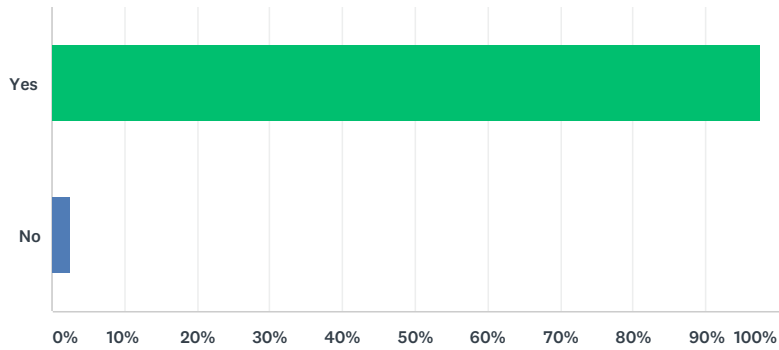


Q1 Are you a current assistant or coordinator in the entertainment industry?

Answered: 1,511 Skipped: 5

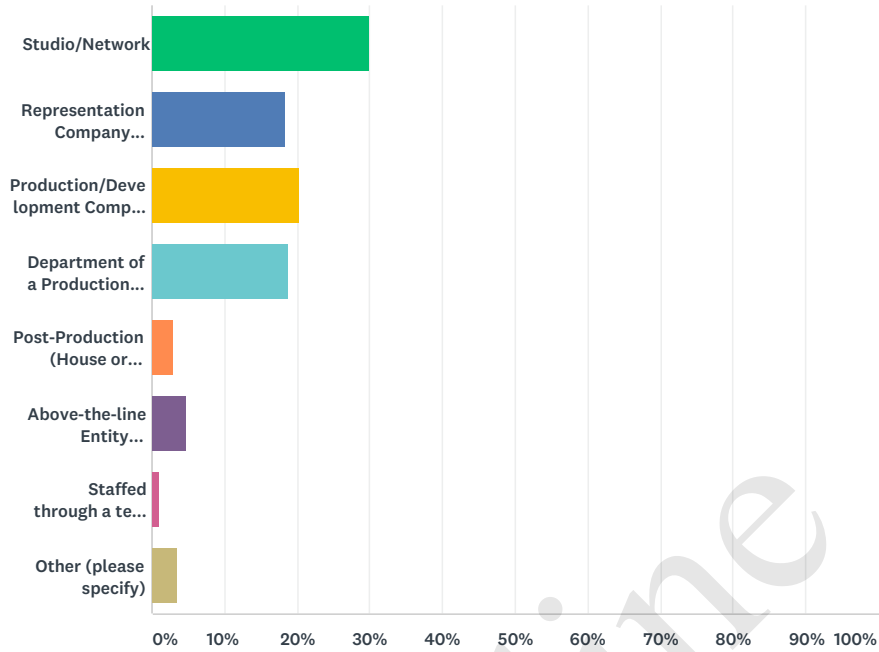


ANSWER CHOICES	RESPONSES	
Yes	97.55%	1,474
No	2.45%	37
TOTAL		1,511

Deadline

Q2 Type of employer?

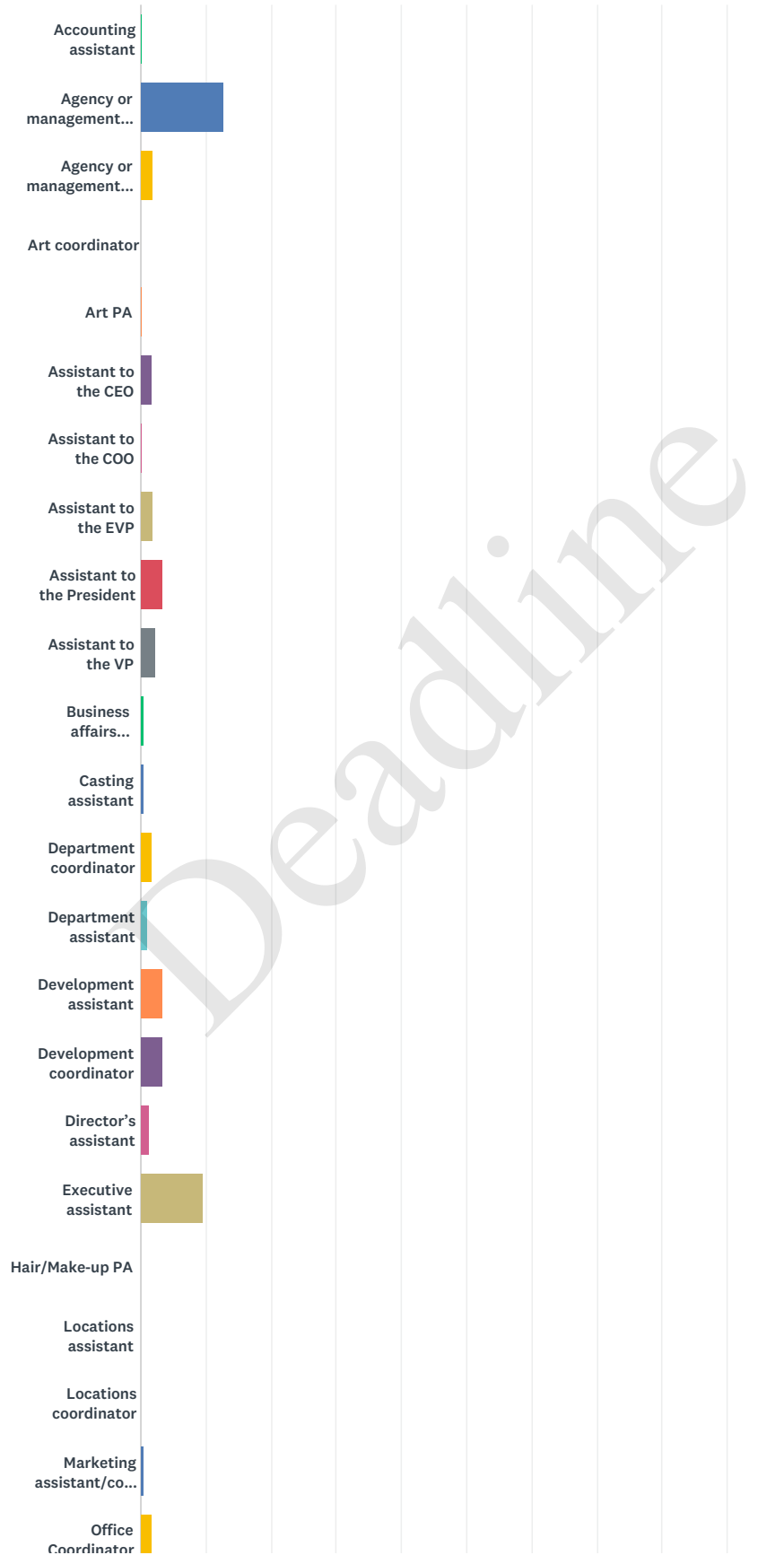
Answered: 1,513 Skipped: 3



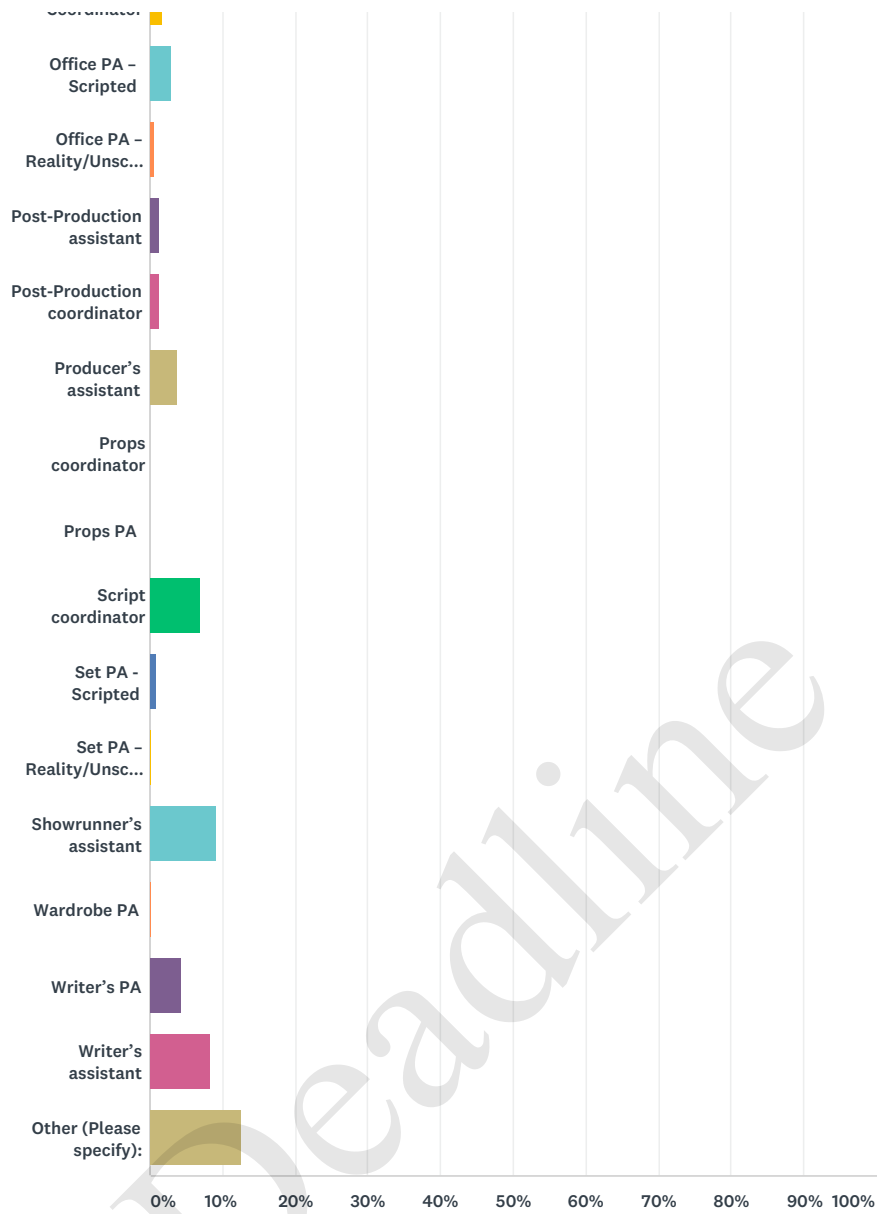
ANSWER CHOICES	RESPONSES
Studio/Network	29.94% 453
Representation Company (Agency/Management)	18.51% 280
Production/Development Company or a POD	20.36% 308
Department of a Production (i.e. Art, Writers, Wardrobe, Locations, Casting, etc. Includes any position on a production except for Post)	18.90% 286
Post-Production (House or Department on a Production)	2.84% 43
Above-the-line Entity (Director, Producer, Line Producer, etc)	4.76% 72
Staffed through a temp agency	1.12% 17
Other (please specify)	3.57% 54
TOTAL	1,513

Q3 What is your current job title?

