







Link for Submission	Company	Your Role & Security (Optional)	Would You Recommend People To Work There?	Main Problems At The Company	Positives (Optional)	Pay Before The Crisis (Optional)	Location (Optional)	Years You Worked There	Additional Notes (Optional)
<a href="#">Link for Submission</a>									
14/07/2023 21:01:03	Pixar Animation Studios	Rendering software Engineer	Yes	Low Pay, Creative/Unfulfilling Projects, Product Development Issues, Lack of Career Growth	Healthy Working Hours, Flexible Working Hours, Good Supervisors, Creative Fulfilling Projects, Amazing learning opportunities	145,000 USA	USA	2021-current	Low pay for the area. They actively encourage you to work unpaid hours for a chance to stay at the company. Consider competition with every other Animator. Some Animators were nice and willing to help you but others might be there you under the bus. Very diverse group of people, and some were just with their misanthropic views. No opportunities to move up the ladder.
14/07/2023 21:35:31	Pixar Animation Studios	Animator	Yes	Low Pay, Bad Treatment (Bullying, Abuse, Intimidation etc.), Creative/Unfulfilling Projects	Healthy Working Hours, Flexible Working Hours, Good Supervisors, Creative Fulfilling Projects	\$32hr	Emeryville, CA, US	Before pandemic	Low pay for the area. They actively encourage you to work unpaid hours for a chance to stay at the company. Consider competition with every other Animator. Some Animators were nice and willing to help you but others might be there you under the bus. Very diverse group of people, and some were just with their misanthropic views. No opportunities to move up the ladder.
14/07/2023 23:04:42	Bad Animation Studios	Concept artist, before	Only if they have no other choice	Low Pay, Too Much Work, Bad Supervisors (Unclear Instructions, Intimidation etc.), Disorganization	Healthy Working Hours, Flexible Working Hours, Good Supervisors, Creative Fulfilling Projects	\$30USD monthly	Paris	2021-2022	While the project was not as creatively fulfilling, they have other projects that were more so.
14/07/2023 19:23:20	REDEFINE		No	Too Much Work, Bad Supervisors (Unclear Instructions, Intimidation etc.), Disorganization	Understanding HR/Management	60,000	Montreal, Canada	2023	Lack of cohesion, lots of recommunication between departments, very disorganized. Artists are being given the same amount to complete with each other to see who is the fastest. They are doing only 2 weeks of animating, you need more time than this. There is not the place for you, lots of creative stress that could easily be avoided if the supervisor and team manager would talk with each other and the artists. Levels are being paid levels more than 8 months and aren't prepared to lead.
14/07/2023 22:02:30	RaDeWe	Mid Animator	Yes	Creatively Unfulfilling Projects, Disorganization	Healthy Working Hours, Flexible Working Hours, Good Supervisors, Creative Fulfilling Projects	78000 CADyr	Montreal, Canada		The best feeling except your experiences here. The CEO is amazing, the HR is amazing, the supervisor and leads were amazing. I love my team. There is a huge diversity of projects and leadership events very flexible with working hours, tries to get team work, and has always involved team in helping each individual and grow. It's a great work environment where you can have complete autonomy. I mean the person's work and it completely makes sense in the end. Disruption is not as much as I thought it was. The HR is also very water super responsive. That's really the only good thing. I wish the other departments were as good as the person. Consider this only value and not the rest.
14/07/2023 23:11:07	Reel FX	Cg animator	Only if they have no other choice	Bad Treatment (Bullying, Abuse, Intimidation etc.), Disorganization	Healthy Working Hours, Flexible Working Hours, Good Supervisors, Creative Fulfilling Projects	74,000	Montreal, Canada	2019-2021	If you're an older looking straight white man then you probably got promoted. Everyone else, don't waste your time.
14/07/2023 23:35:37	Riley Animation	SG Artist	Only if they have no other choice	Low Pay, Bad Supervisors (Unclear Instructions, Intimidation etc.), Disorganization	Flexible Working Hours, WFH, Good Pay		London, UK	2022	
14/07/2023 23:12:16	Rodex FX	Animator	Yes	Disorganization	HR/Management, WFH, Good Pay, Good Supervisors	35,000 annually	Montreal, Canada	2022	
15/07/2023 00:31:30	Rodex FX	Senior Composer	Yes	Too Much Work, Disorganization	Flexible Working Hours, Understanding HR/Management, WFH, Good Pay		Montreal, Canada	2023	
14/07/2023 21:10:12	Rough Draft Studios		No	Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Disorganization	Flexible Working Hours, WFH, Good Pay	\$2200 USDwk	Glenview, CA	2020-2023	
14/07/2023 21:30:28	Rough Draft Studios	Composer	Yes	Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Disorganization	Creatively Fulfilling Projects, They will take some stress and be very new to the industry. Day benefit.		Burbank, CA US [?]	2023	My entire team was fired for union activity (illegal) and they are currently in a legal fight with the union over it. They also purposely mislead the producer's office to pay them less. If you work here, be very careful about your pay and contract.
14/07/2023 21:31:21	Rough Draft Studios	Story	Only if they have no other choice	Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Disorganization	Non-supervisor coworkers were the best	1200 weekly	Burbank, CA	2022	They were the reason to call workers to the producer's office for just one added agreement or to give one week's notice. Intimidation and manipulation is rampant. If you work there, talk to your coworkers, make heads, compare your job status and what your job code is. They talk about how communicate with each other.
14/07/2023 21:45:58	Rough Draft Studios		No	Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Disorganization	Creatively Fulfilling Projects		Glenview, CA	2022	Lots of stress creating a horrible working environment for the artists with overtime, weekly handling people, handling emotions in open areas of the office, aggressive toxicity that is meant to prevent any issues being addressed or correct.
15/07/2023 04:26:51	Rough Draft Studios	Composer	No	Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Disorganization	Creatively Fulfilling Projects		Burbank, US	2022	They promoted working flexible hours, but workload was constantly in excess, leading to overtime issues due to poor planning. The combination of getting paid below market creates a tense working environment. Very anti-union attitude.
14/07/2023 20:15:52	Scanline	Layout mid	Yes	Too Much Work, Disorganization	Healthy Working Hours, WFH, Good Pay, Good Supervisors, Creative Fulfilling Projects	1900 CAD very	Montreal, Canada	2023	I was an MPIC just before working at Scanline. It's far from perfect but at least I feel like a normal hardy ton.
14/07/2023 20:50:11	Scanline	production	No	Too Much Work, Bad Supervisors (Unclear Instructions, Intimidation etc.), Disorganization	WFH, Good Pay	6		6	Corporate greed has taken over fully now. They do anything to make the studio more money including blatantly violating the moral code of their workers. Taking on more and more work when it's not their own. They don't have the resources. They get the job but the ones who work there don't have any. They are not doing it for the right reasons. I don't think it's a bad idea. It's hard, very hard to see. Anyway, I'm about to quit, so good luck to those who remain!
15/07/2023 20:30:30	Skyline Animation	SG Artist	Only if they have no other choice	Low Pay, No HR, No WFH, Creative/Unfulfilling Projects					All attention is at the time. The resources of central sexual harassment that, when brought up to upper management, was told "that's just that person's personality".
15/07/2023 20:52:03	Skyline Animation	Storyboard Artist	It's not the worst but I would not recommend it	Creatively Unfulfilling Projects, Disorganization	WFH		Los Angeles, US	2022-2023	Disorganization is a lack of planning/organization leads to most projects at Skyline Animation ending up being late for the week or a year, and nothing they're making is going to last nor will it be worth the class. But the pay is good and the work is mostly fun.
14/07/2023 18:51:18	Skyline Animation	Character Senior Animator	Only if they have no other choice	Low Pay, Bad Treatment (Bullying, Abuse, Intimidation etc.), Disorganization	WFH, Good Supervisors, Creative Fulfilling Projects	3500	Madrid, Spain	2023	Human Resources is called humans as if human resources. You have better opportunities depending who you heard of who.
15/07/2023 20:30:08	Smiley Guy Studios	Junior 2D Animator	Only if they have no other choice	Low Pay, Too Much Work, Inflexible Hours or No WFH, Bad Supervisors (Unclear Instructions, Intimidation etc.), Disorganization	Great colleagues	1700 cad a	Toronto	6 months	Impossible to get paid, worked remotely and after four months, I was forced to withdraw my file and "waited" to enable them to give you your pay. Quite by the colleagues, every month you have to physically all in the boss's office and force him to write your check, or you aren't even paid.
14/07/2023 20:18:29	Smoodell Studios	Intermediate Animator	No	Bad Treatment (Bullying, Abuse, Intimidation etc.), Disorganization	Good Pay		Toronto, Canada	2021 but the team is the same	workload pulled me into working 60 unpaid overtime hours a week for months
14/07/2023 20:30:56	Sony Imageworks / EMI / Intermix	Engineer / Intermix	Yes	Disorganization	Healthy Working Hours, Flexible Working Hours, Understanding HR/Management, WFH, Good Pay, Good Supervisors	42 cad hourly	Vancouver, Canada	2021 - 2023 still at the company	Everyone has different experiences depending on where or project. I'm married still and I'm really happy, my manager is great and we have a great team. Content is infinite.
14/07/2023 22:56:21	Sony Pictures Imageworks	Composer Senior	Yes	Disorganization	Healthy Working Hours, Flexible Working Hours, Understanding HR/Management, WFH, Good Pay, Good Supervisors, Creative Fulfilling Projects	100k	Vancouver, Canada	2022-current	The best company I've worked at. Some people felt overworked, but not in our team. Planning on staying as long as I can.
