



NEGOTIATIONS ARE COMING

And So Is Summer, But Don't Let Your Guard Down!



Summer is here and many of us are getting ready to spend some well-deserved time away from work with family and friends. By all means, enjoy that paid vacation time – you earned it! But while you're away, and during the time you do spend at work this summer, keep in mind that we all enjoy our paid vacation and holiday time because we bargain for those benefits with our Employers every three years.

We'll be sitting down at the bargaining table again in August, now that our original negotiation dates have been pushed back to allow time for the IATSE and other Hollywood Locals to continue their negotiations with the AMPTP for a Basic Agreement. The Animation Guild benefits from the Basic Agreement negotiations, too – it covers our MPI health and pension plans. The groups bargaining for a Basic Agreement are tackling issues that are extremely important to our members and all members of other Hollywood Locals. We all need to keep our eyes on the prize, even as we enjoy the lazy days of summer.

Don't Let Your Guard Down! *(continued on page 3)*

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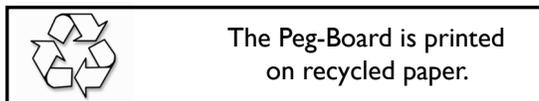
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Publications of *bona fide* labor organizations may reprint articles from this newsletter so long as attribution is given. You can stop by the Animation Guild office weekdays between 8:30 am and 5 pm and pick up current or recent back copies of *The Peg-Board*, free of charge.

PEG-BOARD SUBSCRIPTION POLICY: Active members automatically receive The Peg-Board free of charge. Members on honorable withdrawal may continue to receive the newsletter without charge by sending an annual written request on or before the expiration date on the mailing label. The subscription rate for suspended members and non-members is \$10.00 per year (\$15.00 foreign, check in U. S. funds), checks made out to the Animation Guild and sent to 1105 N. Hollywood Way, Burbank, CA 91505-2528, U.S.A.



Don't Let Your Guard Down! *(continued from page 1)*

Members can stay informed about Guild and contract issues by reading the Pegboard – the longest published entertainment union newsletter in Hollywood – and visiting our website: animationguild.org. We've recently added resources and other information about the Negotiation Committee's work, including a downloadable "I Stand with the Animation Guild" card that you can fill out and post in your office and on social media to show everyone what's important to you about your union.

Plan on attending the General Membership Meeting on July 31st to learn more and ask questions in person. In the meantime, you can wear your TAG T-shirt to work on the 1st Monday of the month or any other day, and post pictures of you and your TAG coworkers on social media to inspire Union Pride in others. Check out what your colleagues are thinking and say something positive on Twitter at #WeAre839. Get familiar with the Guild's Key Concerns for Contract Negotiations (page 11) and if you want to get more involved this summer, join a committee to have a direct affect on decision making at Local 839. This is how workers stand together in a labor union so that everyone benefits . . . let's do it together!

— *Paula Spence, Pegboard Editor*



Members of the Guild volunteered to serve as Delegates to the IATSE's District 2 Convention at Caesars Palace in Las Vegas, Nevada, in June. Each delegate served on a committee to work on issues affecting IATSE Locals in California, Arizona, Hawaii and Nevada, met with members from other Locals, and received education on political action and this year's focused theme at IATSE: Respect in Respectful Workplaces.

FROM THE PRESIDENT KC JOHNSON



This Month at District 2

The International President

Earlier this month, the Guild sent 17 delegates to the annual IATSE District 2 Convention in Las Vegas, Nevada. IA District 2 is made up of all the IA Locals in Arizona, California, Hawaii, and Nevada. With over 45,000 members, we are the largest out of the 14 districts in the 140,000+ members-strong IATSE.

Mike Miller and Thom Davis, two of the IA's 13 Vice Presidents, were the event's co-chairman. Mike's name may sound familiar, as he is in charge of the Hollywood Locals' negotiations with the AMPTP and will join us for our Animation Guild negotiations later this summer.

The D2 kicked off with a speech by our International President, Matthew Loeb, who has been in office since 2008. While it is easy to forget that the Animation Guild is a part of the larger IA organization, the course charted by President Loeb has a real effect on Local 839. Here are some of the themes he champions, with quotes from his speech.

Growth Equals Strength

"I have never seen this union stronger and more united. We have never been so progressive – that's what the times require and we will be on the forefront." He hit the points of safe workspaces, good wages, and strong benefits. I was glad to hear his stance on New Media, and he hit it hard. He was here in LA for the IA Basic Negotiations, which continue later this month. On making a deal regarding revenue sharing for streaming content: "It's time to talk about the terms of doing this . . . That's what we want to discuss, that's the priority."

