	B1 1										
Link for submissions: max	Course was then raise Delate al time raises. Filler descriptions —	< To filter alphabetically by studio, date of	Thank you all for the contributions! Contact animation workers@gmail.com to request								
Columbus Col	Non By Jane Of Extension of By Danie	studio, date of submission or location	changes								
Timestamp Company	Your Role & Seniority (Optional)	Would You Recommend People To Work There?	Main Problems At The Company	Positives (Optional)	Pay Before Tax/Gross (Optional)	Location (Optional)	Year's You Worked There	Additional Notes (Optional)			
13/07/2023 16:41:28 A Productions	Mid Animator	Yes	Low Pay	Healthy Working Hours, Understanding HR&Management, WFH, Good Supervisoria	550 a week	Bristol, UK		Great people and excellent, flexible production management, no overtime, In-house with optional 2 days WFH. slightly low pay but great HR and upper management & work environment.			
14/07/2023 23:03:29 A Productions	Mid 3D Animator	Yes	Low Pay, Too Much Work	Healthy Working Hours, Understanding HR&Management, WFH, Coold Supportantia	700 per week [1]	Bristol, UK	2023	Very demanding amount of work that has to be done quickly with highest possible quality, which does not reflect the low pay. However they rever demand overtime and the management/production is very friendly and undenstanding.			
13/07/2023 16:57:16 and maps and plans	last	No.	Low Pay, Too Much Work, Felt more like a collective than a studio because of how small the learn and crew was. Was paid late, but i think it was due to the client.	Pacible Working Hours, WFH, Creatively Fulfiling Projects, The people have good morals and everyone was easy to get along with, making some of the most oreative content out here.	don't remember			Just wish there was more projects going on, its not a place you can expect steady work from. However, they will make readly impressive and creative projects, with noom for you to learn			
			was. Was paid late, but i think it was due to the client.	was easy to get along with, making some of the most creative content out there.				notestere, way wantikka nawy mpikaana wao chaana pogoca, wantoon oo yoo o waan and one-op your skilla.			
14/07/2023 21:22:52 Anibrain	Senior character artist	Only if they have no other choice	Low Pay, Bad Treatment (Bullying, Abuse, Interclation etc.), Influxible Hours or No WFH, Creatively Unfulfilling Projects, Disorganization, Biased people	Healthy Working Hours,		India	2023				
15/07/2023 19:18:19 Animal Logic	Junior CFX Artist	Yes	Low Pay, Imegular show schedules (lots of hiring and firing between projects)	Healthy Working Hours, Understanding HRSManagement, WFH, Good Supervisoris, Amazing company culture, tons of learning resources they actually give you time to use	\$50,000/year	Vancouver, Canada	2022-2023	The best covortians and work environment ("we ever had. Next to no pressure on artists outside of work hours, no more than 4-6 hours of voluntary ownime per week and only towards the end of the projects. Incelable insiducines of upward mobilety. ("Ner meak every day and often free events for employees around the city. Just doesn't pay nearly enough to live in Viscooux confectable.			
Asiantina Photo			Low Pay, Super disorganized production, lots of info not	tons of learning resources they actually give you time to use	450k loelandic						
12/07/2023 18:56:06 Iosland (Jako Kovan a Compasa Films)	a Lead	Only if they have no other choice	Low Pay, Super disorganized production, lots of info not being properly shared, show's Director has 0 experience in working in Arimation or Directing whatboover. Insame schedule. Low Pay, Bad Treatment (Bullying, Abuse, Intimidation		Kroner per month	Reykjavík, Iceland		Workload is chill, schedule is 5-17h but there's too many junices, the pipeline is non-existent and Producers/Studio Owners refuse to see the Red Plags			
15/07/2023 19:19:19 ARGI Studios	2D Animator [2]	No	Low Pay, Bad Treatment (Bullying, Abuse, Internidation etc.), Bad Supervisorle (Unclaar Instructions, Interindation etc.), Creatively Unfulfilling Projects, Disorganization	Healthy Working Hours.	Internahip	Denver, CO, USA	2012	Was told I'd never get a permanent position in the company because I'm a woman and women my age will have babies and require time off. This was said by the founder of the company during a performance review.			
14/07/2023 19:08:37 Atomic Cartoons	Intermediate CG designer	it departs on the team members, I got to work with very abssive and toxic leads.	Low Pay, Bad Treatment (Bullying, Abuse, Intimidation etc.), Inflexible Hours or No WFH, Bad Supervisoris (Unclear Instructions, Intimidation etc.), Creatively Undatiliting Projects	RRSP and health insurance	CAD1250 weekly	Vancouver, BC, Canada	2019				
14/07/2023 23:00:52 Atomic Cartoons	CG Rigging Artist	Yes	Creatively Unfulfilling Projects	Healthy Working Hours, Flexible Working Hours, Understanding HR&Management, WFH, Good Pay, Good Supervisoris, Great	1500 weekly	Vancouver, Canada	2022-2023	Two only had good experiences after working here for over a year. Haven't been asked to do any overtime at all. Colleagues are very friendly, and supervisors are very understateding. Stado seems to put artists first before client which is great to see in this climate. Experiences more affini in index disordements with the present of the set of the			
								nay one in order departments incognition.			
15/07/2023 01:13:41 Atomic Cartoons 15/07/2023 18:22:20 Atomic Cartoons		Only if they have no other choice	Bad Treatment (Bullying, Abuse, Intimidation etc.), Steve Grover is a temble producer who gaslights employees, to the point of making them cry. Creatively Unfulfilling Projects	Flaxible Working Hours, WFH, Good Supervision's, Creatively Fulfilling Projects WFH, Good Supervision's		Vancouver, Canada	2019	The studies would here still been a gread place to evore, hard they remove the cancer that is been doner from the studio. He is a two roll produce it have work hard to work with the gas lights people and is the reasons on many laterial attribution. The work hard have with the studio. Project Leads are way out of both where along for raises but not the most out of both. Studio only has a few good project the work on at any given time, though, as you'll probably an a nonverling rule red but not have alon. That shall be them have has more to both.			
	Series Caylor		Conservery Concerning Projects	Healthy Working Hours, Flexible Working Hours,	1.2.5 (345)			build only man a new good project to each on an any given new model, to you probably be on something you're not super interested in. Thankfully the teams have been nice too.			
14/07/2023 23:38:36 Atomic Cartoons	Lead Aarimator	Vers	Onboarding Training can improve.	HR&Management, WFH, Good Pay, Good Supervisotis, Creatively Extilian Projects	95k CAD Yearly	Vancouver,	2022	I have a great experience in this company, and I thighly recommend to work here for a work- life balance.			
and a state of the second				Healthy Working Hours, Pacible Working Hours, Undenstanding HR&Management, WFH, Good Pay, Good Supervisoris, Creatively Fulfiling Projects, Extended Benefits, HRSP 55 match, open to negotiate more than 4% vacation pay, is tough bud possible to negociate a good salary raise.	L L D TULIY	Canada		life balance.			
				possible to negociate a good salary raise.				Boss/CEO encourages a "we're a family" mindset that encourages long hours and tight deadlines. forcing the full time staff in role sea aanh ofhar and an annual to the fast that the fa			
15/07/2023 20:05:31 Augenblick Studios	Production Assistant	Only if they have no other choice	Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad Stopervisoris (Unclear Instructions, Intimidation etc.), Disorganization	Good Coworkers, sometimes work lunch and snacks, opportunities to work remote	\$1000 a week, \$750ish with be-	NYC, USA	6 Months	Base3CD encourages a "who is a finitivity involute the encourages long hours and tight dealbress, forcing the lites walf to only use and the air action care. The list chart the set being based pools has a subtance to PK on encourse walfs with the list base the product is last to be listen only PK on encourse thermice parameter garons in all the notably PKOC (amp). That these safet is producemently while a basetment of PKOC is deen monotably the DKOC (amp). That these safet is producemently while a basetment of PKOC is deen monotably PKOC (amp). That these safet is producemently while a basetment of PKOC is deen monotably PKOC (amp). That these safet is producemently while a basetment of PKOC is deen monotably pKOC (amp). That these safet is producement on the safet. Here it to many strates and ably ond ware gard more.			
			www.coorts, internation etc.). Disorganization	work remote				micro-aggressive or just straight up inappropriate. The verbal frustrations of the head of the company trickles down to his supervisors and trickles down to artists. Head too many stories of artists crying after work including myself. Man in my position were not treated the same (i am aftab) and were paid more.			
14/07/2023 23:10:22 Axis VFX	Junior 3D Animator	No	Bad Treatment (Bullying, Abuse, Intimidation etc.), Inflixible Hours or No WH1, Bad Supervisoris (Unclear Instructions, Intimidation etc.)	Good Pay	£600 per week	Glasgow, UK	2017	I had a abceive lead who would by to get to me every day, and spread lies to the studio manager about my performance to get tree find. They also hied to make me work overtime with no pay, which I plainty refused. I than got cold shouldened and ignored by the other employees until my contract ran cal. Pay is very good, but I was not worth the experience.			
15/07/2023 19:36:37 Bento Box 15/07/2023 03:22:14 Bento Box	Background Painter Production	Only if they have no other choice Only if they have no other choice	Too Much Work, Creatively Unfulfilling Projecta Bed Treatment (Bullying, Abuse, Intimidation etc.), Bed Supervisionta (Unclear Instructions, Intimidation etc.)	WFH, Good Supervisor/s	\$2,238 USD/week	Burbank, CA Burbank, CA, US	2022-2023	way so much work for the schedule, cad organization, upper management is marke out mid-level supervisors tend to be good			
	Cooronatór	Depends on the supervising producer.	Too Much Work, Bad Treatment (Bullving, Abuse,	WFH, Good Pay, Creatively		US Burbank/North Holywood		Berfor will alkose your on-call status as a director so that you're forced to work extra hours to far the matalaxe of the people and provide you who are underspatified or inseptiemical but hand shows, which are used your that the but hand to be a set of the status o			
15/07/2023 19:14:16 Bento Box	Director	supervising producer. If it's Janelle or Andi, NO.	Intimidation etc.), Bad Supervisoris (Unclear Instructions, Intimidation etc.), Disorganization	Fulfilling Projects		Hollywood	2018-2022	shoes, which are usually primetime shows that require a ridicalous amount of work. They will also full you point coming back next season and then charge course and coulisance your job to one of their many overseas partner studios. The best word to describe Bento Box is "charge."			
15/07/2023 17:19:03 Black Women Animale Studios	Creative DirectorProducer	No	Low Pay, Too Much Work, Bad Treatment (Bullying, Abase, Intimidation etc.), Bad Sopervisoria (Unclear Instructions, Intimidation etc.), Disorganization	Flexible Working Hours, WFH			2019-2020	Coup. They down is exploring under represented and young block attributes to har own personal Days down in president within sever park in Rection of what they constructually special Days down in president within sever park in Rection of what they constructually special to not budget encouph to an estimation president instead parking formal and hard 5 other produces manipolity of the budget even through all they do is given eachs. Several projects i oversian and "baylor is setting," necessait, and overall park and bad that they have to much press bocksait RMU is a bahrener of toulogy and bad and touched as a haven for POC			
14/07/2023 23:41:43 Blue Zoo	BG Artist	Yea	Instructions, Intimidation etc.), Disorganization	Flexible Working Hours, WFH		London, UK		unverse who sayou is seman, necosist, and overall just heat bad that they have so much press because BWA is a blender of toxicity and bad art described as a haven for POC animators.			
		Yes, based on my experience, but have a	Low Pay, A bit of a reputation for low paylundervation	Healthy Working Hours, Flexible Working Hours,							
13/07/2023 17:40:50 Blue Zoo	3D Animator	suspicion it is not universal across all projects	Low Pay, A bit of a reputation for low paylundernating artists (I've know experienced animators offered only junior roles) especially for anyone living in London	HR&Management, WFH, Good Supervisoria, Creatively Fulfilling Projects, B Corp	approx. £2650 pim	London, UK					
11/07/2023 19:30:37 Boulder Media	Mid level Background Artist	Only if they have no other choice	Low Pay, Too Much Work Low Pay, Too Much Work, Bad Treatment (Bullying,		2750Eimonth	Dublin, Ireland		You must work in the studio 1-2 days per week			
14/07/2023 21:26:52 Boulder Media	Bg artist	Only if they have no other choice	Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, intrinsiation etc.), Inflatble Hours or No WH, Bad Supervisori (Unclear Instructions, Infinitiation etc.), Creatively Unfulfilling Projects, Discrganization, Nasa shaff on vomen's badfrooms doors. Saks foys all over Comp norm. Really shifty place to be.		500/w	Dublin, Iteland	2019	Active bullying from higher ups. Likely to hire people who's work vises mean they HAVE to keep employed no matter what.			
14/07/2023 23:40:56 Boulder Media 15/07/2023 00:13:07 Boulder Media	BC Artist Animator	163	Low Pay, Too Much Work Low Pay, Too Much Work, Bad Treatmert (Bullying, Abase, Intrindiation etc.), Disorganization, Runs on crunch. Huge amount of unpaid overtime expected.	WFH, Good Supervisorts The majority of leads and staff there are genuinely	630010 ner venr	Dublin Issland	2022	Boulder runs on crunch with some of the lowest pay in Instand. Overtime isn't paid and it's especial. If you don't do it you'l be asked why you're 'underperforming'. They never learn from previous shows and the e-mount expected keeps getting leas realistic. Here to work in studio 2 days are welk.			
15/07/2023 09:45:46 Boulder Media	Animator	other choice	crunch. Huge amount of unpaid overtime expected. Creatively Unfulfiling Projects	decent. Flexible Working Hours.		Dublin, Ireland		from previous shows and the the amount expected keeps getting less realistic. Here to work in studio 2 days a week. Good studio compared to other places I worked			
15/07/2023 21:20:46 Boulder Media			Low Pay, Creatively Unfulfiling Projects	Understanding HR&Management, WFH, Good Supervisoria Healthy Working Hours.			2018-2023				
12/07/2023 21:20:46 Boulder Media	Compositor	Coly if they have no	Low Pay, Creatively Unitation projects	Healthy Working Hours, Flexible Working Hours	270.	Dublin, Ireland	2016-2025	It is well run. Think but it suffers from the overall way shall is chore in the arimation includy. Low pay, and they make a difficult to appointed, often groups and points provides. One the part 3 years since acroft they've can half the workforce and yet the projects are gating more and more complex and difficult for no additional compensation, artisticatly or financially. The compositing department is run wary well, but other parts of the company are not.			
