminarily approved the Settlements. If you are a Settlement Class Member, you have legal rights and options that you may exercise before the Court considers whether it will grant final approval of the proposed Settlements at the “Fairness Hearing.” The Court will hold the Fairness Hearing on **November 10, 2016 at 1:30 p.m.** in Courtroom 8, 4th Floor, of the Northern District of California, 280 South 1st Street, San Jose, CA 95113 to decide whether the proposed Settlements are fair and reasonable, and provide adequate compensation and benefits to the members of the Class. The date and time for the Fairness Hearing rarely change, but please check [www.animationlawsuit.com](http://www.animationlawsuit.com) or the District Court’s website for updated information.

If you wish to comment on or object to one or both of the Settlements, or to exclude yourself, or “opt out,” from one or both of the Settlements, you must do so following the procedures described below. If you do nothing, you will receive money from the Settlements and you will be bound by any final judgment.

**(2) Litigation Class Members have the right to know that the Court has “certified” a Litigation Class to move the case forward against the Non-Settling Defendants, and about their legal rights and options before the claims being made on behalf of the Litigation Class are evaluated on their merits.**

On May 25, 2016, Judge Koh decided that this lawsuit can proceed as a class action against the Non-Settling Defendants. A jury trial is scheduled to begin on June 12, 2017, before Judge Koh, at the United States District Court for the Northern District of California, San Jose Division. You will remain a Litigation Class Member in this continuing lawsuit if you do nothing or you can exclude yourself, or “opt out,” from this continuing lawsuit as explained in the response to Question 35 below. If you decide you want to exclude yourself, or opt out, you must submit a timely written request to do so by September 30, 2016.

**2. What is this lawsuit about?**

The lawsuit claims that Defendants conspired to suppress compensation by agreeing not to solicit each other’s employees and to coordinate compensation policies in violation of federal and state antitrust laws. Each of the Defendants, including Blue Sky and Sony Pictures, denies that it violated any laws or engaged in any wrongdoing. Blue Sky and Sony Pictures have entered into separate Settlement Agreements with Plaintiffs. The other Defendants (DreamWorks Animation, Two Pic (f/k/a Image Movers Digital), Lucasfilm, Pixar, and The Walt Disney Company) have not settled with the Plaintiffs, and the case against them continues. To obtain more information about the claims in this lawsuit, you can view the complaint and other court documents in this case at [www.animationlawsuit.com](http://www.animationlawsuit.com).

**3. What is a class action, and who is involved?**

In a class action lawsuit, one or more persons called “Named Plaintiffs” or “Class Representatives” sue on behalf of other people who have similar claims. The people with similar claims together are a “Class” and are called “Class Members.” A class action resolves the issues for all Class Members, except for those who exclude themselves from the Class. The Court appointed Named Plaintiffs Georgia Cano, Robert Nitsch, and David Wentworth as Class Representatives in this case.

**4. Why are there Settlements with Blue Sky and Sony Pictures?**

The Court has not found in favor of any party, including Plaintiffs, Blue Sky, Sony Pictures or the Non-Settling Defendants. Plaintiffs and Blue Sky, and separately Plaintiffs and Sony Pictures, have agreed to Settlement Agreements which, if they are approved, will bring the claims against Blue Sky and Sony Pictures to an end. (The Court could also choose to approve one Settlement Agreement, and not the other.) Settling the case avoids the uncertainty of continuing the case between them and the cost of further litigation, and Settlement Class Members will get the benefits of the Settlements. The Class Representatives and Class Counsel support the Settlements and believe they are in the best interests of the Class.

**5. Why don’t the Settlements end the case?**

Although the Settlements with Blue Sky and Sony Pictures fully resolve the Settlement Class Members’ claims against Blue Sky and Sony Pictures, respectively (as described in Question 16), the Settlements only partially resolve the case, as it will continue against the Non-Settling Defendants, as discussed in Question 6.

**6. Is the lawsuit continuing?**

Blue Sky and Sony Pictures have separately agreed to settle this case. The Non-Settling Defendants (DreamWorks Animation, Two Pic MC LLC (f/k/a Image Movers Digital LLC), Lucasfilm, Ltd., LLC, Pixar, and The Walt Disney Company) have not agreed to settle, so the lawsuit will continue against them. More money may become available in the future for Litigation Class Members as a result of additional settlements with and/or a trial against the Non-Settling Defendants, but there is no guarantee this will happen.

**7. What happens if the Plaintiffs later reach a settlement with the Non-Settling Defendants?**

The settlements with Blue Sky and Sony Pictures do not end the case against the Non-Settling Defendants. It cannot be known whether the Plaintiffs would prevail against the Non-Settling Defendants at a trial. If there are additional settlements in the future, there will be notice of those settlements as well for Litigation Class Members.

**INFORMATION FOR SETTLEMENT CLASS MEMBERS**

**8. Am I a Settlement Class Member?**

Animation or visual effects employees who held specific job titles at one or more of the Defendant companies during certain time periods may be Settlement Class Members and eligible for a payment from the Settlements when the funds are distributed, if they meet the following class definition:

All animation and visual effects employees employed by one or more of the Defendants in the United States who held any of the job titles listed in the attached List of Job Titles by Defendant during the following time periods: Pixar (2001-2010), Lucasfilm Ltd., LLC (2001-2010), DreamWorks Animation SKG, Inc. (2003-2010), The Walt Disney Company (2004-2010), Sony Pictures Animation Inc. and Sony Pictures Imageworks Inc. (2004-2010), Blue Sky Studios, Inc. (2005-2010) and Two Pic MC LLC f/k/a ImageMovers Digital LLC (2007-2010). Excluded from the Class are senior executives, members of the board of directors, and persons employed to perform office operation or administrative tasks. (“Settlement Class”)

To be in the Settlement Class and participate in either Settlement, you must have been an employee *and* held one or more of the job titles listed on the attached **List of Job Titles by Defendant** during the time periods above.

**9. What if I still don’t know if I’m a Settlement Class Member?**

If you received this Notice, it is because you were listed as a potential Settlement Class Member. If you are still not sure whether you are included, you can get help at [www.animationlawsuit.com](http://www.animationlawsuit.com) or by calling **855-730-8617**.

**10. Does it make a difference whether I work or worked for Blue Sky or Sony Pictures, on the one hand, or DreamWorks Animation, Two Pic (f/k/a IMD), Lucasfilm, Pixar, or The Walt Disney Company, on the other hand?**

As long as you fall within the definition of the Settlement Class in Question 8 above, you can participate in one or both of the Settlements, regardless of which Defendant you work or worked for, or whether you have worked for more than one. Current and former employees of Settling Defendants Blue Sky and Sony Pictures, and the Non-Settling Defendants (DreamWorks Animation, Two Pic/IMD, Lucasfilm, Pixar, Disney) who fall within the definition of the Settlement Class in Question 8 are all Settlement Class Members and are all entitled to receive a payment under the Settlements.

**11. What are my rights as a Settlement Class Member?**

If you are a Settlement Class Member, you have the right to (1) do nothing, in which case you will receive a payment and will waive any rights to pursue a lawsuit of your own against Blue Sky or Sony Pictures, (2) exclude yourself from one or both of the Settlements (see Question 20), (3) comment on or object to one or both of the Settlements (see Question 23), or (4) attend the Court’s Fairness Hearing to speak in support of or against the Court’s final approval of one or both of the Settlements (see Question 24).

***THE SETTLEMENT BENEFITS***

**12. What do the Settlements provide?**

As explained above, Blue Sky and Sony Pictures entered into separate Settlement Agreements that are independent of each other. Each is described below.

***The Blue Sky Settlement***

Blue Sky will pay \$5,950,000 into a Settlement Fund. After deducting attorneys’ fees, costs, applicable taxes, and other fees and expenses (see Question 19), the Settlement Fund will be distributed to Settlement Class Members. In the event monies remain as residue in the Settlement Fund following all distribution efforts approved by the Court and payment of any taxes, Plaintiffs will ask the Court for an order disposing of all such funds, through additional distributions to eligible Settlement Class members and/or escheat to the federal government.

As a Settlement Class Member, you will give up, or “release,” your claims against Blue Sky in exchange for the right to receive your share of the Blue Sky Settlement Fund. That release includes any claims made or that could have been made against Blue Sky arising from the facts alleged in this lawsuit. The release is described in more detail in the Settlement Agreement and in Question 16 below. You can view or download a copy of the Settlement Agreement at [www.animationlawsuit.com](http://www.animationlawsuit.com).

### ***The Sony Pictures Settlement***

Sony Pictures will pay \$13,000,000 into a Settlement Fund. After deducting attorneys’ fees, costs, applicable taxes, and other fees and expenses (see Question 19), the Settlement Fund will be distributed to Settlement Class Members. In the event monies remain as residue in the Settlement Fund following all distribution efforts approved by the Court and payment of any taxes, Plaintiffs will ask the Court for an order disposing of all such funds, through additional distributions to eligible Class members and/or escheat to the federal government.

As a Settlement Class Member, you will give up, or “release,” your claims against Sony Pictures in exchange for the right to receive your share of the Sony Pictures Settlement Fund. That release includes any claims made or that could have been made against Sony Pictures arising from the facts alleged in this lawsuit. The release is described in more detail in the Settlement Agreement and in Question 16 below. You can view or download a copy of the Settlement Agreement at [www.animationlawsuit.com](http://www.animationlawsuit.com).

### **13. How much money can I get from the Settlement?**

Settlement Class Members who do not opt out will be eligible to receive a share of the Settlement Funds, less all applicable reductions based on a formula using the total compensation paid to a Settlement Class Member. In other words, each Settlement Class Member’s share of the Settlement Funds is a fraction, with the Settlement Class Member’s total compensation paid on the basis of employment in a Class Position during the Class Period as the numerator and the total compensation paid to all Settlement Class Members on the basis of employment in a Class Position during the Class Period as the denominator:

*(Settlement Class Member’s individual total compensation paid on the basis of employment in  
Class Positions during the Class Period)*

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*(Total compensation paid to Settlement Class Members on the basis of employment in  
Class Positions during the Class Period)*

Each Settlement Class Member’s fractional amount shall be multiplied against the Settlement Funds, less court-approved costs, and attorneys’ fees and expenses. The total compensation paid, dates of employment, and whether a potential Settlement Class Member held a Class Position will be conclusively derived from Defendants’ data maintained by their respective human resources departments and will not be subject to challenge by Settlement Class Members. Payments to Settlement Class Members shall not be made until the Effective Date has passed and all objections, collateral challenges or appeals relating to the Settlements have been fully and finally resolved. The proposed Plan of Allocation is available for review at [www.animationlawsuit.com](http://www.animationlawsuit.com), and will be presented for approval by the Court at the Fairness Hearing (see Question 24).

## **RECEIVING MONEY FROM THE SETTLEMENTS**

### **14. How can I get money from the Settlements?**

You do not need to do anything to receive money from the Settlements. If you fall within the Settlement Class Definition and do not opt-out of the Settlements, you will receive money from the Settlements. If you exclude yourself from one or both of the Settlements, you will not receive money from that Settlement. You may opt out of one Settlement and not the other, or opt out of both.

### **15. When will I get my payments?**

The Court will hold a Fairness Hearing on November 10, 2016 at 1:30 p.m. to decide whether to approve one or both of the Settlements. If the Court approves one or both of the Settlements, there still may be appeals of that decision. If an appeal is filed, it is hard to estimate how long it might take for it to be resolved, but it can take a lot of time, perhaps more than a year. Settlement payments to Settlement Class Members will be distributed if the Settlements are approved, and after appeals, if any, are resolved. Updates regarding the Settlements and when payments may be made will be posted on the settlement website, [www.animationlawsuit.com](http://www.animationlawsuit.com).

### **16. What am I giving up to get payments under the Settlements?**

If you are a Settlement Class Member, unless you exclude yourself from the Settlements, you will remain within the Class, and that means that you can’t sue, continue to sue, or be part of any other lawsuit against Blue Sky or Sony Pictures or the Released Parties defined below about the claims in this case. It also means that all of the Court’s orders will apply to you and legally bind you, and that you agree to the following “Release of Claims,” which describes exactly the legal claims that you give up if you participate in the Settlements with respect to each Settling Defendant:

**Blue Sky Studios Release**

Upon the Effective Date, each Named Plaintiff and Settlement Class Member (who is not properly excluded as provided herein) (the “Releasers”) shall release, forever discharge and covenant not to sue Blue Sky together with its parent company Fox Entertainment Group, LLC and their other past and present direct and indirect parents, subsidiaries, divisions, affiliates, stockholders, officers, directors, insurers, employees (other than employees who are members of the Class), agents, attorneys, and any of their legal representatives (and the predecessors, heirs, executors, administrators, successors, purchasers, and assigns of each of the foregoing) (the “Released Parties”) from all claims, whether federal or state, known or unknown, asserted or unasserted, regardless of legal theory, arising from or related to the facts, activities or circumstances alleged in the SAC or any other purported restriction on competition for employment or compensation of Named Plaintiffs or Class Members, up to the Date of the Settlement (the “Released Claims”), whether or not alleged in the SAC and whether or not any Class Member objects to the Settlement. For the avoidance of doubt, this Agreement shall not be construed to release any local, state or federal claim arising out of allegations of any product defect, discrimination, or personal or bodily injury, and shall not be construed to release any local, state or federal claim arising out of allegations of unlawful overtime or violations of ERISA or similar statute that are unrelated to the facts, activities, or circumstances alleged in the SAC or to the payments or distributions made pursuant to this Settlement.

**Sony Pictures Release**

Upon the Effective Date, each Named Plaintiff and Settlement Class Member (who is not properly excluded as provided herein) (the “Releasers”) shall release, forever discharge and covenant not to sue Sony Picture, Sony Pictures Entertainment Inc., and their past and present direct and indirect parents, subsidiaries, divisions, affiliates, stockholders, officers, directors, insurers, employees (other than employees who are members of the Class), agents, attorneys, and any of their legal representatives (and the predecessors, heirs, executors, administrators, successors, purchasers, and assigns of each of the foregoing) (the “Released Parties”) from all claims, whether federal or state, known or unknown, asserted or unasserted, regardless of legal theory, arising from or related to the facts, activities or circumstances alleged in the SAC or any other purported restriction on competition for employment or compensation of Named Plaintiffs or Class Members, up to the Date of the Settlement (the “Released Claims”), whether or not alleged in the SAC and whether or not any Class Member objects to the Settlement. For the avoidance of doubt, this Agreement shall not be construed to release any local, state or federal claim arising out of allegations of any product defect, discrimination, or personal or bodily injury, and shall not be construed to release any local, state or federal claim arising out of allegations of unlawful overtime or violations of ERISA or similar statute that are unrelated to the facts, activities, or circumstances alleged in the SAC or to the payments or distributions made pursuant to this Settlement.

**THE LAWYERS REPRESENTING YOU AS A SETTLEMENT CLASS MEMBER**

**17. Who represents me as a Settlement Class Member in this case?**

The Court appointed the following three law firms as Settlement Class Counsel to represent the Settlement Class:

<p><b>Daniel A. Small</b>  COHEN MILSTEIN SELLERS &amp;  TOLL PLLC  1100 New York Ave. NW, Suite 500  Washington, DC 20005  <a href="mailto:animation@cohenmilstein.com">animation@cohenmilstein.com</a>  202-408-4600</p>	<p><b>Steve W. Berman</b>  HAGENS BERMAN SOBOL  SHAPIRO LLP  1918 Eighth Avenue,  Suite 3300  Seattle, WA 98101  <a href="mailto:animation@hbsslaw.com">animation@hbsslaw.com</a>  206-623-7292</p>	<p><b>Marc M. Seltzer</b>  SUSMAN GODFREY LLP  1901 Avenue of the Stars, Suite 950  Los Angeles, CA 90067-6029  <a href="mailto:mseltzer@susmangodfrey.com">mseltzer@susmangodfrey.com</a>  310-789-3100</p>
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These lawyers and law firms are called “Plaintiffs’ Counsel.”