At a time of nationwide declining union membership, the IA continues to expand. "Have a target," recommends President Loeb. "Always have an organizing target. If there's an appropriate group of people that we should bring in and represent, we should do it . . . If they're doing the work, they belong in the IATSE. We take some folks in and we raise the standards for everyone . . . You work, get benefits, and retire in dignity. That's not asking too much." We know this battle, the non-union studios, and VFX industry.

He gave an example of the Golf Channel, which had been doing everything they could to bust unionizing for five years. IA members supported each other on the picket line, even if it wasn't their local – and the workers achieved IA representation. "Strong contracts are built with the bricks of solidarity." Growth also means building a culture of continuous education to hone our crafts and keep our skills sharp. "When we have the best trained workforce, employers will have no choice but to come to us."

What We Win at Negotiations Can Be Taken Away at the Ballot Box

This is real, and every one of us should take this seriously. “The challenges to labor are immense. It’s contrived, it’s smart, it’s well funded, what they’re doing.” The Janus case decision will be handed down any day now by the Supreme Court. A ruling for Janus and against the union AFSCME would usher in a National “Right to Work” in the public sector, which is bigger than the private sector (us). It’s a devious way to take the muscle out of labor by weakening the ability of unions to do their work of fighting for employee rights.

“We have to stay involved, we have to win elections.” Our strength lies in our numbers and our grassroots activism. The IATSE-PAC is still very young, and we’re only as strong as the number of members that contribute. The goal right now is to grow the PAC so that at least 10% of our members donate monthly – even if it’s as little as \$1 a month! Having no representation in politics “ultimately takes away our power at the negotiating table.” We must step up, vote, and take part.

Creating a Culture of Respect and Inclusion

President Loeb stressed “equality, equity, and fairness,” and that “Harassment is intolerable, period.” It is up to the employers to fill their work spaces with a diverse group of talented individuals, but where we advise, we can make an impact. As co-workers, and as brothers and sisters in the union, we have a voice, and with our words and actions we can make everyone feel welcome and respected.

Equal rights are the cornerstone of the labor movement. Unions were founded on the principle that all people are equal and all people are deserving of fair treatment. “Equality in the workplace, and a safe, harassment free workplace is primary. It has to happen. It’s about women, who have been fighting a battle for far too long, it’s about men who need to stand up, and men need to talk about equality. We have to make a cultural and a generational difference. We have to teach our boys about respect and equality and dignity. And we have to teach our girls that they are worthy, and that they are the future, and they are powerful. And we are going to be part of the solution.”

Inspiration

This was my 3rd D2 convention, and I am always inspired by the contacts I make and the ideas we share, from top to bottom. Better education within the union makes for better union representatives, which gets us better contracts and better member services.

Hear President Loeb yourself, at the recent Art Directors Guild Awards; he hits a lot of the same points since the speeches were close together:

<http://vimeo.com/262904003>

In solidarity,

KC Johnson

FROM THE BUSINESS REPRESENTATIVE JASON MACLEOD



Our Five Contracts

As The Animation Guild heads into negotiations, we must focus on how all the contracts work together to serve members. Here, we give an overview of the different contracts members are working under.

There are five (5) contracts that the Animation Guild negotiates or administers. Thousands of union members working in animation in Los Angeles are connected to wage minimums, additional workplace protections and portable retirement and health benefits through these agreements.

Contract	Employer(s)	# of Members Working Under Contract	Current Term	Date First Signed
Local 839 Master Agreement	DreamWorks, Disney TVA, Cartoon Network, Warner Bros. TVA Fox, Bento Box, Marvel, etc.	3400	August 1, 2015 to July 31, 2018	1952, 1985 (post-strike)
TSL The Secret Lab	WDAS*, Disney Toon	480	Nov. 1, 2015 to Oct. 31, 2018	1999
NASI Nickelodeon Animation Studios, Inc.	Nickelodeon	240	August 1, 2016 to July 31, 2018	2004 (Nick 2D) 2013 (Nick CG)
SPA Sony Pictures Animation	Sony	80	Sept. 24, 2016 to Sept. 23, 2019	2012
WAG Warner Animation Group	Warner Bros. Feature Animation	60	May 1, 2016 to April 30, 2019	2013