11/07/2023 19:45:11	SPA Studios	ink & Paint Artist	Only if they have no other choice	Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Disorganization	WFH, Good Supervisors, Creative Fulfilling Projects	1200k/month	Madrid, Spain		The only good reason to work at SPA is that they make time that could go to another job. The pay is not great, but they do have a good system of compensation. Some of the higher pay jobs you can do. Also, not sure if it's changed, but for a long time they haven't even had an HR department. There are a lot of very talented artists that work there at times, but that can only help so much when the management/production side of things is not like it is.
15/07/2023 20:24:43	Spendhorse Toons	Composer	Only if they have no other choice	Low Pay, Too Much Work, Disorganization	WFH, Good Supervisors, Creative Fulfilling Projects	35-70 USD per hour depending on complexity		1.5	Expected to do full time work, with overtime feature, quality control, with infrequent paychecks. Great coworkers and supervisors, but I can only recommend the job if you're really going to break into the industry.
15/07/2023 20:31:20	Spendhorse Toons	SG Artist	Only if they have no other choice	Low Pay, Bad Supervisors (Unclear Instructions, Intimidation etc.), Disorganization	Flexible Working Hours, WFH	\$60-200 per EG depend on part depending on complexity	Remede, US	2017-2022	This was my first job in animation and I had made a mistake that I regretted up to, but was only with positive experiences for the supervisor at the time. The supervisor was very responsive and since everyone was remote or over the world, communication sometimes took weeks, but you are expected to meet all your deadlines despite the slow response.
15/07/2023 06:48:48	Spendhorse Toons	Senior 2D animator	Yes	Disorganization	Healthy Working Hours, Understanding HR/Management, WFH, Good Pay, Good Supervisors, Creative Fulfilling Projects	1,000 USD weekly (R)	Remede	2023	
15/07/2023 13:57:24	Spendhorse Toons	Background Artist	Low Pay	Low Pay	Flexible Working Hours, WFH, Good Supervisors, Creative Fulfilling Projects	60-300USD per EG depend on complexity	Remede	2022-2023	
13/07/2023 18:38:23	SSEFX	Theme Composer	Yes	Low Pay	Healthy Working Hours, WFH, Long contract length	200 weekly	Germany from anywhere in Europe	2023	I really like it. It has busy times and also times when it's quite relaxed. Everyone is very helpful to each other. Their conditions and wages are not the best, but it's comparable. The studio offers long contracts (8 months - 1 year) so you can stay on between projects. You have an option to leave the studio if you want, but you never know. For the pay it's pretty low but my title is a theme.
15/07/2023 18:40:17	Staburns	Visual Development Artist	Yes	Low Pay	Healthy Working Hours, WFH, Good Supervisors, Creative Fulfilling Projects	50k/year	Burbank, CA	2020-2021	
15/07/2023 19:38:25	Stoopid Buddy Stooops	Visual Development Artist	Yes	Low Pay	Healthy Working Hours, Flexible Working Hours, WFH, Good Pay, Creative Fulfilling Projects	14k/year	Burbank, CA	2017-2021	
15/07/2023 19:54:29	Stoopid Buddy Stooops	Step Motion Animator	Only if they have no other choice	Low Pay, Too Much Work, Creative/Unfulfilling Projects, Disorganization	Good Supervisors	30 per hour	Burbank, California, USA	2021	Lots of things to consider with Stoopid Buddy. They don't pay very well, but their projects are more planned out well, and the production team can take control. Some of the higher pay jobs you can do. Also, not sure if it's changed, but for a long time they haven't even had an HR department. There are a lot of very talented artists that work there at times, but that can only help so much when the management/production side of things is not like it is. The project was fun, I guess, but had pay you after you get your approval and they have had pay for each week when the director keeps changing things back and forth and you take more than the number of lot days you get. After approval, you don't get paid the extra days, you only get paid the number of lot days, but only 2 days. You have a week, only you work for 2 that even though you worked a month. Consider this only value and not the rest.
14/07/2023 19:08:44	Tako Studios	Animator	Only if they have no other choice	Low Pay, Bad Supervisors (Unclear Instructions, Intimidation etc.), Disorganization	Flexible Working Hours, WFH		Los Angeles, US	2022	They pay too low for the animators they don't pay your health insurance, they don't care about the animators. They charge your contract whenever they want.
15/07/2023 22:18:34	Team Tom Animation Studio	2d animator	Only if they have no other choice	Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Disorganization	WFH, Good Supervisors, Creative Fulfilling Projects	55k per year	Buenos Aires, Colombia	2023-2022	
15/07/2023 08:36:28	Timeline	composer	No issues	No issues	Healthy Working Hours, Flexible Working Hours, WFH, Good Pay, Good Supervisors			2022	
15/07/2023 21:17:24	Timeline	Production coordinator & BG artist	If the project lasts for	Low Pay, Disorganization	Healthy Working Hours, Understanding HR/Management, WFH, Good Pay, Good Supervisors, Creative Fulfilling Projects	\$950/week	Vancouver, Canada	2020-current	One of the worst in Vancouver for pay. Just untimed per year as hopefully that will change. Inexpensive/cheap times for my position at other studios make me think I got paid 1/3 of it in 2 years experience.
14/07/2023 21:31:11	Timeline	Designer	Yes	A normal amount of disorganization and egg clothes	Healthy Working Hours, Understanding HR/Management, WFH, Good Pay, Good Supervisors, Creative Fulfilling Projects	\$1,450hr	Los Angeles, US	2022	You're unlikely to be reorganized and will be left to do and trained to do your work in peace most of the time.
13/07/2023 21:20:12	Timeline	Melanie Animator	Yes	Very rare opportunities if you don't live in Canada	Healthy Working Hours, Understanding HR/Management, WFH, Good Pay, Good Supervisors, Creative Fulfilling Projects	160 USD / day	Montreal, Canada	2022	I was a freelancer working remotely from my country so I don't know what their work culture is hours in. But I had the best time working for them. The studio worked with that studio understands that a tight deadline means more artists are needed instead of burning out the existing ones. Timeline is a 5/10.
15/07/2023 12:40:08	Timeline	Junior 2D Animator	Yes	Pretty tight deadlines and was sometimes hard to find opportunities without asking. Pay could be better, but dependant on personal motivation.	Healthy Working Hours, Flexible Working Hours, Understanding HR/Management, WFH, Good Supervisors, Creative Fulfilling Projects	40hr 3200eur	Remede from EU, Burbank, Los Angeles, California	2017-2022	Fantastic team, very understanding and willing to help. Great communication and clear tasks.
13/07/2023 17:31:10	Timeline	Senior Clean Up Artist	If you're burnt out and tired of your job, this is a great option. If you're not, it's a bad idea. If you're not, it's a bad idea. If you're not, it's a bad idea.	Low Pay, Bad Treatment (Bullying, Abuse, Intimidation etc.), Disorganization	WFH	6270/month	Remede, Spain	1 worked remotely	A lot to think with how you communicate about your performance if you're doing poorly, you possibly discourage you to keep going. Will check your monthly pay if you're quota is low and only pay you for the seconds of disorganization you give.
14/07/2023 21:10:13	Toric DNA	Senior 2D Animator	Yes	Low Pay	Healthy Working Hours, Flexible Working Hours, Understanding HR/Management, WFH, Good Pay, Good Supervisors, Creative Fulfilling Projects		Montreal, Canada	2023	High drawing skill requirements.
15/07/2023 19:38:55	Toof Productions (y3) Animators	Senior technical director/animators	No	Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Disorganization	Flexible Working Hours, Understanding HR/Management, WFH, Good Pay, Good Supervisors, Creative Fulfilling Projects	1,800 per month	Tempe, AZ		I want them discrimination and wages that Bayla v. VFX 21,12021 case number 1:19-02481
15/07/2023 08:26:51	Wall Disney Animation Studios	3D animator	Yes	Bad schedules, big crunch at the end of a lot of	Healthy Working Hours, Understanding HR/Management, WFH, Good Pay, Good Supervisors, Creative Fulfilling Projects	125,000	Burbank, US	2023	I work Disney Animator's IG is awful for the animation company.
15/07/2023 19:07:16	Wall Disney Feature	Production Assistant	Yes	Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Inflexible Hours or No WFH, Bad Supervisors (Unclear Instructions, Intimidation etc.), Disorganization	Creatively Fulfilling Projects	20k/year	Burbank, CA	1 year	Biggest issue with my role is how WDAAS has been treating me this year. They bring you in promising growth but now they just do a massive crunch of their PAs and the ones that stay are not being promoted even after you're a good PA for a long period of time. The people there are amazing, but the production and department managers are heartless.
15/07/2023 03:25:49	Wall Disney Animation	Script Coordinator	Yes	Low Pay, Bad Treatment (Bullying, Abuse, Intimidation etc.), Disorganization	Healthy Working Hours, WFH, Good Supervisors, Creative Fulfilling Projects		Burbank, CA	2022-2023	
14/07/2023 22:57:35	Wall Disney Animation	Mid 3D Animator	Yes	Too Much Work	Healthy Working Hours, Understanding HR/Management, WFH, Good Pay, Good Supervisors, Creative Fulfilling Projects	€750 per week	Belgium, UK	2023	Pro production environment and pipeline which is a lot to work and crunch, however they pay you overtime. Excellent leads and leaders.
14/07/2023 19:28:55	WildBrain	animator and then dca	Only if they have no other choice	Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Disorganization	WFH, Good Supervisors, Creative Fulfilling Projects	950weekly CAD	Vancouver, BC	2017-2020	
13/07/2023 08:51:17	Zhal	Senior 2D Animator	Only if they have no other choice	Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Disorganization	WFH, Good Supervisors, Creative Fulfilling Projects	17,01 score per month	It's a balance between 1400 and other just fine		Really poorly organized. Just too many animators and no way for you to have a decent pay. They could easily hire a team of 5 experienced animators, give them normal monthly salary and have the job done. Instead, they hire 200 2D animators and everyone ends up working really poorly. The reason you're here is because of a bad HR and not because of a bad HR.