**18. Should I get my own lawyer?**

You do not need to hire your own lawyer because the Plaintiffs’ Counsel are working on your behalf. If you want your own lawyer, you may hire one, but you will be responsible for any payment for that lawyer’s services. For example, you can ask your lawyer to appear in Court for you if you want someone other than Plaintiffs’ Counsel to speak for you. You may also appear for yourself without a lawyer.

**19. How will the lawyers be paid?**

Plaintiffs’ Counsel may ask the Court to approve payment from the Settlement Funds for attorneys’ fees, which will not exceed 25 percent of the Settlement Funds. Plaintiffs’ Counsel will not receive any portion of their fees until the Court approves such a payment. Plaintiffs’ Counsel will also ask the Court to approve payment from the Settlement Funds for their out-of-pocket costs and expenses.

Plaintiffs’ Counsel will also ask the Court to approve payments of up to \$10,000 to each of the three individual Class Representatives as Service Awards for their service.

The costs of providing this Notice and administering the Settlements are being paid from the Settlement Funds. If the Court grants Counsel's requests, all fees, costs, and expenses would be deducted from the Settlement Funds.

**20. How do I get out of one or both of the Settlements?**

If you fall within the Settlement Class Definition but don't want a payment from one or both of the Settlements, or if you want to keep the right to sue or continue to sue Blue Sky and/or Sony Pictures about the issues in this case (at your own expense), then you must exclude yourself or "opt out" of the respective Settlement.

To exclude yourself, or opt out, from either of the Settlements, you must send a letter or written request to the Notice and Claims Administrator at the address below saying that you want to be excluded from the Settlement(s) in *In re: Animation Workers Antitrust Litigation*, with your full legal name and the name(s) of the Defendant company or companies (i.e., Blue Sky, DreamWorks Animation, Two Pic (f/k/a IMD), Lucasfilm, Pixar, Sony Pictures Animation, Sony Pictures Imageworks, or The Walt Disney Company) for which you worked during the Class period. You must sign your request, and identify which Settlement you wish to opt out of. You may also opt out of both.

To exclude yourself, or opt out, from one or both Settlements, you must submit your opt-out request letter postmarked no later than September 30, 2016 (or received by the Notice and Claims Administrator by that date if sent by fax or e-mail) to the following address:

Animation Workers Antitrust Litigation  
c/o Kurtzman Carson Consultants ("KCC")  
P.O. Box 6002  
Larkspur, CA 94977-6002  
info@animationlawsuit.com  
Fax: 415-256-9756

You cannot exclude yourself, or opt out, by telephone.

If you request to be excluded from the Settlement with Blue Sky, you will not be legally bound by the Blue Sky Settlement. You will be able to sue (or continue to sue) Blue Sky in the future about the claims in this case. Similarly, if you request to be excluded from the Settlement with Sony Pictures, you will not be legally bound by the Sony Pictures Settlement. You will be able to sue (or continue to sue) Sony Pictures in the future about the claims in this case.

If you ask to be excluded from either Settlement, you will not receive payment from that Settlement, and you will not be able to object to it.

**21. As a Settlement Class Member, if I don't exclude myself, can I sue the Settling Defendants for the same thing separately by myself?**

No. If you are a Settlement Class Member, unless you exclude yourself from the Settlements, you give up the right to sue Blue Sky and Sony Pictures for the claims that the Settlement resolves as more fully described in Question 16 above.

If you have a pending lawsuit against Blue Sky, Fox Entertainment Group, LLC, or any related entities and/or Sony Pictures, Sony Pictures Entertainment Inc. or related entities or against any Released Parties defined above, speak to your lawyer in that lawsuit immediately, because you may need to exclude yourself to continue your own lawsuit. The process for excluding yourself from the Settlements is described in the preceding sections.

**22. As a Settlement Class Member, if I exclude myself, can I get money from this case?**

It depends on whether you as a Settlement Class Member exclude yourself from one or both Settlements, and/or as a possible Litigation Class Member (see below) from the ongoing lawsuit. If you exclude yourself from one of the Settlements, you will not receive money from the Settlement from which you have excluded yourself. If you exclude yourself from one Settlement, you may still receive payment from the other Settlement from which you did not exclude yourself. In addition, if you exclude yourself from one or both of the Settlements, and you are a Litigation Class Member, you may still receive payment from any future settlement with or recovery from a Non-Settling Defendant. If you are a Litigation Class Member and exclude yourself from the continuing litigation, you will not be eligible to receive a share of the money recovered, if any, from Non-Settling Defendants in the future. However, by excluding yourself, you keep any rights to sue on your own about the same claims in the lawsuit should you want to do so.

***COMMENTING ON OR OBJECTING TO THE SETTLEMENTS***

**23. How do I tell the Court that I like or don't like the proposed Settlements, and may I speak at the hearing?**

If you are a Settlement Class Member, you can comment on or object to one or both of the settlements if you like or don't like any part of it and ask the Court to deny approval to one or both of the Settlements. You can give reasons why you think the Court should or should not approve them. You cannot ask the Court to order a larger settlement; the Court can only approve or deny the Settlements. If the Court denies approval of either Settlement, no settlement payments will be sent out with respect to that Settlement and the lawsuit will continue against that defendant. If that is what you want to happen, you must object.

All comments and objections must be in writing, signed, and must include the following:



- (a) your name, address, telephone number, email address and signature;
- (b) the case name and number (*In re Animation Workers Antitrust Litigation*, Case Number 14-cv-4062),
- (c) the identity of the Settlement(s) to which you are objecting;
- (d) a summary of any other objections you or an attorney on your behalf filed to any class action settlements submitted to any court in the United States in the previous five years; and
- (e) a detailed statement of your comments or objections, including the grounds for your objections, if any, together with any supporting documents.

All comments and objections must be submitted to the Court either by mailing them to Judge Koh's Case System Administrator, United States District Court for the Northern District of California, 280 South 1st Street, Room 2112, San Jose, CA 95113, or by filing them in person at any location of the United States District Court for the Northern District of California. Comments or objections must be filed or postmarked on or before September 30, 2016.

You do not need to attend or speak at the Fairness Hearing (described in Question 24 below) for your comments or objections to be considered. If you would like to speak at the Fairness Hearing about your comments or objections to the Settlements, please add to your letter a statement that you intend to appear and speak at the hearing, for example, by stating "This is my Notice of Intention to Appear at the Fairness Hearing for *In re Animation Workers Antitrust Litigation*."

If you choose to exclude yourself from either Settlement, you will have no right to speak at the hearing about that Settlement or object to it, because that Settlement will no longer affect your rights.

### ***THE COURT'S FAIRNESS HEARING***

#### **24. When and where will the Court decide whether to approve the Settlements?**

The Court will hold a Fairness Hearing at November 10, 2016 at 1:30 p.m. at the following courtroom:

The Honorable Lucy H. Koh  
Courtroom 8, 4th Floor  
The United States District Court for the Northern District of California  
280 S. First Street  
San Jose, California 95113

At this hearing, the Court will consider the Settlements separately and determine whether they are fair, reasonable, and adequate. If there are written comments or objections, the Court will consider them. The Court will decide whether to allow people who have raised objections or comments to speak at the hearing. The Court may also decide how much to award to Plaintiffs' Counsel in attorneys' fees and expenses and whether to approve the payment of Service Awards to the Class Representatives. After the hearing, the Court will decide whether to approve either or both Settlements. We do not know how long this decision will take.

Fairness Hearings are rarely rescheduled, but you should be sure to check the website, [www.animationlawsuit.com](http://www.animationlawsuit.com), for news of any such changes.

#### **25. Do I have to come to the Fairness Hearing?**

No. Plaintiffs' Counsel will be present at the Fairness Hearing to answer any questions the Court may have. You are welcome to come at your own expense. If you send comments or objections to either Settlement, you don't have to come to Court to talk about it. As long as you mailed your written comments or objections on time, the Court will consider them. You may also pay your own lawyer to attend, but it is not required.

### ***IF YOU DO NOTHING AS A SETTLEMENT CLASS MEMBER***

#### **26. What happens if I do nothing at all?**

If you are a Settlement Class Member and you do nothing, you will get money from the Settlements and any claims you might have against Blue Sky and Sony Pictures and the Released Parties defined above in Question 16 based on the allegations in this case will be released unless you separately write to exclude yourself (following the instructions in Question 20). In exchange for receiving money from the Settlements, you will give up or "release" your claims against Blue Sky and Sony Pictures and the Released Parties in this lawsuit. You will not be able to participate in, or collect money damages from, any other lawsuit against Blue Sky or Sony Pictures or the Released Parties related to any alleged conspiracy to suppress compensation, including agreements to restrict recruiting or hiring or to coordinate compensation, including merit increase budgets and compensation ranges. (See Question 16 for the exact definition of the claims you are giving up.)

## INFORMATION FOR LITIGATION CLASS MEMBERS

### 27. Am I a Litigation Class Member?

Animation or visual effects employees who held specific job titles at one or more of the Defendant companies during certain time periods may be Litigation Class Members if they meet the following class definition (the differences with Settlement Class Definition are in **bold** and underlined):

All animation and visual effects employees employed by one or more of the Defendants in the United States who held any of the job titles listed in the attached List of Job Titles by Defendant during the following time periods: Pixar (**2004-2010**), Lucasfilm Ltd., LLC (**2004-2010**), DreamWorks Animation SKG, Inc. (**2004-2010**), The Walt Disney Company (2004-2010), Sony Pictures Animation Inc. and Sony Pictures Imageworks Inc. (2004-2010), Blue Sky Studios, Inc. (2005-2010) and Two Pic MC LLC f/k/a ImageMovers Digital LLC (2007-2010). Excluded from the Class are senior executives, members of the board of directors, and persons employed to perform office operation or administrative tasks. (“Settlement Class”)

To be in the Litigation Class, you must have been an employee **and** held one or more of the job titles listed on the attached **List of Job Titles by Defendant** during the time periods above.

### 28. What is the difference between the Settlement Class and the Litigation Class?

The Litigation Class is smaller than the Settlement Class. It is a subset of the Settlement Class. The Litigation Class excludes employees who worked for a Defendant between 2001 and 2003 but did not work for a Defendant during the defined periods between 2004 and 2010. If you held a qualifying job title at either Pixar or Lucasfilm between 2001 and 2003 or at DreamWorks Animation in 2003 (and did not work for any of those three companies from 2004 to 2010), you **are** a Settlement Class Member, but you **are not** a Litigation Class Member.

It is possible that you are a Settlement Class Member, but not a Litigation Class Member. However, if you are a Litigation Class Member, you are certainly a Settlement Class Member.

### 29. What if I still don’t know if I’m a Litigation Class Member?

If you received this Notice, you may be a Litigation Class Member. If you are still not sure whether you are included, you can get help at [www.animationlawsuit.com](http://www.animationlawsuit.com) or by calling **855-730-8617**.

### 30. Does it make a difference whether I work or worked for Blue Sky or Sony Pictures, on the one hand, or DreamWorks Animation, Two Pic (f/k/a IMD), Lucasfilm, Pixar, or The Walt Disney Company, on the other hand?

As long as you fall within the definition of the Litigation Class in Question 27 above, you can participate in, or choose to exclude yourself from, the ongoing lawsuit against the Non-Settling Defendants, regardless of which Defendant you work or worked for, or whether you have worked for more than one. Current and former employees of Settling Defendants Blue Sky and Sony Pictures, and the Non-Settling Defendants (DreamWorks Animation, Two Pic/IMD, Lucasfilm, Pixar, Disney) who fall within the definition of the Litigation Class in Question 27 are all Litigation Class Members.

### 31. What are my rights as a Litigation Class Member?

If you are a Litigation Class Member, you have the right to (1) do nothing, in which case you will be bound by the outcome of the litigation against the Non-Settling Defendants, including receiving payment that could result from trial or future settlements in this litigation against Non-Settling Defendants, or (2) exclude yourself from the ongoing lawsuit, in which case you preserve any right you may have to bring a lawsuit of your own – but give up the right to receive any payment that could result from trial or future settlements in this litigation with Non-Settling Defendants (see Question 35).

## **THE LAWYERS REPRESENTING YOU AS A LITIGATION CLASS MEMBER**

### 32. Who represents me as a Litigation Class Member in this case?

The Court appointed the following three law firms as Class Counsel to represent the Litigation Class:

<b>Daniel A. Small</b> COHEN MILSTEIN SELLERS & TOLL PLLC 1100 New York Ave. NW, Suite 500 Washington, DC 20005 <a href="mailto:animation@cohenmilstein.com">animation@cohenmilstein.com</a> 202-408-4600	<b>Steve W. Berman</b> HAGENS BERMAN SOBOL SHAPIRO LLP 1918 Eighth Avenue, Suite 3300 Seattle, WA 98101 <a href="mailto:animation@hbsslaw.com">animation@hbsslaw.com</a> 206-623-7292	<b>Marc M. Seltzer</b> SUSMAN GODFREY LLP 1901 Avenue of the Stars, Suite 950 Los Angeles, CA 90067-6029 <a href="mailto:mseltzer@susmangodfrey.com">mseltzer@susmangodfrey.com</a> 310-789-3100
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These lawyers and law firms are called “Plaintiffs’ Counsel.” They are the same lawyers who represent the Settlement Class.

**33. Should I get my own lawyer?**

You do not need to hire your own lawyer because the Plaintiffs' Counsel are working on your behalf. If you want your own lawyer, you may hire one, but you will be responsible for any payment for that lawyer's services. For example, you can ask your lawyer to appear in Court for you if you want someone other than Plaintiffs' Counsel to speak for you. You may also appear for yourself without a lawyer.

**34. How will the lawyers be paid?**

For the Litigation Class moving forward, if another settlement is reached with any or all of the Non-Settling Defendants, or if Plaintiffs are successful at trial against the Non-Settling Defendants, Plaintiffs' Counsel may ask the Court to approve a payment for attorney's fees, out-of-pocket costs and expenses, and Service Awards from any recovery as well.

The costs of providing this Notice and administering the Settlements are being paid from the Settlement Funds. If the Court grants Counsel's requests, all fees, costs, and expenses would be deducted from the Settlement Funds.

**35. As a Litigation Class Member, how do I get out of the ongoing lawsuit?**

If you fall within the Litigation Class definition but do not want to be included in the ongoing class action lawsuit against the Non-Settling Defendants then you must exclude yourself from or opt out of this lawsuit.

To exclude yourself from or opt out of the ongoing lawsuit against the Non-Settling Defendants, you must send a letter or other written request to the Notice and Claims Administrator saying that you want to be excluded from the Litigation Class in *In re: Animation Workers Antitrust Litigation*, with your full legal name and the name(s) of the Defendant company or companies for which you worked during the time frames specified above in Question 27. Your request must be postmarked no later than September 30, 2016 (or received by the Notice and Claims Administrator by that date if sent by fax or email). If you have any questions about how to submit this request, please call the Notice and Claims Administrator at the telephone number printed below.

If you request to be excluded from the ongoing lawsuit against the Non-Settling Defendants, you will not be legally bound by the Court's judgments. If the Litigation Class gets money or benefits as a result of any settlement or trial between any of the Non-Settling Defendants and the Plaintiffs, you will not receive any of that money or those benefits. You will, however, be able to sue, or continue to sue, any of the Non-Settling Defendants about the same legal claims that are involved in this case. If you do exclude yourself from the ongoing lawsuit and pursue a separate lawsuit, you will need to retain your own lawyer for that case or prosecute the case without a lawyer.

To exclude yourself from the ongoing lawsuit against the Non-Settling Defendants, you must submit an opt-out letter postmarked no later than **September 30, 2016** (or received by the Notice and Claims Administrator by that date if sent by fax or email) to the following address:

Animation Workers Antitrust Litigation  
c/o Kurtzman Carson Consultants ("KCC")  
P.O. Box 6002  
Larkspur, CA 94977-6002  
info@animationlawsuit.com  
Fax: 415-256-9756

You cannot exclude yourself or opt out by telephone.