*source: Local 839 records, May 2018. *Some members at WDAS are still covered by the Local 839 Master CBA, which predates the TSL Agreement.*

Local 839 Master Agreement – Covering DreamWorks, Disney TVA, Fox, Cartoon Network and many other employers, the Local 839 Master CBA has roots that go back to 1952. The current agreement dates back to the mid 1980’s, when Local 839 was excluded from the bargaining unit comprised of the West Coast Studio Locals. The agreement provides for wage minimums in many classifications, connects covered employees to health and pension benefits (MPI), and puts protections in place like termination for cause, dismissal pay and a system for resolving disputes (the grievance procedure). Local 839 negotiates this agreement directly with employers, the largest of whom participate in a trade group, the AMPTP.

TSL (Walt Disney Animation Studios, DisneyToon Studios) – Originally negotiated to cover visual effects artists, this agreement now covers most members working at WDAS and DisneyToon Studios. TAG’s parent organization, the IATSE, is the bargaining agent for this agreement, with TAG administering the agreement in partnership with the IATSE West Coast office.

NASI (Nickelodeon) – Traditional 2D roles at Nickelodeon have been covered by a Guild agreement since 2004. In 2013 the CG artists organized and voted to have the Animation Guild represent them. The NASI agreement is a slight variation of the Local 839 Master Agreement, and is negotiated by Local 839 directly.

SPA (Sony Pictures Animation) – Located in Culver City, members working under the SPA agreement contributed to features including “Surf’s Up”, “Cloudy With a Chance of Meatballs” and the upcoming “Hotel Transylvania 3: Summer Vacation”. SPA projects have used an outsource model, pre-production has been done by a story and design team at SPA, with actual production being sent to a partner studio. Sony Pictures Imageworks, and Cinesite have worked on SPA projects. TAG’s parent organization, the IATSE, is the bargaining agent for this agreement, with TAG administering the agreement in partnership with the IATSE West Coast office.

WAG (Warner Animation Group) – Working from the Warner Bros. main lot, members working under this agreement contributed to features including “Storks” and the upcoming “Smallfoot”. Primarily using an outsource model, pre-production has been done by a story and design team at WAG, with actual production being sent to a partner studio. Sony Pictures Imageworks, Reel FX, and Animal Logic have all worked on projects as a vendor to WAG. TAG’s parent organization, the IATSE, is the bargaining agent for this agreement, with TAG administering the agreement in partnership with the IATSE West Coast office.

The cycle of renegotiating these agreements begins again late this summer, when Local 839 will meet with representatives from the AMPTP to discuss a successor agreement to the Local 839 Master CBA. A negotiating committee has been hard at work for months preparing for these talks – but a union’s true strength is the commitment of its members to participate and act.

What are you ready to do?

Read more at the Animation Guild website:

<https://animationguild.org/2018-negotiations/>

<https://animationguild.org/contracts-wages/>

Yours in solidarity,

Jason



Representatives of the California IATSE Council, including our own Business Rep Jason MacLeod, met with Majority Leader Ian Calderon on the floor of the California Assembly on June 12, 2018 to support the renewal of the CA Film and Television incentive.

Each year, the Motion Picture Industry Health Plan (MPIHP) holds an Open Enrollment period when a Participant can change his or her medical and/or dental plan election. If you are a COBRA Participant, you may add or remove dependents or switch between Core and Non-Core coverage during the Open Enrollment period.



If you do NOT need to make changes to your health coverage:

If you are not planning to make changes to your health coverage then you do not need to take further action. You do not need to complete any forms – your current coverage with MPIHP will remain in effect

If you would like to make changes to your health coverage through the Motion Picture Industry Health Plan (“MPIHP”), please follow these steps:

1. Download the Benefit Selection Form that appears in the Forms section of the [MPIHP website](#).
2. Review the instructions to complete the Benefit Selection Form. You may also review the FAQs and Summaries of Benefits & Coverage to find out additional information about the enrollment process and benefits available to you. These documents may also be found in the Forms section of the [MPIHP website](#).
3. Complete the Benefit Selection Form and return it MPIHP by July 20, 2018.

You may also request Open Enrollment information and forms by emailing service@mpihp.org or by calling (855) 275-4674.

Your new plan selection will be effective August 1, 2018. However, if you are in the Retiree Health Plan, and are Medicare eligible and choose to enroll in an HMO plan, you will have a later effective date.

Questions

Please call MPI at (855) 275-4674 if you have any questions about Open Enrollment.