Answered: 1,510 Skipped: 6



#PayUpHollywood Assistant Survey



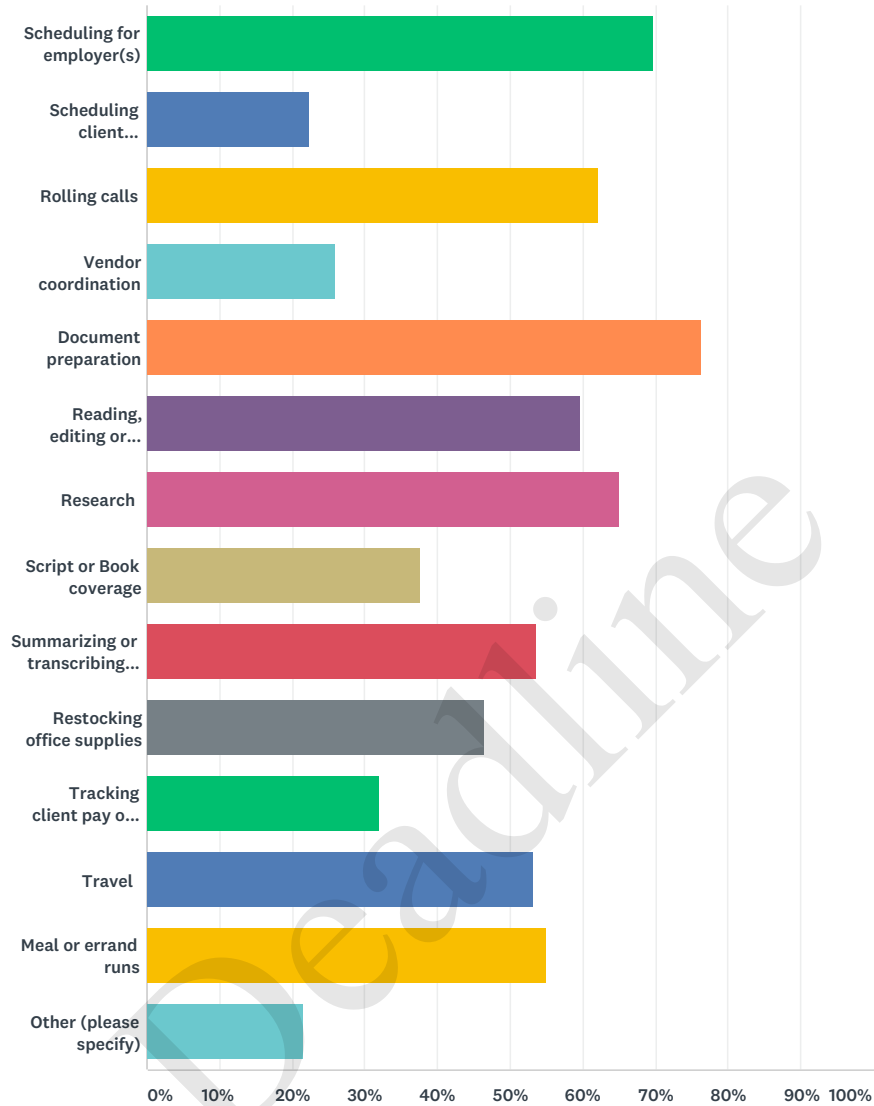
ANSWER CHOICES	RESPONSES
Accounting assistant	0.26% 4
Agency or management company assistant	12.72% 192
Agency or management company coordinator	1.85% 28
Art coordinator	0.00% 0
Art PA	0.13% 2
Assistant to the CEO	1.72% 26
Assistant to the COO	0.26% 4
Assistant to the EVP	1.92% 29
Assistant to the President	3.38% 51
Assistant to the VP	2.32% 35
Business affairs assistant	0.46% 7
Casting assistant	0.46% 7
Department coordinator	1.72% 26

#PayUpHollywood Assistant Survey

Department assistant	0.99%	15
Development assistant	3.38%	51
Development coordinator	3.38%	51
Director's assistant	1.19%	18
Executive assistant	9.67%	146
Hair/Make-up PA	0.00%	0
Locations assistant	0.00%	0
Locations coordinator	0.00%	0
Marketing assistant/coordinator	0.33%	5
Office Coordinator	1.59%	24
Office PA – Scripted	2.85%	43
Office PA – Reality/Unscripted	0.60%	9
Post-Production assistant	1.26%	19
Post-Production coordinator	1.26%	19
Producer's assistant	3.71%	56
Props coordinator	0.00%	0
Props PA	0.00%	0
Script coordinator	6.89%	104
Set PA - Scripted	0.79%	12
Set PA – Reality/Unscripted	0.26%	4
Showrunner's assistant	9.14%	138
Wardrobe PA	0.13%	2
Writer's PA	4.37%	66
Writer's assistant	8.41%	127
Other (Please specify):	12.58%	190
TOTAL		1,510

Q4 What are your job duties as outlined for your current position?

Answered: 1,504 Skipped: 12



ANSWER CHOICES	RESPONSES	
Scheduling for employer(s)	69.75%	1,049
Scheduling client auditions, appearances, etc.	22.47%	338
Rolling calls	62.03%	933
Vendor coordination	25.93%	390
Document preparation	76.40%	1,149
Reading, editing or typing scripts	59.64%	897
Research	65.16%	980
Script or Book coverage	37.70%	567
Summarizing or transcribing writing or notes sessions	53.66%	807
Restocking office supplies	46.41%	698
Tracking client pay or projects	31.91%	480
Travel	53.06%	798

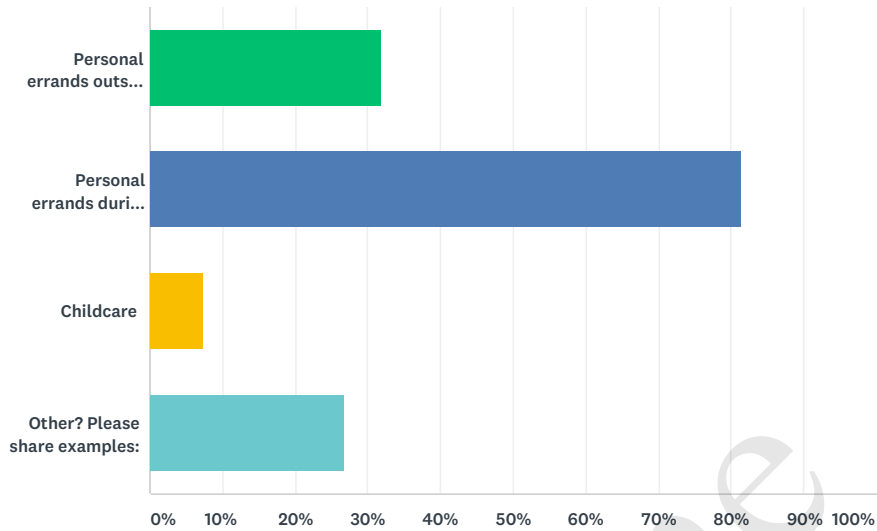
#PayUpHollywood Assistant Survey

Meal or errand runs	54.92%	826
Other (please specify)	21.61%	325
Total Respondents: 1,504		

Deadline

Q5 What tasks beyond your formal assistant duties are you regularly asked to perform?

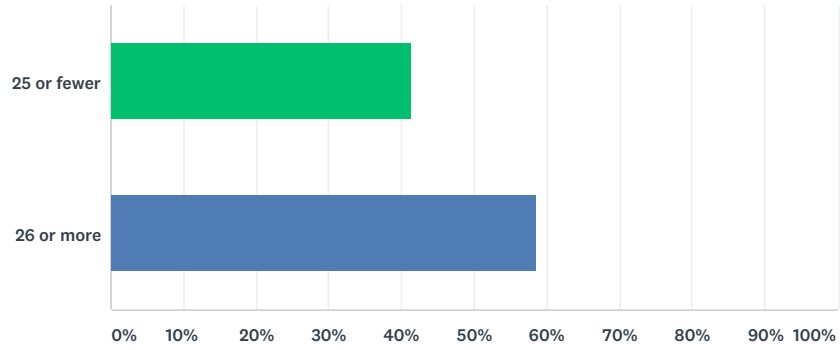
Answered: 798 Skipped: 718



ANSWER CHOICES	RESPONSES	
Personal errands outside of work hours	31.70%	253
Personal errands during work hours	81.33%	649
Childcare	7.27%	58
Other? Please share examples:	26.69%	213
Total Respondents: 798		

Q6 How many employees does your employer have?