13/07/2023 19:18:31 Brown Bag Films	2D Designer	Yes	Creatively Unfulfilling Projects, This is a personal problem and does not apply if you like 3D preschool style	Healthy Working Hours, Paceble Working Hours, Understanding HR&Management, WFH, Good Pay, Good	2978€ per month	Dublin, IE	from 2020 to 202	From the employee treatment and parks point of view I really had a good time there, sure 3 there was a bit of ups and downs with regarization sometimes, but nothing too crazy. A 2D Designmer you will also tables a bit of offerent tasks. I left just because I was feeling unfulfilled entrying on preschool shows.			
				Good Pay, Good Supervisor/s				unfulfilled working on preachool shows I had a great leader that worked with me. This was for a season 2 of a detector there were consistent of the means and the			
15/07/2023 19:10.32 Brown Bag Films	Junior/Mid 2D Designer	Only if they have no other choice	Too Much Work, Creatively Unfulfilling Projects, Disorganization, higher upsileads makes bad decisions sometimes leading to trouble. Not consistent leadership with supervisors. Some supervisors are oreal then	Flexible Working Hours, WFH, There are some very understanding individuals in Brown Bag. I	950	Toronto, Canada	2020-2023	closes? Innov how what is required for people to quality for a leadership role. Some leads abuse their power. Sometimes they get abused thermarkets because of circumstances. Effere take one for the learn, or make your learn take it for you. I did sentor level work without reflected our as it was all all anying at the timer. I was proceeding out in all to but the being but it is to be the sentences of the learn take it for you. I did sentor level work without reflected our as it was all all any at the timer. I was proceeding out in a lot but the being but it is the sentences our abused at the senter at the timer.			
			with supervisors. Some supervisors are great then others are absaive. I was fully known as a junior being thrown into senior level work without compensation.	recommend them alone				1 add. open of the resp for pare here. Not a pare hadder the index of the index			
				Healthy Working Hours,				hiring from outside, quite organised, one of the few studios offering permanent contracts at the time. Was entrepy WPH (but hybrid now), never had to work overtime.			
15/07/2023 11:29:57 Brown Bag Films	2D Designer	Yes	Low Pay, Clique feeling	WFH, Good Supervisonts, very established pipeline, good training options	2767 € per month	Dublin, Ireland	2021	behavior importante podbatilisis, statif within locati approximation angleting constitutions that in BHC. Bood salary only if you get into lasading positions. Name a high salary expectation on applications because its very hand to get a decent raise adherwards, and themks a mentality of gett sharing when negotiating balling about salarius. Central montes suffered with takeover of Terretro HR and maske highting balling with possible score eventually			
				Healthy Working Hours, Paxible Working Hours, Understanding	CAD4-100			Toronto HIR and massive layoffs but will probably recover eventually			
14/07/2023 19:12:25 Brown Bag Films	2D Designer	Yes	Creatively Unfulfilling Projecta	Healthy Working Hours, Flexible Working Hours, Understanding HR&Management, WFH, Good Pay, Good Supervisoris, health insurance, group RRSP	weekly	Vancouver,BC, Canada	2021				
13/07/2023 22:09:39 Cartoon Network	Background Designer	Yes	Work can get repetitive, not too many opportunities	Healthy Working Hours, WFH, Good Pay, Good Supervisor/s	2218 USD/ Week	US	2020-2022	Honeathy I'd say this is a great work environment, there could be some flaves but we have 8 hour work days, paid vacation and PTO we also get paid OT if we wint to. Not sure how things have changed with new sectories coming in and mergers. I wanted to grow as an artist so I left my current production for another one.			
13/07/2023 22:13:12 Cartoon Saloon	2D Layout Artist	Depends on where you live	Low Pay, Too Much Work, Inflexible Hours or No WFH, Disorganization	Healthy Working Hours, Good Supervisoria, Creatively Fulfilling Projects	2300 Euros /month	Ireland	2020-2021	Love the set and election and creativity on their projects. It was inspiring to see everyone's work. Only the pay is too low, and they expect a lot more for less pay. The don't provide much benefits but they do have holiday pay and PTO.			
13/07/2023 12:09:45 Cartoon Saloon	senior comp artist	yes for my experience (feel like i got lucky this production seems ok) but from what i have heard comp has usually been prefty stressy and massy department at saloon	Inflexible Hours or No WFH		3000euro monthly	Kilkenny, Ireland		I feel HR are kinds disassociated with any problems brought up and really dont have the employees backs			
		usually been pretty stressy and measy department at saloon									
13/07/2023 16:03:11 Cartoon Saloon		Democrity on the		Understanding HR&Management, Good	3,200euros per	Kilkenny,		Overall for the quality expected (on the feature film projects) the pay is on the lower side compared to other European employers. An overall problem in helind is the rise of rent to Mitionery wint as cheap as it was a few years ago and the studio heart in traised is junior rate for a few years. There is a bit of a disconnect with HR and the productions and if you need any special working used it can be bridly to get it.			
		things went reasonably smoothly	Low Pay, Inflexible Hours or No WFH	Supervisoria	-nonsh	-readd		Recent perks are they studio does offer a pension plan. Working hours are 9-5. Habrid working is an option but only in the Kilkerny county area. People (ve worked with have all be			
	Lond Basis - Long	Vie	Les Bar Dicesserieties	Healthy Working Hours, Good Supervisoria, Nice crew to work with	3200 euros /	Kilkenny,		body briddnake. The studie is unclearlisheding if you need to work from home some days (if least with me), the studie is unclearlisheding if you need to work from home some days (if least with me), south hendle growing with the new syndred step in the production and even git leaved. If the south the poper leaves the server syndred step is production and step out git leaves of the and the popertie is not get for how exercise in sharing and an one. If you sate if the one your emits, attrice stepsize is south and the server syndred stepsize is and the south step of the one of the one stepsile is attrice if the system is attrice in the system of the server stepsile is attrice if the system is and get the server stepsile interval to all the system of the server stepsile is attrice if the system is and get the server stepsile is attrice if the system of the server stepsile is attrice if the server stepsile into the set.			
13/07/2023 20:46:47 Cartoon Saloon	Lead Posing Artist	Yes					2022 - 2023	and the people I worked with are great, I did learn a lot there, so I would recommend 8. BUT the persent is not good for how expensive Initiand is now. If you want to live on your own I's almost impossible to save money. (I also think they should be more open to let people work fully remote, specially for cases when the contract is short.			
14/07/2023 19:53:49 Cartoon Saloon	Animation Supervisor	Yes Dank dura the te	Disorganization Low Pay, Infestble Hours or No WFH, Creatively Link differe Droacts. To arrohasize the unfelding. Inc.	Creatively Fulfilling Projects Flexible Working Hours, Understantion			2022				
14/07/2023 22:39:08 Cartoon Saloon 14/07/2023 19:14:32 Cinesite	Senior Animator 3D Animator	Its ok, if you like the projects Only if they have no other choice	Low Pay, Inflexible Hours on No WFH, Creatively Unfailing Projects, To emphasize the unfailing, too shrin to boards, Thind drawn flow with right. Hicking hale that, especially when the right sent potential Low Pay, Creatively Unfailing Projects, Disorganization, HR completely disconnected and dorth installate to lapoly too wheneve threy want (FA and VFX)	Understanding HR&Management, Good Supervisor's Healthy Working Hours, Parality Working Hours,		Kilkenny, Ineland Montreal, Quebec, Canada	2023				
		other choice If you prefer working with cut rate software	healtable to layoff you whenever they want (FA and VFX) Low Pay, Too Much Work, Creatively Unfulfilling	Hastble Working Hours, WFH Healthy Working Hours, Factble Working Hours, Understanding HR&Management, Good Supervised's		Canada Montreal, Quebec, Canada		Good people, but the projects I had worked on felt rushed and unfulfilling. Projects came from			
15/07/2023 19:01:53 Cinesite	Layout Animator	pass.	Low Pay, Too Much Work, Creatively Unfulfilling Projects, Disorganization	Understanding HR&Management, Good Supervisor/s		Quebec, Canada	2020-2021	Cood people, but the projects I had worked on felt named and unfulfilling. Projects came from other secrors, revised by the studio. Both little and too much work, and low pay made it painful at times.			
14/07/2023 18:56:49 Cinesite	Senior Production Coordinator	Depends. Messy start up vibes. Not a long term situation for sure. But short term, there is a lot to learn there. The exception series are	Low Pay, Too Much Work, Bad Supervisoris (Undear Instructions, Intimidation etc.), Creatively Unfulfilling Projects, Disorganization	Healthy Working Hours, Flexible Working Hours, WFH	38k CAD yearly	Montreal	2				
		also amizing and wonderful to work with.									
14/07/2023 19:10:15 Cinesite Vancouver			Creatively Unfulfilling Projects	Healthy Working Hours, Understanding HR&Management, WFH, Good Pay Healthy Working Hours	CAD1550 weekly	Vancouver, BC, Canada	2020	Creat friendly atmosphere, supportive management and supervisors. Fiteible hybrid in-office			
13/07/2023 16:55:40 Cloth Cat Animation		Only if they have no other choice	Low Pay Low Pay, Too Much Work, Bad Treatment (Bullying, Abase, Infinidation etc.), Inflexible House or No WFH, Cosatively Unfulfiling Projects, Disorganization, Toxic	Healthy Working Houns, WFH, Good Supervison's				Creat fixedly atmosphere, supportive management and supervisors. Fixeble hybrid in-office hours if you want to go in. Not many projects happening at the moment, pay is not great, especially for lower(unior roles			
14/07/2023 20:35:32 Crater studio	Mud	nd .			800 euros	overbia	2018				
13/07/2023 23:14:37 Daily Madness	Mid BG Artist	Yes	Low Pay, Schedule and finance issues	Healthy Working Hours, Frieibbe Working Hours, Understanding HR&Management, WFH, Good Supervisorts, Creatively Fulfiling Projects, Very Iovely crowd to work for and super friendly management.	6525 a week	Ireland, remote	2022-2023	Coing through issues with budget and scheduling at the moment but when things were norming property they were very pleasant to work for. They offer an extra day off at the end of each month.			
				Projects, Very lovely crowd to work for and super friendly management.				anna canadh.			

		B1 (
Link for submissions: https: conform/dir/17/accl.58 64, r0/481, referenciality c284,0707810(274)/258415		Courte saws lither rises Deferred lither reses. Hitler descriptions = NON Ry/Dear/of Extension	< To fitter alphabetically by studio, date of submission or location	Thank you all for the contributional Contact animation workers@gmail.com to request changes								
bg veralised		Laurence	Would You Recommend People To Work There?			Pay Before	Location	Year's You				
Timestamp	Company	Your Role & Seniority (Optional)	Recommend People To Work There?	Main Problems At The Company	Positives (Optional) Healthy Working Hours,	Pay Before Tax/Gross (Optional)	(Optional)	Year's You Worked There	Additional Notes (Optional)			
15/07/2023 00:05 24	Daily Madress	Animator	Yes	Low Pay, Disorganization, Coing through some financial problems ATM resulting in people being paid late. They say is should be resolved soon, no reason to doubt them.	Healthy Working Hours, Pacible Working Hours, Understanding HR&Management, WFH, Good Supervisions, Creatively Fulfiling Projects, Generatily a nice place to work, reasonable expectations and they seem to care about shaff.	€700 per week	Dublin, Iteland	2023				
13/07/2023 17:53:36	Daily madness	Storyboard revisionist	Yes	Low Pay, Just a bit of disorganisation	seem to care adout sear. Healthy Working Hours, Hacible Working Hours, Understanding HR&Management, WFH, Good Supervisoria, Creatively Fulfiling Projects, Very relating environment and no stress at all	6756 per week	Dublin, Iteland	2022/2023				
14/07/2023 23:26:30	Digital Domain	Coordinator	Only if they have no other choice	Low Pay, 'Soo Much Work, Bad Treatment (Bullying, Abase, Infimidation etc.), Bad Stopervision's (Unchar Instructions, Infimidation etc.), Creatively Unfaitiliting Projects, Disosperization, Estementy luka minafatory overtime (paid), heavily requested to be en call during crunch or weekenda and evenings	WFH Good Summismis	\$50,760 CAD	Canada	2023	Most separations are desart, however there are a fee that are difficult or extensely uncontrolled be work with. Housdoor in disregardead and other in managed by the controlled be and the and the set of the and be the the local of the the set of the set of and the set of the controlled be been dependented. Curch usually late as were it metils. At this can work 7 apprecision between dependented. Set of the set of the set of the set of the set of the packade years of the set of the packade years of the set of the dependent for defensions or controlled the set of the dependent for defensions or controlled the set of the dependent of the set of the dependent of the set of the dependent of the set of the set of the set of the set of the dependent of the set of the set of the dependent of			
14/07/2023 23:35:28	Digital Domain	Coordinator	Only if they have no other choice	Low Pay, Too Much Work, Bad Treatment (Bullying, Abuee, Intimidation etc.), Bad Stopervisoris (Uncker Instructions, Intimidation etc.), Disorgenization	Pacible Working Houra, WFH, Good Supervisoris, Creatively Fulfilling Projects	\$3680 monthly	Vancouver, Canada	2023	Interest paid the last in the analysis of the second state of the			
	Dinamita Animacion	2d Animator	No	Low Pay, Too Much Work, Inflexible Hours or No WFH, Bad Supervison's (Unclear Instructions, Infimidation etc.), they there bad supervision: and sometimes you feel more prepared than them, also they pay too low if ammed 100 UBD in a month working almost 10 hours every day for 6 day per week.		they pay per second	Colombia	2020-2021	Determine down is watery par per coordination students and the participant to do more work and you have specially being the period of the animation of the thouse weights; the superviser of my project was juries animation than did in thouse weights; the superviser of my project was juries and the same thouse weights of being a lead. Also, they don't pay for your health and i earn 100 USD per month.			