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Timestamp	Company	Your Role & Security Clearance	Would You Recruit a Peer to Work There?	Main Problems At The Company	Positives (Optional)	Pay Before The Crisis (Estimated)	Location (City/State)	Years You Worked There	Additional Notes (Optional)
15/07/2023 21:34:38	Lighthouse Studios	Composer	No	Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Inflexible Hours or No WFH, Bad Supervisors (Unclear Instructions, Intimidation etc.), Disorganization.	Creatively Fulfilling Projects	3400	Williams, Kansas	2020	This was the company that made me want to leave the animation industry. Getting back into it was not a choice but a necessity. The company was disorganized, the work was stressful, and the pay was low. I had to leave because of the bad treatment and the lack of opportunity for growth.
15/07/2023 21:28:59	Cartoon Network		Unknown	Company is restructuring.	Warner Bros is re-formating CN.		Durham, USA	2023	
15/07/2023 21:31:19	Lighthouse Studios	Production	Only if they have no other choice	Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad Supervisors (Unclear Instructions, Intimidation etc.), Disorganization.	Healthy Working Hours, Flexible Working Hours, Good Supervisors, Creatively Fulfilling Projects	100day	Williams, Kansas	2022	12 to 20 hours of animation and after completion of project.
15/07/2023 21:31:33	Echo-Kidge Pictures	Animator	No	Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad Supervisors (Unclear Instructions, Intimidation etc.), Disorganization.	WFH		Florida, USA	2019	Never paid in full for my work.
15/07/2023 21:45:47	Skydance Animation	Story Artist	If it a good place to work you just wait for the paycheck	Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad Supervisors (Unclear Instructions, Intimidation etc.), Creatively Unfulfilling Projects, Disorganization.	Healthy Working Hours, WFH, Good Pay, Good Supervisors	3,800/wk	LA, USA	2019-2023	This studio will give you to give honest notes and be involved in the story process, but the people out of charge of making them are conservative, closed and stupid. There is no chance for advancement if you're under 40 and not one of 2-3 close friends. I started as a story artist and met some people who were supposed to be my mentors but they never really mentored me. They just wanted to see if I was a good writer and if I was they would give me a shot at a story artist job. They never really mentored me and I never really grew as a writer. I had to leave because of the bad treatment and the lack of opportunity for growth.
15/07/2023 21:46:48	Montydon	Storyboard Artist	Only if they have no other choice	Low Pay, Too Much Work, Bad Supervisors (Unclear Instructions, Intimidation etc.), Creatively Unfulfilling Projects, Disorganization.	Healthy Working Hours, WFH, Good Supervisors	300 USD per week outside with benefits	WFH	2022	I was a board artist for a single episode. They paid well for one of my first jobs breaking in. No work because they were making new episodes, but I was excited to join them for a full-time position.
15/07/2023 21:50:01	Bleacher Report	Animation Designer	Yes	Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad Supervisors (Unclear Instructions, Intimidation etc.), Creatively Unfulfilling Projects, Disorganization.	Healthy Working Hours, Unlucky, HR Management, WFH	42 USD hourly		2022	Very nice people, but very disorganized.
15/07/2023 21:52:33	Arctic Box	2D Animator	No	Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad Supervisors (Unclear Instructions, Intimidation etc.), Creatively Unfulfilling Projects, Disorganization.	Flexible Working Hours, Unlucky, HR Management, WFH	\$850 USD/wk (20 hours)	Atlanta, GA, USA	2019-2020	Constant firing and self-censorship from management. Lack of administrative staff because of extremely high turnover rate. Targets college students and their graduate with predatory. About many bad experiences as they were not ready to work and did not know what they were getting into. They were not ready to work and did not know what they were getting into. They were not ready to work and did not know what they were getting into.
15/07/2023 21:54:17	Smiley Guy Studios	Junior	No	Low Pay, Bad Supervisors (Unclear Instructions, Intimidation etc.), Disorganization.	Colleagues were really nice!		Toronto, Canada	2016	Pay is monthly. Working on a essentially have to do the work of the company for weeks but not get paid for it. They will tell you to do it in the other direction of it. They will contact you every day. Total lack of communication between decision makers at the company and less heads and contacts for studios that will either not respond for signature and the end of work term or do not pay on date and write to after you leave.
15/07/2023 21:57:01	Newspaper Studio	3D artist	Yes	Low Pay, Too Much Work, Creatively Unfulfilling Projects.	Healthy Working Hours, Unlucky, HR Management, WFH, Good Supervisors	320/hour	WFH based in USA	2022	When working there was pleasantly surprised by the level of organization within the studio. All directors were always available and accessible. Very friendly. Projects were creative and interesting and we were able to work on a variety of projects. The staff was very supportive and helpful. They were very helpful in getting me set up with all the equipment I needed for my work.
15/07/2023 22:14:13	Blue Zoo	Junior 2D Rigger	Yes	Low Pay	Healthy Working Hours, Flexible Working Hours, Good Supervisors	29.30 usd per week (promotion)	London, UK	2020-21	I personally had a lovely time there, though I was purely WFH with a really lovely personally from who were very easy to be in touch with. My supervisors and I all the time now. I had heard from a friend who worked there that I had given some work that I had done and they were very happy to see it.
15/07/2023 22:18:51	Timonae	Animatic Editor	Yes	Low Pay, Too Much Work	Healthy Working Hours, Unlucky, HR Management, WFH, Good Supervisors	180/wk	Burkina Faso, Burkina Faso	2020-2023	Great good opportunity for rapid advancement. They are willing to help people develop their skills and provide training. They are willing to help people develop their skills and provide training. They are willing to help people develop their skills and provide training.
15/07/2023 22:21:44	Edson Day Films	2D Animator	Only if they have no other choice	Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.)	Good Supervisors	18k usd	Manchester, UK	2016-2020	The director studio was very nice, but I got into it a bit early and there was a lot of pressure. They were very nice and helpful, but I got into it a bit early and there was a lot of pressure. They were very nice and helpful, but I got into it a bit early and there was a lot of pressure.
15/07/2023 22:28:14	Sun Creature	2D Animator	Yes	Not great communication with WFH	Healthy Working Hours, Flexible Working Hours, Good Supervisors, Creatively Unfulfilling Projects	200 euro per day	Barcelona (France)	2021-2022	Had a nice time here, my boss and team were lovely. I don't think they were too good with WFH pay or during the pandemic, no communication and frequent and I was left alone a bit of the time, but not necessarily a bad thing. But didn't get to know any of my teammates. Extremely disorganized. Had projects but you were not really the creative people, you're creative and many responsibilities as they were not ready to work and did not know what they were getting into. They were not ready to work and did not know what they were getting into.
15/07/2023 22:35:54	Boudier Media	Background Designer	Only if they have no other choice	Low Pay, Too Much Work, Disorganization	WFH, Good Supervisors		Ramona, France	2023	The director studio was very nice, but I got into it a bit early and there was a lot of pressure. They were very nice and helpful, but I got into it a bit early and there was a lot of pressure. They were very nice and helpful, but I got into it a bit early and there was a lot of pressure.
15/07/2023 22:38:50	Skydance Animation	Storyboard artist	Only if they have no other choice	Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad Supervisors (Unclear Instructions, Intimidation etc.), Creatively Unfulfilling Projects, Disorganization.	Flexible Working Hours, Unlucky, HR Management, WFH	3700/wk	Los Angeles, USA	2022-2023	I got into the studio really wanted to promote itself as a place for where young artists can find growth and stability, but it couldn't keep up with the director's creative vision. They were not ready to work and did not know what they were getting into. They were not ready to work and did not know what they were getting into.
15/07/2023 22:38:31	Dog Ears		Only if they have no other choice	Low Pay, Too Much Work, Bad Supervisors (Unclear Instructions, Intimidation etc.), Disorganization, Forced into work with 16h of overtime weekly	WFH, Creatively Fulfilling Projects		Derry, Northern Ireland	2021	The company does not have any official communication regarding work methods and instructions. Sometimes there are good conversations during work meetings but there is a need to remember whether they like you or not. They like that you should be very about mentioning any bugs or questions to ask, and address someone in a group chat getting it down to the person who is asking. I was not really happy to work on the weekends because there too much work. Some days I would be working 16 hours and I would be exhausted. I would be exhausted. I would be exhausted.
15/07/2023 22:40:43	Isisr DNA	Clean artist	Only if they have no other choice	Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad Supervisors (Unclear Instructions, Intimidation etc.), Creatively Unfulfilling Projects.	Flexible Working Hours, Unlucky		Montreal, Canada	2021	Had a nice time here, my boss and team were lovely. I don't think they were too good with WFH pay or during the pandemic, no communication and frequent and I was left alone a bit of the time, but not necessarily a bad thing. But didn't get to know any of my teammates. Extremely disorganized. Had projects but you were not really the creative people, you're creative and many responsibilities as they were not ready to work and did not know what they were getting into. They were not ready to work and did not know what they were getting into.