Answered: 1,511 Skipped: 5

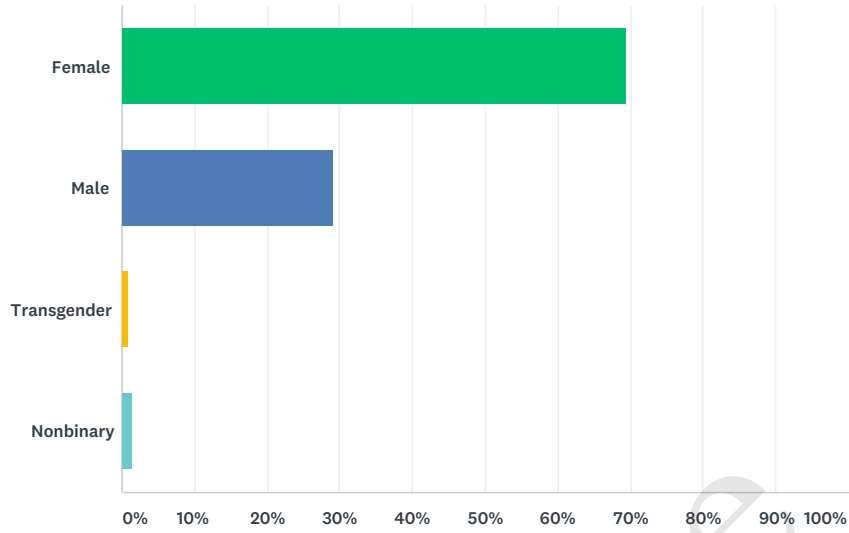


ANSWER CHOICES	RESPONSES	
25 or fewer	41.43%	626
26 or more	58.57%	885
TOTAL		1,511

Deadline

Q7 What gender do you identify as?

Answered: 1,287 Skipped: 229

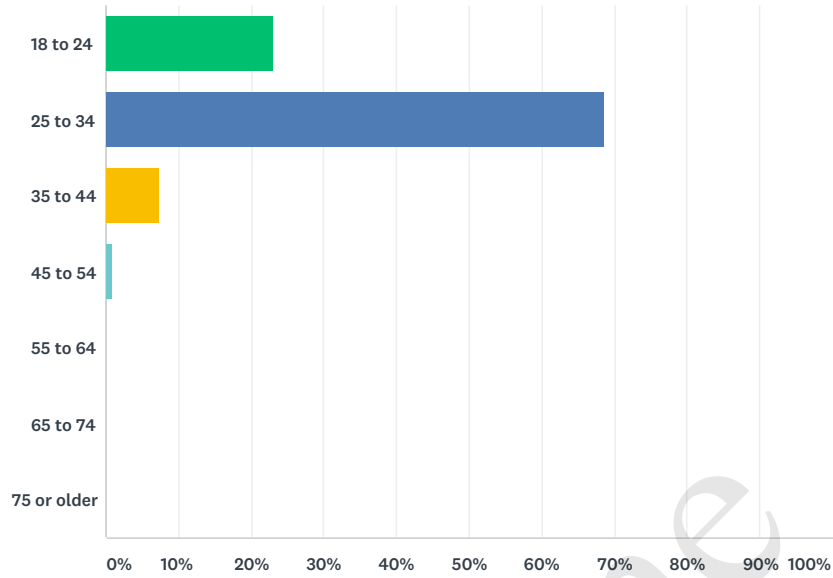


ANSWER CHOICES	RESPONSES	
Female	69.39%	893
Male	29.06%	374
Transgender	0.78%	10
Nonbinary	1.55%	20
Total Respondents: 1,287		

Deadline

Q8 What is your age?

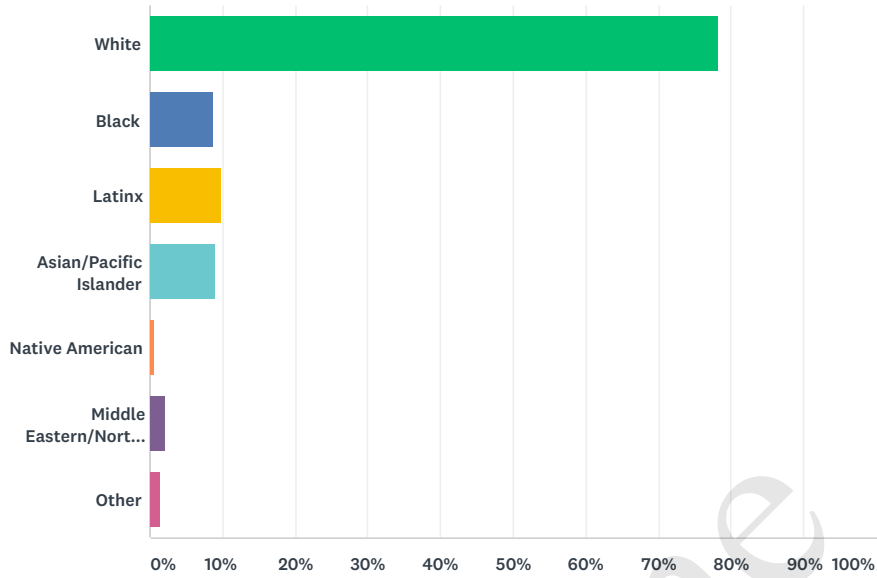
Answered: 1,287 Skipped: 229



ANSWER CHOICES	RESPONSES	
18 to 24	23.08%	297
25 to 34	68.61%	883
35 to 44	7.38%	95
45 to 54	0.85%	11
55 to 64	0.08%	1
65 to 74	0.00%	0
75 or older	0.00%	0
TOTAL		1,287

Q9 What is your ethnicity (check all that apply)?

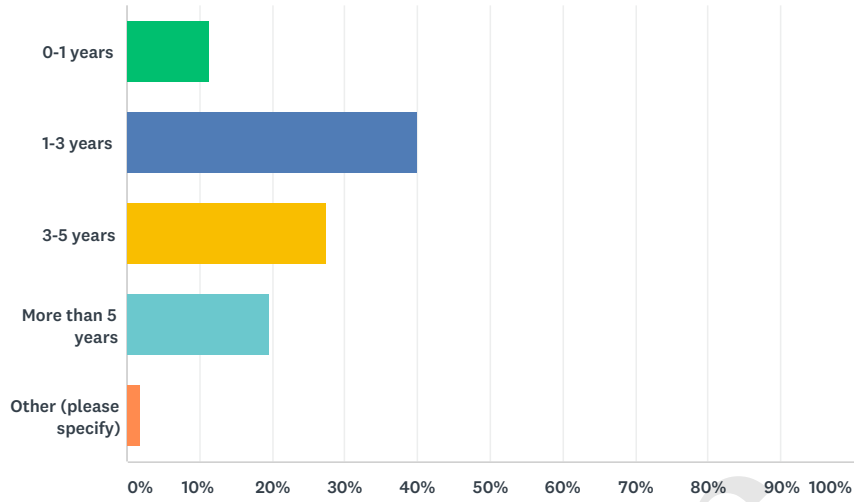
Answered: 1,285 Skipped: 231



ANSWER CHOICES	RESPONSES
White	78.21% 1,005
Black	8.72% 112
Latinx	9.88% 127
Asian/Pacific Islander	9.03% 116
Native American	0.70% 9
Middle Eastern/North African	2.02% 26
Other	1.48% 19
Total Respondents: 1,285	

Q10 Length of time as an assistant overall?

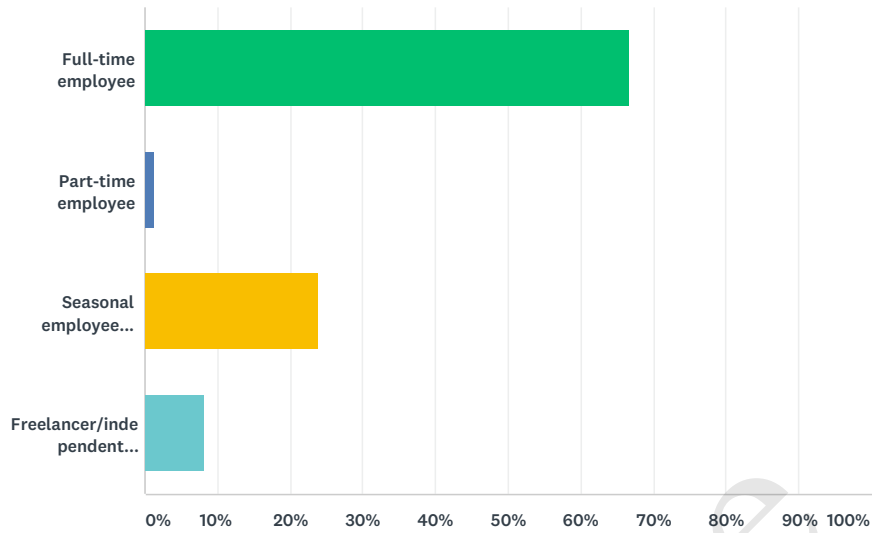
Answered: 1,284 Skipped: 232



ANSWER CHOICES	RESPONSES	COUNT
0-1 years	11.29%	145
1-3 years	39.95%	513
3-5 years	27.34%	351
More than 5 years	19.63%	252
Other (please specify)	1.79%	23
TOTAL		1,284

Q11 Are you an employee or a freelancer/independent contractor?