**36. As a Litigation Class Member, if I don't exclude myself, can I sue the Non-Settling Defendants for the same thing separately by myself?**

No. If you are a Litigation Class Member, unless you exclude yourself from the Litigation Class, you give up the right to sue in your own separate lawsuit the Non-Settling Defendants for the claims at issue in this lawsuit.

If you have a pending lawsuit against the Non-Settling Defendants, speak to your lawyer in that lawsuit immediately, because you may need to exclude yourself to continue your own lawsuit. The process for excluding yourself from the Litigation Class is described in Question 35.

**37. As a Litigation Class Member, if I exclude myself, can I get money from the ongoing case against the Non-Settling Defendants?**

If you exclude yourself from the continuing litigation, you will not be eligible to receive a share of the money recovered, if any, from Non-Settling Defendants in the future. However, by excluding yourself, you keep any rights to sue on your own about the same claims in the lawsuit should you want to do so, subject to any defenses the Defendants would have.

***TRIAL***

**38. When will the trial occur to resolve the claims in the ongoing lawsuit?**

If the case against the Non-Settling Defendants is not dismissed or settled, a trial is set to begin on June 12, 2017, in Courtroom 8 – 4<sup>th</sup> floor of the Robert F. Peckham Federal Building, 280 South 1<sup>st</sup> Street, San Jose, CA, 95113. This trial may be

moved to a different date or time without additional notice. The current schedule for the case will be posted at [www.animationlawsuit.com](http://www.animationlawsuit.com).

**39. Do I have to come to the trial?**

You will not need to attend the trial unless you are a trial witness who volunteers or is asked to attend by one or more of the parties or by the Court. You and/or your own lawyer are welcome to attend. Check the website, [www.animationlawsuit.com](http://www.animationlawsuit.com), to be kept informed of the trial schedule.

**40. Will I get money after the trial?**

There is no guarantee that Plaintiffs will obtain any money or benefits from the Non-Settling Defendants. Litigation Class Members will receive notice if Plaintiffs obtain money or benefits as a result of the trial or a settlement with one or more of the Non-Settling Defendants.

**IF YOU DO NOTHING AS A LITIGATION CLASS MEMBER**

**41. As a Litigation Class Member, what happens if I do nothing at all?**

If you are a Litigation Class Member and you do nothing, you will remain in the ongoing class action lawsuit and retain the ability to recover money or other benefits, if any, that may come from a trial or a settlement with the Non-Settling Defendants unless you separately request to exclude yourself (following the instructions in Question 35). By staying in the case, you give up your rights to sue any of the Non-Settling Defendants on your own about the same legal claims in this lawsuit and you will be bound by the results in the ongoing lawsuit.

**ADDITIONAL INFORMATION FOR SETTLEMENT CLASS MEMBERS AND LITIGATION CLASS MEMBERS**

***YOUR PRIVACY***

**42. Will my manager know whether or how I responded to this Notice?**

The Court has appointed an independent, experienced professional Notice and Claims Administrator, Kurtzman Carson Consultants (“KCC”). The Notice and Claims Administrator will establish and follow procedures to protect the confidentiality of the identity of persons receiving payments or opting out. The Notice and Claims Administrator will issue settlement checks. The list of those Settlement Class Members receiving checks will not be shared with Defendants, the Court, or Plaintiffs’ counsel.

The Notice and Claims Administrator will also receive requests to be excluded from the Settlements. The Notice and Claims Administrator will be required to share requests to be excluded from the Settlements with Class Counsel and counsel for the Defendants, as well as with the Court. Objections to the Settlements, as well as the names of those who opt out of the Settlements, will become part of the public record in the court file.

***GETTING MORE INFORMATION***

**43. Are more details about the Settlements and the lawsuit available?**

Yes. This notice summarizes the two proposed Settlements and the ongoing lawsuit against the Non-Settling Defendants. For the precise terms and conditions of the settlements, please see the settlement agreements available at [www.animationlawsuit.com](http://www.animationlawsuit.com). For all of the documents filed with the Court in the lawsuit, you can also access the Court docket in this case through the Court’s Public Access to Court Electronic Records (PACER) system at <https://ecf.cand.uscourts.gov>.

If you have additional questions, please contact the Notice and Claims Administrator:

Animation Workers Antitrust Litigation  
c/o Kurtzman Carson Consultants ("KCC")  
P.O. Box 40007  
College Station, TX 77842-4007  
info@animationlawsuit.com  
855-730-8617

You can also contact Class Counsel whose information is below again:

<p><b>Daniel A. Small</b> COHEN MILSTEIN SELLERS &amp; TOLL PLLC 1100 New York Ave. NW, Suite 500 Washington, DC 20005 <a href="mailto:animation@cohenmilstein.com">animation@cohenmilstein.com</a> 202-408-4600</p>	<p><b>Steve W. Berman</b> HAGENS BERMAN SOBOL SHAPIRO LLP 1918 Eighth Avenue, Suite 3300 Seattle, WA 98101 <a href="mailto:animation@hbsslaw.com">animation@hbsslaw.com</a> 206-623-7292</p>	<p><b>Marc M. Seltzer</b> SUSMAN GODFREY LLP 1901 Avenue of the Stars, Suite 950 Los Angeles, CA 90067-6029 <a href="mailto:mseltzer@susmangodfrey.com">mseltzer@susmangodfrey.com</a> 310-789-3100</p>
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**PLEASE DO NOT TELEPHONE THE COURT OR THE COURT CLERK’S OFFICE TO INQUIRE ABOUT THESE SETTLEMENTS OR THE CLAIMS PROCESS.**

## List of Job Titles by Defendant

### Blue Sky

2D/3D WORKBOOK ARTIST	DIR, TECHNICAL	SENIOR/LEAD TECHNICAL DIRECTOR
2ND ASSISTANT EDITOR	DIRECTOR	SOFTWARE DEVELOPER
3D-SET DRESSER	DIRECTOR, PRODUCTION	SR LIGHTING TD
ADMINISTRATOR, SYSTEM	DRAFTSMAN	SR TECH DIR, LIGHTING
ADMINISTRATOR, SYSTEM	EDITOR	SR, ANIMATOR
AFTER FX	EDITOR, 2ND ASSISTANT	SR, TECH DIR MATERIALS
ANIMATION DEVELOPMENT LEAD	EDITOR, ASSISTANT	STORY ARTIST
ANIMATION LEAD	EDITOR, ASSOCIATE	STORY ARTIST, JR.
ANIMATION, LEAD	EDITOR, PRODUCTION	STORY BOARD ARTIST
ANIMATOR	EDITORIAL APPRENTICE	STORYBOARD ARTIST
ANIMATOR, BACKGROUND	ENVIRONMENTAL LEAD - HORTON	STORYBOARD ARTIST - HORTON
ANIMATOR, JR	FINAL LAYOUT	STORYBOARD ARTIST, AFTER F
ANIMATOR, SR	HEAD DIGITAL PRODUCTION	SUPERVISOR ANIMATOR
APM - DESIGN	HEAD OF LAYOUT	SUPERVISOR, ANIMATOR
APM, LAYOUT	HEAD OF SYSTEMS	SUPERVISOR, CHARACTER DEV
APM, LIGHTING	HEAD OF TECHNOLOGY - EDIT	SUPERVISOR, DESIGN
APM/ANIMATION	HEAD PHYSICAL PRODUCTION	SUPERVISOR, DIGITAL
APM/LIGHTING	JR TECH DIRECTOR, FUR	SUPERVISOR, PRODUCTION
APM/PROD MGMT	JR. STORYBOARD ARTIST	SUPERVISOR, SCULPTING
APM/STAGING	JUNIOR ANIMATOR	SUPV, RIGGING
ARTIST	LAYOUT ARTIST	SYSTEMS ADMINISTRATOR
ARTIST, COLOR KEY	LAYOUT ARTIST, LEAD	SYSTEMS ADMINISTRATOR, LEAD
ARTIST, DIGITAL	LAYOUT CAM. DESIGN	SYSTEMS ADMINISTRATOR, SR
ARTIST, LAYOUT	LEAD ANIMATOR	SYSTEMS TA
ARTIST, PHOTOSHOP	LEAD LIGHTING TD	TA, PROCEDURAL SET DRESSING
ARTIST, SR DIGITAL 3D	LEAD, LAYOUT ARTIST	TA/ANIMATION
ARTIST, STORY	LEAD, SR LIGHTING	TA/LAYOUT
ARTIST, STORYBOARD	LIGHTING COORDINATOR	TA/LIGHTING
ARTIST,PHOTOSHOP	LIGHTING, LEAD	TD
ARTISTS, PHOTOSHOP	MANAGER, IT	TD - SR EFFECTS
ASSISTANT EDITOR	MANAGER, SOFTWARE	TD, FX
ASSISTANT, TECHNICAL	MANAGER, TECHNICAL	TD, LIGHTING
ASSOC PRODUCER	MGR, PROD INFO SYSTEMS	TD, LIGHTING SR
ASSOCIATE PRODUCER	MODELER	TD, MATS
ASSOCIATE TECHNICAL DIRECTOR	MODELER, ENVIRONMENTAL	TD, JR FX
ASST. DEVELOPMENT	MODELER, SR	TD/EFFECTS
BACKGROUND PAINTER	MODELING PA	TD/FX
CAMERA OPERATOR, LEAD	PA , STAGING	TD/LIGHTING
CHARACTER ANIMATOR	PA - ART	TD/MATERIALS
CHARACTER LEAD - HORTON	PA LAYOUT	TECH ASSISTANT, LIGHTING
CHARACTER TD, SR.	PA, ANIMATION	TECH DIRECTOR, CHARACTER
CHARACTER TECH. DIR / RIGGER	PA, TECHNICAL DIRECTION	TECH DIRECTOR, FX
COLOR KEY ARTIST	POST PRODUCTION SUPERVISOR	TECH DIRECTOR, LIGHTING
COMPOSITOR, SR	PRE-VIS/LAYOUT COORDINATOR	TECH DIRECTOR, MATERIALS
COORDINATOR, ANIMATION	PROD ASSISTANT, FX/CLOTH	TECH DIRECTOR, STEREOSCOPIC
COORDINATOR, EDITORIAL	PROD SUPV OF ANIMATION	TECH. DIRECTOR, MATERIALS
COORDINATOR, GRAPHICS	PRODUCER	TECHNICAL ANIMATOR/RIGGER
COORDINATOR, PROD	PRODUCTION ASSISTANT, FX	TECHNICAL ASSISTANT
COORDINATOR, PRODUCTION	PRODUCTION ENGINEER	TECHNICAL DIRECTOR
COORDINATOR, SCHEDULE	PRODUCTION EXECUTIVE	TECHNICAL DIRECTOR, ASSOC
COORDINATOR, STORY PRODUCTION	PRODUCTION MANAGER	TECHNICAL DIRECTOR, SR/LEAD
CREATIVE EXEC	PRODUCTION PROGRAMMER	TECHNICAL STEREO LEAD
CREATIVE EXECUTIVE	PROGRAMMER	TECHNICAL/ANIMATOR/RIGGER
DESIGN APPRENTICE	PROGRAMMER, SR	TEXTURE PAINTER
DESIGNER	PROJECT ENGINEER	VISUAL DEV'T ARTIST
DEVELOPER, SOFTWARE	RENDER WRANGLER	VISUAL DEV/LAYOUT ARTIST
DIGITAL ARTIST	RESEARCH ASSOCIATE, SR	VISUAL DEVELOPMENT ARTIST
DIGITAL PAINT ARTIST	RIGGER	VP, CHIEF SCIENTIST
DIGITAL RECORDIST	SCHEDULING MANAGER	VP, CREATIVE DEVELOPMENT
DIR, SR TECH, LEAD ASSMBLY	SENIOR ANIMATOR	WRITER
DIR, TECH PRODUCTION	SENIOR CREATIVE DIRECTOR	

## Disney

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ADMINISTRATOR, RENDER I/O  
ANIMATION DIRECTOR  
ANIMATION EDITOR  
ANIMATION EDITOR - DAILY  
ANIMATION STORYPERSON - WRITER  
ANIMATION STORYPERSON - WRITER (DAILY)  
ANIMATION STORYPERSON-WRITER  
ANIMATION STORYPERSON-WRITER - DAILY  
ANIMATOR  
APPRENTICE ANIMATION EDITOR  
ARTIST MANAGER  
ASSISTANT PRODUCTION MANAGER  
ASSISTANT RESEARCHER  
ASSOCIATE PRODUCER II  
ASSOCIATE SOFTWARE DEVELOPER  
ASSOCIATE SYSTEMS ADMINISTRATOR  
ASST ANIMATION EDITOR  
ASST ANIMATION EDITOR - DAILY  
ASST ANIMATOR  
ASST MANAGER, ANIMATION COMMUNICATIONS  
ASST MANAGER, DIGITAL RESOURCES  
ASST MANAGER, PRODUCTION  
ASST MANAGER, PRODUCTION COMMUNICATIONS  
ASST PRODUCTION MANAGER  
ASST RESEARCHER  
ASST SUPERVISOR-INK & PAINT BACKGROUND  
BUCKET - COLOR STYLIST  
BUCKET - LAYOUT  
BUCKET - MODEL DESIGNER  
BUCKET - PROJECTIONIST  
BUCKET - RECORD MACH OPERATOR-JOURNEY  
BUCKET - SOUND EFFECTS EDITR-THEREAFTER  
BUCKET - STORY SKETCH  
BUCKET - SUPERVISING SOUND EDITOR  
BUCKET - TIMING DIRECTOR  
CAT IV-TRAIN ANIM STORY/WRITING  
DGT PROD  
CAT IV-TRAIN ANIM STORY/WRITNG  
DGT PRD  
CAT IV-TRAINEE STORY/WRITING-DIGITAL

CATEGORY 1, DIGITAL UNION  
CATEGORY 1/DIGITAL UNION  
CATEGORY 1/DIGITAL UNION (DAILY)  
CATEGORY 1/DIGITAL UNION (REG)  
CATEGORY 1/DIGITAL UNION - DAILY  
CATEGORY 2, DIGITAL UNION  
CATEGORY 2/DIGITAL UNION  
CATEGORY 4/DIGITAL UNION  
CATEGORY I - DIGITAL UNION  
CATEGORY I -DIGITAL UNION  
CATEGORY I -DIGITAL UNION - DAILY  
CATEGORY II GROUP A - DIGITAL UNION  
CATEGORY II GROUP A -DIGITAL UNION  
CATEGORY II GROUP B -DIGITAL UNION  
CATEGORY III -DIGITAL UNION

CATEGORY IV TRAINEE -DIGITAL UNION  
CGI 3D COMPOSITOR 1  
CGI 3D COMPOSITOR I  
CGI 3D COMPOSITOR I - DAILY  
CGI ANIMATOR/MODELER  
COORDINATOR, QUALITY ASSURANCE  
CREATIVE AFFAIRS COORDINATOR  
CREATIVE DIRECTOR  
CREATIVE EXECUTIVE  
DATABASE COORDINATOR  
DATABASE DEVELOPER  
DESIGNER  
DESIGNER (CASUAL LTD)  
DEVELOPMENT COORDINATOR  
DIGITAL ARCHIVIST  
DIGITAL FILM RECORDER OPERATOR  
DIGITAL IMAGING MANAGER  
DIGITAL LIBRARY IMAGING SCANNER  
DIGITAL PRODUCTION ANALYST  
DIGITAL RESOURCES ADMINISTRATOR  
DIRECTOR, CREATIVE AFFAIRS  
DIRECTOR, MUSIC PRODUCTION  
DIRECTOR, POST PRODUCTION  
DIRECTOR, PRODUCTION  
DIRECTOR, TECHNOLOGY  
DUBBING MACHINE OPERATOR  
FIRST ENGINEER  
HARDWARE TECHNICIAN  
HEAD SPECIAL EFFECTS  
IMAGE & DATA SERVICE ADMINISTRATOR  
KEY ASSISTANT ANIMATOR  
KEY ASSISTANT LAYOUT  
KEY ASST ANIMATOR  
LAYOUT  
MANAGER, ENGINEERING  
MANAGER, MUSIC PRODUCTION  
MANAGER, POST PRODUCTION  
MANAGER, PRODUCTION RESOURCES  
MANAGER, QUALITY ASSURANCE  
MANAGER, RESEARCH - ARL  
MANAGER, TECHNOLOGY  
MEDIA EDITORIAL SUPPORT TECH 2  
MEDIA EDITORIAL SUPPORT TECH 2 - DAILY  
MEDIA EDITORIAL SUPPORT TECHNICIAN 1  
MEDIA EDITORIAL SUPPORT TECHNICIAN 2  
MEDIA ENGINEER - ANIM  
MEDIA IMPLEMENTATION TECHNICIAN  
MEDIA LEAD EDITORIAL SUPPORT TECH  
MUSIC COORDINATOR  
MUSIC MIXER  
NETWORK ENGINEER - ANIM  
OPERATIVE SUPERVISOR / ENGINEER  
POST PRODUCTION COORDINATOR  
PRINCIPAL MEDIA ENGINEER  
PRINCIPAL NETWORK ENGINEER  
PRINCIPAL SOFTWARE ENGINEER  
PRINCIPAL SYSTEMS ENGINEER  
PRINCIPAL SYSTEMS ENGINEER - ANIM  
PROCESS ENGINEER  
PROD TECHNICAL DIRECTOR I