15/07/2023 22:43:55	Shimmer animation	Production coordinator	Only if they have no other choice	Low Pay, Bad Treatment (Bullying, Abuse, Intimidation etc.), Creatively Unfulfilling Projects, Disorganization.	Flexible Working Hours, WFH	20,000/hr		1	First place I've ever worked where I started being screen shots of messages from a supervisor instead they were in a lot of trouble.
15/07/2023 22:54:20	Ageerlick	Design 3D Layout	No	Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad Supervisors (Unclear Instructions, Intimidation etc.), Disorganization.	WFH		Los Angeles, USA	2021	I haven't much about how good it was to work at a production. I had being contacted (I was someone) I had being contacted (I was someone) I had being contacted (I was someone).
15/07/2023 22:55:33	BLUCK	3D Artist	No	Low Pay, Too Much Work, Inflexible Hours or No WFH, Bad Supervisors (Unclear Instructions, Intimidation etc.), Disorganization.	Good Supervisors	\$1000 yearly	LA, USA	2019-2023	The managers have no animation experience and expect late nights every week and many weekends. They are not ready to work and did not know what they were getting into. They were not ready to work and did not know what they were getting into.
15/07/2023 22:58:17	Winevine Productions	2D Animator	No	Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad Supervisors (Unclear Instructions, Intimidation etc.), Disorganization.	Creatively Fulfilling Projects	\$2850/month	Gilbert, Arizona, USA	2020-2021	Apparently the old idea for composing was payment per shot, which was absurd because how do you charge for reworking shots, working completely and creating assets all the time? The payment was what I agreed to when being hired, but for a full-time work!
15/07/2023 23:01:38	Spendthroe Toons	Composer	Yes	Too Much Work, Disorganization	Healthy Working Hours, Flexible Working Hours, Good Supervisors	\$1,500 USD/week	Remote	2023	
15/07/2023 23:04:59	Spendthroe Toons	Character Artist	Only if they have no other choice	Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad Supervisors (Unclear Instructions, Intimidation etc.), Disorganization.	WFH	\$60 USD/24 hours of animation	Derry, Ireland	2021	The pay used to be even lower before I joined and hardly pay per second in a broken system because there was no really in completely and amount of characters on screen. It's a decent part time job but you'll put in full-time hours to squeeze out maybe \$1,500 a month.
15/07/2023 23:06:21	Luka		No	Low Pay, Inflexible Hours or No WFH, Disorganization, Green Energy, Mass Layoffs, overpaid/underpaid	Healthy Working Hours, Good Supervisors, Creatively Unfulfilling Projects	\$1,515k	USA - Hillsdale, NJ	2017-2018	Very complex and detailed projects aimed at older kids but not on an ADHD budget. No white gables to get you to leave the studio. All of the backgrounds were like a lifetime. I did work on the edges of actual projects.
15/07/2023 23:08:19	Dog Ears	Mid level Background Artist	Only if they have no other choice	Low Pay, Too Much Work, Creatively Unfulfilling Projects, Disorganization	Flexible Working Hours	\$80,000 CAD	Vancouver, Canada	2021	Very low pay/benefits, no HRSP making pay is higher than other studios in the area. It was a studio that promoted diversity. But that they seemed to do it in a way that was not really for diversity. They were not ready to work and did not know what they were getting into. They were not ready to work and did not know what they were getting into.
15/07/2023 23:08:55	Shellar Creative Lab		Only if they have no other choice	Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad Supervisors (Unclear Instructions, Intimidation etc.), Disorganization.	WFH, Creatively Fulfilling Projects	1000 weekly (the more work you get)	Studio in NY	2020	Several weeks later they came back and actually took on my counter offer. (Must have burned out some other offer). But that they seemed to be based out of CA and they were not ready to work and did not know what they were getting into. They were not ready to work and did not know what they were getting into.
15/07/2023 23:11:15	BWAwards	Story Artist	Yes	Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad Supervisors (Unclear Instructions, Intimidation etc.), Disorganization.	WFH	1000 weekly (the more work you get)	Studio in NY	2020	They wanted to schedule meetings in LA 5-6 pm but I was not able to do so. I was not able to do so. I was not able to do so.
15/07/2023 23:11:56	SunMoon	Background Artist	Yes	Nice to be for	Healthy Working Hours, Flexible Working Hours, Good Supervisors, Creatively Unfulfilling Projects	\$1,000	Ireland, UK	2023	This was the work in the park. I truly highly recommend working for SunMoon. Everyone is lovely.
15/07/2023 23:16:42	Cartoon Station	2d animator	Only if they have no other choice	Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad Supervisors (Unclear Instructions, Intimidation etc.), Creatively Unfulfilling Projects.	Unlucky, HR Management, WFH	2000 Ireland	Ireland	2021	The projects might be only but they work ethics was not
15/07/2023 23:20:08	studio realea	2D animator	Yes	Disorganization	Healthy Working Hours, Flexible Working Hours, Good Supervisors, Creatively Unfulfilling Projects	2000 euro per month	Ireland	2022	Pretty chill folks. I can get disorganized sometimes but overall it's a honest and healthy workplace.
15/07/2023 23:32:37	MoreFrames Animation	Intern	No	Low Pay, Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad Supervisors (Unclear Instructions, Intimidation etc.), Disorganization. There is no get paid when finished here	Unlucky, HR Management, WFH, Creatively Unfulfilling Projects		Erie, PA, US	2017	Absolute toxic boss. Insulters play favoritism. Absorbable waste of time.
15/07/2023 23:35:49	Framestore	3D Animator	No	Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad Supervisors (Unclear Instructions, Intimidation etc.)	Healthy Working Hours, Unlucky, HR Management, WFH, Good Supervisors, Creatively Unfulfilling Projects	68,000	London, UK	2022	Death on top of death only. The director disagreed with his direction. I was not ready to work and did not know what they were getting into. They were not ready to work and did not know what they were getting into.
15/07/2023 23:37:13	Nickelodeon	3D Painter	Yes	Low Pay, Too Much Work	Healthy Working Hours, Flexible Working Hours, WFH, Good Supervisors	213k/54 \$16	Burbank, US	2020-2023	Really happy to work at Nickelodeon. From a positive experience. I learned how to work in the industry. I was not ready to work and did not know what they were getting into. They were not ready to work and did not know what they were getting into.
15/07/2023 23:31:42	Montydon		Only if they have no other choice	Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad Supervisors (Unclear Instructions, Intimidation etc.), Creatively Unfulfilling Projects, Disorganization.	WFH	25/hour	Los Angeles, UK	1	Everyone is trying there but no real management that doesn't know what they want but knows to stick everything.
15/07/2023 23:32:49	Blue Zoo	2D Rigger	Yes	Low Pay, Disorganization	Flexible Working Hours, WFH, Good Supervisors	4200 per mo	London, UK	2016-2020	I personally had a lovely time there, though I was purely WFH with a really lovely personally from who were very easy to be in touch with. My supervisors and I all the time now. I had heard from a friend who worked there that I had given some work that I had done and they were very happy to see it.
15/07/2023 23:33:57	Crowell Inc.	Step-motion artist	Only if they have no other choice	Low Pay, Bad Treatment (Bullying, Abuse, Intimidation etc.), Creatively Unfulfilling Projects, Disorganization.	Healthy Working Hours, Unlucky, HR Management	\$170 per hour	Portland, Oregon, USA	2015-2016	Disorganized NYCC in nice, but the time of your work experience depends heavily on your supervisor. While working as a PM I worked all the every day with an abusive Production Coordinator. While working as a PM I worked all the every day with an abusive Production Coordinator. While working as a PM I worked all the every day with an abusive Production Coordinator.
15/07/2023 23:41:42	Timonae	Production Assistant	Yes	Low Pay, Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad Supervisors (Unclear Instructions, Intimidation etc.)	Unlucky, HR Management, WFH, Creatively Unfulfilling Projects	\$700/week	NYC, US	2016-2020	Added the "Too Much Work" note in the production would occasionally get behind, leaving the production design team to catch up with more than 100 designers in progress at times. These times were very stressful, but the supervisor in the design department were always very understanding and tried to make things easier for us. The team micro-managed, always allowed to simply do my thing on my own schedule as long as it showed up for deadlines.
15/07/2023 23:46:03	Timonae	Designer (2D)	Yes	Too Much Work	Unlucky, HR Management, WFH, Creatively Unfulfilling Projects	\$1000/week	NYC, USA	2021	
15/07/2023 23:56:10	Cartoon Network		Only if they have no other choice	Low Pay, Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad Supervisors (Unclear Instructions, Intimidation etc.), Disorganization.	WFH			2014-2023	
15/07/2023 23:56:46	Pumpkin Animation	2d animator	Yes	Pay varies between projects but as a first job it is not great.	Healthy Working Hours, Flexible Working Hours, Unlucky, HR Management, Good Supervisors, Creatively Unfulfilling Projects	\$1000 month for 3000 hrs	Ireland, UK	2016	A great studio that was a good first step into the industry as it was my first job. Staff were friendly and understanding of a job that required a lot of discipline and they also did extremely well. I was not ready to work and did not know what they were getting into. They were not ready to work and did not know what they were getting into.
15/07/2023 06:06:24	Nelvana Studios	Coordinator	Only if they have no other choice	Low Pay, Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad Supervisors (Unclear Instructions, Intimidation etc.)	Creatively Fulfilling Projects	\$750/week	Burbank, Canada	2019-2020	Very chaotic upper management. Poor management, had coordinators doing tasks the working calendar, etc. was not in the area of doing things well. There were better folks than our members like machines, very low pay and paid overtime was very difficult to get.