Answered: 1,286 Skipped: 230

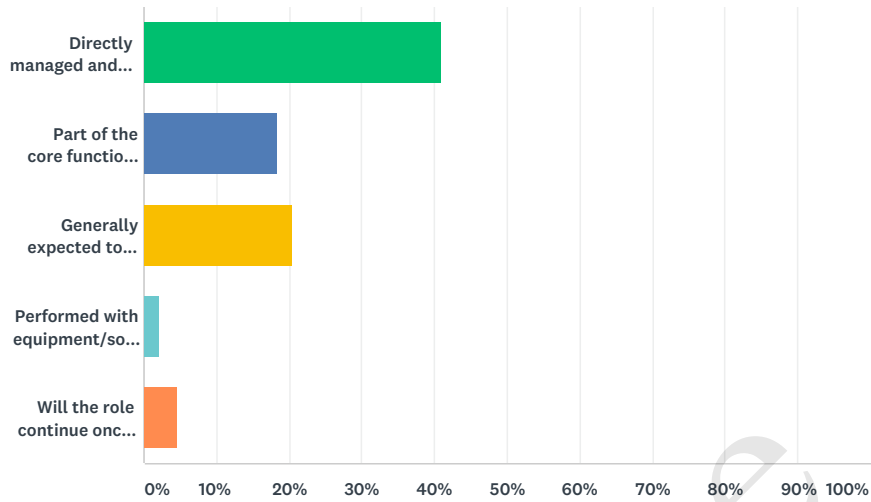


ANSWER CHOICES	RESPONSES	
Full-time employee	66.80%	859
Part-time employee	1.17%	15
Seasonal employee (employed full time but not year-round, i.e. TV/Film productions)	23.79%	306
Freelancer/independent contractor	8.24%	106
TOTAL		1,286

Deadline

Q12 If you are classified as an independent contractor, is your position/the services you perform:

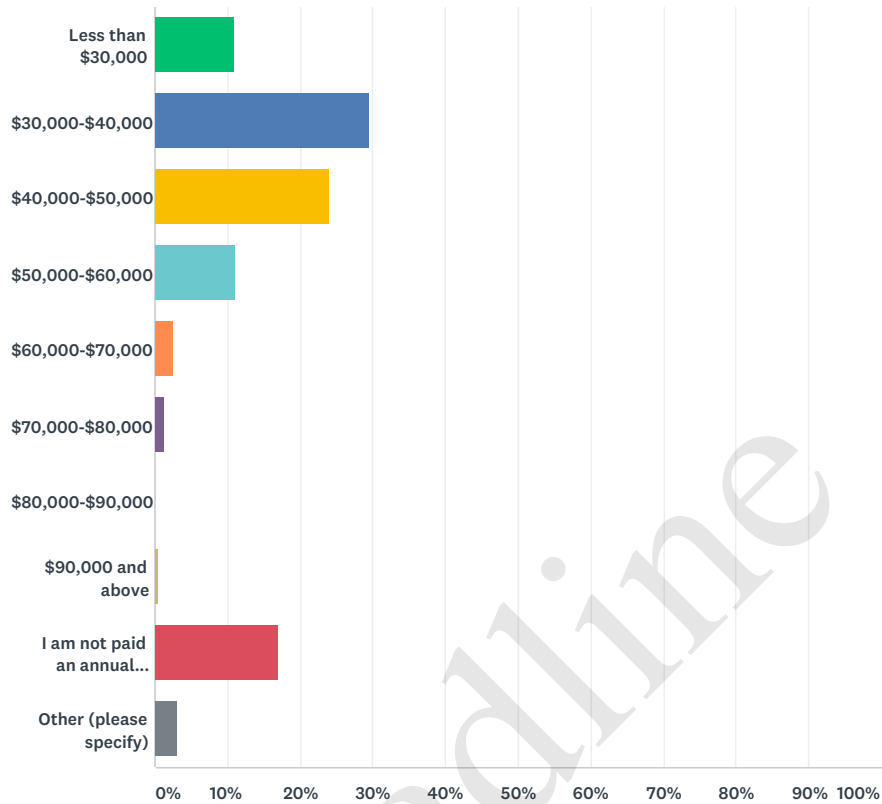
Answered: 234 Skipped: 1,282



ANSWER CHOICES	RESPONSES	
Directly managed and guided by your supervisor, in terms of how you are completing the tasks you are assigned?	41.03%	96
Part of the core function of your supervisor's business?	18.38%	43
Generally expected to perform work on-site?	20.51%	48
Performed with equipment/software provided by your supervisor?	2.14%	5
Will the role continue once the current need/task has been completed?	4.70%	11
TOTAL		234

Q13 What is your current annual salary/rate of pay for your assistant position?

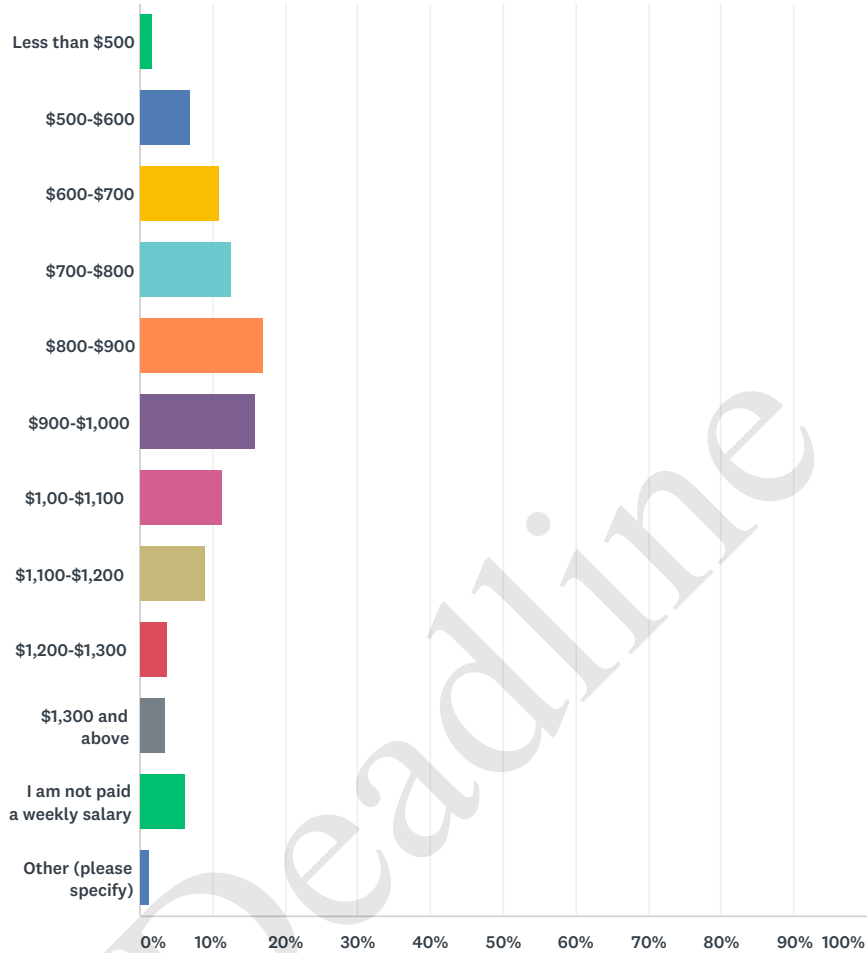
Answered: 1,284 Skipped: 232



ANSWER CHOICES	RESPONSES	
Less than \$30,000	10.90%	140
\$30,000-\$40,000	29.52%	379
\$40,000-\$50,000	23.99%	308
\$50,000-\$60,000	11.06%	142
\$60,000-\$70,000	2.57%	33
\$70,000-\$80,000	1.25%	16
\$80,000-\$90,000	0.08%	1
\$90,000 and above	0.47%	6
I am not paid an annual salary	16.98%	218
Other (please specify)	3.19%	41
TOTAL		1,284

Q14 What is your current weekly salary/weekly rate of pay for your assistant position BEFORE taxes? Please do NOT include overtime unless it is built in.

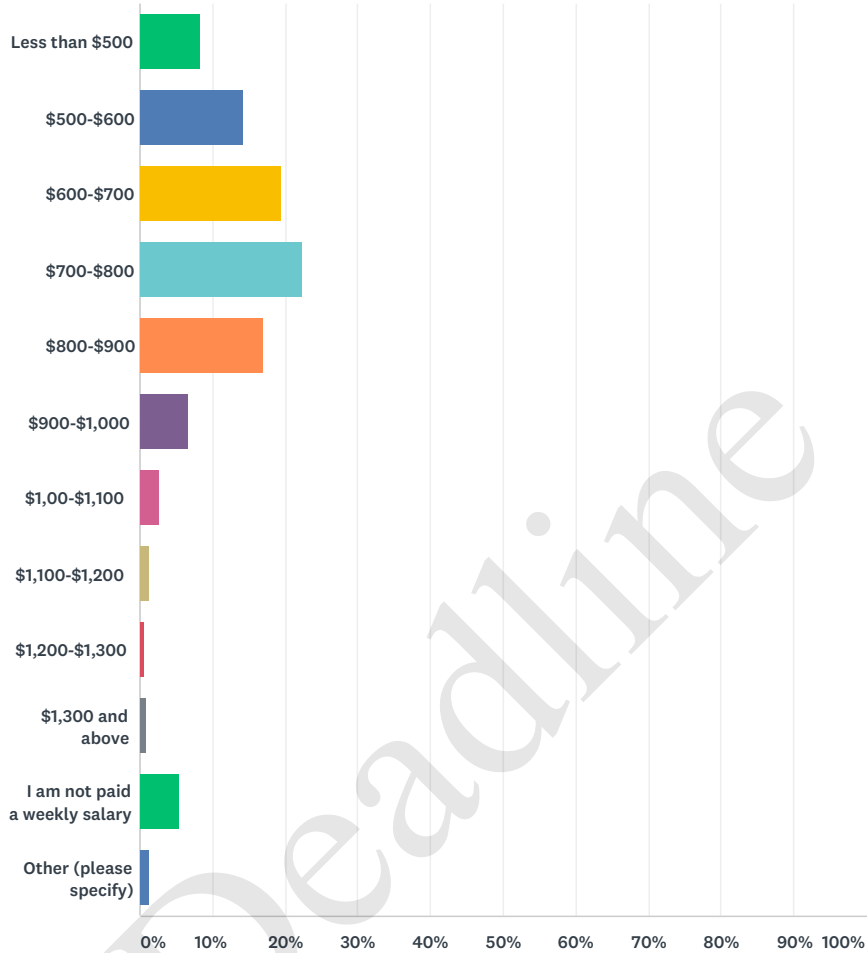
Answered: 1,273 Skipped: 243



ANSWER CHOICES	RESPONSES
Less than \$500	1.57% 20
\$500-\$600	6.99% 89
\$600-\$700	10.84% 138
\$700-\$800	12.57% 160
\$800-\$900	16.89% 215
\$900-\$1,000	15.87% 202
\$1,00-\$1,100	11.39% 145
\$1,100-\$1,200	8.96% 114
\$1,200-\$1,300	3.77% 48
\$1,300 and above	3.61% 46
I am not paid a weekly salary	6.21% 79
Other (please specify)	1.34% 17
TOTAL	1,273

Q15 What is your current weekly salary/weekly rate of pay for your assistant position AFTER taxes? Please do NOT include overtime unless it is built in.