15/07/2023 19:38:11	Disney Television Animition	Background Painter	Depends on the show	Low Pay, Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad Supervisoris (Unclear Instructions, Intimidation etc.), Disorganization	Healthy Working Hours, WFH, Creatively Fulfilling Projects Healthy Working Hours, Flexible Working Hours,		Glendale, CA, usa					
14/07/2023 19:29:40	DNeg	3D Artist	Yes	Low Pay	Flaxible Working Hours, Understanding HR&Management, Good Supervisor/s		Burbank, CA, usa	2018-2019	Generally a great place to work and great Supervisors, but they closed the Burbank office. Might be re-open, but the team is 100% different if so.			
15/07/2023 08:25:04	DNEG	Senior Animator	Yes	Too Much Work, Disorganization, Large pay gap between wolkers (some are paid fair some underpaid). Upper management very corporate.		£58,000 /annually	London, UK	2021-2023	A lot of Reddit posts are fake. I love the animation people at DNEC. Hate how corporate it feels could of animation team. Upper management is not on your side. These show bids needs to improve because we end up doing crunch every project (always paid however and optional but they def ask a lot).			
	DogHead Animation	Jurior Clean Up Artist	You need to find other sources of income in order to survive	Law Bay	Florible Working Hours	1 2004	Firenze, taly	2	opional but they def ask a lot). Really the only problem is the super low pay, I love working there			
15/07/2023 14:04:35	Logneso Animason	Junior Clean Up Artist		Low Pay	Understanding HR&Management, Good Supervisorts, Creatively Fulfiling Projects Healthy Working Hours.		Priversze, kary	2 years				
14/07/2023 04:36:46	DreamWorks Animation	Junior Rigging Artist	Yes, but good luck staying	Disorganization, Lack of investment in artists (huge layoffs), poor training	Healthy Working Hours, Plasible Working Hours, WFH, Good Pay, Creatively Fulfilling Projects	40hr USD	Remote US	2023	Extrin bases of full time (not consult) righting article lated counsels are the nonsel you? were need, which put makes the layded sime (non-Nou MUST consult) put were a window work, they will by to screen you can also you're not uncon. Poshells for program to put and the second second second second second second second second second and any second second second second second second second second and participations of a second second second second second second to bury its and second movements and second second second second second second second second second movements and second second second second second second second second second movements and second second second second second second second second movements and second second second second second second second second movements and second second second second second second second second movements and second second second second second second second second movements and second second second second second second second second second movements and second second second second second second second second second movements and second second second second second second second second movements and second second second second second second second movements and second second second second second second second movements and second second second second movements and second second movements and second movements and second movements and movements and m			
15/07/2023 17:34-20	DreamWorks Animation		Only if they have no other choice	Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad Supervision's (Unclear Instructions, Intimidation etc.), Disorganization	Healthy Working Hours			2016-2018				
14/07/2023 23:55:50	DreamWorks Animation	Layout Lead	Yes	Tired of the "recycled storytelling" personally.	Healthy Working Hours, Flexible Working Hours, Understanding HR&Maragement, WFH, Good Pay, Good Supervisoris	75hr USD		2023	I low evolving in the layout department everyone is soper ratios and i couldn't ask for a butter sepanneor and layout production support. Only thing the models is if you are easily high only hay let you do whatever you want and screenings a precision or heads of departments make obtained in the second seco			
15/07/2023 06:39:11	DreamWorks Animation	light/comp artist	Yes	Low Pay, Bad Supervisoris (Unclear Instructions, Intimidation etc.), Disorganization, too much AND too title work	Flexible Working Hours, WFH	1800 USD/wk	Glendale, US	2019, 2023	No one horses where is going on, and everything is compounded in taken departments. It leads like no one exception is held to activately and it is clear that animation is takening. The projects are appresized in the popularies is fine. Everything is a mess. It has only poline vorum with methy work/WYF, appresized by localize production staff have issues. The do go a clear aniwer from anyone, lack of communication, reintee prod staff meshes life hard baccuse they don't licen what happening don't do day.			
15/07/2023 08:35:25	DreamWorks Animition	lighticomp lead	Yes	Low Pay, Creatively Unfulfilling Projects,	Healthy Working Hours, WFH	2000 USD/wk	Glendale, US	2021-2023	If you're a skilled negotiator, you're going to be fine. However, the pay is kes them what it should be. Retention is becoming a problem thanks to obsourcing. Coality from windors is bettelle-not because the vendor studios are bud, bud because they're not paid anough and are not given near encough time. Poor leadership. Creatively entrifilling. If you can stuck around ions encough, thereit's holder boxesse. Obscimately Market will su we did a cool iob.			
15/07/2023 19:31:13	Duncan Studio	Studio collaboration	Only if they have no other choice	Disorganization, They've refused to pay us for more than a year now	Healthy Working Hours, Good Supervisoris, Creatively Fulfilling Projects		International collaboration		We as an international studio worked with them in a collaborative menner, and the experience was good, the projects were fun, but then they refused to pay us after. Since then			
15/07/2023 19:44:45	Electric theatre collective	Lead	Yes	Low Pay, Too Much Work, Disorganization	WFH, Creatively Fulfilling Projects, Lots of space to voice ideas and grow	£60,000 yearly	London UK	5 years to now	If you are willing to fight for yourself and put the work in to prove it, you can grow very fast. But if you went to just do your job quivity with a good work life balance you will struggle to progress. Mentally very streastic for no good reason.			
15/07/2023 21:09:33	Floyd County		No	Low Pay, Too Much Work, Bad Treatment (Bullying, Abue, Intrinsidation etc.), Bad Supervisorin (Unclear Instructions, Intrimiciation etc.), Disorganization, Sexual hamasment and assault	WFH, Good Supervisor/s, Creatively Fulfiling Projects		Atlanta, GA	2017-2021	builds owner has hatasaal and aaaaabad employeex, pane employeex to save hato hato hato oruge with him, has a history of assaulting others outside the subol environment. Hit covers up employees being sexually assaulted by higher management with payouta and shady NDAs, and Hit is infered with the owner and management. Suboli held screenes who genomed and sexually harakaad new employees for 7-5 years, a team lead who harakaad and suboud his ronting on forward and sexual haraka amphoase he hind and a staker who the his is till and the second second second second second second second his is till and the second second second second second second second second his result.			
									Chainer meine harr gestellt. An som einer harr gestellt ander som einer härr gestellt ander som einer som einer härre gestellt ander som einer som ein			
15/07/2023 21:00:41	Floyd County Productions	Bustrator	Only if they have no other choice	Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intrindiation etc.), You have to live in Georgia to work have because of state last bankat the studio depends on. nti-Union, found reasions to fire/layoff Pro- Union workers	Understanding HRSManagement, WFH, Creatively Fulfiling Projects, Until It was cancelled, came with the prestige of "working on Archer"	\$20-25/hr , >\$32,000/yr due to long hiatuses	Atlanta, GA, USA	2020-2023	They's Courty Productions is any writing to take on insequences and this, which is pract to any one foot in the one in the instance framework is much calcular time is an extendiated and the insequence of the inset of the insequence of the insequence of the inset of the			
15/07/2023 18:29:04	Plying Bark Productions	Production Coordinator	Only if they have no other choice	Low Pay, Too Much Work, Bad Supervisoris (Undear Instructores, Interclation etc.), Creatively Unfulfiling Projects, Disorganization	Placible Working Hours, WFH, Good gateway / entry level opportunities, foot in the door into the industry for new graduates	37,000 USD	Australia	2021-2023	Liffle to no organisation and budget - lots of pressure to take on multiple roles instead of hiring more crew, exhausting hours.			
15/07/2023 20:52:03	Plying Bark Productions	Senior 2D Animator	Yes, but with caveats (see additional notes)	Low Pay, Soo Much Work, Infeatble Hours of No WPH, Disorganization	Understanding HR&Management, WFH, Good Supervisorts, Creatively Fulfilling Projects	AUD\$1450/week	Sydnay, Australia	2018-2023	Physics bits a service the darks has the neuroscient heary on exploration and the service are an analysic object of the service are an analysic object of t			
				Bad Treatment (Bullvino, Abuse, Intimidation etc.), Bad					For anyone who hain't worked at Flying Bark, I would recommend it. To anyone working at Flying Bark, I recommend quitting and working elsewhere for some time so you can get a befar idea of what you deserve.			
14/07/2023 19:14:03	Frameatore		Only if they have no other choice	Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad Supervision's (Unclear Instructions, Intimidation etc.), Disorganization, elitist complex environment, you will easily feel like you never good enough	WFH	45000	Montreal, Canada	2022	Supervisor told me words for words, " you are now part of the elite, so put in the work."			
14/07/2023 18:48:43	Frameatore	Lighting Artist	Yes	Creatively Unfulfilling Projects, very rigid pipeline but it has huge pros too	Healthy Working Hours, WFH, Good Pay, Good Supervisoris, great pipeline once you get a hang out of it	cad\$100,000 arrually	Vancouver, BC Canada	2023				
15/07/2023 00:51:53	Framestore	mid artist	Yes	working for Disney can get stale and drag but there is other cool stuff down the line [5]	Healthy Working Hours, Facible Working Hours, Understanding HR&Management, WFH, Good Sopervisoris, secure and stable, no lay offs from strikes and canceled projects	2k CAD every 2 weeks	Montreal, Canada	1				
15/07/2023 08:57:00	Fuse FX	Compositor	Only if they have no other choice	Low Pay, Too Much Work, Bad Treatment (Bullying, Abuee, Intimidation etc.), Bad Supervision's (Unclear Instructions, Intimidation etc.), Creatively Unfulfiling Projecta	WFH	\$20-\$30 hourly (for JRs)	NY, US	2021-2022	I came to how comparery puncy and noise, unfortunately they also advertage of antibia like that. Attibia in my observations are avoreable unclospratia, and unclospratianty. The separation of the second of a surface of allocation compliants, no matter and at Tables. The any programmental to came only allocation of an unclose of allocation compliants, no matter and and tables, and any any off on the sub-othering or antibiation grammental and the second and the second of the second of the mattery part of the the second of the second of the second of the second of the mattery part of the second of the second of the second of the second of the mattery part of the second of the s			
13/07/2023 19:04:55	Giant Animation	Lead FX artist	It's a yes, but the artist needs to be prepared to enforce their bounderies, and be prepared to leave whan the demands of the projects get unreasonable.	Low Pay, Too Much Work, Disorganization	WFH, Good Supervisor/s	3400 pim	Dublin, Iteland	2023	The worked there on various projects over the years and there seemed to be the same issues of disorganization for nearly every project five worked on.			
14/07/2023 23:28:11	GiantAnimation	Environment Designer		Nore, my experience was great	organised scheduling my day with realistic	200E day rate		2023	I worker with them for 3 weaks and had a black Frien recruitment, to the Art detector I and had with, have only positives to any about them. They are open to feedance and even though they can't caim Animatin the cond with many can eric an existent caincide or Head, they add will have freedance for long term work when the latent is worth 2. Which is good to see.			
15/07/2023 13:38:35	Giant Animation	FX Artist	Yes	Disorganization,	Healthy Working Hours, Flexible Working Hours, Understanding HR&Management, WFH, Good Supervisoria, Coatisedy Fulfiling Pream	2580 a month	Ineland	2023	This is my second gig and so far i really love it.			
15/07/2023 10:59:07	Gigglebug	2D Animator	Yes	Too Much Work, Disorganization	Plastble Working Houra, Understanding HR&Management, WFH, Good Supervisoria, Creatively Fulfilling Projects	€3500 per month	Finland	2023	The best studio I have worked at The projects are very creatively fulfilling, attalta are treated respectively, the pay is pretty lair, and the work culture is escelaris. Supervisions are finedly, approachable and professional. During currch, overfitm is encouraged but rever enforced and you are paid for any write house that you close is bot. I would highly recommend this abdie to any Animator.			
14/07/2023 19:56:50		Lighter	No	Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Inflixoble Hours or No WH, Bad Supervisoris (Unclear Instructions), Intimidation etc.), Creatively Unfulfilling Projects, Disorganization			Marina del Rey, US	2016	Avoid at all cost. Okcin Tan (owner) is an absolute scurn bag with a Napoleon complex. Worst place Twe ever worked in my entite like. I don't even put this on my resume because I have nothing good to even say about It. No cell phones allowed at your desk either. It's besically a swatshop. No idea how this table hop is all goen.			
13/07/2023 22: 17:25	Green Portal Productions	Background Designer	Yes	Not sure if they give us the right amount of PTO and they have long histus	Healthy Working Hours, WFH, Good Pay, Good Supervisoris, Creatively Fulfiling Projects Healthy Working Hours.	2225 USD/ Week		2022-2023	We had great supervisors and the production was well organized, it was a healthy work environment despite the assess with the Show-sumer. Only problem is they pay out your PTO. They did give us a Christmas Bonus and a good two weeks off. OT is optional which is great.			
14/07/2023 21:28:57	Halon Entertainment	Senior Lighting Artist	Yes	Low Pay	Healthy Working Hours, WFH, Good Supervisor/s, Creatively Fulfilling Projects	\$40 / Hr	Santa Monica, US		Creat supervisors, really laid back, consistent work, lots of down time for my department that is paid. Company is All of textbook toxic "bot" culture and NEP (parent company) refuses to give naids. Some Supervisors are amazing but they are fee and far between. They overvork you			
14/07/2023 23:43:56	Halon Entertainment	Layout Lead	Only if they have no other choice	Low Pay, Too Much Work, Bad Treatment (Bullying, Abase, Intimidation etc.), Bad Sopervisoris (Unclear Instructions, Intimidation etc.), Disorganization	WFH Healthy Working Hours.	45hr USD	Santa Clarita, CA, US	2022	Company is 64 of featbook bank Char Calute and NEP (parset company dataset to be) in a start. Some Sognetics are analog to be ways in the and far banks. They covered on a start and a company of the start of the start of the start of the start of the start of the start of the start of the start of the start of the start of the start of the start of the start of the start of the start of the start of the start of the st			
14/07/2023 22:20.48	HOPR Studies	Lighting and Compositing Artist	Yes	They paid on a monthly cycle + anothen week to process payment in tradeor of a binemisky cycle lieb prost weeks, plan ence here if heavier work assaus with the payment (which lackly rive had no problems with receiving payment).	Healthy Working Hours, Pacible Working Hours, Understanding HR&Management, WFH, Good Pay, Good Supervisorls, Creatively Fulfilling Projects	started at \$45 hr raised to \$65 hr after 2 months of being there	United States	2022-2023	Was only there for 5 months, contract was renewed on a monthly basis. Wish there were more projects, maybe they could have kept me longer. The CG learn was great to work with. Leadership are unprofessional board artista/producers who are attempting to emulate.			