Here are some things that any member can do to contribute to Local 839's strength and solidarity leading into negotiations, and to uplift the membership as a whole.

Union Pride Wear Your TAG T-Shirt To Work Day: Wearing your TAG T-Shirt is not just about posting pictures on social media. It is a simple and affective way to show the studios how numerous and unified we really are. Showing that we can organize and coordinate on smaller, simpler fronts sends the message that we are capable of doing so over bigger matters, too. Encourage your crew, and other crews at your studio, to participate in Union Pride Day. Contact the Guild to request shirts for your crew. The official day to wear the T-shirts has been the first Monday of every month, but if the Guild members at your studio want to band together and do additional days outside of that, 839 encourages your passion to show solidarity!

#WeAre839: Engage in the member driven Twitter feed WeAre839. Show the world who you are and where you work. Tell the producers and the public what issues matter to you. You don't have to wait for a prompt from our admins – just post away! This Twitter feed is a space for uplifting our membership, presenting a public image of strength and solidarity, interfacing with other Locals, and showing the humans behind the cartoons. The objective is to have a single feed with a million reasons why we're worth the producers' respect, and every penny we ask for in this negotiation cycle.

“Let's Make a Deal” Cards: Grab a card at the Guild or print the PDF from your computer. Fill it out telling us why you stand with Local 839. This card can be posted in your workspace for the studios to see. Imagine the impact of a whole floor – or a whole building – with these on every office door and cubicle! You can also post your card to your own social media and the #WeAre839 twitter feed. The goal is to get your voices heard and your priorities seen in a format available to the public. We need to rally the support of our industry peers and show our numbers!

Volunteer Your Time on a Committee: Not sure what the Guild is up to? Not sure your concerns are being heard? Take a proactive role in shaping our organization by joining a committee. Choose an area you're passionate about and attend the meetings regularly. You'll get to know other Guild members and learn more about current policy, and what it takes to get new policy implemented. The Guild welcomes committee members of all crafts to participate in these membership conversations – a diverse committee is a strong committee!

2018 Animation Guild Contract Negotiations

KEY CONCERNS

WAGES AND BENEFITS



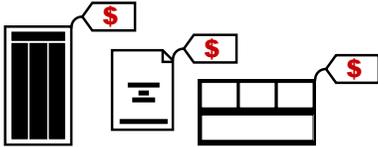
Increase wage minimums across the board for all job classifications



Continue to improve MPI benefits through the IA Basic Agreement



Address wage scale concerns raised by membership



Address Unit Rate concerns (animation writing, storyboard work, animation timing)



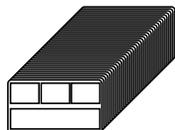
Address the need for more vacation time, holidays, family leave / sick time for an improved balanced of work and home life

NEW MEDIA



Address disparity in wages minimums and working conditions when working on "New Media" productions

WORKING CONDITIONS



Address unpaid testing concerns raised by the membership



Address disparity between Local 839 Agreement and IATSE Basic Agreement with regard to common working condition provisions





Do you want to show pride in the Animation Guild? Wear your TAG T-shirt on Union Pride Day – the 1st Monday of the month!

Send an e-mail to brooke.keesling@tag839.org and we'll help you make a plan to organize your crew with T-shirts (at no cost to active members), take pictures and post them on social media!

CONGRATULATIONS

TO THE WINNERS OF THE 2018 SCREEN CARTOONISTS GOLF CLASSIC

Congratulations to the winners of this year's Golf Tournament, held June 2 at Brookside Golf Course in Pasadena. Winners engrave their names on the perpetual trophies and keep them for a year, returning them at the next tournament.

This 2018 trophy winners were:

Low Gross Trophy

Tim Hwang

Low Net with Handicap Trophy

Mike Wolf

Low Net without Handicap Trophy

Grant Lee

The Team Trophy was awarded to the
Fox TV Animation – Family Guy team.

Tim Hwang

Tim Parsons

Mike Kim

Micky Rose



Join the closed Facebook group for Animation Guild members?



The closed Facebook group is
for TAG Local 839 members only.
Facebook members just need to look up:

The Animation Guild Local 839

Click "Join Group" and wait for an administrator to
confirm Guild membership and add you to the group.