PRODUCTION ADMINISTRATION MANAGER  
PRODUCTION COMMUNICATIONS ASST MANAGER  
PRODUCTION COORDINATOR  
PRODUCTION COORDINATOR, CAPS  
PRODUCTION DEPARTMENT MANAGER  
PRODUCTION MANAGER  
PRODUCTION SUPERVISOR  
PROGRAM MANAGER - TECHNOLOGY  
PROJECT MANAGER - TECHNOLOGY  
PROJECTIONIST  
QUALITY CONTROL ANALYST  
RENDER I/O ADMINISTRATOR  
RESEARCHER  
SAG-TALENT  
SERVICE RECORDER/TV ENGINEER/VIDEO ASST  
SOFTWARE ENGINEER  
SOFTWARE ENGINEER - ANIM  
SOFTWARE ENGINEER - ANIM (CASUAL)  
SOUND READER  
SR DESIGNER  
SR DEVELOPMENT SOFTWARE ENGINEER  
SR DEVELOPMENT SOFTWARE ENGINEER - ANIM  
SR DEVELOPMENT SYSTEMS ENGINEER  
SR HARDWARE TECHNICIAN  
SR IMAGE & DATA SERVICE ADMINISTRATOR  
SR IMAGE & DATA SERVICES ADMINISTRATOR  
SR MEDIA ENGINEER  
SR NETWORK ENGINEER  
SR PLANNER-CAMERA PLANNING  
SR PROGRAMMER ANALYST  
SR RENDER I/O ADMINISTRATOR  
SR SCM TECHNICIAN  
SR SOFTWARE ENGINEER  
SR SOFTWARE ENGINEER - ANIM  
SR SYSTEMS ADMINISTRATOR  
SR SYSTEMS ADMINISTRATOR - ANIM  
SR SYSTEMS ENGINEER  
SR SYSTEMS ENGINEER - ANIM  
SR TECHNICAL SUPPORT ADMIN - ANIM  
SR TECHNICAL SUPPORT ANALYST - ANIM  
SR TECHNICAL SUPPORT ENGINEER  
SR TECHNOLOGY SUPPORT ENGINEER  
STORY ANALYST E  
STORY ANALYST F  
STORY ANALYST F - DAILY  
STORYPERSON  
SUPERVISOR, CAPS  
SUPERVISOR, INK & PAINT  
SYSTEMS ADMINISTRATOR  
SYSTEMS ADMINISTRATOR - ANIM  
SYSTEMS ENGINEER  
TECHNICAL DIRECTOR WEEKLY IA  
TECHNICAL SUPERVISOR  
TECHNICAL SUPPORT ADMIN - ANIM  
TECHNICAL SUPPORT ENGINEER

## DreamWorks

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2D LIGHTING ANIMATOR  
2D WORKBOOK ARTIST  
3D ANIMATOR  
3D FX ANIMATOR  
3D PAINTER/LIGHTER  
ADMINISTRATOR, SR TECHNICAL RESOURCE  
ADMINISTRATOR, TECHNICAL RESOURCE  
ADR / VOICE OVER  
ANALYST, HELP DESK  
ANALYST, IT SECURITY  
ANIMATION STORYPERSON SPVR O/C  
ANIMATION STORYPERSON-ON CALL  
ANIMATION TOOLS DEVELOPER  
ANIMATION TRAINEE  
ANIMATOR  
ANIMATOR-LIGHTING TD  
APPRENTICE DEPARTMENT TD  
APPRENTICE EDITOR  
APPRENTICE MATTE PAINTER  
APPRENTICE VISUAL DEVELOPMENT ARTIST  
APPRENTICE, TECHNICAL RESOURCE  
ARCHITECT, LIGHTING  
ARCHITECT, PIPELINE  
ARCHITECT, SOFTWARE  
ART DEPARTMENT ARTIST  
ART DIRECTOR  
ARTIST, CHARACTER  
ARTIST, GRAPHIC  
ASSISTANT ANIMATOR  
ASSISTANT CHAR EFFECTS ANIMATOR  
ASSISTANT CHARACTER TD  
ASSISTANT EDITOR  
ASSISTANT EFFECTS ANIMATOR  
ASSISTANT FINAL LAYOUT ARTIST  
ASSISTANT ILLUSTRATOR  
ASSISTANT LIGHTER  
ASSISTANT MODELER  
ASSISTANT STORY ARTIST  
ASSISTANT STORYBOARD ARTIST  
ASSISTANT TD  
ASSISTANT TO DIRECTORS  
ASSISTANT TO PRODUCER  
ASSISTANT VIS DEV ARTIST  
ASSISTANT, ENGINEERING  
ASSISTANT, PRODUCTION  
ASSISTANT-FL

ASSOCIATE ANIMATOR  
ASSOCIATE CHARACTER EFFECTS ARTIST  
ASSOCIATE CHARACTER TD  
ASSOCIATE CROWDS ARTIST  
ASSOCIATE CYCLE ANIMATOR  
ASSOCIATE DEPARTMENT TD  
ASSOCIATE EDITOR  
ASSOCIATE EFFECTS ARTIST  
ASSOCIATE FINAL LAYOUT ARTIST  
ASSOCIATE LIGHTER  
ASSOCIATE LIGHTING TA  
ASSOCIATE MODELER  
ASSOCIATE PRODUCER  
ASSOCIATE ROUGH LAYOUT ARTIST

ASSOCIATE SURFACER  
ASSOCIATE VISUAL DEVELOPMENT ARTIST  
ASSOCIATE, DEVELOPMENT  
ASST CHAR FINALING TD  
ASST COMPLETION PAINTER  
ASST FINAL LAYOUT TD  
ASST SOUND EDITOR  
ASST TO PRODUCER/CENTRAL COORD  
BACKGROUND ARTIST  
BACKGROUND CO-HEAD  
BREAKDOWN-FL  
CALIBRATION TECH  
CENTRAL COORDINATOR  
CENTRAL PRODUCTION SUPERVISOR  
CG SUPERVISING ANIMATOR  
CG SUPERVISOR  
CHARACTER DESIGNER  
CHARACTER EFFECTS ANIMATOR  
CHARACTER EFFECTS ARTIST  
CHARACTER EFFECTS SUPERVISOR  
CHARACTER FINALING ANIMATOR  
CHARACTER FINALING LEAD  
CHARACTER FINALING SUPERVISOR  
CHARACTER FINALING TD  
CHARACTER TD  
CHARACTER TD DEPT HEAD  
CHARACTER TD LEAD  
CHARACTER TD SUPERVISOR  
CHECKER  
CHIEF ARCHITECT FOR GLOBAL EFFECTS  
CLEAN-UP ARTIST  
CLEAN-UP SUPERVISOR  
COLOR MARK-UP  
COLOR STYLIST  
COMPLETION PAINTER  
COMPOSITING SUPERVISOR  
COMPOSITING TD  
COMPOSITOR  
CONFIGURATION MANAGEMENT LEAD  
CONSULTING DIRECTOR  
COORDINATOR, DEVELOPMENT  
COORDINATOR, DIGITAL OPERATIONS  
COORDINATOR, POST PRODUCTION  
COORDINATOR, RESEARCH  
COORDINATOR, TECHNOLOGY  
COSTUME DESIGNER  
CREATIVE DIRECTOR  
CROWDS ARTIST  
CROWDS SUPERVISOR  
CYCLE ANIMATOR  
DATABASE ADMINISTRATOR  
DEPARTMENT MANAGER, ANIMATION  
DEPARTMENT TD  
DEPARTMENT TD SUPERVISOR  
DESIGNER  
DESIGNER, UI  
DEVELOPER, SENIOR SOFTWARE  
DEVELOPER, SOFTWARE  
DEVELOPER, SOFTWARE LEAD  
DIGITAL CHECKER  
DIGITAL EFFECTS SUPERVISOR  
DIGITAL SUPERVISOR  
DIRECTING ANIMATOR

DIRECTOR  
DIRECTOR OF PHOTOGRAPHY  
DIRECTOR OF PRE-VISUALIZATION  
DIRECTOR, ASSISTANT  
DIRECTOR, ASSOCIATE  
DIRECTOR, CO  
DIRECTOR, DIGITAL OPERATIONS  
DIRECTOR, INFORMATION SECURITY  
DIRECTOR, INFORMATION TECHNOLOGY  
DIRECTOR, PRODUCTION ENGINEERING  
DIRECTOR, PRODUCTION TECHNOLOGY  
DIRECTOR, R&D  
DIRECTOR, TECHNOLOGY  
EDITOR  
EDITOR, HD AVID  
EDITOR, LEAD  
EDITOR, SENIOR  
EDITORIAL ASSISTANT  
EDITORIAL TD  
EDITORIAL TECHNICIAN  
EFFECTS ANIMATOR  
EFFECTS ARTIST  
EFFECTS ASSISTANT ANIMATOR  
EFFECTS BREAK/INBETWEEN  
EFFECTS LEAD  
EFFECTS PICTURE SUPERVISOR  
EFFECTS TD  
EFX ASSISTANT  
EFX BREAKDOWN  
EFX INBETWEENER  
ENGINEER, ASSOCIATE PRODUCTION  
ENGINEER, HARDWARE  
ENGINEER, POST PRODUCTION  
ENGINEER, POST TECHNOLOGY  
ENGINEER, PRE-VISUALIZATION  
ENGINEER, PRINCIPAL  
ENGINEER, PRINCIPAL/SUPV  
ENGINEER, PRODUCTION  
ENGINEER, SENIOR HARDWARE  
ENGINEER, SENIOR PRODUCTION  
ENGINEER, SENIOR SOFTWARE  
ENGINEER, SOFTWARE  
ENGINEER, SOFTWARE QUALITY  
ENGINEER, SOFTWARE SR I  
ENGINEER, STAFF  
ENTRY LEVEL ANIMATOR  
ENTRY LEVEL CHAR FINALING ANIMATOR  
ENTRY LEVEL CHARACTER EFFECTS ARTIST  
ENTRY LEVEL CHARACTER TD  
ENTRY LEVEL CROWDS ARTIST  
ENTRY LEVEL CYCLE ANIMATOR  
ENTRY LEVEL DEPT TD  
ENTRY LEVEL EFFECTS ANIMATOR  
ENTRY LEVEL EFFECTS ARTIST  
ENTRY LEVEL FINAL LAYOUT ARTIST  
ENTRY LEVEL ILLUSTRATOR  
ENTRY LEVEL LIGHTER  
ENTRY LEVEL LIGHTING TA  
ENTRY LEVEL MATTE PAINTER  
ENTRY LEVEL MODELER  
ENTRY LEVEL ROUGH LAYOUT ARTIST  
ENTRY LEVEL STORY ARTIST

ENTRY LEVEL SURFACER	LAYOUT SUPERVISOR	PROD ASST - ART
ENTRY LEVEL VISUAL DEV ARTIST	LAYOUT TECHNICAL DIRECTOR	PROD ASST - ART/MODELING/ SURFACING
EXECUTIVE, CREATIVE	LEAD CG SUPERVISOR	PROD ASST - ART/VIS DEV
EXECUTIVE, DEVELOPMENT	LEAD CHARACTER TD	PROD ASST - CENTRAL
EXECUTIVE, FRANCHISE CREATIVE	LEAD COMPOSITOR	PROD ASST - CHARACTER EFFECTS
EXECUTIVE, JUNIOR CREATIVE	LEAD DEPARTMENT TD	PROD ASST - CROWDS
EXECUTIVE, PRODUCTION	LEAD JOB TD	PROD ASST - EDITORIAL
EXECUTIVE, TECHNOLOGY	LEAD LIGHTER	PROD ASST - EDITORIAL/STORY
FILM COORDINATION LEAD	LEAD LIGHTING TD	PROD ASST - EFFECTS
FILM DIRECTOR	LEAD MATTE PAINTER	PROD ASST - LAYOUT
FILM ROOM TECHNICIAN, LEAD	LEAD MODELER	PROD ASST - LIGHTING
FINAL LAYOUT ARTIST	LEAD SURFACING ARTIST	PROD ASST - MODELING/SURFACING
FINAL LAYOUT LEAD	LIGHTER	PROD ASST - OFFICE
FINAL LAYOUT SUPERVISOR	LIGHTING ANIMATOR	PROD ASST - STORY
FINAL LAYOUT TD	LIGHTING ASSISTANT	PROD ASST - STORY/EDITORIAL
GENERAL TOOLS DEVELOPMENT	LIGHTING BREAKDOWN	PROD ASST - VIS DEV/MODELING/ SURFACING
GLOBAL EFFECTS LEAD	LIGHTING TD	PROD ASST - VISUAL DEV
GLOBAL HEAD OF EFFECTS	LIGHTING TOOL DEVELOPMENT	PROD COORD
GLOBAL LEAD	LIGHTING/SURFACING TD	PROD COORD - ANIMATION
GLOBAL LEAD - ANIMATION	LOOK DEVELOPMENT TD	PROD COORD - ART
GLOBAL LEAD - EFFECTS	LUSTRE COLORIST	PROD COORD - ART/MODELING/ SURFACING
GLOBAL LEAD - HEAD OF GLOBAL CHAR DEV	MANAGER OF POST TECHNOLOGIES	PROD COORD - ART/VIS DEV
GLOBAL LEAD - HEAD OF GLOBAL TDS	MANAGER, DIGITAL SYSTEMS	PROD COORD - CENTRAL
GLOBAL LEAD - LAYOUT	MANAGER, DIGITAL SYSTEMS - NON EXEMPT	PROD COORD - CHAR EFFECTS
GLOBAL LEAD - PIPELINE ARCHITECT	MANAGER, IMAGE MASTERING	PROD COORD - CHAR TD
GLOBAL LIGHTING DEPT MANAGER	MANAGER, PLATFORM ENGINEERING	PROD COORD - CHAR TD/EFFECTS
GLOBAL SHADER LEAD	MANAGER, POST	PROD COORD - CHAR TD/MODELING
GLOBAL TECHNICAL DIRECTOR	MANAGER, POST PRODUCTION	PROD COORD - CHARACTER ANIM
GRAPHIC DESIGNER, JUNIOR	MANAGER, POST PRODUCTION ENGINEERING	PROD COORD - CHARACTER EFFECTS
HARDWARE TECHNICIAN	MANAGER, PRODUCTION ENGINEERING	PROD COORD - CHARACTER TD
HARDWARE ENGINEER	MANAGER, QA	PROD COORD - EDITORIAL
HARDWARE LEAD	MANAGER, R&D	PROD COORD - EDITORIAL/STORY
HEAD OF ANIMATION	MANAGER, SENIOR IT	PROD COORD - EFFECTS
HEAD OF CHARACTER ANIMATION	MANAGER, SOFTWARE DEVELOPMENT	PROD COORD - LAYOUT
HEAD OF CREATIVE	MANAGER, SYSTEMS ENGINEERING	PROD COORD - LIGHTING
HEAD OF DEVELOPMENT	MANAGER, SYSTEMS OPERATIONS	PROD COORD - LUSTRE
HEAD OF DIGITAL OPERATIONS	MANAGER, TECHNICAL RESOURCES	PROD COORD - MATTE PAINTING
HEAD OF DIGITAL PRODUCTION	MANAGER, TECHNICAL STRATEGIC ALLIANCE	PROD COORD - MODEL/SURFACING
HEAD OF EFFECTS	MANAGER, TECHNOLOGY PRODUCTION	PROD COORD - MODELING
HEAD OF EFFECTS, CO	MANAGER, VSC	PROD COORD - OFFICE
HEAD OF FINALING	MATTE PAINTER	PROD COORD - PAINT FIX
HEAD OF GLOBAL CHARACTER DEVELOPMENT	MATTE PAINTING COMPOSITOR	PROD COORD - SCRIPT
HEAD OF GLOBAL PIPELINE	MATTE PAINTING SUPERVISOR	PROD COORD - STORY
HEAD OF GLOBAL TECHNICAL DIRECTORS	MATTE TD	PROD COORD - SURFACING
HEAD OF INFORMATION TECHNOLOGY	MODEL SUPERVISOR	PROD COORD - SURFACING/MATTE PAINTING
HEAD OF INK AND PAINT	MODELER	PROD COORD - VIS DEV/MODELING/ SURFACING
HEAD OF LAYOUT	MODELING LEAD	PROD COORD - VISUAL DEV
HEAD OF POST PRODUCTION	MODELING SUPERVISOR	PROD COORD - VISUAL DEVELOPMENT
HEAD OF PRODUCTION DEVELOPMENT	MOVE TECHNICIAN	PROD SUP
HEAD OF PRODUCTION TECHNOLOGY	MUSIC EDITOR	PROD SUP - ANIMATION
HEAD OF R&D	MUSIC MIXER	PROD SUP - ART
HEAD OF RESEARCH AND DEVELOPMENT	NEXT GENERATION DEPLOYMENT EXECUTIVE	PROD SUP - ART/MODEL/SURF/CENTRAL
HEAD OF STORY	OPERATIONS SYSTEM ADMINISTRATOR	PROD SUP - CENTRAL
HEAD OF TECHNOLOGY	OPERATOR, VIDEO TAPE	PROD SUP - CHAR TD/MATTE PAINTING
ILLUSTRATOR	PAINT FIX	PROD SUP - CHARACTER ANIM
ILLUSTRATOR, JUNIOR	PAINTER	PROD SUP - CHARACTER EFFECTS
INBETWEENER-FL	PIPELINE ENGINEER	PROD SUP - CHARACTER EFFECTS/ CROWDS
INK & PAINT ARTIST	PIPELINE ENGINEERING LEAD	PROD SUP - CHARACTER TD
INK & PAINT ARTIST, LEAD	POST PRODUCTION COORDINATOR	PROD SUP - EDITORIAL
KEY ASSISTANT, LEAD-FL	PRE-VISUALIZATION ARTIST	PROD SUP - EDITORIAL/STORY
KEY ASSISTANT-FL	PRINCIPAL ENGINEER	PROD SUP - EFFECTS
LAYOUT ARTIST	PROD ASST	
LAYOUT LEAD	PROD ASST - ANIMATION	