Link for Submission	Company	Year Role & Security (Optional)	Would You Recommend to People to Work There?	Main Problems At the Company	Positives (Optional)	Pay Before The Crisis (Optional)	Location (Optional)	Years You Worked There	Additional Notes (Optional)	
<a href="#">Link for Submission</a> <a href="#">Submission Instructions</a> <a href="#">FAQ</a> <a href="#">Privacy Policy</a> <a href="#">Terms of Service</a>				<p>↳ To filter submissions by status, date of submission or location</p> <p>↳ Filter by location</p> <p>↳ Filter by date</p> <p>↳ Filter by status</p>	<p>Thank you all for the contributions! Contact <a href="mailto:animator.workers@gmail.com">animator.workers@gmail.com</a> to request change</p>					
16/07/2023	19.10.00	Jam Film	2D Senior Animator	Yes	Low Pay, Creative/Unfulfilling Projects. They do the 9-5 as a family gig but their and their vacation options are very limited.	Healthy Working Hours, Flexible Working Hours, WFH, Good Supervisors, Creatively Fulfilling Projects	120kweek (HR) in 25k2	New Scotia, Canada	2020	<p>Management was an attempt at unlearning. When it was a very unpleasant side to a lot of management and the owners, except for their managing and indirect threats such as being required to assist themselves in the process if they unlearned. Who normally they are great, the experience made me realize how little they care about their workers safety.</p> <p>Honestly has been one of the few positive experiences I've had for working in the film industry. I'm working in a business in a very healthy, and the work is very creative. I've had a lot of fun and have grown a lot as an animator. I really appreciate being able to WFH, and that they brought me on full-time even though I don't live in Canada. I don't have being pregnant from the U.S., but they have been very understanding especially given the cost of long-hauling of the industry there. I don't know if I would get the full back again through an another production.</p> <p>Only concern I've had was being asked to do an unpaid ad but then not getting paid for it and some creative as a creative project was creative ideas when I thought I'd be the producer. Also the schedule/working can be overwhelming at times and can be hard to balance. They have been always very understanding though, and they have been very helpful in bringing or extra help when we need it, so that has definitely helped. We also have the option of paid off but we were pressured to take it if we're not comfortable. Overall I've had a pretty good experience. I definitely work here again and would recommend the studio.</p> <p>Timeline is definitely mixed. As someone without prior experience working in animation I've had a great time getting to know the pipeline and I would not have without having some experience. I think it's a good idea to have some experience in the industry before joining, but that's not a hard rule. It's not a bad idea to become a coordinator since the people who did the most work get regular pay increases, no vacation during filming. Due to being WFH there isn't really an opportunity to get more social/familiar with people though. I imagine people who come to the office have better experience.</p> <p>I still do more on my current show than my last gig, but it's not enough to justify a pay increase. Even though one of my best is catching animation errors in FXs to help out the director and release.</p> <p>I'm involved and lead a lot. I have no empathy when I get off work, and I'm worried about asking for help because I don't want to bring down the mood of my team, but I haven't had my contributions don't make much of a difference. Rates are out of the question for almost everyone at the moment due to budget constraints.</p>
16/07/2023	19.22.54	Cartoon Network	Background Painter	Yes	Too Much Work	Understanding HR/Management, WFH, Good Pay, Good Supervisors, Creatively Fulfilling Projects	\$2189.60/week	Ramona (US)	2020-2023	<p>Timeline is definitely mixed. As someone without prior experience working in animation I've had a great time getting to know the pipeline and I would not have without having some experience. I think it's a good idea to have some experience in the industry before joining, but that's not a hard rule. It's not a bad idea to become a coordinator since the people who did the most work get regular pay increases, no vacation during filming. Due to being WFH there isn't really an opportunity to get more social/familiar with people though. I imagine people who come to the office have better experience.</p> <p>I still do more on my current show than my last gig, but it's not enough to justify a pay increase. Even though one of my best is catching animation errors in FXs to help out the director and release.</p> <p>I'm involved and lead a lot. I have no empathy when I get off work, and I'm worried about asking for help because I don't want to bring down the mood of my team, but I haven't had my contributions don't make much of a difference. Rates are out of the question for almost everyone at the moment due to budget constraints.</p>
16/07/2023	19.30.42	Timonae NYC	Production Assistant	No	No other choice / as just starting out in animation	Low Pay, Disorganization	\$1500 per 2 weeks	Brooklyn, NY	2022 - present	<p>Some projects were not done in under 2 months even though I had a salary was 2000/week.</p>
16/07/2023	19.33.37	Copernicus	Senior Animator	No	Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Inflexible Hours or No WFH, Bad Supervisors (Unclear Instructions, Intimidation etc.), Disorganization	WFH	700 Mexico		2020	<p>There is no job growth. They only look at your mistakes. There is no wage increase. Mobbing was a common occurrence.</p>
16/07/2023	19.33.37	Starbuck (Sag-Motion Sisk)		No	Low Pay, Bad Treatment (Bullying, Abuse, Intimidation etc.), Disorganization	WFH	700 Mexico		2020	<p>There is no job growth. They only look at your mistakes. There is no wage increase. Mobbing was a common occurrence.</p>
16/07/2023	20.00.14	Alma Estudios	Composer	Only if they have no other choice	Low Pay, Bad Treatment (Bullying, Abuse, Intimidation etc.), Inflexible Hours or No WFH, Bad Supervisors (Unclear Instructions, Intimidation etc.), Disorganization	WFH	700 Mexico		2020	<p>There is no job growth. They only look at your mistakes. There is no wage increase. Mobbing was a common occurrence.</p>
16/07/2023	20.06.58	Animatrix Animation	Story Artist	Yes	No complaints, it was just a bad freelance gig	Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Inflexible Hours or No WFH, Bad Supervisors (Unclear Instructions, Intimidation etc.), Disorganization		UK		<p>From a freelancer perspective, they were super organized. Flexible director and production staff. Excellent project, very clear on what I had to do. Smoothed project workflow in a while.</p>
16/07/2023	20.07.31	Lighthouse Studios	Background Artist	No	Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Inflexible Hours or No WFH, Bad Supervisors (Unclear Instructions, Intimidation etc.), Disorganization	WFH, Good Pay	1200 Mexico		2021	<p>The supervisor is very rude, he insults you all the time, and the producers support him, they say "No it's his job".</p> <p>Very unclear to WFH, good systems in place to make sure you get to work every week, but communication could be improved. Pay could be better, particularly for animators, need to be guaranteed more 2D projects.</p>
16/07/2023	20.12.18	Equipe Sento		No	Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Inflexible Hours or No WFH, Bad Supervisors (Unclear Instructions, Intimidation etc.), Disorganization	WFH, Good Pay	1200 Mexico		2021	<p>The supervisor is very rude, he insults you all the time, and the producers support him, they say "No it's his job".</p> <p>Very unclear to WFH, good systems in place to make sure you get to work every week, but communication could be improved. Pay could be better, particularly for animators, need to be guaranteed more 2D projects.</p>
16/07/2023	20.14.44	Blue Zoo	Designer	Yes	Pay could be improved.	Healthy Working Hours, Flexible Working Hours, WFH, Good Supervisors, Creatively Fulfilling Projects	30000 Ramona, US		2021-2022	<p>I was fed for complaining about unpaid overtime and refusing to do more after being threatened by supervisor and producer.</p> <p>Too much work for the amount of money. I get 11 minutes of a crowd shot heavy, vehicle heavy, and action heavy scene in 6 weeks!</p>
16/07/2023	20.24.21	Tomsonian	Background Artist	No	Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Inflexible Hours or No WFH, Bad Supervisors (Unclear Instructions, Intimidation etc.), Disorganization	WFH	1700K GPO monthly Toronto, Canada		2023	<p>I was fed for complaining about unpaid overtime and refusing to do more after being threatened by supervisor and producer.</p> <p>Too much work for the amount of money. I get 11 minutes of a crowd shot heavy, vehicle heavy, and action heavy scene in 6 weeks!</p>
16/07/2023	20.26.37	WildBrain	Storyboard Artist	Only if they have no other choice	Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Inflexible Hours or No WFH, Bad Supervisors (Unclear Instructions, Intimidation etc.), Disorganization	WFH	1800 CAD weekly	Canada	2022	<p>Please let them know what are the standard rates in the whole world for each and every position. Super low pay!</p> <p>The new in charge made a decision rapidly to do WFH. Did not consult any of the 3 artists who were blocked at work no warning when they didn't want to be involved with WFH. Had to work remotely. One artist took over 100 days of work completed and the owner had to be contacted to get the work done. The owner was very rude and disrespectful. The owner was very rude and disrespectful. The owner was very rude and disrespectful.</p>