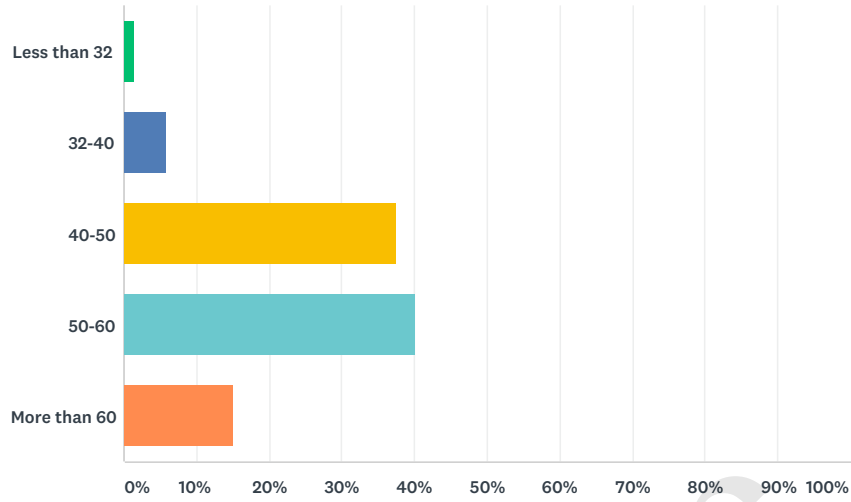
Answered: 1,264 Skipped: 252



ANSWER CHOICES	RESPONSES
Less than \$500	8.47% 107
\$500-\$600	14.16% 179
\$600-\$700	19.54% 247
\$700-\$800	22.31% 282
\$800-\$900	16.85% 213
\$900-\$1,000	6.65% 84
\$1,00-\$1,100	2.69% 34
\$1,100-\$1,200	1.34% 17
\$1,200-\$1,300	0.55% 7
\$1,300 and above	0.79% 10
I am not paid a weekly salary	5.46% 69
Other (please specify)	1.19% 15
TOTAL	1,264

Q16 On average, how many hours per week do you work?

Answered: 1,283 Skipped: 233

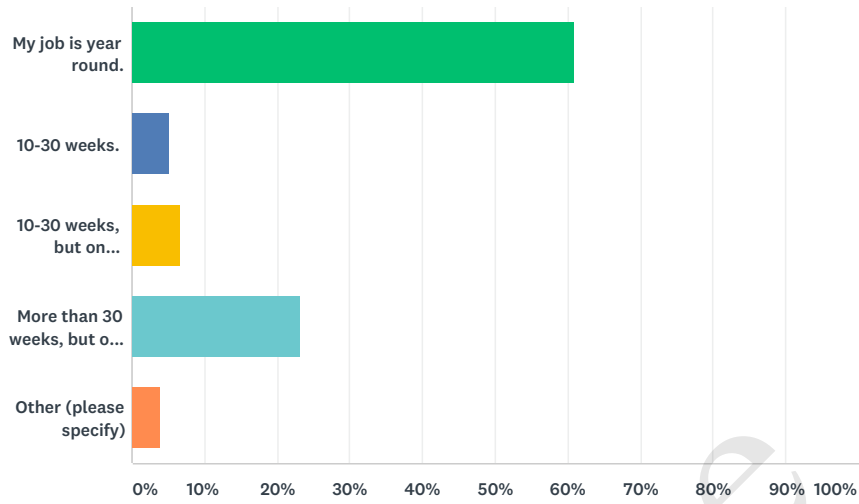


ANSWER CHOICES	RESPONSES	
Less than 32	1.40%	18
32-40	5.92%	76
40-50	37.41%	480
50-60	40.22%	516
More than 60	15.04%	193
TOTAL		1,283

Deadline

Q17 On average, how many weeks out of the calendar year do you work?

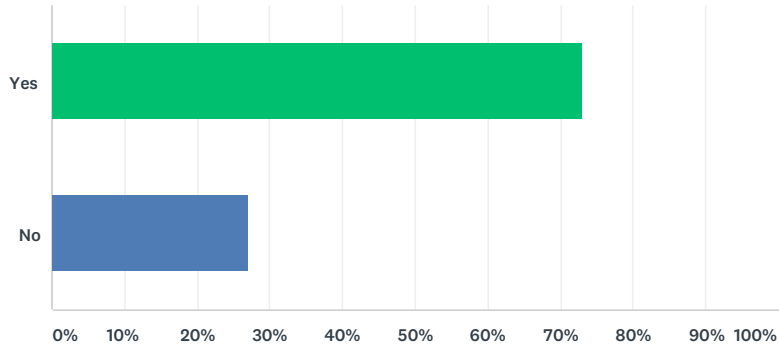
Answered: 1,283 Skipped: 233



ANSWER CHOICES	RESPONSES	
My job is year round.	60.87%	781
10-30 weeks.	5.14%	66
10-30 weeks, but on different projects.	6.78%	87
More than 30 weeks, but on different projects.	23.23%	298
Other (please specify)	3.98%	51
TOTAL		1,283

Q18 Do you receive health benefits through your employer or union?

Answered: 1,278 Skipped: 238

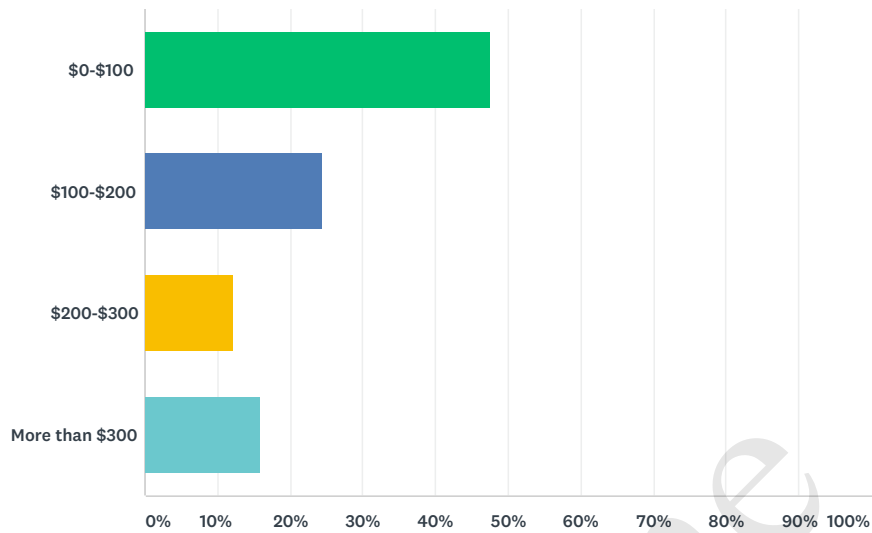


ANSWER CHOICES	RESPONSES	
Yes	72.93%	932
No	27.07%	346
TOTAL		1,278

Deadline

Q19 If you do not receive health benefits, how much out of pocket do you pay a month for health insurance?

Answered: 453 Skipped: 1,063

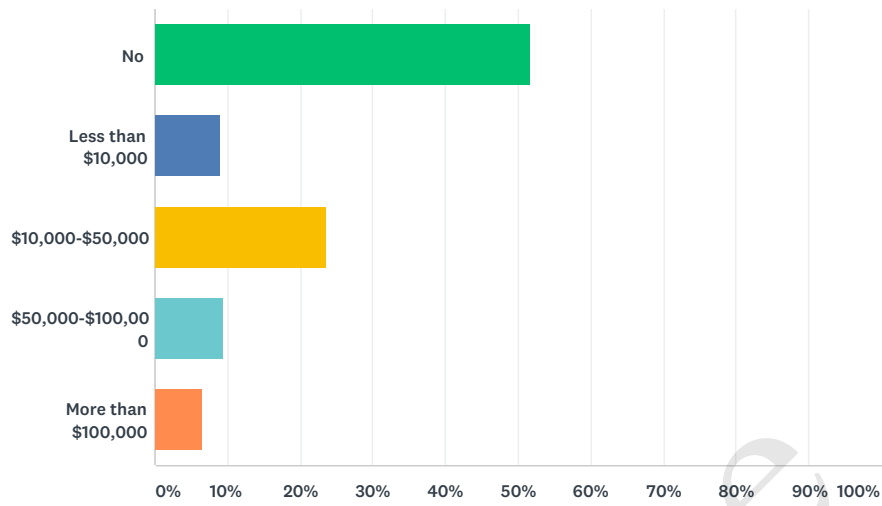


ANSWER CHOICES	RESPONSES	COUNT
\$0-\$100	47.46%	215
\$100-\$200	24.50%	111
\$200-\$300	12.14%	55
More than \$300	15.89%	72
TOTAL		453

Deadline

Q20 Do you have student loans? If so, what amount do you have remaining?

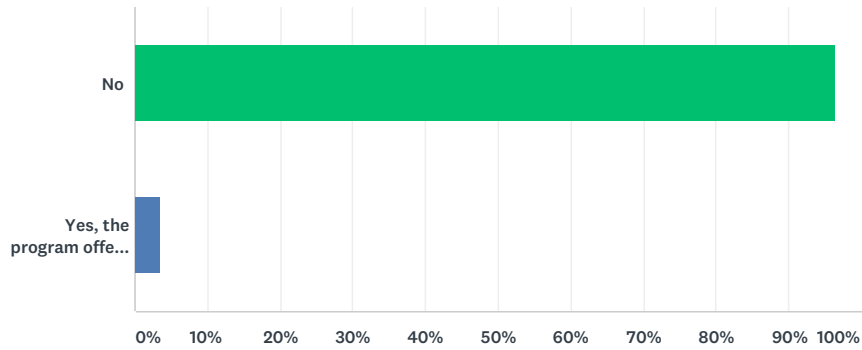
Answered: 1,277 Skipped: 239



ANSWER CHOICES	RESPONSES	
No	51.68%	660
Less than \$10,000	8.93%	114
\$10,000-\$50,000	23.65%	302
\$50,000-\$100,000	9.32%	119
More than \$100,000	6.42%	82
TOTAL		1,277

Q21 Does your employer have a student loan assistance program? If yes, how much do they offer in assistance?