14/07/2023 20: 19 20	House of Cool	"Pre-production" Designar		real production expenses.	WPH	1300-1500	Toronto, Ontario	2021 - 2023	Laketering managendersonen bereiter erfahligendersonen eines eine Bernarde Bernarde Responsente erfahligen sonen besonen bereiter erfahligendersonen eines eines besonen ans eines besonen bereiter erfahligendersonen besonen bernarden, heren erfahligen eines besonen bereiter erfahligen eines besonen besonen bernarden eines besonen ans eines besonen bereiter erfahligen eines besonen besonen besonen besonen besonen bereiter erfahligen eines besonen			
	Hybrid 360 Studio		Only if they have no other choice		Creatively Fulfilling Projects			2021				
14/07/2023 19:04:50	ICON Creative Studio	Concept Artist	No Yes, but it REALLLY depends which project	Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intrinstation etc.), Inflixible Hours or No WFH, Bad Supervision's Unclear Instructions, Intimidation etc.), Disorganization	Healthy Workins House	CAD960	Vancouver,BC, Canada	2018	Extremely toxic office culture. No one gives a f about your personal well-being.			
14/07/2023 19:53:41	Icon Creative Studio	SR Animator	This, but in COLLECT depends which project ur on. Ive been on abo of them, and it greatly depends whos running the shows are 10/10 some are not, its all up to the leadership of the production. (usually the produproducers)	Ive never experienced any of these issues, but I know they happen. But I find it comes from bad prod management	Healthy Working Hours, WFH, Good Pay, Good Supervisork, Creatively Fulfilling Projects, I am quicker than some, so I work 9-6 everyday with no issues and minimal notes. It honeatly depends on the animator	Yearly 85,000 Canadian	Vancouver, Canada	8	Loose some people have hed BAD proprieters, built also have some pp (hal hed here sho additional, some pp were some was here here the of some a by here degraph does her whole harm. Then pet presed TP of when they pet fred			
14/07/2023 22:57:28	I con Creative Studio	Lead Modelling/Texturing Artist	The prod/producers) Only if they have no other choice	Bad Treatment (Bullying, Abuse, Intimidation etc.), Creatively Unfulfilling Projects, Disorganization, doesn't compensate fairly for OT	Good Pay	90k/yr	Vancouver, BC, Canada	2022				

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Link for submissions: http: plots coords.	Courte new Viter view Defend Viter views Filler view uptions	< To filter alphabetically by studio, date of	Thank you all for the contributions! Contact animation workers@gmail.com to request								
conformide (FAbCLSK) Sel-r0AMLINE (Response) 220-070-08107-1150415 No Newton	Non Rylawdd Salmiasian - Y Ryllawia	studio, date of submission or location	Contact animation.workers@gmail.com to request changes								
	Lancour	Would You			Pay Before	Location.	Vacata Vac				
Timestamp Company	Your Role & Seniority (Optional)	Would You Recommend People To Work There?	Main Problems At The Company Too Much Work, Bad Treatment (Bullying, Abuse,	Positives (Optional)	Tax/Gross (Optional)	(Optional)	Yearls You Worked There	Additional Notes (Optional)			
15/07/2023 00:44:57 ICON Creative Studio	Lead Animator	No	Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad Supervisor's (Unclear Instructions, Intimidation etc.), Creatively Unfulfilling Projects, Disorganization	WFH, Good Pay	CAD 100k yearly			HR is paranoid. They expect you to work while moving to another country. They don't underbitand you have a life outside work. Quotas are crazy high. No noom for any error in the schedule, if anything not planned happens you pay with OT.			
15/07/2023 07:34:03 icon creative studio		Only if they have no other choice	Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Disorganization, Terrible HR Management	Flexible Working Houra, WFH, Good Supervisor/s	\$58,000 CAD annually	Vancouver, BC, Canada		Overail, love the artists I work with and my directors and I think the projects are fine. Lots of nice animation tools. However, the HR here is scurrery and will lowball junior artists at every chince they get. The production schedules are brutel and disorganized.			
14/07/2023 19:17:43 Icon Creative Studio	Mid FX	No	Low Pay, Bad Treatment (Bullying, Abuse, Intimidation etc.), Literally Scien your overtime pay Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Interimitation etc.). Discreterization, Evanded to 7			Canada	2022 - 2023	They literally dont fulfill employment standards about overtime, they will just pay x1 your ratio during OT when by law it must be x1.5.			
15/07/2023 11:15:35 ICON creative studios	Tech Anim (CFX)	Only if they have no other choice	buc, j. containty dealer by the Orienting pay Low Pay, Too March Work, Baal Treatment (Bullying, Abuse, intrinsiation etc.), Disorganization, Expected to it- water many hair's, hired and paid at shot finalist rule while being told to do cloth and hair simulation work, no enough HR or Management for quantity of staff, limited work from home	Flexible Working Hours, Good Supervisor/s	~60k/year CAR	Vancouver, Canada	2023	We were promised permanent work from home option and and working toward hybrid now they are forcing everyone to by to fit into thair offices that dont have enough space to accordate. Notivery good computers e.g., 000 antesis guid. Owner out right asked half the company to "Ghost hours" to make up some lost time.			
14/07/2023 21:29:55 Illumination	Junior lighting	Yes	Low Pay	Healthy Working Hours, Flaxible Working Hours, Good Supervisoria, Creatively Fulfiling Projects		Paris, France	2022				
15/07/2023 01:57:21 Island of Misfits		Ver	Disorganization				2023				
14/07/2023 19:12:59 Isle of Misfits	Board Artist	No	Low Pay, Bad Supervisor's (Unclear Instructions, Intervision etc.). Discoveryington	Plaxible Working Hours, WFH, Good Supervisor/s WFH			2022 [6]	EXTREMELY unorganized. Frequently puts employees on 1-2 week unpaid "holds" for other departments to "catch up". Hired interns, then allegadly used them to do storyboard revisions.			
13/07/2023 16:14:09 Jam Filled	Animator	Only if they have no other choice	Low Pay, Bad Treatment (Bullying, Abuse, Intimidation	Flexible Working Hours, WFH Understanding							
14/07/2023 21:03:46 Jam Filled	Animator	Yes	Wish there were RRSP initiatives	WFN Understanding HR&Management, WFH, Good Supervisoris, Creatively Fulfiling Projects, Pay is average or slightly above but at least OT is paid	вак	Ottawa, Canad	a 4				
			Law Bay Teo Much West: Red Teocheout (Robies	of the paid of the							
15/07/2023 19:11:36 JAM Media		No	Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad Supervisoria (Unchear Instructions, Intimidation etc.), Creatively Unfulfilling Projecta, Discogarizzation		500 p/w	Northern Irelan	d 2019	No real part of the workplace feels like it meats minimum health standards. Shady upper management. Unfair treatment of most employees. Favoritism of others. No HR.			
15/07/2023 01:26:22 Jam Filled	2D Builden/Rögger		Too Much Work,	Healthy Working Hours, Flexible Working Hours, Understanding			Dec 2020 -July				
15/07/2023/01/20:22 Jam Piled	20 Buildeningger	Tes		Creatively Fulfiling Projects, Could pay more	58,600 CAD	Ottawa, Canadi	2023	Depending on the project workload can be alot			
13/07/2023 16:13:26 Joey Drew Studios	Animator	No	Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad Supervison's (Unclear Instructions, Intimidation etc.), Firing almost everyone and redoing all the work, but	Good Pay							
14/07/2023 23:37:43 Karrot Animation	BG Artist	Yes	worke Low Pay, Disorganization	Healthy Working Hours, Creatively Fulfilling Projects	2,500		2020-2022				
13/07/2023 09:47:33 Kavaleer	Animation Director	Yes	no problems really		3740 euro / month, NET	Work from Home, must be resident of ireland		Only burnner is lack of productions. There is usually only one or two productions going. When your contract ends there is nothing for months usually.			
15/07/2023 15:11:16 Kavaleer Production	Lead 2D Animator	Yes	There are not many projects so once you finish your production (usually 1 year long) you will need to find another job somewhere else or wait for months for a new show to start	Healthy Working Hours, WFH, Good Pay, Good	gross 3680/month	Work from home, you must be resident in indend	4				
				Supervisor/s				Temble experience at the company, very ageist, senior staff who sneer at outsider input, despite not having a clue what they're doing. The CED is one of the natilest people live ever			
15/07/2023 21:04:01 Kelebek Media	Senior	No.	Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad Supervision's (Unclear Instructions, Intimidation etc.), Creatively Unufilling Projects, Disorgenization Less Dav. The Mark Mark Red Treatment (Bull-	Good Pay		United Kingdon	n 2022-	Samble experience at the company, very equit, amon staff who present at outside input, dispite not herving a class what flavy do doing. The CEO is one of the maintee papels he every worker with in this industry - an openty manipation, gasileting publy who work heritate to reprimand or main a modexy of your loritorial of their staff. Externing controlling too which makes any progress difficult to achieve. Felt very sociated			
13/07/2023 16:12:02 Know VFX	Animator	Only if they have no other choice	Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.) Low Pay, Bad Treatment (Bullying, Abuse, Intimidation etc.), Infilosible Hours & No WHY, B-4 working hours, Bad Supervisoris (Unclear Instructions, Intimidation etc.)	WEH							
11/07/2023 17:55:46 Lighthouse Studios	Senior Layout Artist	No			3kEimonth	Kilkenny, Ireland	2020, 2023	Multiple supervisors are known bullies and have been reported for abuse without any repencussions. HR actively tries to fuck you over.			
12/07/2023 17:17:23 Lighthouse Studios	Serior 2D FX		Low Pay, Inflexible Hours or No WFH, general builshiltery/lying		3kEmonth	Kilkenny, Ireland		Working with the people was nice enough. Studio structures are badly organise/hot organised. No relance on expertise or skill of artistic. Generally drowning efficacy in unnecessary red taps and lack of communication.			
13/07/2023 12:26:00 Lighthouse Studios	IT/Scene Prep	Yes but only for IT and SP, otherwise only if there's no other choice	Bad Treatment (Bullying, Abuse, Intimidation etc.), HR & temble communication between depts		IT 2200/pm, SP 2300/pm	Kilkenny, Ireland		People "on the ground" artists and support staff are sail of the earth which make it worth it for me. The studio has and will continue to make poor decisions for crew but overall a very chill workplice.			
13/07/2023 14:25:00 Lighthouse Studios	Serior 2D Animator	Only if they have no other choice	"controversial" projects, freelancers expected to work 9-		2600 € monthly	Kilkenny, Ireland		Overall like the vibe here, I have no issues with my supervisors and producers but they have a tendency to lookall when it comes to sataries/nates			
13/07/2023 14:43:52 Lighthouse Studios	Mid Lavout arrive	yes, but could be	Low Pay, I would say the organisation could be improved, part of the problem came from the clients	Flexible Working Hours, WFH, You can Aak flexible	2700 € monthly	Kilkenny,	2023	Definitely the payment need to be increased, but the general attitude seems improved a lot after Cuphead and Liffe ellen era.			
	,		improved, part of the problem came from the clients	first place, you have to ask as your initiative and negotiate it.			_	after Cuphead and Little ellen era.			
13/07/2023 17:02:47 Lighthouse Studios		Only if they have no other choice Only if they have no	Low Pay, I haven't been working at the studio long encough to encounter any more negatives yet. Bad Treatment (Bullying, Abuse, Intimidation etc.), Inflexible Hours or No WiTH, Bad Supervisoria (Unclear	Creatively Fulfilling Projects	€2400 monthly						
14/07/2023 20:19:40 Lighthouse Studios	Mid Animator	other choice	Inflexible Hours or No WFH, Bad Supervisoria (Unclear Instructions, Intimidation etc.)	Creatively Fulfilling Projects	2800	Ineland	2020	I had a 30% salary increase from my previous job so I was very happy.			
								1 had a 25% salary increase from previous job to it was very hoppy. In biologi at is with processes and the sequencies is get have laced one seen before jobs. From the coulds, it seems that they mostly get projects because they adult the way hoo shart because they adult they are added at the second second second second second second because the second second second second second second second second second 1 at 80 min K as good saudo for parrors taccases unlike Spain, Pottagal, Bady Havy dont pay a second			
								I still think it's a good studio for junions because unlike Spein, Portugal, Italy, they dont pay near minimum wege to low experienced people so you can get a pretty good legup if it's your final, accord job.			
15/07/2023 00:14:41 Lighthouse Studios	Layout Artist	A definite yes for people in their first years in the Industry: A	My experience in 2020 was good overall but I know a lot of people who worked there that didn't have the best time	Healthy Working Hours, WFH	2800	Kilkenny, Ireland	2020	Supervisors are hit and miss, some great, some lemble. In my experience HR asceled problematic people and it is balling to hear stories about diffuet and incompetent people that will for some reason not be fired. Being partners with Canton Saloon takes power away from the workers benaves newhole with make is like in Killeware hosinghi have no mendation.			
		maybe otherwise.						The end of the second s			
								must be to ask clients for budgets that are way too small because in real terms after tax. breaks, a good third of the studio is being paid minimum wage with zero benefits. If you decide to go there, please ask for relocation assistance. It is crazy how a studio that each small rows to a small rows with motion around an fer from Dollar invises on balls for			
			Low Pay, Bad Treatment (Bullying, Abuse, Intimidation								
15/07/2023 20:02:01 Lighthouse Studios	Animator	Only if they have no other choice	Low Pay, Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad Supervisoris (Unclear Instructions, Intimidation etc.), Creatively Unfulfiling Projects, Disorganization, HR doesn't care about you	WFH	2600elmonth	Ireland	2018-2021	Artists were super lovely and good together . But it clearly felt like trisums bounding. Some higher ups clearly didn't care about any coinions or input from learn members. Horrible bullying and gealighting sups were rewarded, some got promotions.			