PROD SUP - GLOBAL LUSTRE  
 PROD SUP - LAYOUT  
 PROD SUP - LIGHTING  
 PROD SUP - LIGHTING/MATTE PAINTING  
 PROD SUP - MATTE PAINTING  
 PROD SUP - MODEL/SURFACING  
 PROD SUP - MODELING  
 PROD SUP - PAINT FIX  
 PROD SUP - POST PROD  
 PROD SUP - SCRIPT  
 PROD SUP - STORY  
 PROD SUP - STORY/EDITORIAL  
 PROD SUP - STORY/EFFECTS/LIGHTING  
 PROD SUP - STORY/VIS DEV  
 PROD SUP - SURFACING/COMPLETION  
 PROD SUP - SURFACING/MATTE PAINTING  
 PROD SUP - VISUAL DEV  
 PRODUCER  
 PRODUCER, CO  
 PRODUCER, CUSTOM ANIMATION  
 PRODUCTION ARTIST  
 PRODUCTION ASSOCIATE  
 PRODUCTION COORDINATOR  
 PRODUCTION DESIGNER  
 PRODUCTION ENGINEER  
 PRODUCTION ENGINEERING MGR  
 PRODUCTION EXECUTIVE, SENIOR  
 PRODUCTION EXECUTIVE, VIRTUAL WORLDS  
 PRODUCTION MANAGER  
 PRODUCTION MANAGER, SENIOR  
 PRODUCTION RESOURCE MANAGER  
 PRODUCTION SUPERVISOR-LIGHTING  
 PRODUCTION SUPPORT ENGINEER  
 PROJECT LEAD, SUPERVISING  
 PROJECT MANAGER, IT  
 PROJECTIONIST  
 QA LEAD  
 QUALITY ASSURANCE MANAGER  
 QUALITY ASSURANCE TESTER  
 R & D PROJECT MANAGER  
 R&D ENGINEER  
 R&D STAFF  
 RECORDIST, FILM  
 RENDER ARCHIVE DISK ADMIN LEAD  
 RENDER ARCHIVE DISK ADMINISTRATOR  
 RENDER ASSISTANT  
 RESEARCH ASSISTANT  
 RESEARCH COORDINATOR  
 RESEARCHER  
 ROUGH INBETWEENER  
 ROUGH LAYOUT ARTIST  
 ROUGH LAYOUT LEAD  
 SCAN CHECKER  
 SCANNER  
 SCULPTOR, JR  
 SENIOR ANIMATOR  
 SENIOR CHARACTER TD  
 SENIOR EDITOR  
 SENIOR EFFECTS ANIMATOR  
 SENIOR EFFECTS ARTIST  
 SENIOR FINAL LAYOUT ARTIST  
 SENIOR HARDWARE ENGINEER  
 SENIOR LIGHTER  
 SENIOR MODELER  
 SENIOR PRODUCTION ENGINEER  
 SENIOR ROUGH LAYOUT ARTIST  
 SENIOR SOFTWARE ENGINEER  
 SENIOR SURFACER  
 SENIOR SYSTEMS ADMINISTRATOR  
 SEQUENCE SUPERVISOR  
 SET BUILDER  
 SET DESIGNER  
 SHADER DEVELOPER  
 SHOT PREP  
 SINGERS/DAILY SOLO & DUO  
 SOFTWARE COORDINATOR  
 SOFTWARE ENGINEER  
 SOFTWARE ENGINEERING MANAGER  
 SOUND APPRENTICE EDITOR  
 SOUND DESIGNER - ON CALL  
 SOUND EDITOR  
 SPECIALIST, QA  
 SR CLOTHING/FINALING ANIMATOR  
 SR MANAGER, TECHNOLOGY PARTNERSHIPS  
 STAFF WRITER, TV  
 STEREO DIGITAL EFFECTS SUPERVISOR  
 STEREOGRAPHER  
 STEREOSCOPIC SUPERVISOR  
 STORY ARTIST  
 STORY TRAINEE  
 STORYBOARD ARTIST  
 STRATEGIST, PRODUCTION  
 SUP SOUND DESIGN  
 SUPERVISING ANIMATOR  
 SUPERVISING SOUND EDITOR  
 SUPERVISING TD  
 SUPERVISOR, CHARACTER TD  
 SUPERVISOR, DATABASE ADMINISTRATION  
 SUPERVISOR, DIGITAL MEDIA  
 SUPERVISOR, FILM COLOR  
 SUPERVISOR, HARDWARE  
 SUPERVISOR, NETWORK OPERATIONS  
 SUPERVISOR, POST PRODUCTION  
 SUPERVISOR, POST TECHNOLOGY  
 SUPERVISOR, PRODUCTION DEVELOPMENT  
 SUPERVISOR, PRODUCTION ENGINEERING  
 SUPERVISOR, QA  
 SUPERVISOR, R&D  
 SUPERVISOR, SYSTEMS ENGINEERING  
 SUPERVISOR, SYSTEMS OPERATIONS  
 SUPERVISOR, TECHNICAL RESOURCES  
 SURFACER  
 SURFACING LEAD  
 SURFACING SUPERVISOR  
 SYSTEM ADMINISTRATION LEAD  
 SYSTEM ADMINISTRATOR  
 SYSTEM ARCHITECT  
 SYSTEM ARCHITECT, LEAD  
 SYSTEMS ADMINISTRATOR  
 SYSTEMS ADMINISTRATOR - EXEMPT  
 SYSTEMS ADMINISTRATOR, ENGINEERING  
 SYSTEMS ADMINISTRATOR, IT - EXEMPT  
 SYSTEMS ADMINISTRATOR, JUNIOR OPERATIONS  
 SYSTEMS ADMINISTRATOR, SENIOR  
 SYSTEMS ADMINISTRATOR, SENIOR - EXEMPT  
 SYSTEMS ADMINISTRATOR, SENIOR OPERATIONS  
 SYSTEMS ARCHITECT  
 SYSTEMS ENGINEER  
 SYSTEMS MANAGER  
 SYSTEMS OPERATIONS LEAD  
 SYSTEMS OPERATIONS MANAGER  
 TECHNICAL DESIGN DIRECTOR  
 TECHNICAL DIRECTOR, EDITORIAL  
 TECHNICAL DIRECTOR-PROD  
 TECHNICAL LEAD, SYSTEMS ENGINEERING  
 TECHNICAL WRITER  
 TECHNICAL WRITER, SENIOR  
 TECHNICIAN, AUDIO/VISUAL  
 TECHNICIAN, COLOR CALIBRATION  
 TECHNICIAN, EDITORIAL  
 TECHNICIAN, HARDWARE  
 TECHNICIAN, JUNIOR  
 TECHNICIAN, MOVE  
 TECHNICIAN, POST  
 TECHNICIAN, SENIOR HARDWARE  
 TECHNOLOGY PRODUCTION COORDINATOR  
 VIDEOGRAPHER  
 VIS DEV ARTIST (ANIMATOR 1) - JOURNEY  
 VISUAL DEVELOPMENT ARTIST  
 VISUAL DEVELOPMENT TRAINEE  
 VISUAL EFFECTS SUPERVISOR  
 VSC COORDINATOR  
 VSC PROJECT MANAGER  
 WRITER / CONSULTANT  
 WRITER/ CONSULTANT  
 WRITING/CONSULTING  
 WRTIER/CONSULTANT

## IMD

ART DEPARTMENT COORDINATOR	CATEGORY II GROUP A -IMD UNION	R&D ENGINEER
ART DEPARTMENT PRODUCTION MANAGER	CATEGORY II GROUP B - IMD UNION	R&D ENGINEER (CASUAL LTD)
ART PRODUCTION ASSISTANT	CATEGORY II GROUP B -IMD UNION	RESOURCE TECHNICAL ASSISTANT
ART RESEARCHER	CATEGORY III - IM DIGITAL UNION	RESOURCE TECHNICAL ASSISTANT (CAS LTD)
ASSOCIATE PRODUCER	CATEGORY III -IMD UNION	RESOURCE TECHNICAL ASSISTANT(CASUAL LTD)
ASSOCIATE R&D ENGINEER	CATEGORY IV TRAINEE -IMD UNION	RESOURCE TECHNICAL SUPERVISOR
ASST PRODUCTION MANAGER	CATEGORY VI -IMD UNION	SAG-TALENT
ASST PRODUCTION MANAGER, ENGINEERING	DIGITAL PRODUCTION MANAGER	SR R&D ENGINEER
AV TECHNICIAN	DIRECTOR, CREATIVE DEVELOPMENT	SR SYSTEMS ADMINISTRATOR
BUILD/TEST ENGINEER	EVP / PHYSICAL PRODUCTION - IMD UNION	SR SYSTEMS ENGINEER
CATEGORY I - IM DIGITAL UNION	INFORMATION TECHNOLOGY COORDINATOR	STORAGE ARCHITECT
CATEGORY I - IMD UNION	PRINCIPAL A/V ARCHITECT	SYSTEMS ADMINISTRATOR
CATEGORY I -IM DIGITAL UNION	PRINCIPAL SYSTEMS ARCHITECT	SYSTEMS ADMINISTRATOR (CASUAL LTD)
CATEGORY I -IMD UNION	PRODUCTION ASSISTANT	
CATEGORY I -IMD UNION - DAILY	PRODUCTION COORDINATOR	
CATEGORY II GROUP A - IMD UNION	PRODUCTION DEPARTMENT MANAGER	

## Lucasfilm

1ST ASSISTANT EDITOR	ASSISTANT PRODUCTION MANAGER	ASST LAB TECHNICIAN
1ST CAMERA ASST		ASST PRD MGR SCRIPTING/CASTING
2ND ASSISTANT EDITOR	ASSISTANT PRODUCTION MGR - LAL	ASST SABRE OPERATOR-V
3D STORY ARTIST	ASSISTANT TECHNICAL DIRECTOR	ASST SCENIC ARTIST
3RD ASSISTANT EDITOR/COLORIST	ASSISTANT TO DIRECTOR/PRODUCER	ASST SOUND EFFECTS EDITOR
ADR EDITOR	ASSISTANT EDITOR	ASST STORYBOARD/CONCEPT I
ANIMATIC ARTIST LEVEL III	ASSOC FX PRODUCER	ASST STORYBOARD/CONCEPT II
ANIMATICS ARTIST	ASSOC PRODUCTION MANAGER	ASST SUPERVISING SOUND EDITOR
ANIMATICS ARTIST I	ASSOC PRODUCTION TECH MANAGER	ASST SUPVR EDITOR
ANIMATION DIRECTOR	ASSOC VFX SUPERVISOR/TRAD	ASST SUPVR SOUND EDITOR
ANIMATION DIRECTOR/CG	ASSOC VISUAL EFFECTS PRODUCER	ASST TECHNICAL DIRECTOR
ANIMATION MANAGER	ASSOCIATE ARTIST	ASST TO EXECUTIVE PRODUCER
ANIMATION SUPERVISOR	ASSOCIATE CONCEPT DESIGNER	ASST VISUAL EFFECTS EDITOR
ANIMATION SUPERVISORS	ASSOCIATE DESIGNER	AUDIO TECHNICIAN 2
ANIMATOR (MID) (PROJECT)	ASSOCIATE DIGITAL ARTIST	AUDIO DESIGNER I
ANIMATOR I	ASSOCIATE EDITOR, FEATURE	AUDIO DESIGNER II
APPR MODELMAKER	ASSOCIATE PIPELINE PROJECT MGR	AUDIO DESIGNER III
APPRENT VISUAL EFFECTS EDITOR	ASSOCIATE PRODUCER	AUDIO DESIGNER IV
APPRENTICE	ASSOCIATE PRODUCER, ANIMATION	AUDIO TECHNICIAN I
APPRENTICE ART DIRECTOR	ASSOCIATE PRODUCTION MANAGER	AUDIO TECHNICIAN II
APPRENTICE EDITOR	ASSOCIATE R&D ENGINEER	AUDIO TECHNICIAN III
APPRENTICE EDITOR I	ASSOCIATE R&D PROJECT MANAGER	AUDIO-SSN
APPRENTICE EDITOR II	ASSOCIATE SOFTWARE ENGINEER	BEST BOY
APPRENTICE EFFECTS EDITOR	ASSOCIATE TECHNICAL DIRECTOR	CAMERA ENGINEERING/AREA SUPERV
APPRENTICE MODEL MKR	ASST ANIMATICS ARTIST II	CAMERA OPERATOR I
APPRENTICE STORYBOARD/CONCEPT	ASST ART DIRECTOR I	CAMERA OPERATOR II
APPRENTICE/ASSISTANT	ASST DIG MATCHMOVE ARTIST V	CAMERA-ILM
ART DEPARTMENT APM	ASST DIG MATCHMOVE ARTIST VI	CASTING/SCRIPTING APM
ART DEPARTMENT MANAGER	ASST DIGITAL ANIMATOR-V	CG - 2D
ART DIRECTOR	ASST DIGITAL ANIMATOR-VI	CG - 3D
ART DIRECTOR - LAL	ASST DIGITAL MATTE ARTIST-V	CG - COMMERCIALS
ART DIRECTOR I	ASST DIGITAL MATTE ARTIST-VI	CG ADMIN/MODEL
ART DIRECTOR II	ASST DIGITAL MODEL PAINTER-V	CG ANIMATORS
ART/STORYBOARD-ILM	ASST DIGITAL MODEL PAINTER-VI	CG ARTISTS (WAS DIGITAL PROD. MGMT)
ARTIST	ASST DIGITAL MODELER-V	CG DEPARTMENT SUPERVISOR
ARTIST I	ASST DIGITAL MODELER-VI	CG DEVELOPMENT-ILM
ARTIST II	ASST DIGITAL TECH DIRECTOR-V	CG DIG-MATTE
ARTIST III	ASST DIGITAL TECHNICAL DIR-VI	CG PRINCIPAL ENGINEER
ASSISTANT ART DIRECTOR	ASST EDITOR I	CG SCHEDULING MANAGER
ASSISTANT DIRECTOR	ASST EDITOR II	CG SINGAPORE (WAS DIGITAL SUPS)
ASSISTANT EDITOR I	ASST EFFECTS EDITOR-I	CG SOFTWARE ENGINEER
ASSISTANT EDITOR II	ASST EFFECTS EDITOR-II	CG SUP/ANIMATION SUP I
ASSISTANT EPISODIC DIRECTOR	ASST GRAPHIC ARTIST I	CG SUPERVISOR
ASSISTANT GRAPHIC ARTIST	ASST GRAPHIC ARTIST II	CG SUPERVISOR, EPISODIC
	ASST GRAPHIC ARTIST III	