16/07/2023	21.00.11	Foodservice Inc	Artist, 2D Animator	No	Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Inflexible Hours or No WFH, Bad Supervisors (Unclear Instructions, Intimidation etc.), Disorganization	Flexible Working Hours, WFH	2500 EU (19k) Ireland		2023	<p>Great colleagues and also offered benefits &amp; PPOD matching. But there's a real management problem with a head of the HR department. The same person is a former HR, but regularly doing unpaid overtime was just part of getting your head as a former HR in the industry and HR did nothing about it. Head of the team was wonderful though and would recommend the studio otherwise.</p> <p>Extremely nice and understanding business owners. Communication was very strong and they never had a problem treating people the same or helping out with technical issues. They were very helpful and understanding. They were very helpful and understanding.</p>
16/07/2023	21.00.20	WildBrain	Junior	Yes	Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Inflexible Hours or No WFH, Bad Supervisors (Unclear Instructions, Intimidation etc.), Disorganization	Understanding HR/Management, WFH, Good Pay, Good Supervisors	\$1250 Per Week	Hamilton, Canada	2022	<p>The company did not do a rough health check in all the bad news despite how long it's been. It has been a problem with disorganization and poor communication. Artists have been given no work. I was asked to do extra work for no extra pay. I was asked to do extra work for no extra pay.</p> <p>They were very helpful and understanding. They were very helpful and understanding. They were very helpful and understanding.</p>
16/07/2023	21.16.47	Pipeline Studios	2D Animator	Yes	Too Much Work, Creatively Unfulfilling Projects	Understanding HR/Management, WFH, Good Pay, Good Supervisors	\$1250 Per Week	Hamilton, Canada	2022	<p>The company did not do a rough health check in all the bad news despite how long it's been. It has been a problem with disorganization and poor communication. Artists have been given no work. I was asked to do extra work for no extra pay. I was asked to do extra work for no extra pay.</p> <p>They were very helpful and understanding. They were very helpful and understanding. They were very helpful and understanding.</p>
16/07/2023	21.38.40	Spendthrifts Toons	2D Animator	Only if they have no other choice	Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Inflexible Hours or No WFH, Bad Supervisors (Unclear Instructions, Intimidation etc.), Disorganization	WFH	\$60.40 per second of animation		2020-2022	<p>I have a very consistent workload for many years and an expected to lead a 5-10 person studio job but without the pay of benefits of one. In the past when I was based there I was able to find other work. They were very helpful and understanding. They were very helpful and understanding.</p> <p>I was asked to do extra work for no extra pay. I was asked to do extra work for no extra pay.</p>
16/07/2023	21.38.44	Moontop	Freelance 2D Animator	Only if they have no other choice	Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Inflexible Hours or No WFH, Bad Supervisors (Unclear Instructions, Intimidation etc.), Disorganization	Creatively Fulfilling Projects	Roughly \$50/hr	LA, California, US	2021-2023	<p>It's just been so demoralizing for all of us to experience this complete disregard for our well-being. We have a team of 10 of which have very professional and healthy a healthier office culture, and plenty of employees across the board who have been asking for better working conditions, but we've been backed out of every step of the way. I'm not sure if it's a good idea to become a coordinator since the people who did the most work get regular pay increases, no vacation during filming. Due to being WFH there isn't really an opportunity to get more social/familiar with people though. I imagine people who come to the office have better experience.</p> <p>I still do more on my current show than my last gig, but it's not enough to justify a pay increase. Even though one of my best is catching animation errors in FXs to help out the director and release.</p> <p>I'm involved and lead a lot. I have no empathy when I get off work, and I'm worried about asking for help because I don't want to bring down the mood of my team, but I haven't had my contributions don't make much of a difference. Rates are out of the question for almost everyone at the moment due to budget constraints.</p>
16/07/2023	21.43.15	Timonae	Freelance 2D Animator	Yes	Low Pay	Healthy Working Hours, Flexible Working Hours, WFH, Good Supervisors	\$1900/week	LA, California (remote)	2022	<p>I worked on a short term project as a 2D animator. My work was excellent, and the team was very helpful and understanding. They were very helpful and understanding.</p> <p>They were very helpful and understanding. They were very helpful and understanding. They were very helpful and understanding.</p>
16/07/2023	21.48.11	Cartoon Saton	LAYOUT Artist	Only if they have no other choice	Low Pay, Disorganization	Good Supervisors			2023	<p>Very consistent workload for many years and an expected to lead a 5-10 person studio job but without the pay of benefits of one. In the past when I was based there I was able to find other work. They were very helpful and understanding. They were very helpful and understanding.</p> <p>I was asked to do extra work for no extra pay. I was asked to do extra work for no extra pay.</p>
16/07/2023	22.00.14	Studio SmokeScreen	2D Animator & Clean Up Artist	Yes	Fluctuating pay per client budget	Healthy Working Hours, Flexible Working Hours, WFH, Good Supervisors, Creatively Fulfilling Projects, Extra crew and animators in a studio		Durham, California, US	2022-2023	<p>Production Crew and Creative Leads are fantastic, but really all staff we encountered are very friendly and supportive. I work for the Director for 2D animation. I work for the Director for 2D animation. I work for the Director for 2D animation.</p> <p>They were very helpful and understanding. They were very helpful and understanding. They were very helpful and understanding.</p>
16/07/2023	22.08.36	Mighty Animation	Freelance 2D Animator	Only if they have no other choice	Low Pay, Too Much Work, Disorganization	Flexible Working Hours, WFH		Ramona	2023	<p>They are for WFH light deadlines for very little pay.</p> <p>Overworked, underpaid, same sign and done. Without well paid meetings and even to learn some show without approved credits and just to meet deadlines. Supervisors tend to be upper management about issues, always asking others who they are concerned about the conditions. I don't know how long they have been working there. I don't know how long they have been working there.</p>
16/07/2023	22.16.47	Revelance Studios	Junior Animator	No	Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Inflexible Hours or No WFH, Bad Supervisors (Unclear Instructions, Intimidation etc.), Disorganization	Healthy Working Hours, Flexible Working Hours, WFH, Good Pay, Good Supervisors	\$23 hourly	Texas, USA	2024	<p>I was asked to do extra work for no extra pay. I was asked to do extra work for no extra pay.</p> <p>They were very helpful and understanding. They were very helpful and understanding. They were very helpful and understanding.</p>
16/07/2023	22.18.17	Cafecolab/Blue Studios	Storyboard/Animator	No	Low Pay, Bad Treatment (Bullying, Abuse, Intimidation etc.), Inflexible Hours or No WFH, Bad Supervisors (Unclear Instructions, Intimidation etc.), Disorganization	Healthy Working Hours, Flexible Working Hours, WFH, Good Pay, Good Supervisors	\$25-428 hourly	Texas, USA	2022-2023	<p>Production Crew and Creative Leads are fantastic, but really all staff we encountered are very friendly and supportive. I work for the Director for 2D animation. I work for the Director for 2D animation. I work for the Director for 2D animation.</p> <p>They were very helpful and understanding. They were very helpful and understanding. They were very helpful and understanding.</p>
16/07/2023	22.38.36	Outback OVX	Character Rigger	Only if they have no other choice	Low Pay, Bad Treatment (Bullying, Abuse, Intimidation etc.), Inflexible Hours or No WFH, Bad Supervisors (Unclear Instructions, Intimidation etc.), Disorganization	Healthy Working Hours, Flexible Working Hours, WFH, Good Pay, Good Supervisors		Baltimore MD, US	2022	<p>My concerns have been forced to TAKE ATTENTION for their teams on random days and when they are in office. Some team leads and an introduction and thanks to get people's attention. I heard that a very valued team member had experienced a death in the family and was unable to work for a few months to handle the estate. But the only person who was able to take that time was a team member who was not even a member of the team. They were very helpful and understanding. They were very helpful and understanding.</p> <p>I was asked to do extra work for no extra pay. I was asked to do extra work for no extra pay.</p>
16/07/2023	22.54.52	Reverent	Midweight Motion Designer	No	Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Inflexible Hours or No WFH, Bad Supervisors (Unclear Instructions, Intimidation etc.), Disorganization	Creatively Fulfilling Projects	\$30 per day	Chicago, Ireland		<p>I was asked to do extra work for no extra pay. I was asked to do extra work for no extra pay.</p> <p>They were very helpful and understanding. They were very helpful and understanding. They were very helpful and understanding.</p>
16/07/2023	22.55.42	Assessme Inc.	Rigging Artist	Yes	Not enough projects to keep people on year round, long timeline.	Healthy Working Hours, Flexible Working Hours, WFH, Good Pay, Good Supervisors, Creatively Fulfilling Projects	\$1200 a week USD (High end for the US)	Atlanta, GA United States	2022-2023	<p>Wonderful studio to work for when they have projects! Creating my fingers they get more longer term work in the near year.</p>