Answered: 1,188 Skipped: 328

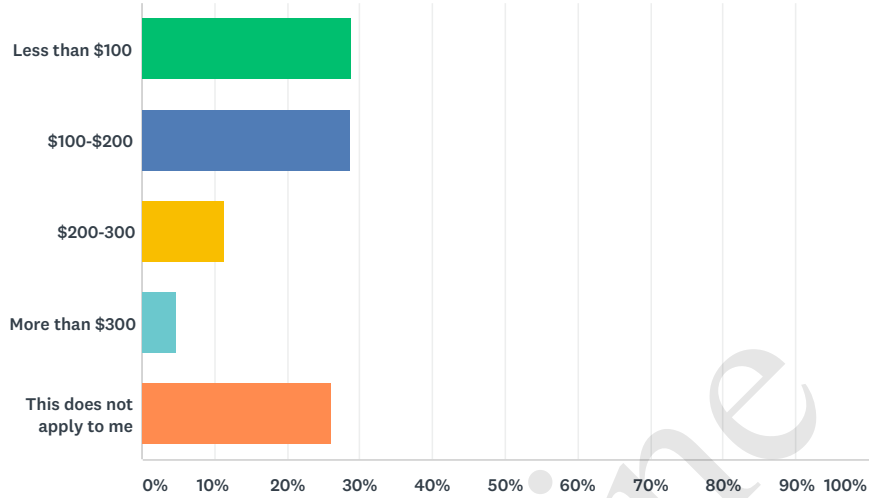


ANSWER CHOICES	RESPONSES	
No	96.46%	1,146
Yes, the program offers the following benefits:	3.54%	42
TOTAL		1,188

Deadline

Q22 If there certain aspects of your job that pressure you to pay out of pocket for expenses, how much on average do you spend a month? (Examples being work clothing, networking drinks/meals, cable, movie tickets, etc.)

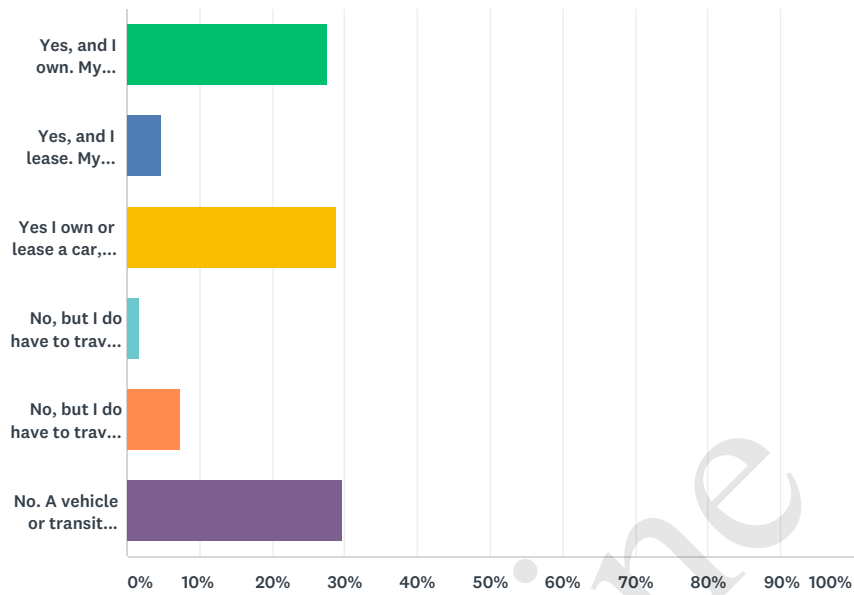
Answered: 1,266 Skipped: 250



ANSWER CHOICES	RESPONSES	
Less than \$100	28.91%	366
\$100-\$200	28.75%	364
\$200-300	11.30%	143
More than \$300	4.90%	62
This does not apply to me	26.15%	331
TOTAL		1,266

Q23 Does your job require a vehicle for travel or errands during work hours? If yes, do you own or lease a car?

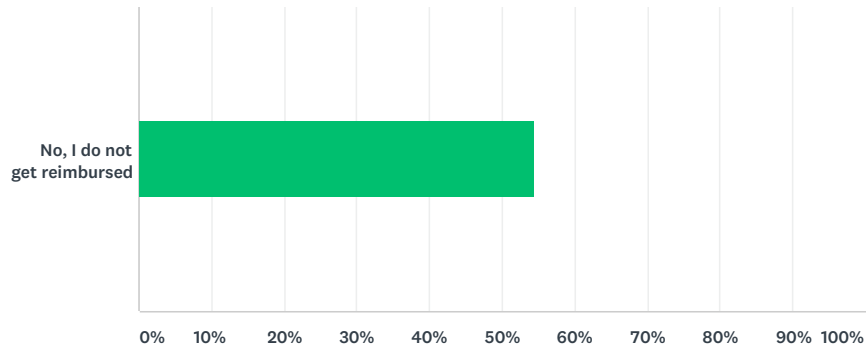
Answered: 1,272 Skipped: 244



ANSWER CHOICES	RESPONSES	
Yes, and I own. My employer reimburses gas and/or mileage.	27.59%	351
Yes, and I lease. My employer reimburses gas and/or mileage.	4.80%	61
Yes I own or lease a car, but my employer does not reimburse gas, mileage or other vehicle expenses.	28.93%	368
No, but I do have to travel and run errands for work. My employer pays for all or part of my mass-transit pass.	1.65%	21
No, but I do have to travel and run errands for work. My employer does not pay for any travel expenses.	7.31%	93
No. A vehicle or transit access is not needed for my job.	29.72%	378
TOTAL		1,272

Q24 If the answer to question 23 was “Yes” and you own or lease a car, are you compensated for mileage? If so, how much?

Answered: 743 Skipped: 773

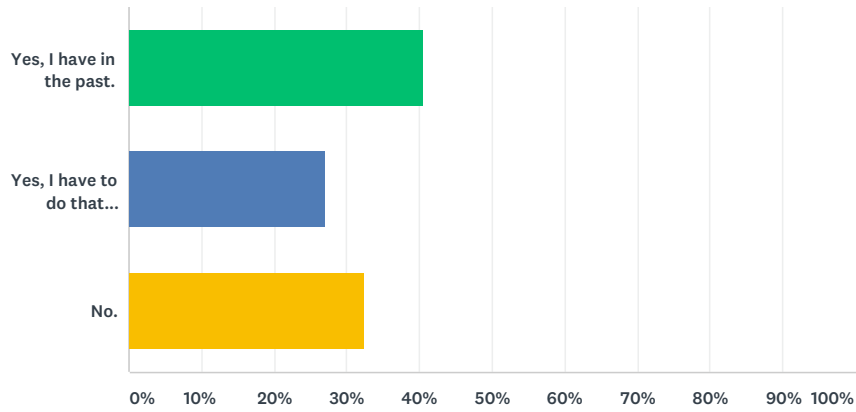


ANSWER CHOICES	RESPONSES
No, I do not get reimbursed	54.37% 404
TOTAL	743

Deadline

Q25 Do you currently or have you ever had to supplement your income as an assistant with outside work to cover your cost of living?

Answered: 1,274 Skipped: 242

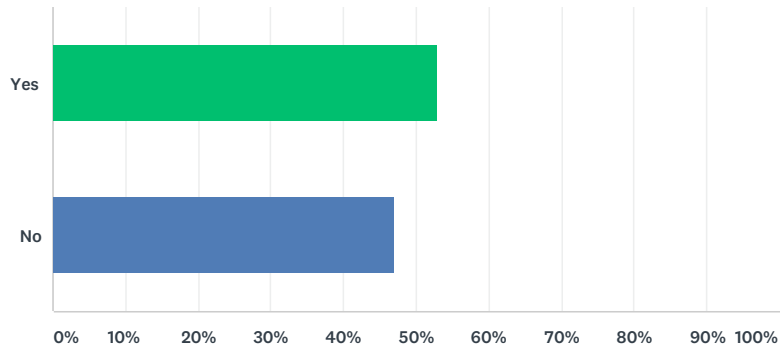


ANSWER CHOICES	RESPONSES	
Yes, I have in the past.	40.50%	516
Yes, I have to do that currently.	27.08%	345
No.	32.34%	412
TOTAL		1,274

Deadline

Q26 Are you receiving financial support from family or friends to help cover reasonable living expenses?

Answered: 1,282 Skipped: 234

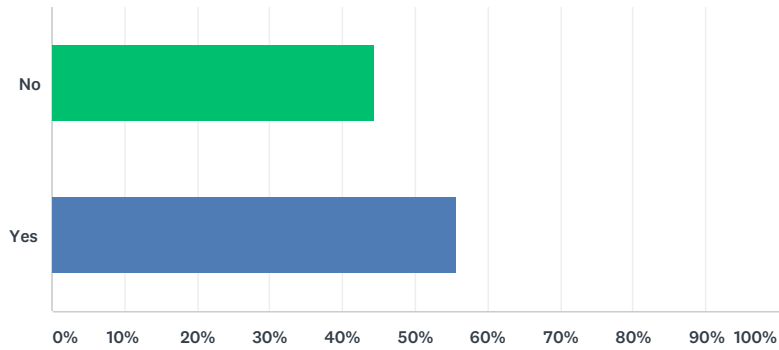


ANSWER CHOICES	RESPONSES	
Yes	52.89%	678
No	47.11%	604
TOTAL		1,282

Deadline

Q27 Have you not reported overtime or not sought reimbursements for fear of negative repercussions?