CG TECHNICAL ASSISTANT  
 CG TECHNICAL ASST  
 CG-PRODUCTION  
 CG-TA'S  
 CHARACTER DESIGNER  
 CHARACTER TECHNICAL DIRECTOR I  
 CHIEF MODEL MAKER  
 CHIEF MODELMAKER  
 CHIEF MODELMAKER/SUPERVISOR 1  
 CHIEF MODELMAKER/SUPERVISOR 2  
 CHIEF MODELMAKER/SUPERVISOR-I  
 CHIEF MODELMAKER/SUPERVISOR-II  
 COLOR DESIGNER  
 COLOR TIMING SUPERVISOR  
 COMMERCIAL ASST EDITOR-I  
 COMMERCIAL ASST EDITOR-II  
 COMMERCIAL EDITOR II  
 COMMERCIAL EDITOR-I  
 COMMERCIALS-SSN  
 COMMERCIALS LA  
 COMMERCIALS-ILM  
 COMPOSITOR (MID) (PRJ)  
 COMPUTER SUPPORT-SSN  
 CONCEPT ARTIST  
 CONCEPT DESIGNER I  
 CONCEPT DESIGNER II  
 CONCEPTUAL ART SUPERVISOR  
 COSTUME SUPERVISOR  
 COSTUMER  
 CREATURE TD  
 CSE - ILM  
 D-CINEMA  
 DATABASE ADMINISTRATOR I  
 DATABASE DEVELOPER  
 DATABASE SYSTEMS DEVELOPER I  
 DESIGNER  
 DESIGNER I  
 DESIGNER II  
 DESIGNER III  
 DESIGNER LEVEL IV  
 DESKTOP SYSTEMS SPECIALIST  
 DIGITAL ANIMATOR 1, LEAD  
 DIGITAL ANIMATOR 2  
 DIGITAL ANIMATOR 3  
 DIGITAL ANIMATOR 4  
 DIGITAL ANIMATOR 5, ASST  
 DIGITAL ANIMATOR 6, ASST  
 DIGITAL ANIMATOR-II  
 DIGITAL ANIMATOR-III  
 DIGITAL ANIMATOR-IV  
 DIGITAL ARTIST PRODUCTION MGR  
 DIGITAL ARTIST I  
 DIGITAL ARTIST II  
 DIGITAL ARTIST PRODCTN MANAGER  
 DIGITAL ARTIST SUPERVISOR  
 DIGITAL CHARACTER SUPERVISOR  
 DIGITAL COMPOSITOR 1, LEAD  
 DIGITAL COMPOSITOR 2  
 DIGITAL COMPOSITOR 3  
 DIGITAL COMPOSITOR 4  
 DIGITAL COMPOSITOR 5  
 DIGITAL COMPOSITOR 6  
 DIGITAL COMPOSITOR-II  
 DIGITAL COMPOSITOR-III  
 DIGITAL COMPOSITOR-IV  
 DIGITAL COMPOSITOR-V  
 DIGITAL FEATURES  
 DIGITAL MATCHMOVE ARTIST I  
 DIGITAL MATCHMOVE ARTIST II  
 DIGITAL MATCHMOVE ARTIST III  
 DIGITAL MATCHMOVE ARTIST IV  
 DIGITAL MATCHMOVE ARTIST 1  
 DIGITAL MATCHMOVE ARTIST 2  
 DIGITAL MATCHMOVE ARTIST 3  
 DIGITAL MATCHMOVE ARTIST 4  
 DIGITAL MATCHMOVE ARTIST 5  
 DIGITAL MATCHMOVE ARTIST 6  
 DIGITAL MATCHMOVE ARTIST II  
 DIGITAL MATCHMOVE ARTIST-III  
 DIGITAL MATCHMOVE ARTIST-IV  
 DIGITAL MATCHMOVE ARTIST-V  
 DIGITAL MATTE ARTIST 1, LEAD  
 DIGITAL MATTE ARTIST 2  
 DIGITAL MATTE ARTIST 3  
 DIGITAL MATTE ARTIST 4  
 DIGITAL MATTE ARTIST 5, ASST  
 DIGITAL MATTE ARTIST 6, ASST  
 DIGITAL MATTE ARTIST-II  
 DIGITAL MATTE ARTIST-III  
 DIGITAL MATTE ARTIST-IV  
 DIGITAL MODEL PAINTER 1, LEAD  
 DIGITAL MODEL PAINTER 2  
 DIGITAL MODEL PAINTER 4  
 DIGITAL MODEL PAINTER 5, ASST  
 DIGITAL MODEL PAINTER 6, ASST  
 DIGITAL MODEL PAINTER-II  
 DIGITAL MODEL PAINTER-III  
 DIGITAL MODEL PAINTER-IV  
 DIGITAL MODELER 2  
 DIGITAL MODELER 3  
 DIGITAL MODELER 4  
 DIGITAL MODELER 5, ASST  
 DIGITAL MODELER 6, ASST  
 DIGITAL MODELER-II  
 DIGITAL MODELER-III  
 DIGITAL MODELER-IV  
 DIGITAL PIPELINE SUPERVISOR  
 DIGITAL PLATE RESTORATION TECH  
 DIGITAL PLT RESTORATION TCH-I  
 DIGITAL PLT RESTORATN TECH-III  
 DIGITAL RESOURCE ASSISTANT  
 DIGITAL RESOURCE ASST  
 DIGITAL RESOURCE DEPT ASST  
 DIGITAL RESOURCE DEPT COORD  
 DIGITAL RESOURCE MANAGER  
 DIGITAL RESOURCE SUPERVISOR  
 DIGITAL ROTOSCOPE ARTIST 1  
 DIGITAL ROTOSCOPE ARTIST-II  
 DIGITAL ROTOSCOPE ARTIST-III  
 DIGITAL ROTOSCOPE ARTIST-IV  
 DIGITAL ROTOSCOPE ARTIST-V  
 DIGITAL ROTOSCOPE ARTIST-VI  
 DIGITAL SUPERVISOR  
 DIGITAL TECH DIRECTOR 1, LEAD  
 DIGITAL TECH DIRECTOR 2  
 DIGITAL TECH DIRECTOR 3  
 DIGITAL TECH DIRECTOR 4  
 DIGITAL TECH DIRECTOR 5, ASST  
 DIGITAL TECH DIRECTOR 6, ASST  
 DIGITAL TECHNICAL DIRECTOR-II  
 DIGITAL TECHNICAL DIRECTOR-III  
 DIGITAL TECHNICAL DIRECTOR-IV  
 DIGITAL TECHNOLOGIES ADMIN  
 DIR OF PHOTOGRAPHY/NON-UNION  
 DIR OF PHOTOGRAPHY/TRAD  
 DIR OF PHOTOGRAPHY/AREA SUP  
 DIR OF PHYSICAL PRODUCTION  
 DIR, ANIMATION DEVELOPMENT  
 DIR, PRODUCTION TECHNOLOGY  
 DIRECTOR OF FILM & EDITORIAL  
 DIRECTOR OF PHOTO/AREA SUP.  
 DIRECTOR OF PHOTOGRAPHY  
 DIRECTOR OF SCORING  
 DIRECTOR TECHNICAL OPERATIONS  
 DIRECTOR, ENGINEERING  
 DIRECTOR, R&D DEVELOPMENT  
 DIRECTOR, R&D OPERATIONS  
 DIRECTOR, RESEARCH & DEVELOPMT  
 DIRECTOR, SOUND DESIGN  
 DOCUMENTARIAN PROJECT MGR  
 DOCUMENTARIAN TECHNICAL ASST  
 EDITING-SSN  
 EDITOR  
 EDITOR I  
 EDITOR II  
 EDITOR, FEATURE  
 EDITORIAL SERVICES ASST  
 EDITORIAL SERVICES TECHNICIAN  
 EDITORIAL WIRING TECH  
 EFFECTS DEVELOPER  
 ELECTRONIC ENGR. 2  
 ENGINEER  
 ENGINEERING MANAGER  
 ENGINEERING PROJECT MGR  
 ENGINEERING-ILM  
 ENGINEERING-SSN  
 ENTRY LEVEL WIRE TECH  
 ENVELOPER-IV  
 EPISODIC DEVELOPMENT  
 EPISODIC DIRECTOR  
 EXECUTIVE PRODUCER, VISUAL EFF  
 EXECUTIVE PRODUCTION  
 FEATURES-EDITORIAL  
 FILM EFFECTS EDITOR-I  
 FILM EFFECTS EDITOR-II  
 FILM GROUP DEPT MGR  
 FILM GROUP PROD SUPERVISOR  
 FIRST ASST CAMERA OPERATOR  
 FOLEY  
 FOLEY EDITOR  
 FOLEY WALKER  
 FX SUPERVISORS-ILM  
 GLOBAL PIPELINE (WAS CG  
 RESOURCES)  
 GRAPHIC ARTIST  
 GRAPHIC ARTIST I  
 GRAPHIC DESIGN CONSULTANT  
 GRAPHIC DESIGNER I  
 GRIP  
 HEAD OF ANIMATION TECHNOLOGY  
 HEAD OF SOFTWARE ENGINEERING  
 HEAD STAGE TECH  
 HEAD STAGE TECH.  
 HEAD STAGE TECHNICIAN  
 HEAD WRITER  
 HELPDESK FRNTLNE SUPP TECH I  
 IMAGE COORDINATOR  
 IMAGE UNIT APM  
 INFORMATION SYSTEMS  
 INFORMATION SYSTEMS MGR  
 IT MANAGER  
 IT PRODUCTION ENG & SYS ADMIN

IT SERVICES SPECIALIST  
 JAVA DEVELOPER  
 JR R&D ENGINEER  
 JR TECHNICAL OPERATOR  
 JUNIOR ARTIST  
 LAYOUT ARTIST  
 LEAD ANIMATOR  
 LEAD CONCEPT DESIGNER  
 LEAD DIG COMPOSITOR-I  
 LEAD DIG MATCHMOVE ARTIST I  
 LEAD DIG MATCHMOVE ARTIST-I  
 LEAD DIG ROTOSCOPE ARTIST-I  
 LEAD DIG TECHNICAL DIRECTOR-I  
 LEAD DIGITAL ANIMATOR-I  
 LEAD DIGITAL ARTIST I  
 LEAD DIGITAL ARTIST II  
 LEAD DIGITAL MATTE ARTIST-I  
 LEAD DIGITAL MODEL PAINTER-I  
 LEAD DIGITAL MODELER-I  
 LEAD IT SERVICES  
 LEAD MODELER  
 LEAD QUALITY ASSURANCE ANALYST  
 LEAD SABRE OPERATOR-I  
 LEAD SOFTWARE ENGINEER  
 LEAD TECHNICAL DIRECTOR  
 LEAD VIDEO TECHNICIAN  
 LIGHTING TD  
 LINEUP I  
 MAC TECH ASST  
 MAC/PC TECHNICIAN  
 MACHINIST I/CINEMA TECH I  
 MACHINIST II/CINEMA TECHNICIAN  
 MANAGER MODEL SHOP  
 MANAGER OF SYSTEMS ENGINEERING  
 MANAGER, AUDIO  
 MANAGER, MEDIA OPERATIONS  
 MATCHMOVE/MOCAP POST  
 MATERIALS LIGHTING TD LEVEL II  
 MCR (FORMERLY COMM. EDITORIAL)  
 MEDIA OPERATIONS COORDINATOR  
 MEDIA OPERATIONS PRODCTN ASST  
 MEDIA SYSTEMS ENGINEER I  
 MEDIA SYSTEMS ENGINEER II  
 MEDIA SYSTEMS TECHNICIAN  
 MGR OF COMM'L VISUAL EFFECTS  
 MGR OF SOFTWARE SYS & TECH SUP  
 MGR, PRODUCTION INFO SYSTEMS  
 MGR, SYSTEMS OPERATION SUPPORT  
 MIXER AUDIO DESIGNER 3  
 MIXING AND DESIGN-SSN  
 MODEL MAKER  
 MODEL MAKER III  
 MODEL SHOP-ILM  
 MODELER I  
 MODELER II  
 MODELMAKER  
 MODELMAKER 1  
 MODELMAKER 3  
 MODELMAKER I  
 MODELMAKER-I  
 MODELMAKER-II  
 MODELMAKER-III  
 MOTION CAPTURE  
 MOTION CAPTURE ENGINEER-I  
 MOTION CAPTURE TECHNICIAN-IV  
 MOTION CAPTURE TECHNICIAN-V  
 MOTION CAPTURE TECHNICIAN-VI

MUSIC ASSISTANT  
 MUSIC SUPERVISOR  
 NEGATIVE SUPERVISOR  
 NETWORK SYSTEMS  
 NT SPECIALIST  
 NT/2000 HARDWARE ADMINISTRATOR  
 ORACLE DATABASE ADMINISTRATOR  
 PHOTOGRAPHER  
 PHOTOGRAPHER /LAB TECH #1  
 PHOTOGRAPHER/LAB TECH I  
 PHOTOGRAPHER/LAB TECH III  
 PHOTOGRAPHER/LAB TECH IV  
 PICTURE EDITOR  
 PIPELINE ENGINEER I  
 PIPELINE ENGINEER II  
 PIPELINE SUPERVISOR  
 PIPELINE SUPERVISOR - LAL  
 PLATE PRODUCTION COORDINATOR  
 POST EDITOR  
 POST EDITOR, FEATURE  
 PRE-PRODUCTION ASSET ARTIST  
 PRE-VIZ ARTIST I  
 PRE-VIZ ARTIST II  
 PRE-VIZ ARTIST III  
 PRE-VIZ LEAD ARTIST  
 PREVIS SUPERVISOR  
 PRINCIPAL R&D ENGINEER  
 PROD SUPERVISOR/COMMERCIALS  
 PRODUCER  
 PRODUCER, ANIMATION  
 PRODUCER/COMM'LS  
 PRODUCERS (WAS PRODUCTION)  
 PRODUCT MANAGER  
 PRODUCT TECHNOLOGY SPECIALIST  
 PRODUCTION ASSISTANT  
 PRODUCTION ASSISTANT - LAL  
 PRODUCTION ASSISTANT, PROJECT  
 PRODUCTION ASST (A)  
 PRODUCTION ASST (B)  
 PRODUCTION COORD A  
 PRODUCTION COORD I  
 PRODUCTION COORD I (B)  
 PRODUCTION COORD II  
 PRODUCTION COORD II (B)  
 PRODUCTION COORDINATOR  
 PRODUCTION COORDINATOR - LAL  
 PRODUCTION COORDINATOR B  
 PRODUCTION ENGINEERING ADMIN  
 PRODUCTION MANAGER  
 PRODUCTION MANAGER I  
 PRODUCTION MANAGER II  
 PRODUCTION MGR  
 PRODUCTION OPERATIONS-ILM  
 PRODUCTION SERVICE COORD  
 PRODUCTION SOFTWARE ENGINEER  
 PRODUCTION STAFF - SSN  
 PRODUCTION SUPERVISOR  
 PRODUCTION SUPERVISOR - SS  
 PRODUCTION SUPPORT (WAS CREATIVE  
 OPS)  
 PRODUCTION TECHNOLOGY MANAGER  
 PROGRAMMER  
 QUALIFICATN&AUTOMTN ENGINEER I  
 QUALIFICTN&AUTOMTN ENGINEER II  
 QUALITY ASSURANCE ANALYST I  
 QUALITY ASSURANCE ANALYST II  
 R&D ENGINEER