Link for Submission	Year	Company	Year Role & Security (Optional)	Would You Recommend People to Work There?	Main Problems At The Company	Positives (Optional)	Pay Before The Crisis (Optional)	Location (Optional)	Years You Worked There	Additional Notes (Optional)
<a href="#">Link for Submission</a>	2022				Thank you all for the contribution! Contact animation.workers@gmail.com to request changes					
17/07/2023	11:50:58	Tomason	Animator	No	Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad Supervisors (Unclear Instructions, Intimidation etc.), Disorganization, Director has no idea what is happening due to production's own issues		2500	Tenerife, Spain	2020-2022	Even though production has an odd amount of "visible power" in the company, it doesn't mean that lower positions to production are less than their own. They understand the value and have had to leave due to depression and ultimately did not return. Also, I think they still don't have a real HR department.
17/07/2023	12:00:07	Tomason	Animator	No	Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Creative/Unfulfilling Projects, Disorganization, Director has no idea what is happening due to production's own issues		2500	Tenerife, Spain	2020-2022	Even though production has an odd amount of "visible power" in the company, it doesn't mean that lower positions to production are less than their own. They understand the value and have had to leave due to depression and ultimately did not return. Also, I think they still don't have a real HR department.
17/07/2023	12:04:56	Seed Animation Studio	Animator	Yes	No problems	Flexible Working Hours, WFH, Good Pay, Good Supervisors, Creatively Fulfilling Projects		London, UK	2022	Management is relaxed and trusting, they have lots of respect for the artist. Interesting projects and good pay.
17/07/2023	12:43:33	Lake Night Cartoons	2D Animator, Storyboard Artist	Only if they have no other choice	Too Much Work, Bad Supervisors (Unclear Instructions, Intimidation etc.), Creative/Unfulfilling Projects, Disorganization	Good Pay	\$300/day	New York City, USA	2019-2021	Management is relaxed and trusting, they have lots of respect for the artist. Interesting projects and good pay.
17/07/2023	12:50:53	Strange Beast	Junior 2D + Cleanup	Yes	Disorganization, Many projects cancelled without communication	Healthy Working Hours, Flexible Working Hours, Understanding HR/Management, WFH, Good Pay, Good Supervisors, Creatively Fulfilling Projects	8000 monthly	London, UK	2021 + 2023	Always been very agreeable and creatively fulfilling to work with - supervisors are highly professional and deal with feedback.
17/07/2023	13:16:08	The Hive studios	2D rig animator	Yes	Low pay, not enough projects	Understanding HR/Management, Good Supervisors	8000 monthly (8hr work day)	Brazil	2022	Always been very agreeable and creatively fulfilling to work with - supervisors are highly professional and deal with feedback.
17/07/2023	13:36:31	Lighthouse Studios	Layout Artist	Yes, but only if you are a layout artist and you are not going to work in a studio that is not going to pay you for your work. If you are not going to work in a studio that is not going to pay you for your work, then you should not work there.	Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Inflexible Hours or No WFH, Bad Supervisors (Unclear Instructions, Intimidation etc.), Creative/Unfulfilling Projects, Disorganization, Non-competitive HR Department	Healthy Working Hours, Flexible working hours but only if you work remotely for it, I never come from there	8000/m	London, UK	2019-2023	Positive: Great people to work with, nice and incredibly talented crew, some supervisors are great at their jobs, good reviews and fun to work with. The studio makes an effort to make sure that the crew is happy and that the work is interesting. The studio makes an effort to make sure that the crew is happy and that the work is interesting.
17/07/2023	14:02:58	Cineaste	Senior 2D Animator	Yes	Nothing to mention	Healthy Working Hours, Flexible Working Hours, Understanding HR/Management, WFH, Good Pay, Good Supervisors	1000 CAD / yr	Montreal, Canada		Overall things are pretty good, there has been a definite improvement over the years, under the management of the current team that took over from the previous one. The studio makes an effort to make sure that the crew is happy and that the work is interesting.
17/07/2023	14:03:39	Cineaste	3D Animator	Depends on the project	Creative/Unfulfilling Projects	Healthy Working Hours, Flexible Working Hours, Understanding HR/Management, WFH	85k CAD / year	Montreal, Canada	4-6 years	Everyone is nice, it's not too stressful, I never had to put in a really long work week. I've been there for 4-6 years and I've never had a bad day. I've never had a bad day.
17/07/2023	14:09:41	Tomason	Mid Animator	Only if they have no other choice	Low Pay, Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad Supervisors (Unclear Instructions, Intimidation etc.), Disorganization, Director's work life balance is not good for the company or you're not seen as a passionate member	Flexible Working Hours, WFH		Tenerife, Spain	2021-2023	Disorganization: Managers have to be able to take care of their own work and not be too busy to take care of their own work. They have to be able to take care of their own work and not be too busy to take care of their own work.
17/07/2023	14:49:36	Kuragevish in a Nabe!	Senior 2D Animation Designer	Only if they have no other choice	Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Disorganization, Director's work life balance is not good for the company or you're not seen as a passionate member	Creatively Fulfilling Projects		Munich, Germany	2-3 years	Good team crew were great, very talented and there was some opportunity to step up or across to other departments. Bad: there was a disconnect between the production and floor, projects were cancelled or postponed without notice for a lot of stuff.
17/07/2023	15:06:28	Sakana South	Junior	Only if they have no other choice	Low Pay, Too Much Work	WFH, Good Supervisors	400 pw	Belfast, Northern Ireland	2020-2021	I made great friends here and enjoyed living in Kilburn but the studio had a lot of issues that were not my own. I was there for 2 years and I enjoyed it. I was there for 2 years and I enjoyed it.
17/07/2023	16:14:23	Brown Bag Films	Lead 3D paint layout and backup design	Yes	Creative/Unfulfilling Projects	Healthy Working Hours, Flexible Working Hours, WFH	120k/year	Jersey, Canada	2022-current	Working for Kurosawa has been fun, some times deadlines are difficult to achieve but have never been a problem over time or weekends. I have managed to increase my wages year on year very incrementally. But most importantly, I have a great team to work with.
17/07/2023	16:15:17	Lighthouse Studios	Background Painter	No	Low Pay, Bad Supervisors (Unclear Instructions, Intimidation etc.), Disorganization, Director's work life balance is not good for the company or you're not seen as a passionate member	Friendly Staff	€2200-4200	Ireland	2019-2021	Disorganization: Managers have to be able to take care of their own work and not be too busy to take care of their own work. They have to be able to take care of their own work and not be too busy to take care of their own work.
17/07/2023	16:18:03	Kaxveler	Senior 2D Rigger	Yes	Low Pay, Bad Supervisors (Unclear Instructions, Intimidation etc.), Disorganization, Director's work life balance is not good for the company or you're not seen as a passionate member	Healthy Working Hours, Flexible Working Hours, Understanding HR/Management, WFH, Good Pay, Good Supervisors	€25k a week	Dublin, Ireland	2019-2023	They will tell you when there is no work and very little indication of upcoming projects, but there isn't.
17/07/2023	16:52:53	Lighthouse Studios	Mid 2d Animator	Only if they have no other choice	Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad Supervisors (Unclear Instructions, Intimidation etc.), Disorganization, Director's work life balance is not good for the company or you're not seen as a passionate member	Healthy Working Hours, Flexible Working Hours, Understanding HR/Management, WFH, Good Pay, Good Supervisors	2800		1-3 years	Once getting all the prep work and the normal amount to do, I started having some anxiety issues and the supervisor came to ask what was happening that my production got lower always on the 3rd production. I had been to work with the supervisor and they were not of any help. I was not of any help. I was not of any help.
17/07/2023	16:59:35	Illumination	Mid 3d Animator	Yes but with interest and acknowledgement of problems there	Low Pay, Bad Treatment (Bullying, Abuse, Intimidation etc.), Inflexible Hours or No WFH, Bad Supervisors (Unclear Instructions, Intimidation etc.), Disorganization, Director's work life balance is not good for the company or you're not seen as a passionate member	Healthy Working Hours, Flexible Working Hours, Understanding HR/Management, WFH, Good Pay, Good Supervisors		Paris, France	2019 to 2020	Disorganization: Managers have to be able to take care of their own work and not be too busy to take care of their own work. They have to be able to take care of their own work and not be too busy to take care of their own work.
17/07/2023	17:00:48	Not Just Music (NJM)	Lighting and Comp Supervisor/Lead	Only if you're truly passionate and not just for the money	Low Pay, Bad Treatment (Bullying, Abuse, Intimidation etc.), Disorganization	Company paid taxes, housing and services	1800 EUR - Free of tax	Milan, Italy	5 Months	Last time that I spoke with one of my old colleagues, all the lighting and comp for the first part of the project "which was done and ready to finish" had started again from scratch.
17/07/2023	17:13:07	Tomason	3D Artist	Depends on the project	Disorganization	WFH	\$500 weekly	California, US	2022	Did work for several urban shows but was never asked to join the union
17/07/2023	17:16:36	Law Corporate Production Sdn Bhd	Senior Animator	Only if they have no other choice, usually not recommended at all	Low Pay, Bad Treatment (Bullying, Abuse, Intimidation etc.), Disorganization, Director's work life balance is not good for the company or you're not seen as a passionate member	Stable salary		Malaysia	2002-2018	Spent 3 years out of 5 years in making a film, once resigned and credit will be gone. Early days in the industry and even I saw production in complete chaos. These animators before they should have had and had up to 2 weeks unpaid leave. Then after coming back from unpaid leave, they got 2 weeks late and now we haven't been paid for the month of all 3 weeks and counting. Oh and they fired half the animation team after all this has been happening.
17/07/2023	17:21:07	Daily Madness Production	2D Animator	No	Low Pay, Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad Supervisors (Unclear Instructions, Intimidation etc.), Disorganization	Healthy Working Hours, Flexible Working Hours, Understanding HR/Management, WFH, Good Pay, Good Supervisors, Creatively Fulfilling Projects	2000/2800 Euro's Monthly	Ireland	2023 (only a year)	Had to call in wasn't expected to work because we haven't been paid but then eventually managed about getting work done. I even had one of my 3D/Animation Director cancel my contract and I was not of any help. I was not of any help.
17/07/2023	17:31:15	Jam Filed	Senior Animator	Yes	A new location closer to good food and fun stuff would be good	Healthy Working Hours, Flexible Working Hours, Understanding HR/Management, WFH, Good Pay, Good Supervisors	78000	Ottawa, Canada	6	New downtown studio please!
17/07/2023	17:34:13	Nickelodeon	Script Coordinator	Yes	Low Pay, Disorganization. A lot of the supervisors are newbies or just simply don't know how to do their job	Healthy Working Hours, Flexible Working Hours, Understanding HR/Management, WFH, Good Pay, Good Supervisors, Creatively Fulfilling Projects	1100week (10k a hr for this position)	LA, US	3	Great studio that while frustrating because of the lack of contracts in taking time to grow and make sure to do everything right for its employees.
17/07/2023	17:37:18	Studio Muala	Mid Cleanup Artist	Yes	Low Pay	Healthy Working Hours, Flexible Working Hours, Understanding HR/Management, WFH, Good Pay, Good Supervisors, Creatively Fulfilling Projects, Great Social environment beyond outside work hours	130k per day/ 850k per week/ 200k+ per Month	Ireland, US	2022	Healthy sense of pride from the company seems to still exist with projects they believe in while maintaining a healthy environment for their employees.
17/07/2023	17:40:15	Pop Paper City	Mid Animator	Avoid all costs	Low Pay, Bad Treatment (Bullying, Abuse, Intimidation etc.), Inflexible Hours or No WFH, Bad Supervisors (Unclear Instructions, Intimidation etc.), Disorganization	Creatively Fulfilling Projects	€21,000/mo	Bournemouth, UK	1.5	Conversely trying to foster creativity with the Media Mix projects. This also helps with cash flow for some employees between projects.
17/07/2023	17:42:17	Outbox Animation	Storyboard Reviser	Only if they have no other choice	Low Pay, Bad Treatment (Bullying, Abuse, Intimidation etc.), Inflexible Hours or No WFH, Bad Supervisors (Unclear Instructions, Intimidation etc.), Disorganization	Healthy Working Hours, Flexible Working Hours, Understanding HR/Management, WFH, Good Pay, Good Supervisors	\$1875.50/week	Chandler, CA, US	2022-current	While pay is a little low they have been to actually increase it, which I believe based on past actions by the studio as they have always made realistic promises and goals.
17/07/2023	17:45:23	By Bad Box Animation Studios	Mid Layout Artist	No	Low Pay, Bad Treatment (Bullying, Abuse, Intimidation etc.), Inflexible Hours or No WFH, Bad Supervisors (Unclear Instructions, Intimidation etc.), Disorganization	Good Pay	\$63,000/CAD	Canada	5 months - 2023	Regardless of the Australian Animation name tied to it, it's an awful place to work and exploits their production in an unsustainable way.
17/07/2023	17:45:54	Cartoon	Freelance Director/Animator	Only if they have no other choice, usually not recommended at all	Low Pay, Too Much Work, Bad Supervisors (Unclear Instructions, Intimidation etc.), Disorganization	WFH as a freelance director you get some might be better than the rest but you still need to be able to take care of your own work. You can't take care of your own work. You can't take care of your own work.		remote- NY, USA	2023	The company is just extremely chaotic and disorganized. While my pay and treatment are good, I have never been there. The studio makes an effort to make sure that the crew is happy and that the work is interesting.
17/07/2023	17:46:23	Mercury Films/rocks	Subtit artist	Only if they have no other choice	Low Pay, Too Much Work, Bad Supervisors (Unclear Instructions, Intimidation etc.), Disorganization	WFH, Creatively Fulfilling Projects	115k weekly	Ottawa, Canada	2019-2023	While pay is a little low they have been to actually increase it, which I believe based on past actions by the studio as they have always made realistic promises and goals.
17/07/2023	17:51:04	Roadster Teeth	Animator	No	Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad Supervisors (Unclear Instructions, Intimidation etc.), Disorganization	WFH, Good Pay, Good Supervisors	55k annual	Austin TX, US	2016-2020	While pay is a little low they have been to actually increase it, which I believe based on past actions by the studio as they have always made realistic promises and goals.
17/07/2023	17:54:39	Realtime Barcelona			Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad Supervisors (Unclear Instructions, Intimidation etc.), Disorganization	Good Pay		Spain	Months	No amount of money they pay you is worth the physical and mental torture you'll get through. Personally, I don't think it's worth it. The studio does offer you some benefits and a challenging, straight up job to your face, being laid back and supervisors who are there to help you. It's not a bad place to work. It's not a bad place to work.
17/07/2023	17:55:52	Lighthouse Studios	Lead Animator	No	Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad Supervisors (Unclear Instructions, Intimidation etc.), Disorganization	Some really good folk	80000 monthly	London, UK	2021	Disorganization: Managers have to be able to take care of their own work and not be too busy to take care of their own work. They have to be able to take care of their own work and not be too busy to take care of their own work.