Answered: 1,283 Skipped: 233

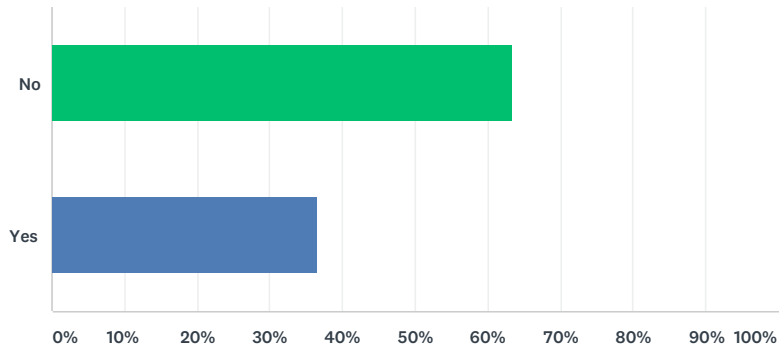


ANSWER CHOICES	RESPONSES	
No	44.35%	569
Yes	55.65%	714
TOTAL		1,283

Deadline

Q28 Have you not reported overtime or not sought reimbursements because you believed you wouldn't be paid?

Answered: 1,271 Skipped: 245

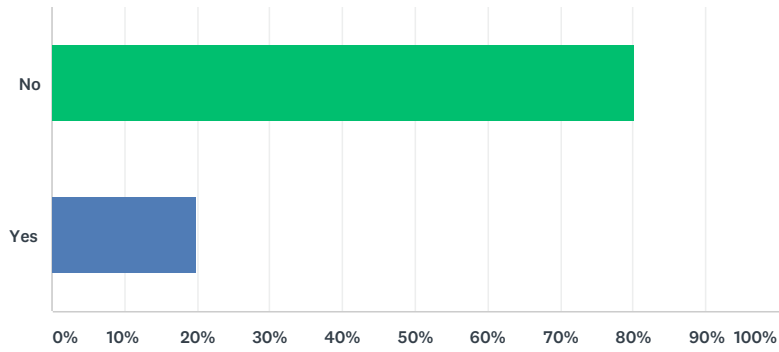


ANSWER CHOICES	RESPONSES	
No	63.34%	805
Yes	36.59%	465
TOTAL		1,271

Deadline

Q29 Have you ever been denied payment for overtime/holiday hours worked?

Answered: 1,277 Skipped: 239

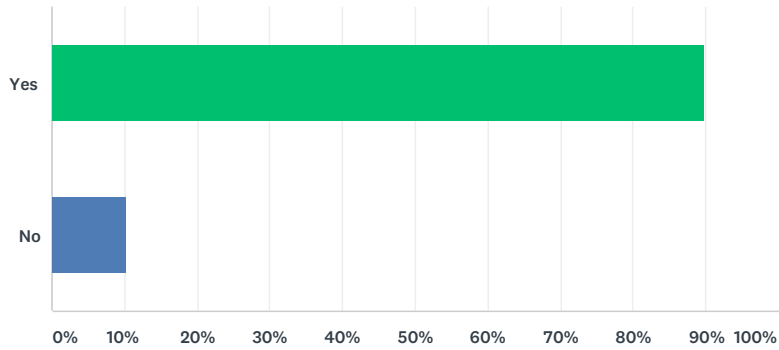


ANSWER CHOICES	RESPONSES	
No	80.03%	1,022
Yes	19.97%	255
TOTAL		1,277

Deadline

Q30 Are you currently or have you been “rent-burdened” because of your low salary or rate of pay as an assistant? (Rent-burdened means that more than 30% of your income is required to cover housing costs.)

Answered: 1,282 Skipped: 234

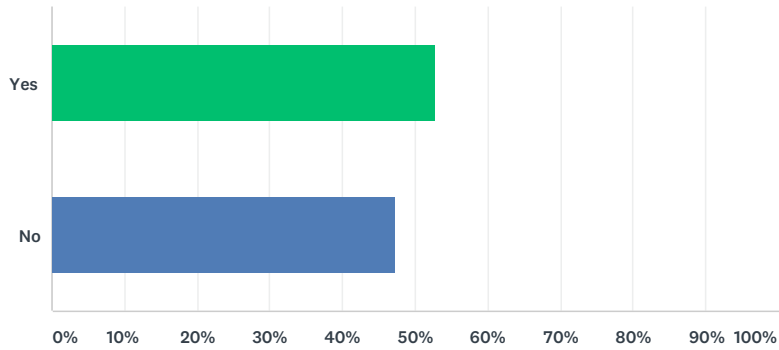


ANSWER CHOICES	RESPONSES	
Yes	89.70%	1,150
No	10.30%	132
TOTAL		1,282

Deadline

Q31 Do you currently feel anxious about reporting workplace violations or underpayment for fear of losing your job, seeing your role reduced or losing advancement opportunities? Please explain:

Answered: 1,280 Skipped: 236

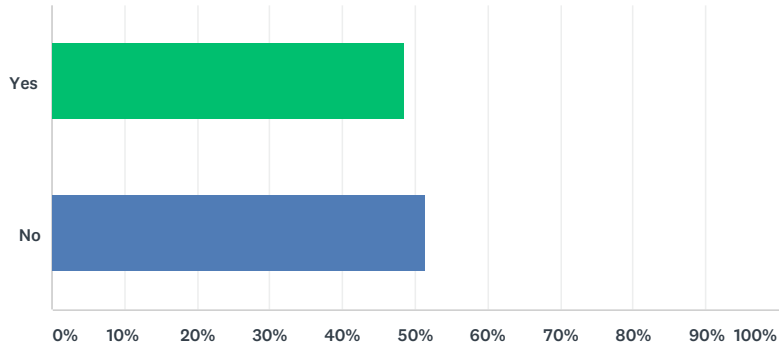


ANSWER CHOICES	RESPONSES	
Yes	52.66%	674
No	47.34%	606
TOTAL		1,280

Deadline

Q33 Do you feel comfortable taking time off for physical illness?

Answered: 1,284 Skipped: 232

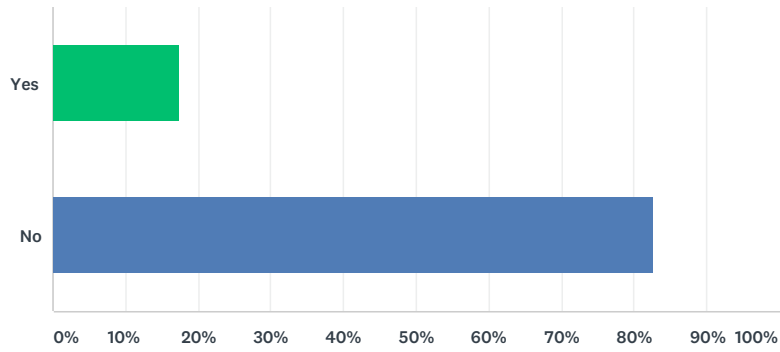


ANSWER CHOICES	RESPONSES	
Yes	48.52%	623
No	51.48%	661
TOTAL		1,284

Deadline

Q34 Do you feel comfortable taking time off to take care of your mental health?

Answered: 1,283 Skipped: 233

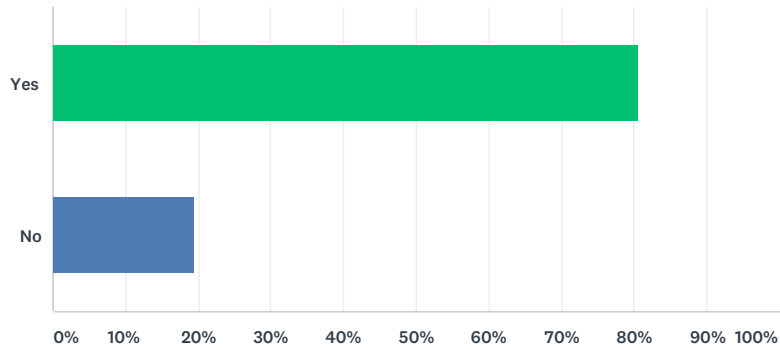


ANSWER CHOICES	RESPONSES	
Yes	17.30%	222
No	82.70%	1,061
TOTAL		1,283

Deadline

Q35 Are you expected to be available and to respond promptly to work-related requests outside of normal work hours?

Answered: 1,280 Skipped: 236

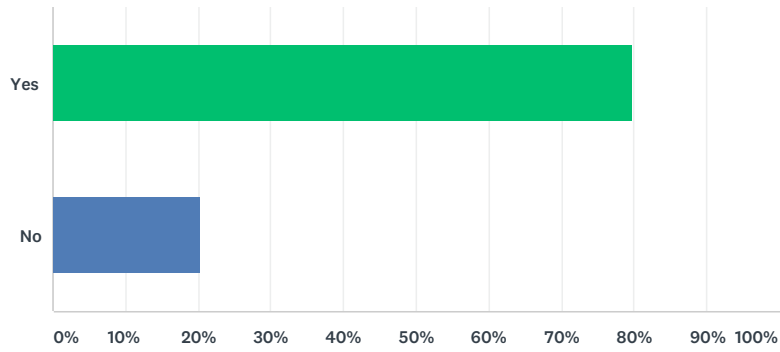


ANSWER CHOICES	RESPONSES	
Yes	80.47%	1,030
No	19.53%	250
TOTAL		1,280

Deadline

Q36 Do you feel comfortable leaving your desk to use the bathroom? If not, why?