IN MEMORIAM

Dean Stefan passed away at the age of 65 on May 15, 2018. Beyond his considerable talent as a musician – leader of the seminal punk rock/new wave group The Spoilers – Dean worked as an animation writer, story editor and showrunner for everything from Disney’s *Goof Troop*, *X-Men: The Animated Series*, *Extreme Ghostbusters*, *Rainbow Fish*, *CatDog*, *He-Man and the Masters of the Universe*, *Max Steel*, *Transformers: Rescue Bots*, Disney’s *My Friends Tigger & Pooh* and *Miles from Tomorrowland*. His tremendous body of work is exceeded only by the vast number of friends who are left devastated by his passing, including his wife Sandy and daughter Andy. For many, Dean was, and will always be, the funniest guy in the room.

Jerry Richardson passed away at the age of 52 on May 17, 2018. In his thirty-two years in the animation industry, he worked his magic as a storyboard artist, prop and character designer, and art director. *The Simpsons*, *Rugrats*, *Hey Arnold!*, and *Kid Notorious*, are just a few of the shows that he touched. Perhaps his favorite gigs were on *Duckman*, and *Jumanji* because he was able to work with his mentor, and longtime friend, Everett Peck. One of his last projects, *Hey Arnold: The Jungle Movie*, was another one of Jerry’s favorites. For the past two years Jerry also taught at Cal State Long Beach. Jerry’s new passion became teaching what he loved . . . animation.

Tee Bosustow passed away on June 8, 2018. Tee was the son of UPA producer Steve Bosustow and he made documentaries about his families business, UPA.



The Animation Guild & The Geena Davis Institute on Gender in Media proudly present

Disrupting Gender Bias in Media & Entertainment

Please join Madeline Di Nonno, Chief Executive Officer of the Geena Davis Institute, as she shares The Institute's analysis of family films and advertising of 2017. Research from **The Geena Davis Institute on Gender in Media** focuses on how media portrays women and girls, in addition to the influence that negative gender stereotypes have on cultural and social behaviors and beliefs.



Monday, June 25, 2018 • 7 - 9pm
The Animation Guild - Hulett Hall
1105 N. Hollywood Way
Burbank, CA 91505

RSVP today to reserve your spot!
Brooke.Keesling@tag839.org

Food will be provided at 6:30pm, panel starts at 7:00pm.



the **animation** guild

IATSE LOCAL 839

Geena Davis Institute *GI* on Gender in Media
If she can see it, she can be it.™

WORKING TOGETHER FOR PAY EQUITY

Members of IATSE Local 871 have raised concerns that they are experiencing significant historical gender-based pay discrimination in a number of the crafts that the Local covers. A recent article in the Los Angeles Times tells some of their story: <http://www.latimes.com/business/hollywood/la-fi-ct-female-crafts-pay-20180607-story.html>.

In the past two years, Local 871 has commissioned a study on gender bias in compensation for their female-dominated crafts, launched a web page (<https://www.ialocal871.org/Reel-Equity>), social media campaigns (@ReelEquity) and an Open Letter to the Entertainment Industry (<https://bit.ly/2HpUQam>), and developed the #ReelEquity Toolkit to help industry leaders take voluntary action to promote greater equity. Local 871 knows that the issues faced by their members are also shared by women in other crafts that are predominantly female, and hope that their #ReelEquity campaign will help to launch an effort on behalf of us all.

One group of active members at the Guild was inspired by this to seek positive change, and thanks to the women of Local 871 our Color Stylist Committee is working in coordination with their #ReelEquity campaign.

Originating from the days of “Ink & Paint Girls” early in animation’s history, Color Stylists have historically been undervalued compared to other design roles due to gender bias, but we feel the moment has come to demand recognition as equals in the design department, and the way to achieve this is through wage and journey scheduling equity with our fellow designers.

Color Stylists of IATSE Local 839 ask for your support in seeking pay equity by lending your voice to their petition:

bit.ly/colorisdesign.

You can also post your support on social media: #colorisdesign.

Thank you for your solidarity!