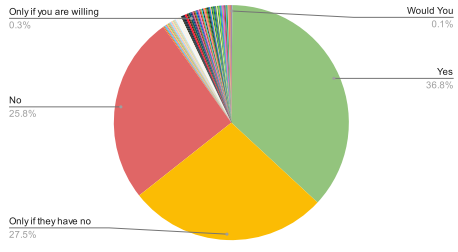






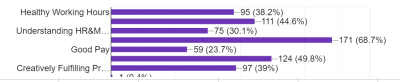
Timestamp	Company	Your Role & Security Clearance	Would You Recommend People To Work There?	Main Problems At The Company	Positives (Optional)	Pay Below The Market (Optional)	Location (Optional)	Years You Worked There	Additional Notes (Optional)
15/02/2024 14:45:51	GLM Asia Film, Bhd	Intern 2D Animator/Painter	No (7/5)	Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad Supervisors/Unfair	WFH, Creatively Fulfilling	only RM800 per month	Malaysia	2023-2024	A lot of stuff in the group chat leaves to be funny because even if it's a simple mistake without an element of malice, and really angry, no wonder I see people as arrogant on the same content.
15/02/2024 22:11:58	Feed Forward Light	artist	No	Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Inflexible Hours or No WFH/Remote				2023	The environment was plagued by terrible treatment and micro-management, with long hours that went unpaid and uncompensated. The atmosphere was highly unprofessional, marked by racist comments and a distinct lack of inclusivity. The disorganization was rampant, with no
21/02/2024 13:18:58	Redbox FX	animator	Only if they have no other options	Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad Supervisors (Unclear Instructions, Intimidation or Harassment)				2023	Talented and passionate supervisors and artists. Unlabeled upper management on business decisions.
21/02/2024 18:38:54	Tapped Canada	3D	No	Low pay, bad business management, unpaid overtime				2023	The employees are extremely talented but unfortunately they're being led by a boss who isn't afraid of throwing his own employees under the bus to avoid taking accountability for how disorganized his studio is. No pay for interns, an unprofessional "bro" culture
22/02/2024 13:33:37	Pivotal studios	- [5]	No	Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Intimidation or Harassment				2023-2024	The employees are extremely talented but unfortunately they're being led by a boss who isn't afraid of throwing his own employees under the bus to avoid taking accountability for how disorganized his studio is. No pay for interns, an unprofessional "bro" culture
24/02/2024 18:48:41	EGM Studio	3D Animator	Only if they have no other options	Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Intimidation or Harassment				8 months	Disorganized production, bad time management, one of the projects of the company fell through and had to fire most of the employees without prior notice, and up to this day, they own them money. The production I was on was stressful, at the end of the project we had a lot of extra (I joined this company before I graduated from my college, this is my first job, I really excited, but when I start working here I feel like I'm useless, like how can I not know everything about animation, storyboard etc. No one can teach me about my work, I must study everything by myself if you want to work in this project, can learn about, and don't have problem with money... is on TV working here
16/07/2024 10:20:55	KUMATA	Storyboard Artist	No, For me no, but if you have no other options	Low Pay, Disorganization, Bad Management, 1 male working Good Supervisors, Good at around 247 USD				2022 Now	Terrible working experience! Chief I can't even other people not to go there through this form. The bosses had no clue of how an animation pipeline should work. They were asking for insane things with deadlines that were impossible to meet. And because "the deal with the client", the project I was on was behind schedule because I was even hired, so there was no flexibility or deadline and everyone was stressed across the board. That said, the people there are lovely and try to guide you for them again I got the opportunity
26/07/2024 13:55:09	Zuam Media	Storyboard Artist	No	Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad Supervisors (Unclear Instructions/Lack of Communication)				2022	They work at the corporate storyboard level to build basically an entire season of a show
27/07/2024 12:51:02	Blue Zoo	Storyboard Artist	Yes	Too Much Work, Disorganization	Good Supervisors			2023	During my short time at Hotel Hungaria, their behavior was as aggressively bad their brand new Animation Head was pressed to step down. They're just entering the animation sphere, but no one at the company has any understanding of (or seeming respect for) the field aside for
27/07/2024 12:51:02	Hotel Hungaria	Storyboard Artist	No	Low Pay, Bad Treatment (Bullying, Abuse, Intimidation etc.), Intimidation or Harassment				2023	They work at the corporate storyboard level to build basically an entire season of a show
28/07/2024 10:06:42	Nesma Animation	Storyboard Artist	No	Low Pay, Bad Treatment (Bullying, Abuse, Intimidation etc.), Intimidation or Harassment				2024	This is a great company, the salary might not be the best but they have such a wonderful team. You feel really welcomed from the beginning. The projects are good and most of them are well organized, sometimes it can feel a bit monotonous.
08/02/2024 09:43:35	Harcho	RHD Developer	Yes	Low Pay	Healthy Working Hours, Flex 24000€ per year			2022 2023	They try to hire junior profiles to do all the work in every department. The salary is ridiculously low for a junior doing the job of a senior or even a supervisor. As long as you stay and keep trying they are not going to hire anyone else to help, you will end up burnt out. They keep fir
08/02/2024 09:48:58	Doubles Producciones	Junior Pipeline Developer	Yes	Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Intimidation or Harassment	Healthy Working Hours, Good at around 247 USD			2020 2021	They try to hire junior profiles to do all the work in every department. The salary is ridiculously low for a junior doing the job of a senior or even a supervisor. As long as you stay and keep trying they are not going to hire anyone else to help, you will end up burnt out. They keep fir
13/02/2024 19:27:40	9x and LIGHT	3D Animator	Yes	Creative Unfulfilling Projects	Healthy Working Hours, Flexible Working Hours/ Overtime			2024	to production on showrun role of frame a day but a very understanding team and super lovely bosses, never did any overtime, really old projects to work on
23/02/2024 14:58:40	Studio 302	3D	Only if they have no other options	Low Pay, Bad Supervisors (Unclear Instructions, Intimidation etc.), Intimidation or Harassment		€16 or less per approved frame		2023	disrespect communication regarding pay, really supervisor that tries to make you look bad, unclear instructions (I'm approved, actually I'm not approved, I'm bad, actually I'm good)
23/02/2024 19:11:24	Star Creative Studio	senior 3D animator	No	Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Intimidation or Harassment				2024	They're more you around projects at the time without asking. Some directors have no experience at all and they stress the whole team all the time. They calculate people working great hours, pulling them from the employees of the month. After your contract ends they would prefer to
27/02/2024 10:23:32	Mighty Animation	2D Rigger	Yes	Low Pay, Too Much Work, Disorganization, Production at Flexible Working Hours, Unltd 15k Annually				4+	I wish the studio would appreciate more the artist they are working with, as it seems that client has the priority on all matters and is able to push without resistance causing unnecessary crunch time to the production departments.
10/02/2024 21:51:52	Zuam Studio	Character Animator	Yes	Low Pay, Disorganization	Healthy Working Hours, Flex (Flexworking) 400 remote			2021 - Current	Please note that our work depends on the number of clients we have at any given time. Payment is fluctuating - sometimes I earn \$1,000 per week, and other times only \$200. We communicate directly with Zuhair CEO, and the work schedule is very flexible (you can even work from home).
23/02/2024 10:38:58	TV-DN Productions	Background artist	Only if they have no other options	Low Pay, Bad Treatment (Bullying, Abuse, Intimidation etc.), Intimidation or Harassment				2024	They make contractual mistakes on contracts, and payments are double check with someone else that understands before signing ANYTHING. The team is stable, they continue working in the production department, doesn't show mood of the line, only makes events at
04/12/2024 17:48:02	Ony Head Animation	2D Animator	Only if they have no other options	Low Pay, Too Much Work	Understanding HR/Management			2024	Await for the down NEAT clean-up everyday, 8 hours to complete 2 seconds of animation with at least 3 characters on it for a bit low salary
08/12/2024 08:08:34	Casper Collier Studios	Producer	No	Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Intimidation or Harassment				2023	Creatively bankrupt. A prime example of how a bad manager and terrible director can cripple a studio. They managed to summarily fire every talented artist and supervisor they ever had. I think the company may have self-destructed sometime over the past 8 years when they
28/10/2024 20:14:30	LIGHT VFX	Mid Animator	No	Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Intimidation or Harassment				2022	Don't go there. No respect for life outside of work, endless hours that aren't even paid overtime. A disorganized pipeline, a tyrannical boss. The artists are nice, but it's terrible to see so little consideration for people who do their best despite constant pressure. Extremely short dead
02/11/2024 14:18:01	Agente Studios	2D Animator	No	Low Pay, Bad Supervisors (Unclear Instructions, Intimidation etc.), Disorganization				2023	Disorganization, too many projects started without any tools and budget management, no solid production pipeline, unprofessional communication.
02/12/2024 12:38:17	magis TV	2D Animator	No	Low Pay, Too Much Work, Disorganization	Flexible Working Hours	€7 c/hr per frame		2024	Absurd payment (€7 cents per frame) and they don't even make a contract, you act as a free freelancer. They say that sometimes it's 150 Euros per day just for frames, which isn't a bad deal, but it doesn't mean that due to organization problems apparently, so I would've made
09/10/2023 11:17:22	Anima Kichant	Storyboard artist	No	Low Pay, Bad Supervisors (Unclear Instructions, Intimidation etc.), Creatively Unfulfilling				2024	Very nice people, but the production was extremely disorganized. They assumed me one episode would take about one month of work, but the lack of decisionmaking and the dysfunctional way of giving notes made it so that I would spend months on a single episode. The amount

### Count of Would You Recommend People To Work There?



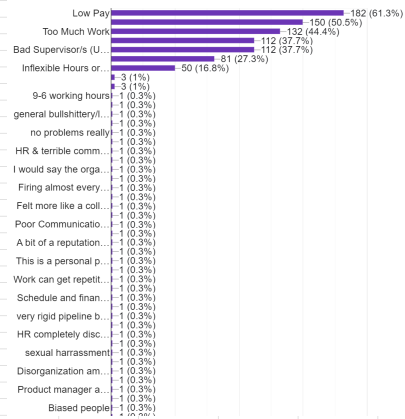
#### Positives (Optional)

249 responses



#### Main Problems At The Company

297 responses



Spindlehorse Toons	30
Lighthouse Studios	21
Titmouse	18
Cartoon Saloon	17
Boulder Media	15
Nickelodeon	12
Bento Box	11
Jam Filled	9
Atomic Cartoons	8
Blue Zoo	8
ICON Creative Studio	8
Moonbug	8
Pixar Animation Studios	8
Rough Draft Studios	8
Skydance Animation	8
Mighty Animation	8
Brown Bag Films	7
Cinesite	7
Disney Television Animation	7
Flying Bark Productions	7
WildBrain	7
Cartoon Network	6
DreamWorks Animation	6
Maggie 6 Media	6
Mikros	6
Newscape Studios	6
Tomavision	6
Floyd County Productions	5
Dog Ears	5
Far-Fetched Show	5
Framestore	4

AVERAGE FAVORABILITY AT 540 SUBMISSIONS		26/07/2023 14:00
Lighthouse	47%	
Cartoon Saloon	88%	
Nickelodeon	81%	
Titmouse	96%	
Boulder	64%	
Bento Box	33%	
ICON	38%	

EDITS
13/07/2023 13:00:00 Edit: Positives added
13/07/2023 18:00:00 Edit: Year added
17/07/2023 17:00:00 Edit: Description added to survey, email added
14/09/2023 12:00:00 Edit: Removed some reviews proven to be fake

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