R&D ENGINEER I  
 R&D ENGINEER II  
 R&D ENGINEER III  
 R&D OPERATIONS MANAGER  
 R&D PRODUCT SPECIALIST II  
 R&D PROJECT COORDINATOR  
 R&D PROJECT MANAGER II  
 R&D SUPERVISOR  
 R&D TD'S  
 RE-RECORDING MIXER  
 RESEARCH & DEVELOPMENT  
 ROTO ARTIST (MID) (PRJ)  
 ROTO ARTIST (SR/LEAD)  
 SABRE OPERATOR-II  
 SABRE OPERATOR-IV  
 SABRE PRODUCTION MGR  
 SABRE SOFTWARE ENGINEER  
 SCANNING OPERATOR I  
 SCANNING SUPERVISOR  
 SCENIC ARTIST  
 SCORING-G & A  
 SCORING-SSN  
 SCRIPT/TOOLS PROGRAMMER  
 SCULPTER/DESIGNER  
 SENIOR ANIMATOR  
 SENIOR ART DIRECTOR  
 SENIOR ARTIST  
 SENIOR ARTIST I  
 SENIOR ARTIST II  
 SENIOR COLOR TIMER  
 SENIOR CONCEPT DESIGNER  
 SENIOR DIGITAL ARTIST  
 SENIOR ENGINEER  
 SENIOR MODELER  
 SENIOR PIPELINE ENGINEER  
 SENIOR PRODUCER/COMM'LS  
 SENIOR SCANNING OPERATOR  
 SENIOR TD  
 SEQUENCE SUPERVISOR  
 SET DESIGNER  
 SET DIRECTOR  
 SET-UP PRODUCTION ASST  
 SGI HARDWARE ADMINISTRATOR  
 SGI HARDWARE TECHNICIAN  
 SOFTWARE CONFIG ENGINEER  
 SOFTWARE ENGINEER  
 SOFTWARE ENGINEER I - LAL  
 SOFTWARE ENGINEERING  
 SOUND EFFECT EDITOR III  
 SOUND EFFECTS EDITOR I  
 SOUND EFFECTS EDITOR II  
 SOUND EFFECTS EDITOR III  
 SOUND RECORDIST  
 SR ART DIRECTOR  
 SR CAMERA OPERATOR  
 SR COLORIST  
 SR COMMERCIAL EDITOR  
 SR CREATURE TECHNICIAN  
 SR DIGITAL RESOURCE ASST  
 SR FILM EDITOR  
 SR GRAPHIC ARTIST  
 SR MANAGER, R&D OPERATIONS  
 SR MGR, MEDIA OPERATIONS  
 SR MGR, PRODUCTION MANAGEMENT  
 SR MODELMAKER  
 SR PROGRAMMER  
 SR R&D ENGINEER

SR SOFTWARE ENGINEER  
 SR STAGE TECHNICIAN  
 SR SYSTEMS ENGINEER  
 SR TECHNICAL DIRECTOR  
 SR TECHNICAL OPERATOR  
 SR VFX EDITOR  
 SR VIDEO EDITOR  
 SR VIDEO ENGINEER  
 SR VIDEO SYSTEMS INTEGRATOR  
 SR VISUAL EFFECTS EDITOR  
 SR VP, FEATURE PRODUCTION  
 SR WIRE TECH  
 SR. MODELMAKER  
 SR. MOLDMAKER  
 SR. STAGE TECH  
 STAFF WRITER  
 STAGE TECH  
 STAGE TECH 1  
 STAGE TECH 3  
 STAGE TECH I  
 STAGE TECHNICIA 3  
 STAGE TECHNICIA 4  
 STAGE TECHNICIAN  
 STAGE TECHNICIAN 2  
 STAGE TECHNICIAN I  
 STAGE TECHNICIAN-I  
 STAGE TECHNICIAN-II  
 STAGE TECHNICIAN-III  
 STAGE TECHNICIAN-IV  
 STAGE-ILM  
 STILL PHOTO PA/ARCHIVIST  
 STORY ARTIST  
 STORY CONSULTANT

STORYBOARD ARTIST  
 STORYBOARD/CONCENT ARTIST  
 SUPERVISING DIRECTOR EPISODIC  
 SUPERVISING DIRECTOR, LAL  
 SUPERVISING SOUND EDITOR  
 SUPERVISING TECHNICAL DIRECTOR  
 SUPERVISOR I  
 SUPERVISOR II  
 SUPERVISOR OF ENGINEERING  
 SUPERVISOR, ENGINEERING  
 SUPERVISOR, VIDEO ENGINEERING  
 SYSTEM ADMIN  
 SYSTEMS ENGINEER  
 SYSTEMS ENGR- VIDEO SOFTWARE  
 SYSTEMS SECURITY ADMINISTRATOR  
 SYSTEMS SECURITY ENGINEER  
 SYSTEMS/TOOLS PROGRAMMER  
 TD (MID)  
 TD (SR/LEAD) (PRJ)  
 TD LEVEL I  
 TD LEVEL II MODELER  
 TD LEVEL III MODELER  
 TD LEVEL III-FX/SIM  
 TECHNICAL ADVISOR  
 TECHNICAL APPR/SKY  
 TECHNICAL APPRENTICE  
 TECHNICAL APPRENTICE/CG  
 TECHNICAL APPRENTICE/TRAD  
 TECHNICAL ASSISTANT  
 TECHNICAL ASSISTANT SUPERVISOR  
 TECHNICAL ASSISTANT/TRAD  
 TECHNICAL ASST/CG  
 TECHNICAL ASST/SKY

TECHNICAL DIRECTOR  
 TECHNICAL DIRECTOR I  
 TECHNICAL DIRECTOR II  
 TECHNICAL MGR, EXTERNAL PROD  
 TECHNICAL OPERATOR  
 TECHNICAL PRODUCTION COORD  
 TECHNICAL SUPERVISOR  
 TECHNOCRANE OPERATOR  
 TV ANIMATOR  
 UNIX/PRODUCTION SYSTEMS  
 VFX SUPERVISOR  
 VFX SUPERVISOR/NON-UNION  
 VID. ASSIST - HEAD STAGE TECH  
 VIDEO ENGINEER  
 VIDEO ENGINEERING TECH COORD  
 VIDEO ENGINEERING-ILM  
 VIDEO SERVICES  
 VIDEO SUPERVISOR  
 VIDEO SYS SOFTWARE ENGINEER  
 VIDEO TECHNICIAN  
 VIDEO-SSN  
 VISION ENGINEER  
 VISUAL EFFECTS EDITOR  
 VISUAL EFFECTS EDITOR I  
 VISUAL EFFECTS EDITOR II  
 VISUAL EFFECTS EDITOR III  
 VISUAL EFFECTS PRODUCER  
 VISUAL EFFECTS PRODUCER I  
 VISUAL EFFECTS PRODUCER II  
 WEBMASTER  
 WEBMASTER III  
 WIRING TECHNICIAN

## Pixar

360 DEGREE CREATIVE LEAD  
 360 DEGREE TECH. LEAD  
 ADMINISTRATOR, TECH DEPT.  
 ANIMATION TECHNICIAN  
 ANIMATION WRANGLER  
 ANIMATOR  
 ANIMATOR, CROWD  
 ANIMATOR, CROWD LEAD  
 ANIMATOR, DIRECTING  
 ANIMATOR, FIX  
 ANIMATOR, FIX LEAD  
 ANIMATOR, SUPERVISING  
 APPLICATION DEVELOPER  
 ARCHITECT, COLOR SYSTEMS  
 ARCHITECT, DIGITAL  
 ARCHITECT, SYSTEM  
 ARCHIVE ASSISTANT  
 ARCHIVE COORDINATOR  
 ARCHIVES TECHNICIAN  
 ARCHIVIST  
 ARCHIVIST, COLLECTIONS  
 ARCHIVIST, LEAD  
 ARCHIVIST, LEAD - INFO RSRCs  
 ARCHIVIST, LEAD - PROJ MGR.  
 ART DIRECTOR  
 ART DIRECTOR, SHADING  
 ARTIST, AFTER-EFFECTS  
 ARTIST, ASST. STORY  
 ARTIST, CHARACTER  
 ARTIST, DEVELOPMENT  
 ARTIST, DIGITAL

ARTIST, GRAPHIC  
 ARTIST, MOTION GRAPHIC  
 ARTIST, SKETCH  
 ARTIST, STORY  
 ARTIST, STORY DEVELOPMENT  
 ARTIST, STORY-30 HRS  
 ASSISTANT PROJECTIONIST  
 ASSISTANT, ART & FILM  
 ASSISTANT, RAPID PROTOTYPE  
 ASSISTANT, SHADING PACKET  
 ASST COLOR GRADING OPERATOR  
 CAMERA OPERATOR  
 CAMERA OPERATOR, ASST.  
 CAMERA OPERATOR, SR.  
 CAMERA SUPERVISOR  
 CGI PAINTER  
 CGI PAINTER 30 HRS  
 CHARACTER DESIGN LEAD  
 CHARACTER DESIGNER  
 CO-PRODUCER  
 COLOR GRADING OPERATOR  
 COMPUTER OPERATOR  
 COORDINATOR, HELP DESK  
 CREATIVE ASSOCIATE  
 CREATIVE DIR., CANADA STUDIO  
 CREATIVE DIRECTOR  
 CREATIVE EXECUTIVE & DIRECTOR  
 DATABASE PROJ. SPEC  
 DATABASE PROJ. SPEC - 30 HRS  
 DESIGN LEAD

DESIGNER  
 DESIGNER, CAMERA  
 DESIGNER, ENVIRONMENTAL  
 DESIGNER, GRAPHIC  
 DESIGNER, PRODUCTION  
 DESIGNER, SHADING  
 DESIGNER, SHADING-HRLY  
 DEVELOPER, RENDERMAN PRODUCTS  
 DEVELOPMENT ASSOCIATE  
 DEVELOPMENT COORDINATOR  
 DEVELOPMENT EXECUTIVE  
 DIR. OF PRODUCTION  
 DIR., MEDIA SERVICES  
 DIR., MEDIA SYSTEMS  
 DIR., PHOTOSCIENCE  
 DIR., PIXAR UNIV. & ARCHIVES  
 DIR., POST PRODUCTION & EDIT.  
 DIR., RENDERMAN PRODUCT DEV  
 DIR., STEREO & IMAGE MASTERING  
 DIR., STUDIO TOOLS  
 DIR., SYSTEMS  
 DIR., SYSTEMS INFRASTRUCTURE  
 DIRECTOR OF PHOTOGRAPHY  
 DIRECTOR, ASSOCIATE DEV  
 DIRECTOR, CO. - FEATURE  
 DIRECTOR, FEATURE FILM  
 DIRECTOR, SHADING ART  
 DVD SPECIALIST & TRANSFER OP  
 EDITOR  
 EDITOR, 1ST ASST.  
 EDITOR, 2ND ASST.