14/07/2023 19:49:52 LolaVFX	CG Artist	Only if they have no	Bad Treatment (Bullying, Abuse, Intimidation etc.), Inflexible Hours or No WFH	Pasible Working Houra, Good Pay, Good Supervisoris, Creatively Fulfiling Projects, Good people working there, just not the owner		Los Angeles, US	2016-2021	People who work at Lola are pwitty chill. It is ownal a good place and they pay really well. But you gofta be willing to put up with the oneyry alcoholic / dug addict owner. He is parenicid and dearch theat with of this arroportee. He towners are day you or your machine too. He have WPH and work let anyone mee do it. Only has chosen fee. He actually had people working illigably in the difficue during the parentemic Avoid that every of you are.			
14/07/2023 19:23:17 Luma Pictures 11/07/2023 18:19:33 Magpie 6 Media	Sr Animator Compositor	Only if they have no other choice No	Bad Supervison's (Unclear Instructions, Intimidation etc.), Disorganization Low Pay, Too Much Work, Inflexible Hours & No WFH	Big name shows and lots of Marvel work		Santa Monica, US	2017-2018	It's a cult and they treat employees like school children, complete with a lunch bell			
12/07/2023 17:27:14 Magpie 6 Media	trainee design / trainee compositor	No	Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Inflexible Hours or No WFH		500 per week	iniard		As a Trainee, I had the workload of a mid-learing towards senior.there was always preasure to do overtime backase of their unrealistic gala of septemis per week of comptitive was per period. The over(20) word maken who comments about their engloses bahind their backs in fort of the others, I was an unconfordable environment to be in as both boards were in the same toom is you we word call the official terminary backase of their engloses are always and the set of t			
	compositor	_	Abuse, Intimidation etc.), Inflexible Hours or No WFH								
15/07/2023 00:35:21 Mainframe Studios	Designer	Yes	Creatively Unfulfilling Projects, Disorganization	Healthy Working Hours, Flexible Working Hours, Understanding HR&Management, WFH,	1500 biweekly (2x a month)	Canada	2022-2023	Very selectioning and note abase to be with syster coverview (can not y spatial to my specific protochon isam), there to big any a considered lower than other abasis in Verycover to dit pays the bills and i can't complexe. Taid to discognize all times and had some confusion also disadifiers and assignments the coveral not bad. Workshift way the prejection motifies, but the work is abable and not too challenge. They recently had a large amount of hadres.			
				HR&Management, WFH, Good Supervisor/s	(ax a money			elveting, but the work is stable and not too challenging. They recently had a large amount of layoffs due to full in available projects so uncertain about hiring opportunities in the near future.			
15/07/2023 00:16:31 Marvel	coordinator	No	Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Inflexible Hours or No WFH, Bad Supervisoris (Unclear Instructions, Intimidation etc.), Creatively Undatiling Projects, Discrganization,	WFH			2022	sexually harassed by line producer tim pauer. In did not take complaint seriously and was fixed after bringing it up			
15/07/2023 00:12:24 Marvel	prop designer	No	sexual harassment Low Pay, Too Much Work, Bad Treatment (Bullying,	WFH, Good Supervisor/s	2300	burbank, ca, US	5 2022	really horrible line producer fined entire department right before christmas in a big group zoom			
15/07/2023 00:05:32 Marvel	Character Designer	No	Aduae, intrinsiation etc.), bad producer Too Much Work, Bad Treatment (Bullying, Abuse, Internistation etc.), Bad Supervision's (Unclear Instructions, Histimidation etc.) Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intrinsiation etc.), Inflicible Hours or No WHY, Bad Supervision (Unclear Instructions, Intrinsiation	Good Pay	\$55/tv	Burbank, CA, US	2021	Gaslighting. Company politics. Sweeping stuff under the rug and never mentioning it again. Lack of empathy. Unpaid overtime.			
15/07/2023 08:42:29 Method Studios	tech opsijr comp	No	Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Inflexible Hours or No WFH, Bad Supervision's (Unclear Instructions, Intimidation etc.), Discrementation		\$16/hr USD	Santa Monica, CA, US	2016-2018	Everyone worth their sail is gone. Producers are abusive. I was screamed at and physically assaulted while working here. I still have issues because of this studiojob. No one should work here. 4 and these were plocal, studio staff was disrogenized and abuse of power was rampant. Managers could and would abuse employees.			
14/07/2023 19:27:26 Mikros		No	sexual hamasament	Understanding HR&Management	56000		2020	Constant sexual harassment at work, the studio was aware, decided to keep the artist			
15/07/2023 20:12:22 Moonbug	Staff Writer	Only if they have no other choice	Too Much Work, Inflexible Hours or No WFH, Disorganization	Creatively Fulfilling Projects	65,000	Los Angeles, California - United States		Moonbug uses the fact that they're non unionized to create their own unfair rules and use intervidation factics for us to listen			
15/07/2023 18:35:06 NETFLIX Animation		No	Low Pay, Encouraged to use out of state address to bypass union nakes, then paid worst nail of gotten in yakes. Eshavating paos. No overline. Low Pay, Too Much Work, Bad Treatment (Bullying, Adues, Infimidation etc.), Bd Spervision's (Unclear Instructions, Intimidation etc.), Chastively Uniutility Projecto, Noisogenzation			Los Angeles, USA	2020	Union busting and disorganization. Constantly looming feeling that the studio was drive			
15/07/2023 17:57:52 Newscape Studios	2D Animator, Storyboard Artist	No	Abuse, Intimidation etc.), Bad Supervisoria (Unclear Instructions, Intimidation etc.), Creatively Unfulfilling Projects, Disorganization	WFH	\$25	Austin, TX, USA	A 2021	Union busting and disorganization. Constantly looming feeling that the studio was doing poorly based on YT views. Constant overnork, we made 14 minute videos for YT in a week. People often that to smeak in OT Ba datatis were paid considerably less for even more work than the anim team. 25 people laid off in one day at one point.			
								Requires putting out a HUGE volume of animation, sometimes more than 5 minutes a week. Every department seemed to be overhaded with work, which led to a to of work creare on the individual level. A for alimitants laking on rigging database, background related doing character design work, etc. Trainingto-baseling was virtually non-excisient, though the heard this has improved since list.			
15/07/2023 20:33:16 Newscape Studios	2D Animator	Anyone easily susceptible to burnout should avoid	Low Pay, Too Much Work, Creatively Unfulfilling Projects, Disorganization	WFH, Good Supervisor/s, Loved my co-workers, WFH setup kept supervisors/directors	\$20/hr USD	Austin, TX, USA	A 2022	improved since I left. Contractors were treated pretty equally to employees, which was nice to see, though			
				approachable.				Contractions were trained prefixy signality to enceptionaux, which was naive to see, though enangement main adapted there was an pike for a content to be tought on a on employue. Somewhat superacticable work schedule for contentors. No were expected to be available full-time for any weeks jour works, and would from do usually a week in advance whether on not you'd be needed. Peyment lead twice on the low end, but VERY reliable. In making year, more oncica lead a single times with signment.			
				Healthy Working Hours, Flexible Working Hours,				nearly a year, never once had a single issue with payment.			
15/07/2023 00:08:58 Nickelodeon	Visual Development Artist	Yes	Disorganization	Healthy Working Hours, Flexible Working Hours, Understanding HR&Management, Good Pay, Good Supervisoris, Crustient & differe Basington	\$65ihr	Burbank, CA, US		Nice people. Just bed at budgeting.			
			Netlix is barkroling current revised and that president	Creatively Fulfilling Projects Healthy Working Hours, Flexible Working Hours,				In other workshops if the large springers is based, but if workshops have 3-years and the large based and			
15/07/2023 02:20:26 Nickelodeon	Mid Level Background Artist	Yes	Netlix is bankrolling current project and they basically loobailed most of the team. Also, the studio can take its time green lighting new seasons of a show. This could leave you in imbo about finding a new job or staying on a show you like.	Understanding HR&Management, WFH, Croad Evenesistatis 21	\$2,250/week	Burbank, US	3	first job, apply ALOTT I hadn't even appleed for the specific position I got one looking for your they away my dozens of applications. That mixed with my portolio got me hired. Also, Neck does some kind of shado hang out event away if not even yother month or major holday.			
				days paid time of PLUS 2 weeks paid vacation for Christmas and New Years				rree toos and boose (all you can drink). Lastly, if you network and have a chaince to freelance on another show within the studio while altready working free time, all the freetance hours are OT (you get paid 1.5x your rate!)			
15/07/2023 18:41:21 Nickelodeon	BG Painter	Only if they have no other choice	Low Pay, Creatively Unfulfilling Projects, Disorganization	Good Supervisoria	60hr or 2400/wk	Los Angeles, USA	2022-present	reconception more like indext and dime. Creat covery, but the projects live been on have all offened looked instea that just just field insulting lake minimum of union journeymen nates) Having to fight both and nait for an extra missivy amount a week is demeaning, let alone being imitable offener tantis (wood et 4-4 week on.			
15/07/2023 18:15:04 Oddbot Animation	Storyboard Revisionial	Yes	Low Pay, Disorganization	Healthy Working Hours, Understanding HR&Management, WFH.	\$1700/week	Burbank, CA,	2020	initially offered rates I would get 4-5 years ago. Low pay, can be disorganized, but generally good company to work for. Small union studio full of people who love making carbons, with compassionabe leadership.			
1 Beaution of the second				Understanding HR&Management, WFH, Good Supervisoria, Creatively Fulfilling Projects		JDR					
			Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.). Inflexible Means on March 1		370,2311007			 Laping of 44 perivative initial characteristic LEO Laping of 64 perivative initial perivative scales including phase sector to page of 16 and 25. Laping of 64 perivative initial characteristic (b) the activative optimes Coll state failed on the characteristic (b) the activative optimes Laping characteristic (b) the characteristic (b) the activative optimes Laping characteristic (b) the characteristic (b) the activative optimes Laping characteristic (b) the characteristic (b) the activative optimes Laping characteristic (b) the characteristic) the characteristic (b) the characteristic (b) the character			
13/07/2023 17:34:29 OLM Asia (Japanese animation company)	Senior 2D Animator	No	Low Pay, Too Much Work, Bad Treatment (Bullying, Abuae, Intimidation etc.), Inflexible Hours or No WFH, Not proper communication between departments (eg: You inform department A about something & you also need to inform HR)	WFH, some animators willing to help & teach you	RM1629) per month	Malaysia		 1 day dealines for each out evaluations welcus occurrent/lie pay - most good animators left so the remaining staffs don't ready communicate - Company relinated to give raise to animators with work there for atmost 5 years 			
								Higher ups refused to hear staffs suggestions Difficult to apply leave because there's only a few staffs left			
14/07/2023 21:43:38 Paper Owl Films	Storyboard Artist	Yes	Entirely remote	Healthy Working Hours, Pecible Working Hours, Understanding HR&Management, Good Pay, Good Supervisoria,	\$2,000	Belfast, Northern Irelan	2023	They gave me my first experience boarding for an action adventure based show.			
15/07/2023 19:35:34 Pixer Animation Studies	Intern	Yes	Low Pay	Plexible Working Hours, Creatively Fulfilling Projects	for most of their interns) + housing	Emeryville, CA, USA	2022	I can ready only speak to the interm experiment— load on them, but no place is perfect. Known the imaging paragramsprace to Bay. Avec such can papels, definitely a set personality-cubies that not everyons will made with, but if you can play the function compary expension. The perfect of the perfect of the perfect of the perfect of the perfect on the perfect on the perfect on the perfect of the perfect on the perfect of the perfect of the perfect on the perfect of the perfect on			
				Healthy Working Merces				expressions boggee comm on work, cut I knew planty of other interns (more on production side) who field controls at times. They like to relation people, so there's screw white make centric cutture higher up. Overall I felt valued and pushed towards growth though.			
14/07/2023 04:43:54 Pixar Animation Studios	intern	Yes	Low Pay, Bad Treatment (Bullying, Abuse, Intimidation etc.)	Healthy Working Hours, Flexible Working Hours, Good Supervisoris, Creatively Fulfilling Projects		Emeryville, CA, USA	2022	An artist's paradise on a good day, but definite problems with lower than average pay for feature across all positions. Best organized studio five experienced. Some shows have crunch problems. The prestige can create a competitive/clique culture			
14/07/2023 19:43:26 Pixer Animation Studios	Intern	Yes	Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.)					The people at Pixer are amazing, I just wish they breated their interns with more respect. I was intrinduced, put down, and there were more "constructive" comments on my personally than on my work. I learned so much, but left feeling demonstrated and lost my passion for animation for years after.			
								and the second second			

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Link for submissions: http://	Courts new Univ view Delete al Univ view Filter over uptions	< To filter	Thank you all for the contributional									
conformada // FAIpQLSB Ed., r0A10Lra4scocc488 z28s20/0181X7s.irS84LS	Non Rydewid Salesian V Rydewid	alphabetically by studio, date of submission or location	Thank you all for the contributions! Contact animation.workars@gmail.com to request changes									
ha vanakim	Laurence	Would You Recommend People To Work There?			Pay Before	Location	Year's You					
Timestamp Company	Your Role & Seniority (Optional)	Recommend People To Work There?		Positives (Optional) Healthy Working Hours,	Pay Before Tax/Gross (Optional)	(Optional)	Year's You Worked There	Additional Notes (Optional)				
14/07/2023 21:01:03 Pixar Animation Studios	Rendering software Engineer	Yes	Low Pay, Creatively Unfulfiling Projects, Product manager and overall goal is all over the place. No one to be it together. Work is aslowd quite a lot and no interaction with studio as an engineer	Healthy Working Hours, Flexible Working Hours, WFH, Cosatively Fulfilling Projects, Amazing learning opportunity comes at a	145,000		2021-current					
14/07/2023 21:35:31 Studios	faire fair	If you fit in with their "crowd" personality	Low Pay, Bad Treatment (Bullying, Abuse, Intimidation	skeep learning curve. Flexible Working Hours		Emeryville, CA	Balan contonia	Low pay for the area. They activity encourage you to work unpaid hours for a chance to stay at the company. Constant competition with every other Animator. Some Animators were ince and willing to help you but others right don't the you. You other bus, twy colleave yorkou of people, and some were open with their misogranidic views. No opportunities to move up the ranke.				