Answered: 1,283 Skipped: 233

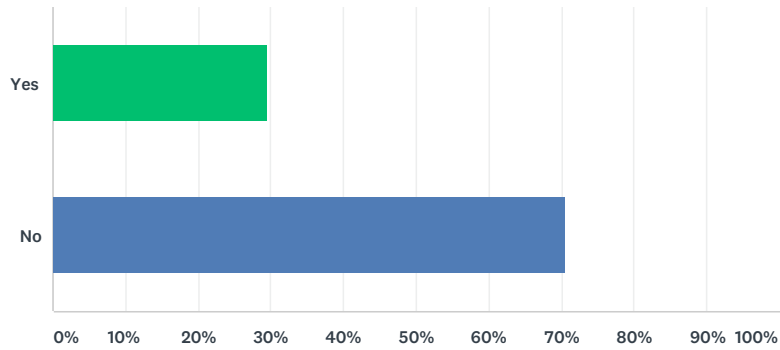


ANSWER CHOICES	RESPONSES	
Yes	79.73%	1,023
No	20.27%	260
TOTAL		1,283

Deadline

Q37 When hired, were there perks promised that were never delivered on? (ex. A time frame for advancement, a freelance script, etc)

Answered: 1,282 Skipped: 234

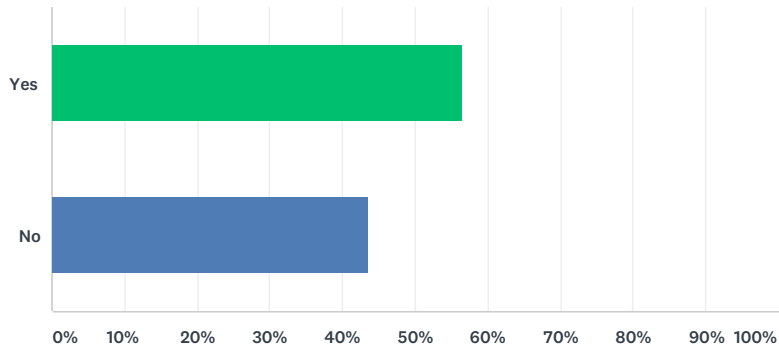


ANSWER CHOICES	RESPONSES	
Yes	29.49%	378
No	70.51%	904
TOTAL		1,282

Deadline

Q38 After being hired, did you discover the job included duties not outlined during the hiring process?

Answered: 1,278 Skipped: 238

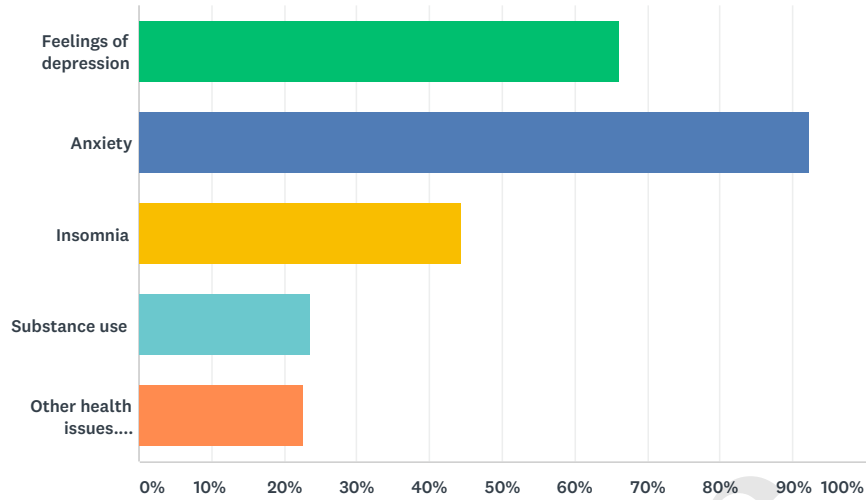


ANSWER CHOICES	RESPONSES	
Yes	56.42%	721
No	43.58%	557
TOTAL		1,278

Deadline

Q39 (Check all that apply) Has your current job lead to an increase in:

Answered: 1,051 Skipped: 465

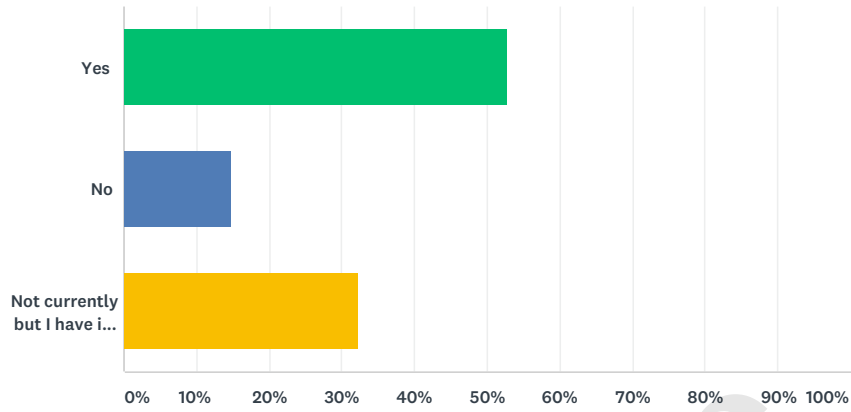


ANSWER CHOICES	RESPONSES	
Feelings of depression	66.03%	694
Anxiety	92.29%	970
Insomnia	44.34%	466
Substance use	23.69%	249
Other health issues. (describe)	22.55%	237
Total Respondents: 1,051		

Deadline

Q40 "Job burnout" is a state of physical and/or emotional exhaustion that involves a sense of reduced accomplishment and loss of personal identity. Are you currently experiencing burnout?

Answered: 1,282 Skipped: 234

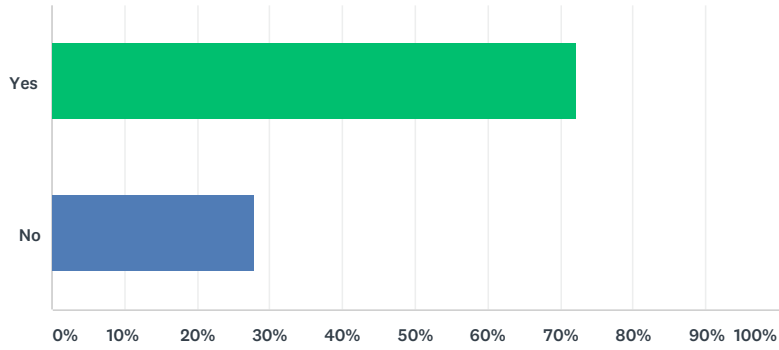


ANSWER CHOICES	RESPONSES	
Yes	52.81%	677
No	14.90%	191
Not currently but I have in the past in this role	32.29%	414
TOTAL		1,282

Deadline

Q41 Do you lack the energy to be consistently productive?

Answered: 1,278 Skipped: 238

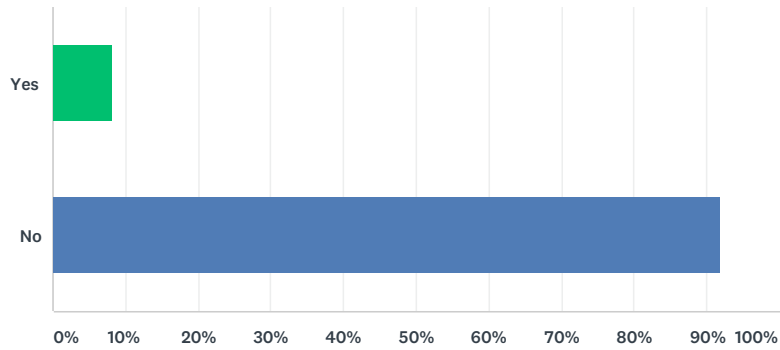


ANSWER CHOICES	RESPONSES	
Yes	72.14%	922
No	27.86%	356
TOTAL		1,278

Deadline

Q42 Has your boss, or a colleague in a supervisory position, thrown an object at you? If so, please describe.

Answered: 1,283 Skipped: 233

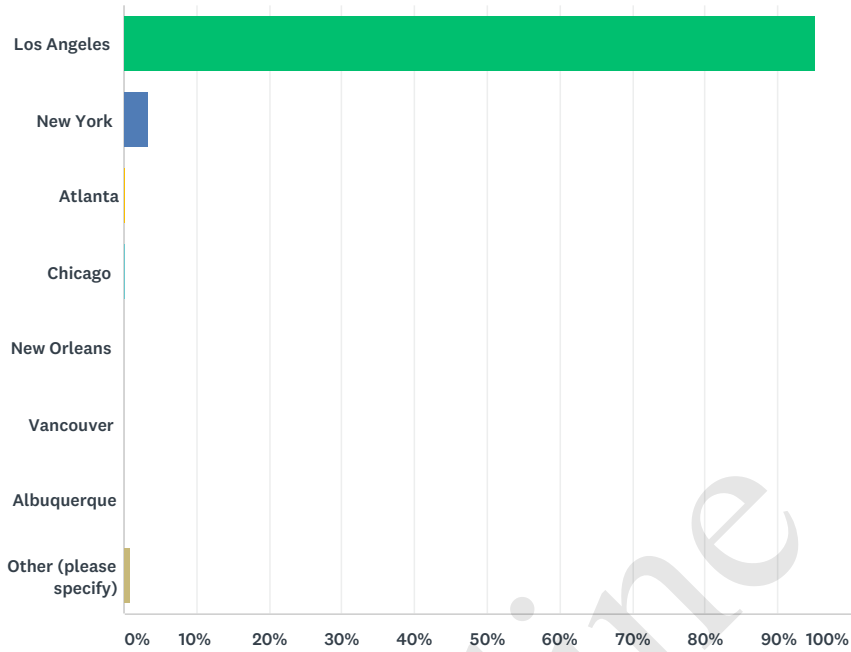


ANSWER CHOICES	RESPONSES	
Yes	8.11%	104
No	91.89%	1,179
TOTAL		1,283

Deadline

Q44 What is your primary work location?

Answered: 1,287 Skipped: 229



ANSWER CHOICES	RESPONSES	
Los Angeles	95.26%	1,226
New York	3.34%	43
Atlanta	0.16%	2
Chicago	0.23%	3
New Orleans	0.08%	1
Vancouver	0.00%	0
Albuquerque	0.00%	0
Other (please specify)	0.93%	12
TOTAL		1,287