EDITOR, ASSOCIATE  
 EDITOR, DOCUMENTARY ASSISTANT  
 EDITORIAL ASSISTANT  
 EDITORIAL COORDINATOR  
 ENGINEER  
 ENGINEER SR., SOFTWARE  
 ENGINEER SR., SOFTWARE 30 HRS  
 ENGINEER, ANIMATION SUPPORT  
 ENGINEER, API QUALITY ASSURANC  
 ENGINEER, APPLICATIONS  
 ENGINEER, ASSOCIATE  
 ENGINEER, ASSURANCE AUTOMATION  
 ENGINEER, DATABASE ARCHITECT  
 ENGINEER, EDITORIAL PIPELINE  
 ENGINEER, EDITORIAL SUPPORT  
 ENGINEER, FRONT LINE SUPPORT  
 ENGINEER, IMAGE MASTERING  
 ENGINEER, INSTRUMENTATION  
 ENGINEER, LEAD  
 ENGINEER, LEAD INFRASTRUCTURE  
 ENGINEER, LEAD PHOTOSCIENCE  
 ENGINEER, LEAD SOFTWARE  
 ENGINEER, MEDIA SYSTEMS  
 ENGINEER, MENV SUPPORT  
 ENGINEER, PHOTOSCIENCE  
 ENGINEER, PIPELINE  
 ENGINEER, PIPELINE (ROTATION)  
 ENGINEER, PNG LEAD SOFTWARE  
 ENGINEER, PNG QUALITY ASSURANC  
 ENGINEER, PNG SOFTWARE  
 ENGINEER, PNG SR. SOFTWARE  
 ENGINEER, PRODUCTION  
 ENGINEER, PRODUCTION SUPPORT  
 ENGINEER, PU INFRASTRUCTURE  
 ENGINEER, QUALITY ASSURANCE  
 ENGINEER, RECORDING  
 ENGINEER, RENDERING PIPELINE  
 ENGINEER, RENDERMAN SUPPORT  
 ENGINEER, SCREENING ROOM  
 ENGINEER, SOFTWARE  
 ENGINEER, SOFTWARE (HOURLY)  
 ENGINEER, SOFTWARE (ROTATION)  
 ENGINEER, SOFTWARE 30 HRS  
 ENGINEER, SOFTWARE GRAPHICS  
 ENGINEER, SOFTWARE TEST  
 ENGINEER, SOFTWARE/TECHSUPPORT  
 ENGINEER, SOFTWARE/TTD  
 ENGINEER, SR SW INFRASTRUCTURE  
 ENGINEER, SR. AUTOMATION  
 ENGINEER, SR. MEDIA SYSTEM  
 ENGINEER, STUDIO SUPPORT  
 ENGINEER, SW INFRASTRUCTURE  
 ENGINEER, TECHNICAL SUPPORT  
 ENGINEER, VIDEO  
 ENGINEER, WEB  
 ENGINEER, WEB INFRASTRUCTURE  
 ENGINEER., PROJ. LEAD SOFTWARE  
 ENGINEERING MANAGER  
 FRANCHISE GUARDIAN, CARS  
 GRAPHIC ARTIST  
 IMAGE MASTER SUPERVISOR  
 IMAGE MASTERING COORDINATOR  
 INTERACTION DESIGNER  
 INTRANET DESIGNER, PNG  
 LAYOUT ARTIST  
 LAYOUT ARTIST, LEAD  
 LAYOUT SUPERVISOR  
 LAYOUT TD  
 MANAGER, PRODUCTION  
 MANAGER, PRODUCTION FRANCHISE  
 MEDIA SYSTEMS COORDINATOR  
 MGR, MEDIA SERVICES  
 MGR, SOFTWARE PROJECT RELEASE  
 MGR., 360 GROUP  
 MGR., A/V ENGINEERING  
 MGR., APPLICATIONS GROUP  
 MGR., ARCHIVES  
 MGR., BUILD  
 MGR., CAMERA DEPT.  
 MGR., CAMERA DEPT. 35 HRS  
 MGR., CAMERA DEPT. NE  
 MGR., CREATIVE PROJECTS  
 MGR., DEPT. - 30 HRS  
 MGR., DEPT. - FEATURE  
 MGR., DEPT.-FEATURE (HRLY)  
 MGR., DESKTOP SYSTEMS  
 MGR., EDIT & POST., SR.  
 MGR., I.S. SUPPORT  
 MGR., IMAGE MASTERING  
 MGR., INFRASTRUCTURE  
 MGR., IT CONSTRUCTION  
 MGR., LEAD PROJ.-STUDIO TOOLS  
 MGR., MEDIA SYSTEMS  
 MGR., PRODUCTION OFFICE  
 MGR., QUALITY ASSURANCE  
 MGR., RPG  
 MGR., RPG & SYSTEMS OPS SVCS  
 MGR., RPG - 32 HRS  
 MGR., SR. PROJECT-STUDIO TOOLS  
 MGR., SR. SYSTEMS  
 MGR., SW INFRASTRUCTURE  
 MGR., SYSTEMS INFRASTRUCTURE  
 MGR., SYSTEMS OPERATIONS  
 MGR., TECHNICAL DIRECTORS  
 MGR., TOOLS WORKFLOW  
 MGR., TRAILER/INTERNATIONAL  
 MGR., USER INTERFACE  
 NIGHT OPERATOR  
 PAINTER, DIGITAL  
 PAINTER, MATTE  
 PHOTO EDITOR  
 PHOTOGRAPHER  
 PNG GROUP LEAD  
 POST PRODUCTION ASSISTANT  
 POST PRODUCTION COORDINATOR  
 POST PRODUCTION MANAGER  
 POST PRODUCTION SUPERVISOR  
 PRODUCER  
 PRODUCER - PART TIME  
 PRODUCER, ASSOCIATE  
 PRODUCER, DEVELOPMENT  
 PRODUCER, DVD  
 PRODUCER, SHORTS  
 PRODUCER, SHORTS EXECUTIVE  
 PRODUCTION - CAMERA - HOURLY  
 PRODUCTION ASSISTANT  
 PRODUCTION ASSISTANT - 3 DAYS  
 PRODUCTION ASSISTANT-EDIT  
 PRODUCTION ASST, EDITORIAL  
 PRODUCTION COORDINATOR  
 PRODUCTION RESOURCES ASSOCIATE  
 PRODUCTION SUPER-STORY/EDIT  
 PRODUCTION TECHNICIAN  
 PROGRAM MGR., STUDIO TOOLS  
 PROGRAMMER  
 PROGRAMMER-30 HRS  
 PROJECT COORDINATOR  
 PROJECT COORDINATOR, SPECIAL  
 PROJECT MGR., CARS  
 PROJECT MGR., DVD  
 PROJECT MGR., PNG  
 PROJECT MGR., RENDERMAN  
 PROJECT MGR., SR. DESIGN  
 PROJECT MGR., STUDIO TOOLS  
 PROJECTIONIST  
 QA TESTER  
 RAPD PROTOTYPE COMPUTER ARTIST  
 RENDER COORDINATOR  
 RENDER PIPELINE SPECIALIST  
 RENDER WRANGLER  
 RESEARCH ASSISTANT  
 RESIDENT - ANIMATION  
 RESIDENT - SOFTWARE ENGINEER  
 RESIDENT - STORY ARTIST  
 RESIDENT - TECHNICAL DIRECTOR  
 SCHEDULING COORDINATOR  
 SCIENTIST  
 SCIENTIST, RESEARCH  
 SCIENTIST, SR.  
 SCRIPT COORDINATOR  
 SCRIPT SUPERVISOR  
 SCULPTOR  
 SENIOR CAMERA OPERATOR  
 SENIOR DEVELOPMENT EXECUTIVE  
 SET DRESSER  
 SET TD, SUPERVISING  
 SOFTWARE DEVELOPER  
 SOUND DESIGNER, CHARACTER  
 SOUND EDITOR  
 SOUND EDITOR, ASSISTANT  
 SOUND EDITOR, ASSOCIATE  
 SR CREATIVE DEVELOPER  
 SR CREATIVE DEVELOPER 30 HRS  
 SR. PROJECTIONIST  
 SR. VP, TECHNOLOGY  
 STEREO, CREATIVE LEAD  
 STORY ARTIST, DIGITAL  
 STORY EDITOR  
 SUPERVISOR, DEPT/UNIT (30 HRS)  
 SUPERVISOR, MEDIA SERVICES  
 SUPERVISOR, SEQUENCE  
 SUPERVISOR, STORY  
 SYSTEMS ADMINISTRATOR  
 SYSTEMS ADMINISTRATOR, ASSET  
 SYSTEMS ADMINISTRATOR, JR.  
 SYSTEMS ADMINISTRATOR, JR. MAC  
 SYSTEMS ADMINISTRATOR, LEAD  
 SYSTEMS ADMINISTRATOR, SR.  
 SYSTEMS ASSISTANT  
 SYSTEMS ASSISTANT 20 HRS  
 SYSTEMS ASSISTANT 30 HRS  
 SYSTEMS ASSISTANT PT  
 SYSTEMS COORDINATOR  
 TAILOR  
 TECH DIR., SR. ANIM SCIENTIST  
 TECH DIRECTOR, CRTV SVCS  
 TECH DIRECTOR, DEPT. SUPV  
 TECH DIRECTOR, SUPERVISING  
 TECH DIRECTOR-LEAD, CRTV SVCS  
 TECHNICAL ASSISTANT  
 TECHNICAL DIRECTOR

TECHNICAL DIRECTOR (ROTATION)  
 TECHNICAL DIRECTOR, 3 DAYS  
 TECHNICAL DIRECTOR, 4 DAYS  
 TECHNICAL DIRECTOR, ASSOCIATE  
 TECHNICAL DIRECTOR, BLD\_RENDER  
 TECHNICAL DIRECTOR, LEAD  
 TECHNICAL DIRECTOR, LEAD (30 H)  
 TECHNICAL DIRECTOR, SW ENG  
 TECHNICAL DIRECTOR, TOOLS  
 TECHNICAL LEAD, A/V  
 TECHNICAL LEAD, BACKUP GROUP  
 TECHNICAL LEAD, IMAG MASTERING  
 TECHNICAL LEAD, MEDIA SYSTEMS

TECHNICAL LEAD, RENDERING  
 TECHNICAL LEAD, RENDR PIPELINE  
 TECHNICAL LEAD, STEREO & INT'L  
 TECHNICAL LEAD, STORAGE  
 TECHNICAL WRITER  
 TECHNICAL WRITER, API  
 TECHNICIAN, A/V SYSTEMS  
 TECHNICIAN, HARDWARE  
 TECHNICIAN, MEDIA SYSTEMS  
 TECHNICIAN, PHOTOSCIENCE  
 TOOLS COORDINATOR  
 TRANSFER OPERATOR  
 TRANSITION COORDINATOR, PRD

USER INTERFACE DESIGNER  
 USER INTERFACE DESIGNER, SR.  
 VIDEO, ENGINEER SR.  
 VIDEOGRAPHER  
 VISUAL DESIGNER  
 VP, ADVANCED TECHNOLOGY  
 VP, COMPUTER OPERATIONS  
 VP, CREATIVE & FEATURE DIR.  
 VP, SOFTWARE ENGINEERING  
 VP, SYSTEMS  
 VP, TECHNOLOGY  
 WORKFLOW ARTIST  
 WORKFLOW INTERACTION DESIGNER

## Sony

ADMIN ASSOC SYS  
 ADMIN DATA ARCHIVE  
 ADMIN INT SYS  
 ANIMATOR ASSOC DC  
 ANIMATOR ASSOC TECHNICAL  
 ANIMATOR INT DC  
 ANIMATOR INT TECHNICAL  
 ANIMATOR SR  
 ANIMATOR SR DC  
 ANIMATOR SR TECHNICAL  
 ANIMATOR SUPV DC  
 ARCHITECT PIPELINE  
 ARCHITECT SR SYS  
 ARCHIVIST DIGITAL  
 ART DIRECTOR  
 ART DIRECTOR ASSOCIATE  
 ART DIRECTOR PRINC  
 ART DIRECTOR SR  
 ARTIST INT STORYBOARD  
 ARTIST INT STORYBOARD I  
 ARTIST INT STORYBOARD III  
 ARTIST INT VISUAL DEV  
 ARTIST SR COMPOSITOR  
 ARTIST SR LAYOUT  
 ARTIST SR STORYBOARD  
 ARTIST SR VISUAL DEV  
 ARTIST TRAINEE STORYBOARD  
 ASSOCIATE COLOR TIMER  
 ASSOCIATE EDITOR LEVEL III  
 BACKGROUND ARTIST  
 CG PROJ SUPV  
 CG SUP SR  
 CHARACTER DESIGNER  
 CHARACTER DESIGNER ASST  
 CHARACTER DESIGNER INT  
 CO DIRECTOR - TERM DEAL  
 CO-HEAD OF LAYOUT  
 COMPOSITOR INT  
 COMPOSITOR SR  
 COORD ASSOC  
 COORD PROD INT  
 COORD PROD SR  
 CREATIVE EXEC  
 CREATIVE EXECUTIVE  
 DC ANIMATION SUPV  
 DC ANIMATION SUPV SR

DC MODELER SPEC  
 DESIGNER CHARACTER  
 DESIGNER PROD  
 DEV DIR, CONSOLE GAME DEVELOPMT  
 DEVELOPMENT SUPV  
 DIGITAL ARTIST ASSOC  
 DIGITAL ARTIST INT  
 DIGITAL ARTIST SR  
 DIGITAL EFFECTS SUPV  
 DIGITAL EFFECTS SUPV PROJ  
 DIGITAL PROD MGR ASSOC  
 DIGITAL PROD MGR INT  
 DIGITAL PROD MGR SR  
 DIR  
 DIR ANIMATED FEATURES  
 DIR ANIMATION PRODUCTION  
 DIR ART  
 DIR ART PROD DESIGNER  
 DIR DC ANIMATION  
 DIR FILM INPUT/OUTPUT  
 DIR PROD SVCS & RESOURCES  
 DIR SOFTWARE ENGINEERING  
 DIR SYSTEMS RESEARCH  
 EDITOR  
 EDITOR ASSOC  
 EDITOR ASSOC VIDEO FX  
 EDITOR ASST  
 EDITOR INT FILM FX  
 EDITOR INT FIM FX  
 EDITOR INT VIDEO FX  
 EDITOR ON CALL  
 EDITOR SR FILM FX  
 EDITOR SR ONLINE  
 ENGR ARCHITECT SOFTWARE  
 ENGR ASSOC SOFTWARE  
 ENGR ASSOC SYSTEMS  
 ENGR HARDWARE  
 ENGR I SOFTWARE  
 ENGR II SOFTWARE  
 ENGR III SOFTWARE  
 ENGR INT SYS  
 ENGR PRINC SOFTWARE  
 ENGR PRINC SYS  
 ENGR SOFTWARE INT  
 ENGR SR SYS  
 ENGR SR SYSTEMS  
 ENGR SR VIDEO  
 ENGR VIDEO INT  
 EXEC DIR  
 EXEC DIR POST PROD  
 EXEC DIR PROD SVCS & RESOURCES

EXEC DIR SOFTWARE ENGINEERING  
 EXEC DIR SOFTWARE PROD  
 FILM FX EDITOR INT  
 FILM FX EDITOR SR  
 FILM RECORDIST ASSOC  
 FILM RECORDIST INT  
 FILM RECORDIST SR LEAD  
 HEAD OF ANIMATION PIPELINE  
 HEAD OF CHARACTER SETUP TECH  
 HEAD OF LAYOUT  
 HEAD OF STORY  
 HEAD OF STORY TERM DEAL  
 HSC ARTIST INT  
 HSC ARTIST SR  
 IAC ARTIST ASSOC  
 IAC ARTIST SR  
 IAC ARTIST SR LEAD  
 ILLUSTRATOR DESIGNER SR  
 LAYOUT SUPV  
 MATCH MOVER ASSOC  
 MATCH MOVER INT  
 MATCH MOVER SR  
 MATCHMOVER SR  
 MATTE PAINTER INT  
 MATTE PAINTER SR  
 MGR ASSOC TECHNICAL PROD  
 MGR ASST PROD  
 MGR DIGITAL PRODUCTION  
 MGR EDITORIAL  
 MGR FEATURE ANIMATION ADMIN  
 MGR HELP DESK  
 MGR INT DIGITAL PROD  
 MGR PROD SERVICES & RESOURCES  
 MGR SR DCG  
 MGR SR DIGITAL PROD  
 MGR SR FEATURE PROD  
 MGR SR TECHNICAL PROD  
 MGR TECHNICAL PROD  
 MGR VISUAL DEV  
 MODELER ASSOC  
 MODELER INT  
 MODELER SR  
 NEGATIVE FILM TECHNICIAN  
 PIPELINE SUPV  
 PROD ASST  
 PROD ASST ASSOC  
 PROD COORD ASSOC  
 PROD COORD INT  
 PROD COORD SR  
 PROD MGR ASSOC  
 PROD SVCS DEV SPEC

DC ANIMATOR ASSOC  
 DC ANIMATOR INT  
 DC ANIMATOR SPEC  
 DC ANIMATOR SR

PROD SVCS TECH LEAD  
PROD SVCS TECH SR  
PRODUCER  
PRODUCER ASSOC  
PRODUCER INT  
PRODUCER SR  
PRODUCER SR VFX  
PRODUCTION ASST  
PRODUCTION DESIGNER  
PRODUCTION SERVICES DEV SPEC  
PRODUCTION SERVICES SPECIALIST  
PRODUCTION SERVICES TECH LEAD  
RESEARCHER  
RESEARCHER VISUAL DEV  
ROTO ARTIST ASSOCIATE  
ROTO ARTIST INT  
ROTO ARTIST SR  
SCANNER TECHNICIAN INT  
SCIENTIST COLOR  
SCIENTIST COLOR SPDP  
SCULPTOR  
SOFTWARE ENGINEER ARCHITECT  
SOFTWARE ENGINEER II  
SPEC  
SPEC DATA ARCHIVE  
SPEC OPS

SPEC PROD SVCS DEV  
SPEC RESOURCE  
SR ART DIRECTOR  
STEREO SUPV  
STORY ARTIST INT  
STORY ARTIST SR  
STORYBOARD ARTIST  
SUPV CG PROJ  
SUPV CHARACTER DESIGN  
SUPV DEV  
SUPV INT CG  
SUPV MODELING DCG  
SUPV POST PROD  
SUPV SR CG  
SUPV SR CG PROJECT  
SUPV TECHNICAL ANIMATION  
SUPV VISUAL DEV  
SYSTEMS ADMIN ASSOC  
SYSTEMS ADMIN LEAD  
SYSTEMS ADMINISTRATOR ASSOC  
SYSTEMS ADMINISTRATOR SR  
SYSTEMS ARCHITECT  
SYSTEMS ENGINEER SR  
TECH LEAD PROD SVCS  
TECH SR PROD SVCS  
TECHNICAL ANIMATION SUPV

TECHNICAL ANIMATOR ASSOC  
TECHNICAL ANIMATOR INT  
TECHNICAL ANIMATOR SPECIALIST  
TECHNICAL ANIMATOR SR  
TECHNICAL ANIMATOR SUP SR  
TECHNICAL ANIMATOR, INT  
TECHNICAL DIRECTOR ASSOC  
TECHNICAL DIRECTOR ASSOC -  
PIPELINE  
TECHNICAL DIRECTOR INT  
TECHNICAL DIRECTOR INT - PIPELINE  
TECHNICAL DIRECTOR SR  
TECHNICAL DIRECTOR SR - PIPELINE  
TECHNICIAN DIGITAL RESOURCE  
TECHNICIAN ROBOT  
TIMER SR DIGITAL  
VFX PRODUCER INT  
VIDEO FX EDITOR INT  
VISUAL DEV ARTIST TRAINEE  
VISUAL EFFECTS SUPV  
VISUAL EFFECTS SUPV SR  
VISUAL FX SUPV  
VISUAL FX SUPV SR  
WRITER TECHNICAL