1407/2023/21:30:31 Studies	Animato	"crowd" personality wise and physically, you might be fine.	etc.), Bad Supervisorit (Unclear Instructions, Intendation etc.), Creatively Unfulfilling Projects		\$3078	US	Defore pancerrec	and Waining to map you but dowers right out mean you unsar the bus. Very calpair-y group or people, and some were open with their misogenistic views. No opportunities to move up the ranks.				
14/07/2023 23:05:42 Red Animation Studio	Concept artist, texture artist	Only if they have no other choice	Low Pay, Too Much Work, Bad Supervisorix (Undear Instructions, Intimidation etc.), Creatively Unfulfiling Projects, Disorganization, The communication was terrible, work was 45 hours a week too (though this is common for our country)	Creatively Fulfiling Projects, I had a couple emergencies during my time at the studio and they were very understanding, even when I had to beave remediately and day	503USD monthly	Peru	2021-2022	While the project I was one was creatively unfulfilling, they have other projects that were wayyyy better				
			common for our country)	even when I had to leave immediately one day.								
14/07/2023 19/23/20 REDEFINE		No	Too Much Work, Bad Supervisoris (Unclear Instructions, Intimidation etc.), Disorganization	Understanding HR&Management	60 000	montreal, Canada	2023	Lets of company. Data of miscommunication behaves dispertances, very disarganizati, Arkita, are pring only a bare assess to concrete with each other taxes which is the balance. They are pring only 3 weeks of learning, you need more time than that, then in on the place for you. Its of calculates there in the arkitation of the place of the place of the would take with each other and the arkitati. Leads are being given leads inter after only 6 months and among tappand to lead.				
				Healthy Working Hours, Flexible Working Hours,				Would bak with each other and the artists. Laades are being given nades roses are only o months and anoth prepared to lead. Even had nothing except great experiences here. The HOD is artisting, the HR is sensiting, the works and leads areas greatering. I have not hear. There is a brue dreaget of errients and				
14/07/2023 22:09:20 ReDefine	Mid Animator	Yes	Creatively Unfulfilling Projects, Disorganization	Understanding HR&Management, WFH, Good Pay, Good Supervisor's, Creatively	75000 CADiyr	Montreal, Canada	2023	motifies and every prepared to lead. The high register of the second sec				
			Rad Treatment (Rollvinn Alvine Intervitation etr.). Red	Pursieng Projects		Montreal		sense to me that opersum departments may be membranged, valeta, eps, wyott, etc. are super super-inconsistent. That's neally the only grape Thates. I wish the other departments were ran as well as the anim dep. Overall Heel really valued and well-headed.				
14/07/2023 23:11:07 Real FX 14/07/2023 23:35:37 Ritzy Animation	Cg animator BG Artist	Only if they have no other choice Only if they have no	Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad Supervisor/s (Unclear Instructiona, Intimidation etc.), Creatively Unfulfiling Projects, Discognizzation Low Pay, Bad Supervisor/s (Unclear Instructions, Internation etc.). Discognizzation	Plexible Working Hours, WFH	74,000	Montreal, Quebec, Canada London, UK	2019-2021	If you're an older looking straight while man then you'll probably get promoted. Everyone else, don't waste your time.				
14/07/2023 23:32:37 RE29 Animation	Animator	other choice	Intimidation etc.), Disorganization	I Industriantian	95,000 annually		2022					
				Supervisoria				They don't pressure you to do overtime, but there is clearly too much work for not enough composition. Firm and network constantly overshelmed. Bisaled pipeline. Disorganization between departments leads to wasting the compositors time frequently, which results in lots of unnicossary 0.51.				
15/07/2023 00:31:30 Rodeo FX	Senior Compositor	Yes	Too Much Work, Disorganization	HRSbergenerating HRSbhanagement, WFH, Good Pay			2023	between departments leads to westing the compositors time frequently, which results in lots of unnecessary OT.				
14/07/2023 21:15:12 Rough Draft Studios		No	Too Much Work, Bad Treatment (Bullying, Abuse, Internidation etc.), Bad Supervisor's (Unclear Instructions, Internidation etc.), Disorganization Too Much Work, Bad Treatment (Bullying, Abuse,	Flexible Working Hours, WFH Creatively Fulfilling	\$2200 USD/wk							
14/07/2023 21:32:26 Rough Draft Studios	Compositor	No	Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Influxible Hours or No WFH, Bad Supervision's (Unclear Instructions, Intimidation etc.), Disorganization	Creatively Fulfilling Projects, They will take junior artists, and artists new to the industry. Dog friendly,		Burbank, CA, US [7]	2023	My entire beam was fined for union activity (Begal) and they are currently in a legal fight with the the union over it. They also purposely misclessely artist's to pay them less. If you work here, be very, very careful about your pay and contract.				
14/07/2023 21:21:21 Rough Draft Studios	Story	Only if they have no other choice	Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation stc.), Bad Supervisor's (Unclear Instructions, Intimidation etc.), Disorganization	Non-supervisor coworkers were the best	2200 weekly	Burbank, CA, US	2022	They use the intercom to call workers to the producer's office for loud one sided arguments or to be given one weak's notice. Intrinsidian and manipulation is rangent. If you work there, tak to your cowchers, make friends, compare your pay shubs and what your job code is. They hate when we communicate with each other.				
14/07/2023 21:43:58 Rough Draft Studios		No	Too Much Work, Bad Treatment (Bullying, Abuse, Intendation etc.), Inflexible Hours or No WFH, Bad Supervisoris (Unclear Instructions, Intimidation etc.),	Creatively Fulfilling Projects		Glendale, CA, US	2022	Lots of issues relating a homble working environment for the artists with overtime, varbally berating people, humilitating employees in cgen areas of the office, aggressive hierarchy that is maintained to prevent any issues being addressed or solved.				
15/07/2023 04:26:51 Rough Draft Studios	Composit~	No	Disorganization Too Much Work, Bad Treatment (Buflying, Abuse, Intimidation etc.), Inflexible Houra or No WFH, Bad Supervisor/s (Unclear Instructions, Intimidation etc.), Disorganization	Creatively Fulfilling Projects		Burbank, US		is maintained to prevent any issues being addressed or solved. They promoted having flexible hours, but workload was constantly in crunch, leading to unpaid overtime due to poor planning. The combination of yilling and load intercom creates a brane working environment. Way and-winoin attback.				
				Healthy Working Hours, WFH, Good Pay, Good	1600 CAP							
14/07/2023 20:15:52 Scanline	Layout mid	nes	Too Much Work, Disorganization	Supervisoris, Creatively Fulfilling Projects	1600 CAD every 2 weeks	Canada	2023	I was at MPC just before working at Scanine. It's far from perfect but at least I feel like a human being now Corporate greed has taken over fally now. They'll do anything to make the studio more money				
14/07/2023 20:59:11 Scanlinevfx	production	No	Too Much Work, Bad Supervisoria (Unclear Instructions, Intimidation etc.), Disorganization	WFH, Good Pay			6	Corporate gread has taken over fully now. They'll do anything to make the studio more money including balantly sacrificing the mental state of their workers. Taking on more and more work when fit way clear they do not have the resources. They'ls not plin unait the nones who remain how lacky they are that they'n not caught up in the tayoffs. Usuad to actually like it here, very add to see. Anyong the statut to quid, to good ucto these who remain!				
15/07/2023 19:06:40 Sixteen South		Only if they have no other choice	Low Pay, Bad Treatment (Bullying, Abuse, Intimidation etc.) Low Pay, Bad Treatment (Bullying, Abuse, Intimidation		500 p/w	ик	2018	here, very said to see. Anyway I'm about to guit, so good tuck to those who nemain! Felt alienated a lot of the time. Two instances of verbal sexual hanasement that, when brought up to upper management, was told, "that's just that person's personality".				
14/07/2023 20:26:30 Skydance Animation		Only if they have no other choice	etc.) Low Pay, Bad Treatment (Bullying, Abuse, Intimidation etc.), Inflexible Hours or No WFH, Creatively Unfulfilling Projects Bad Supervisoriti (Unclear Instructions, Intimidation				2023	The people who work at Skyclance are top fier takent, but bad leadership is holdino this studio				
14/07/2023 19:45:14 Skydance Animation		No	etc.), Creatively Unfulfilling Projects, Disorganization	Flexible Working Hours		100		The people who work at Skydance are top fer takent, but bad leadership is holding this studio back from potential greatheres. The projects are BAD, there is no organization and they don't value their takent. Row away. Disorgenization and a late of planning/clear valuon leads to most projects at Skydance.				
15/07/2023 20:52:03 Skydance Animation	Storyboard Artist	It's not the worst place to work for but I wouldn't prioritize it.		WFH		Los Angeles, USA	2022-2023	Disorgarization and a lack of planning/clear vision leads to most projects at Skydance eventually implicing after being in the works for a year or so, and nothing they've making is going to turn out well enough to be worth the chaos. But the pay is decent and the people are (mostly) mice.				
14/07/2023 18:51:16 Skydance Animation	Character Senior animator	Only if they have no other choice	Low Pay, Bad Treatment (Bullying, Abuse, Intimidation etc.), Inflexible Hours or No WFH, Bad Supervisoris (Unclear Instructions, Intimidation etc.), Creatively Unfulfilling Projects, Disorganization		3500	Madrid, Spain	2023	Human Resources is called inside as inhuman resources. You have better opportunities depending who are you friend of who.				
15/07/2023 20:39:06 Smiley Guy Studios	Junior 2D animator	Only if they have no other choice	Low Pay, Too Much Work, Inflexible Hours or No WFH, Bad Supervisoris (Unclear Instructions, Intimidation etc.), Disorganization	Great colleagues	1700 usd a month	Toronto	6 months	Impossible to get paid, I worked remotely and after four months, I was forced to withhold my files and "threater" to delete them unless they would pay me. Goule by my colleagues; every monthy too have to physically sit in the boas's office and force him to write your check, or you simply won't get paid.				
14/07/2023 20:15:29 Snowball Studios	Intermediate Animator	No	Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad Supervisor/s (Unclear Instructions, Intimidation etc.), Disorganization			Toronto, Canada	2021 but the team is the same	leadership bullied me into working 80 unpaid overtime hours a week for months				
14/07/2023 20:30:58 Sony Imageworks / Si	Engineer /	Yes	Disorganization	Healthy Working Hours, Flexible Working Hours, Understanding HR&Management, WFH, Good Pay, Good	42 cad hourly	Vancouver, Canada	2021 - 2023 (still	Everyone has different experiences depending on show or project. I'm overhead staff and I'm ready happy, my manager is great and we have a great team. Contract is indefinite				
	PRETTOCIEN					Canada	at the company)	neary nappy, my managar is great and we nave a great team. Contract is indemnas				
14/07/2023 22:55:21 Sony Pictures Imageworks	Compositor Senior	Yes	Disorganization	Healthy Working Hours, Pacible Working Hours, Understanding HR&Maragement, WFH, Good Pay, Good Supervisorts, Creatively Fulfiling Projects	100K	Vancouver, Canada	2022-Current	The best company five worked at. Some people felt overworked, but not in our team. Planning on slaving as long as I can.				
			Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Inflixeble Hours or No WFH,	Supervisoris, Creatively Fulfilling Projects				The only good reasion to work at SPA is that they make films that could get you another job				
11/07/2023 19:45:11 SPA Studios	Ink & Paint Artist	Only if they have no other choice	Abuse, Intimidation etc.), Inflexible Hours or No WFH, There we're even instances of blackmail and legally questionable actions by the higher ups		1200Eimonth	Madrid, Spain		The only good reason to work at SPA is that they make firms that could get you another job elsewhere. The salary is not great, they buly you into working overtime and on weekenda whold paring for (is only parint) and then return to saying that the industry is quite small if you reject doing overtime. Lack of transparency and reaped for all workers.				
15/07/2023/20/24:43 Spindlehorae Toons	Compositor	Only if they have no other choice	Low Pay, Too Much Work, Disorganization	WFH, Good Supervisoria, Creatively Fulfilling Projects	uncomplexity		1.5	Expect to do full time work, with borderline feature quality comp, with infrequent paychecka. Great coworkers and supervisors, but I can only recommend this job if you're really trying to break into the industry.				
15/07/2023 20:51:29 Spindehorse Toons	BG Artist	Only if they have no other choice	Low Pay, Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad Supervisorts (Unclear Instructions, Intimidation etc.), Creatively Unfulling Projects, Disorganization, Talked down for making any mistakes leaving no room to be able to learn especially if you're	Flexible Working Hours, WFH	\$60-300 per BG (layout AND peint) depending on complexity	Remote US	2021-2022	This was my first job in animation and I had made a mistake (that I owned up to), but was only met with passive aggressiveness by the supervisor at the time. There are no meetingalcalits and since everyone was remote all over the world, communication sometimes took, antific, but you are expected to still meet tight deadlines despite the slow responses.				
			just starting out	Floreible Working Hours	uncompany			соск интер, со, усо иле въресно со иле плен нут меноника селоте и и лоче паролика.				