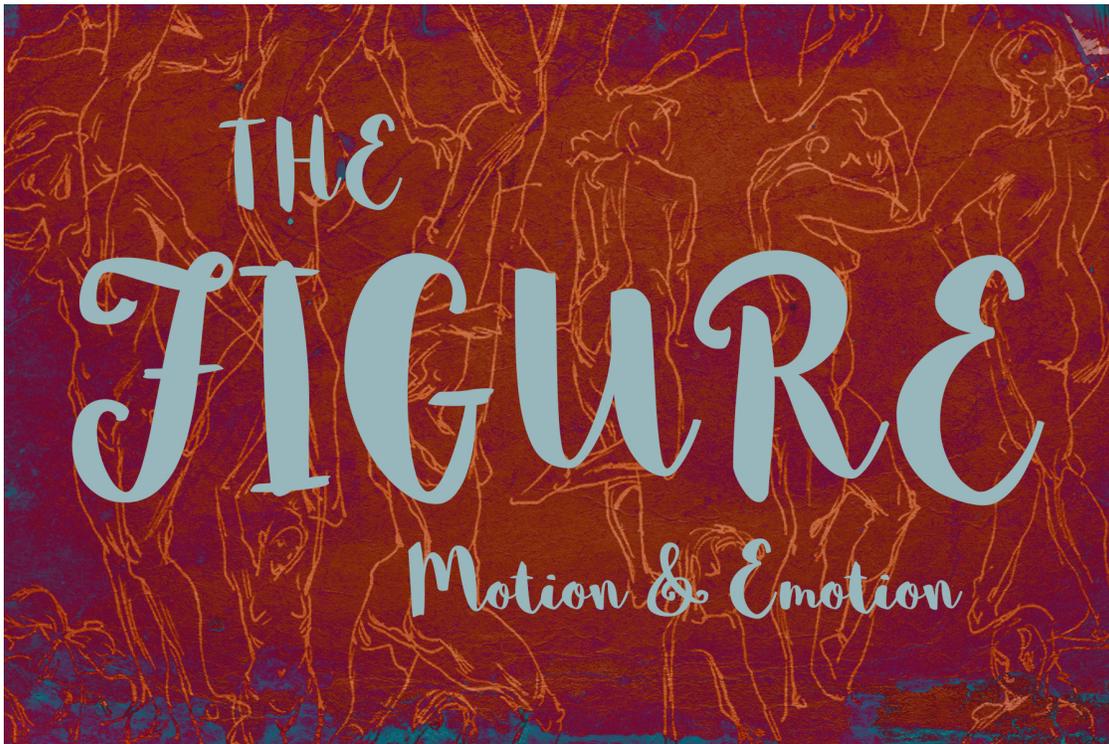


Find out more about the California Commission on the Status of Women and Girls Pay Equity Task Force at:

<https://women.ca.gov/california-pay-equity-task-force/>.

At Gallery 839 in July! Opening Reception: July 6th, 7 to 10:30 pm
Live music provided by The Bees Knees

Regular Gallery Hours: Monday through Friday, 8:30 am to 5 pm.



The study of the motion and emotion of the figure is essential to the art of animation. It's through these studies that animators hone their skills and translate their observation of the figure into the fluid motion of animation.

The Figure: Motion & Emotion will showcase various figure studies, as well as fully rendered art centered around the theme of the Figure, by talented artists in the animation community. This show is open to artists from all animation studios and will include figure drawing, watercolor, oil and acrylic painting, ceramics, and sculpture.

Some of the artists featured include: Mark Kirkland, Paul Wee, John Liu, Tami Tsark, Dri Santos, Jeff Johnson, Tristin Roesch-Cole, and more!

Animation Producer, Rebecca Totman, created Love/Hate Los Angeles over 8 years ago in order to construct opportunities for artists to create and showcase their work outside of the traditional gallery system. This will be the 6th art show curated and produced by Love/Hate Los Angeles and the 2nd at Gallery 839. Each show has it's own theme which provides a framework for the dynamic and eclectic styles that are presented. These pop-up art shows are always elegant, exclusive, and a little bit magical. The Bees Knees, an old time music ensemble led by retired Simpsons Character Designer Joe Wack, will play opening night.

For further information please visit: <https://www.facebook.com/lovehatelos-angeles/> or email rebecca.totman@gmail.com.

UPCOMING EVENTS AT THE ANIMATION GUILD

June 22nd – Uninstructed Life Drawing 7-10 pm

June 25th – Disrupting Gender Bias in Media & Entertainment
Geena Davis Institute on Gender in Media
(Dinner at 6:30, Discussion starts at 7:00 pm)
Please RSVP to brooke.keesling@tag839.org.

July 1st-21st – MPI Open Enrollment

July 2nd – Union Pride Day: Wear your TAG T-shirt
to work and post photos on social media!

July 4th – Contract Holiday: Independence Day

July 6th – Gallery 839 New Show Opening 7-10:30 pm

July 31st – General Membership Meeting
(Pizza at 6:30, meeting starts at 7 pm)

August 14th – Member Mixer at Idle Hour
Reservation information coming soon



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