

## The Organization

Founded in 1913, Actors' Equity Association (Equity) is the labor union representing American actors and stage managers in theatre and live performances. The association represents more than 51,000 professional actors and stage managers nationwide. Equity seeks to foster the art of live theatre as an essential component of society and advances the careers of its members by negotiating wages, improving working conditions and providing a wide range of benefits, including health and pension plans. Equity is a member of the AFL-CIO and is affiliated with FIA, an international organization of performing arts unions.

Equity currently employs 135 full-time professional and part-time support staff in its three office cities and one additional satellite office. The staff is responsible for handling the day-to-day business of the Association and its members.

Equity is a non-profit 501 C5 Labor Union.

Equity is governed by its own members through an elected council, representing principal actors, chorus actors and stage managers living in three regions: Eastern, Central and Western. Members at large participate in Equity's governance through a system of regional boards and committees.

## Management

Executive Director Al Vincent, Jr. is responsible for the overall implementation of national policy, contract oversight and negotiations, and communication with our members and the public. Regina Mincey-Garlin, assistant executive director for finance and administration, oversees Equity's national finances and overall administration. Three assistant executive directors oversee the contract business representatives in each of their respective offices and regional areas. This team of executives, working together with the national council, the regional boards and the members of Equity's dedicated staff, is responsible for making recommendations to the governing bodies regarding policy and financial and contractual issues.

The single largest group of professional staff members consists of more than 35 business representatives. Supervised by six senior business representatives, the business reps are the staff members with whom producers and working members deal on a day-to-day basis.

## Offices

Equity's national headquarters and Eastern Regional office is in New York City. There are regional offices in Chicago and North Hollywood and a satellite office in Orlando.

## Financial Platform

Equity's financial system is built upon Microsoft Dynamics GP (Great Plains). It is an on-premises deployment hosted in a private virtual network in Microsoft Azure. Dynamics GP uses a SQL database as its back-end engine. Additional financial features are embedded in Equity's CRM system -- Dynamics 365. This includes the management of member dues and the tracking of financial instruments used when producers post bonds. Financial transactions are integrated between the two systems using a third-party data transformation solution called Scribe. Dynamics GP also has two reporting add-ons, Management Reporter and Jaystar. The latter assists in the creation of the Labor Department's LM-2. Clients access GP over a corporate VPN with multi-factor authentication.