15/07/2023 06:40:48 Spindlehorse Toons	Senior 2D animator	Yes	Disorganization	Understanding HR&Management, WFH, Good Pay, Good Supervisoris, Creatively Fulfilling Projects	1,000 USD weekly [8]	Remote	2023					
15/07/2023 13:57:24 Spindehorse Toons	Background Artist	Yes	Low Pay		60-300USD per BC (layout + paint),	Remote	2022-2023					
				Creatively Plansing Projects	complexity			I really like it, it has busy times and also times which are quite relaxed. Everyone is very				
13/07/2023 18:36:23 SSVFX	Trainee Compositor	Yes	Low Pay	Healthy Working Hours, WFH, Long contract length	500 weekly (freelance)	Remote from anywhere in Europe	2023	I really like it, it has busy times and also times which are quite relixed. Everyone is very helpful to me when I have quasiforts and sager to show me what to do, for compositors the studio offers long constracts (if more than 1 year) so you are kept on behaves projects. You have an option to go into the Dublin office if you want to, but you never have to. For me the ways is partly how to mit you are attained.				
15/07/2023 19:40:17 Starburns	Visual Development Artist	Yes	Low Pay	Healthy Working Hours, WFH, Good Supervisor/s, Creatively Fulfilling Projects	\$50/hour	Burbank, CA	2020-2021					
15/07/2023 19:39.25 Stoopid Buddy Stoodios	Visual development artist	Yes	Low Pay	Healthy Working Hours, Flexible Working Hours, WFH, Good Pay, Creatively Fulfillian Distants	\$48/hour	Burbank, CA	2017-2021					
15/07/2023 19:54-25 Stoopid Buddy Stoodos	Stop Metine Anima	Only if they have no	Low Pay, Too Much Work, Creatively Unfulfilling Projects, Disorganization	Healthy Working Hours, Good Supervisoria	30 per hour	Burbank,	2021	Lots of things to consider with Stoopid Budly. They don't pay vary well, their projects are never planned out well, and they do whalever they can to cut comens. Some of the higher ups can ad pretty unprofessionally, but they are friends with the heads of the studio, so there is				
Stoodos	cop control Ameridad	other choice			ni par naîf	California, USA		Interesponse to the second sec				
14/07/2023 19:09:44 Talko Studios	Animator	Only if they have no other choice	Low Pay, Bad Supervisoris (Unclear Instructiona, Intimidation etc.), Disorganization	Flexible Working Hours, WFH		Los Angeles, USA	2022	The project was fine I guess, but they pay you only after you get your shot approved and they have bid days for each shot so when the director keeps throngs tack notes and you take more than the norther of bid days to get this shot getproved, you don't get and the exits days, you only get paid the number of bid days (is, bid days 2 days, you take a week, only get paid or 2 days even though you worksfor a week). Conditi even pay for next alone each month.				
14/07/2023 23:15:34 Team Toon Animation Studio	2rd aniprotes	Only if they have no other choice	Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Inflixeble Hours or No WFH, Bad Surgesters (587 usd per month	Barrangulla	2022 505	for 2 days even though you worked for a week). Couldn't even pay for rent alone each month, they pay too low to the animators they don't pay your health insurance, they don't care about the animators. They change your contraid whenever they want.				
Studio	au e madr	other choice	Low Pay, Too Much Work, Bad Treatmert (Bullying, Abase, Intrinsidien etc.), Inflictible Hours or No WH, Bad Supervisoria (Unclear Instructions, Infinitiation etc.), Disorgenization, the make us work atmost 10 hours per clay. And they don't pay for your health		month	Colombia	2042-2023	the animators. They change your contract whenever they want.				
15/07/2023 00:36:28 Titmouse	compositor	Yes	No issues	Healthy Working Hours, Flexible Working Hours, WFH, Good Pay, Good Supervisorts			2022					
15/07/2023 21:17:24 Titmouse	Production coordinator & BG artist	If the project calls to you.	Low Pay, Disorganization		\$550/week	Vancouver, Canada	2020-current	One of the worst in Vancouver for pay; Just unionized last year so hopefully that will change. Inexperiencedified timers for my position at other studios make more than I do and I have 3 years experience.				
14/07/2023 21:31:11 Temouse	Designer	Yes	A normal amount of disorganisation and ego clashes	Healthy Working Hours, Flexible Working Hours, Understanding HR&Management, WFH,	\$1,460/w	Los Angeles, US	2022	You're unlikely to be micromanaged and will be left to do and trusted to do your work in peace most of the time				
				Good Pay, Good Supervisor's, Creatively Fulfilling Projects								
13/07/2023 21:29:12 Titmouse	Retake Animator	Yes	Very rare opportunities if you dont live in Canada	Flexible Working Hours, Understanding HR&Management, WFH, Good Pay, Good	160 USD / day	Remote, but studio is locate in Vancrunar	d 2022	I was a finaliancer working sensolity from my country so I dont know what their work culture in house is. But I had the best time finaliancing for them, finst studio I worked with that actually understands that a style loadine means more artists are needed indeed of borning out the existing row. Timocale is a 1010.				
				Fulfiling Projects, Overtime pily				existing onew. Temouse is a 10/10				
15/07/2023 12:40:08 Titmouse	Junior 2D Animator	Yes	Pretty tight deadlines and was sometimes hard to find deadlines without asking. Pay could be better, but dependent on personal negotiations.	Healthy Working Hours, Pacible Working Hours, Understanding HR&Management, WFH, Good Supervisoris, Creatively Fulfilling Projects	40hr. 320iday	Remotely from EU. Burbank, Los Angeles,	2021-2022	Fantastic team, very understanding and willing to help. Creat communication and clear tasks.				
		If you're burnt out and		Creatively Planting Projects		California Tenerife, Spain - I worked		A bit too blunt with how they communicate about your performance if you've doing poorly, can				
13/07/2023 17:31:10 Tomavision	Senior Clean Up Artist	be lower than they like, big NO	Low Pay, Bad Treatment (Buflying, Abuse, Intimidation etc.), Poor Communication. Lack of proper onboarding , as a freelancer. Had no idea what most of people's roles were in the company.		€2700imonth	- I worked remotely		A bit too blant with how they communicate about your parformance if you're doing poorly, can possibly discourage you to keep going. Will dock your monthly pay if your quote is low and only pay you for the seconds of clearup/animation you've done.				
14/07/2023 21:10:13 Tonic DNA	Serior 2D Animator	Yes	Low Pay	Healthy Working Houra, Facible Working Houra, Understanding HR&Management, WFH, Cood Supervisoria, Creatively Fulfilling Projects		Montreal, Canada	2023	High drawing skill requirements.				
15/07/2023 19-38-55 Troll Productions Oy (Finland)	Senior technical	-	Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad Supervision's (Unclear Instructions, Intimidation etc.), Discreptization, wage		1,800 per month	Tampere		I sued them discrimination and wages theft. Baylis v Troll VFX 21.10.2016 case number L 15/32485				
			Instructions, Intimidation etc.), Disorganization, wage discrimination/ xenophobic nationalism /exploitation	Flavible Working Hours	. www.pater month	Finland		Worst company I ever had the displeasure working for!				
15/07/2023 05:28:51 Well Disney Animation Studios	3D animator	Yes	Bad schedules, Big Crunch at the end, a lot of OT	Understanding HR&Management, WFH, Good Pay, Good Supervisorts, Creatively Fulfiling Projects	125,000	Burbank, US	2023	I think Salty Animator's IG is awful for the animation community.				
15/07/2023 19:07:16 Walt Disney Feature	Production Assistant	Yes	Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Inflexible Hours or No WFH, Bad Supervisoris (Unclear Instructions, Intimidation	Fulfiling Projects Creatively Fulfiling Projects	a 20hour	Burbank, CA	1 year	Biggest issue with my role is how WDAS has been treating PAs this year. They bring you in promising growth but now they laid off a sizeable churk of their PAs and the ones that slayed are not being promoted even after being in a project (or multiple) for a brog partial of time. The project heme are anazerty, but the productors and objectment managers are hardfests.				
15/07/2023 03:23:49 Wild Canary Animation		Yes	etc.) Low Pay, Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad Supervisorts (Unclear Instructions,	Healthy Working Hours, WFH, Creatively Fulfilling		Burbank, CA, US		The people there are amazing, but the producers and department managers see hearfless.				
				Projecta Healthy Working Hours, Flexible Working Hours,		50						
14/07/2023 22:57:35 Wild Child Animation	Mid 3D Animator	Yes	Too Much Work	Projects Healthy Working Hours, Paroble Working Hours, Understanding HR&Management, WFH, Good Pay, Good Supervisorts, Creatively Fulfilling Projects	£750 per week	Stirling, UK	2023	Poor production scheduling and pipeline which leads to a lot extra work and crunch, however they do pay overtime. Excellent leads and directors.				
14/07/2023 19:28:55 WildBrain	animation and then BCs	Only if they have no other choice	Abuse, Intimidation etc.), Bad Supervisor/s (Unclear	Fulfiling Projects Nice main building and amenities	950/week CAD	Vancouver, BC	2017-2020					
	11		instructions, intimidation etc.)									
			They tell you, if you're fast you can earn good money. The issue is, they bie they many amend for the		17.01 euro per							
13/07/2023 09:57:17 Zmei	Senior 2D Animator	Only if they have no other choice	Institutions, infimitiation etc.) Load Pay, They pay par sector which is not an issue. They last you, if you've fait you can earn good money. The issue is, they have load more all endowing the work way small satisfy. If you are first and ask for more somes they being you they don't have more somes for you so you can well, sometimes a week or teo, for next EP.		17.01 euro per second, one month I eamed 1450e and other just 986e	It's a freelance job. They are from Bulgaria		Really poorly organised. Just too many animators and no way for you to earn a decent pay. They could totally hree a basen of 5 experienced animators, give them normal monthly salary and have the job done. Instead, they his no ver 30 poople and everyone ends up with super small pay. No reason for you to be fast or efficient as you end up waiting for another EP.				

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Link for submissions: mor form cools, comform UnitFAipOLSH 6s_r0MBL/miscocifilk		Courte are Une raise Defend the raise Piter des officers - Non Ry Sec. (Education	< To filter alphabetically by studio, date of submission or location	Thank you all for the contributional Contact animation workana@gmail.com to request changes					
eziled Works (X7x) esixel S Nationalarn		 ✓ Bylinin Learner 	Would Yes			Pay Before			
Timestamp	Company	Your Role & Seniority (Optional)		Main Problems At The Company Low Pay, Too Much Work, Bad Treatment (Bullying,	Positives (Optional)	(Optocetal)	Location (Optional)		Additional Notes (Dytomal) This was the company that make me wet to leave the window industry Cartain This was the company that make me wet to leave the window industry Cartain This was the company that make me wet to leave the window industry Cartain This was the company that make me wet to leave the window industry Cartain This was the company that make me wet to leave the window industry Cartain This was the company that make me wet to leave the window industry Cartain This was the company that make me wet to leave the window industry Cartain This was the company that make me wet to leave the window industry Cartain This was the company that make me wet to leave the window industry Cartain This was the company that make me wet to leave the window industry Cartain This was the company that make me wet to leave the window industry Cartain This was the company that make me wet to leave the window industry Cartain This was the company that make me wet to leave the window industry Cartain This was the company that make me wet to leave the window industry Cartain This was the company that make me wet to leave the window industry Cartain This was the company that make me wet to leave the window industry Cartain This was the company that make me wet to leave the window industry Cartain This was the company that make me wet to leave the window industry Cartain This was the company that make me wet to leave the window industry Cartain This was the company that make me wet to leave the window industry Cartain This was the company that make me wet to leave the window industry Cartain This was the company that make me wet to leave the window industry Cartain This was the company that make me wet to leave the window industry Cartain This was the company that make me wet to leave the window industry Cartain This was the company that make me wet to leave the window industry Cartain This was the company that make me wet to leave the window industry Cartain This was that make me wet to leave the window industry Cartain This w
15/07/2023 21:24:38	Lighthouse Studios	Compositor	Avoid at all costs	Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Infloxbie House or No WH1, Bad Supervisoris (Unclear Instructions, Intimidation etc.), Disorganization	Creatively Fulfilling Projects	2400	Kilkenny, Ireland	2020	The set the company fuel matter are set to law the permetal in category. Classing background permetal in the company fuel matter and the comp
15/07/2023 21 26:59	Cartoon Network		Unsure / Company is restructuring	Warner Bros is re-formatting CN	Healthy Working Hours, WFH, Good Pay, Good Supervisoris, Creatively Fulfilling Projects		Burbank, USA	2023	addrafty a varye line to the addraft bases at lot of projects we find of projects with only and the second second bases of the second second bases of the second second project second seco
15/07/2023 21:31:19	Lighthouse Studios	Production	Only if they have no other choice	Low Pay, Too Much Work, Bad Supervisoris (Undear Instructions, Intimidation etc.)		100/day \$12 per second	Kilkenny, Ireland	2022	Calture here possible.
15/07/2023 21:37:33	Echo-Bridge Pictures	Animator	No	Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad Supervision's (Unclear Instructiona, Intimidation etc.), Disorganization	WFH	of animation, paid after conclusion of	Florida, USA	2019	I washt glad in fulf or my work.
									The data data yes pay haven to the data of
15/07/2023 21:42:47	Skydance Animation	Story Atiat	It's a good place to work if you just want the paycheck	Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad Supervision's (Unclear Instructions, Intimidation etc.), Creatively Unfulfilling Projects, Disorganization	Healthy Working Hours, WFH, Good Pay, Good Supervisor/s	2,800/wk	LA, USA	2019-2023	ncom and unceremonically let g. The yearsh are for furthing to antendorfy feeling to be from the discrete discrete discrete point presension. The last can a larger reference throme that in makes entimetarizing but mores. The was a baset stift for a single space (son, but yearsh and for our of my field job treaking n. No
15/07/2023 21:44:48	Moonbug	Storyboard Artist	Only if they have no other choice	Low Pay, Too Much Work	Flaxible Working Hours, WFH, Good Supervisor/s Healthy Working Hours,	3200 USD for one episode with 3 revisions	WFH	2022	I see a bair of a far is suppression. By particular for core of my far bair bair have any to the control bair bairs and of the suppression far the core of the suppression for the natural of a control bairs and and a control bairs and a control bairs and a control bairs and a particular of a control bairs and and a control bairs and a control bairs and a particular of a control bairs and a control bairs and a control bairs and a particular of a control bairs and a control bairs and a control bairs and a particular of a control bairs and a control bairs and a control bairs and a particular of a control bairs and a control bairs and a control bairs and a particular of a control bairs and a control bairs and a control bairs and a particular of a control bairs and a control bairs and a control bairs and a particular of a control bairs and a control bairs and a control bairs and a particular of a control bairs and a control bairs and a control bairs and a particular of a control bairs and a control bairs and a control bairs and a particular of a control bairs and a control bairs and a control bairs and a particular of a control bairs and a control bairs and a control bairs and a particular of a control bairs and a control bairs and a control bairs and a particular of a control bairs and a control bairs and a control bairs and a particular of a control bairs and a control bairs and a control bairs and a control bairs and a particular of a control bairs and a control ba
15/07/2023 21:50:00	Bleacher Report	Animation Designer	Yes	Bad Supervisorts (Unclear Instructions, Intimidation etc.), Creatively Unfulfilling Projects, Disorganization	Healthy Working Hours, Understanding HR&Management, WFH	42 USD hourly		2022	Very rise people, but very discipantad Constant type and self-contraduction management, lab.of discriptoperienced staff Securate of comment by humore rule, tupper, codings students and twish graduates with
15/07/2023 21:52:33	Bento Box	2D Animator	No	Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Inflixible Hours or No WFH, Bad Supervisoria (Undeate Instructions, Intimidation etc.), Creatively Unfulfilling Projects, Disorganization		\$850 USD/week (50 hours)	Atlanta, GA, USA	2019-2020	User nas engelse La dary deseglecadi menode and exempting the second exemption of the second exemptio
15117/2023 21 54 17	Smiley Guy Studios	Interes	No	Low Pay, Bad Supervisoris (Unclear Instructions, Internidation etc.), Disorganization	Colleagues were really ricel [9]	Minimum Wage	Toronto, Canada	2016	Pay is "morely", funcing you to assertially han't sub the lead of the company for weaks (a) the plot half you can be also with an eff and the function of the plot half you can be also weak company on them half, and contracts the sub mode of the contract of the plot half was also plot you can be also weak and the sub mode of the sub mode of the plot half was also plot you can be also weak and the sub mode of the sub mode of the plot half was plot and the sub mode. The sub-sub mode of the sub mode of the sub mode of the sub-sub-sub-sub-sub-sub-sub-sub-sub-sub-
	,,								signature and the rest of two shorts from a first of the short shorts and shorts have a first of the short shorts and shorts have a first of the short shorts and shorts have a first of the short shorts and shorts and shorts and shorts and shorts and short and shorts and short and shorts and short and shorts and short and shorts and shorts and short and shorts and short and shorts and short and shorts and short and shorts and shorts and shorts and shorts and short and shorts and shorts and shorts and short and shorts and sh
15/07/2023 21:57:01	Newscape Studios	BG artist	Yes	Low Pay, Too Much Work, Creatively Unfulfilling Projecta	Healthy Working Hours, Understanding HR&Management, WFH, Good Supervisor/s	\$20hour	WFH - based in USA	2022	Integrep ou stuped on 11 you'se constance rop would end to be alweak and then be table you even off for the near these to the you daily environment and how as a bet unusual but not the baggest potention. Owend, you you daily not how not not ended unear WEYCE managest and table the managest method how an inc.
					Healthy Working Hours, Flexible Working Hours, Understanding HR&Management, WFH, Good Supervisoria	26-30k pa (was			I personally had a lowly time here, though I was purely WFH with a wally lowly communicative lease who were waive low point teach with M, supported and the time were lowly, but have for an 6 med vis start of them that it had point were area them at the support of the support of them that it had point were area the time were lowly. But have the support of the s
15/07/2023 22: 14:13	DILH ZOO	Junior 2D Rigger	763	Low Pay	Good Supervisoria Flexible Working Houra, Understanding HR&Management, WFH, Good Supervisoria, Creatively Fulfilling Projects		London, UK	2020-21	properties materialized. The second
15/07/2023 22:19:51	Témouse	Animatic Editor	Yes	Low Pay, Too Much Work	Good Supervisoria, Creatively Fulfilling Projects	1850/wk	Burbank, USA	2020-2023	as voor een voorme anemas, een o espopmet fwy proka aan hat da goot. Bud oewalt haw het as aan gevoor gevoor een voor een oorde oorde op een opponteen. The Machemistradio aan kon da da di gevoor in Oude een di Etorotes ourseur é mainte heer. The year een to have a had of elevange voordende op een die gevoor gevooor gevoor gevoor gevoor gevoor gevoor gevooor gevoor gevoor gevooo
			Only if they have no	Low Pay, Too Much Week, Reef Transmission					The factor and product server data for a large of parts of an in planta per transformation are used of the server data for a large part of any part of the presence of the server data for any part of the server data for any part of the presence of the server data for any part of the ser
15/07/2023 22:21:44	Brown Bag Films	2D Animator	other choice	Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.)	Healthy Working Hours, Flexible Working Hours,	18k pa	Manchester, UP		
15/07/2023 22:28:14	Sun Creature	2D Animator	Yes	Not great communication for WFH	Understanding HR&Management, WFH, Good Supervisoria, Creatively Fulfilling Projects	200 euro per day	WFH (studio in Bordeaux France)	2021-2022	Mad a risk minish men, mg lame met ala man konsulg. Can't their May man also as and to MM i and a risk ma dang May methodica. Can commonitationant and lama ma da d flan fan. Kaha mesanathy a laad finag da da daha ga da dahama sa da demandi dangamatan kaha mga na dahah ga da dahah ga da dahama da dahamatan dahamatan dahamatan dahamatan dahamat
15/07/2023 22:35:54	Boulder Media	Background Designer	Only if they have no other choice	Low Pay, Too Much Work, Disorganization	WFH, Good Supervisor/s		Remote, freelance	2023	Extremely despreted, the projects has you to be not quarky, be mailed aparts on the project of the projects has a project of the project of t
	Skydance Animation			Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad Supervisor's (Unclear Instructions, Intimidation etc.),	Flexible Working Hours, Understanding		Los Angeles, USA		4 bit is in y adds undy warrel to promote and any place by wheny may allot as ends of provident and adding to a start by any part of an address of a start by a start by a start by a start of provident and adding to a start by any part of any part of the provident approxi- tement of the adding to any part of the start by any part of the provident approxi- tement by adding the start by any part of the start by any part of the provident approxi- tement of the adding the provident approximation approximation approximation approximation approximation and any part of the start by adding the provident approximation
15/07/2023 22:38:50		Storyboard artist	Only if they have no other choice	Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad Supervisorits (Unclear Instructions, Intimidation etc.), Creatively Unkilling Projects, Disorgenization Low Pay, Too Much Work, Bad Supervisorit (Unclear Instructions, Intimidation etc.), Disorgenization, Forced Into work, and Isaka I did not contractually agree to	HR&Management, WFH WFH, Creatively Fulfilling Projects	2700/wk	USA Deny, Northern Ireland		
									Inspect you want water and a policy water and you have you water and you have a policy
			Only if they have no	Too Much Work, Bad Treatment (Buflying, Abcaie, Intimidation etc.), Bad Supervisoria (Unckear Instructions, Intimidation etc.), Creatively Unfulfiling Projecta	Flavible Working Hours		Meetingal		chad ghotpe ghot down by their separate barraing sequence. The second s
	Tonic DNA Steamroller animation			Projecta Low Pay, Bad Treatment (Bullying, Abuse, Intimidation etc.), Creatively Unfulfilling Projects, Discrganization		20.00/tv	Montreal, Canada	2021	nopos
									For glace to new restant when it detailed large cover which of messages from a support of stockase from the solid product. It was under growthing from LAud on sets to dram any interviews that it was the advanced means (15 1976) - from (16) is used paids to be constrained and advanced means (15 1976) - from (16) is used paids to be constrained and advanced means (15 1976) - from (16) is used paids to be constrained and advanced means (15 1976) - from (16) is used paids to be constrained and advanced means (15 1976) - from (16) is used paids to be constrained and advanced means (15) is used paids to be constrained and advanced means (15) is used paids to be constrained and advanced means (15) is used paids to be constrained and advanced means (15) is used paids to be constrained and advanced means (15) is used to be constrained and advanced means (15) is used paids to be constrained and advanced means (15) is used paids to be constrained and advanced means (15) is used paids to be constrained and advanced means (15) is used paids to be constrained and advanced means (15) is used paids to be constrained and advanced means (15) is used paids to be constrained and advanced means (15) is used paids to be constrained and advanced means (15) is used paids to be constrained and advanced means (15) is used paids to be constrained and advanced means (15) is used paids to be constrained and advanced means (15) is used paids to be constrained and advanced means (15) is used paids to be constrained and advanced means (15) is used to be constrained advanced means (15) is used to be const
									Instance for yoy supported when it was not the company supports on the low departure, you want that many labor securit and oparing face 1 coarding from A. and you do any asymptotic departure to any any operation that you do any
									was don't you aming of interns, serve of whom have and "They named animation for me" and they altopical portugations in the fail. That ame has also the productions and if on the above shared from the Af Department can allow or the source theorem and international hand into
					I learned so much about how not to run a production. I built lasting				That are also also by projections that from the down was not it have bread to be the projection on the first of the projection constraints of the projection
15/07/2023 22:54:20	Augenblick	Design, BG Layout	No	Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Inflixible Hours or No WFH, Bad Supervisor's (Unclear Instructions, Intimidation etc.), Deorganization	I learned so much about how not to run a production. I built leating camaraiderie (thauma bonding!!) with my learn makes and have worked with many of them again.		Los Angeles, USA	2021	VPC lass equals that anyone working programmatic match location (b) part of the area's and for works and welf. As no properticand Agentific damakers they can be busy pure working and the thermiting dasks at taking the angle busy parks parks to its it. If you anyong of 10 mis working how how anyon on the set of the angle part of the angle and the properties of the angle and the angle part of the angle angle part of the angle and the angle part of the
15/07/2023 22:55:33	виск	3D Artist	No	Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad Supervisoria (Unclear Instructions, Intimidation etc.), Creatively Unfulfilling Projecta		81000 yearly	LA, USA	2019-2023	
15/07/2023 22:58:17	Velorean Productions	2D Animator	No	Low Pay, Too Much Work, Inflexible Hours or No WFH, Bad Supervison's (Unclear Instructions, Intimidation etc.), Disorganization	Creatively Fulfilling Projects		Gilbert, Arizone USA	2020-2021	The management was any permutative experiments and elegated this right assess present part of the permutative experiments of the permutative experiment of the permutative experimentor of the permutative experiment of the permutative experiment of
15/07/2023 23:01:38	Spindlehorse Toons	Compositor	Yes	Too Much Work, Disorganization Low Pay, Too Much Work, Bat Treatment (Bullying, Abuse, Interfundation etc.), Bat Separations's (Bullying, Pathae, Interfundation etc.), Disorganization, Don't court sick days at BL Any bank Indiagy they use up your main holidays unless you decide to work to save threat holidays	Flexible Working Hours, WFH, Good Pay	\$1,000 USD/week	Remote	2023	do you charge for wraining whole, vanning complexity and spatiality and and the time? The papertant now, what is append to when steing three, feads for in full-time work!
15/07/2023 23:04:37	Dog Ears	Junior Background Artist	Only if they have no other choice	Intercenters, institucion etc., Losofganzason, Lont cover sick days at all. Any bank holiday they use up your main holidays unless you decide to work to save those holidays			Deny, Ireland	2021	
15/07/2023 23:04:59	Spindlehorse Tooms	Cleanup Artist	Only if they have no other choice	Lew Pay, Too Much Work, Bad Supervisoria (Unclear Instructions, Intimidation etc.), Disorganization	WFH Healthy Working Hours.	\$60 USD/24 frames of animation	Remote	2022	The gap used to be one-base balant () project and fairbally particip para exact is a balant particle balant which are which () particip para exact is a balant decent part fine gg but you? Part in divident haves to sequence out maybe \$1500 a moth
15/07/2023 23:06:21		Mid level Background	No Only if they have no other choice	Low Pay, Inflexible Hours or No WFH, Disorganization, Union Buating, mass layoffs, unpredictability Low Pay, Too Much Work, Creatively Unfulfilling Projects, Disorganization	Good Supervisor's, Creatively Fulfilling Projects	\$15/hr	USA - Hillaboro OR	2017-2018	New samples and Malalad polycles almoid at data has been pre-school lobgits. No myley parter is pay no to lawn the took of the to langtowards waity, Lab of wateries. Las at attementes caladad at and parteries.
15/07/2023 23:09:55	Stellar Creative Lab	Artis	Only if they have no other choice	Too Much Work, Bad Treatment (Bullying, Abuse, Infimidation etc.), Bad Supervisorix (Unclear Instructions, Intimidation etc.), Disorganization	Flaxible Working Hours, WFH, Creatively Fulfilling Projects	\$80,000 CAD arriually	Vancouver, Canada	2022-2023	
									Twy in all an advantumenta, the number of the second secon
									Security and which later they cannot basis to actually bind up ny counter due (n much have based out show they will be actually bind up ny counter due (n much have and a full is may hower and up and prave a segment and prave a setting of what actual is in hutting much actually bind actually and actually and actually actually in hutting much actually bind actually
				Low Pay, Too Much Work, Bad Treatment (Bullying,		1000 weekly	Shading in M ¹⁴		They wanted to schedule meetings at the 5-8 amp pit all the time () also and no bit), and asked for an impossible amount of next time and tags taking if could get more down them I had optimally did them include down the dogmings.
15/07/2023 23:11:15	BWAnimate	Story Artist	No	Low Pay, Too Much Work, Bad Treatment (Bullying, Abase, Intrinsistion etc.), Inflixible Hours of No WPH, Bad Supervison (Unclear Instructions, Intimidation etc.), Disorganization	WFH Healthy Working Hours, Faxible Working Hours,	1000 weekly (first offer was about 1500 MONTHLY)	Studios in NY I'm in Los Angeles, US	2020	Anyoga it this the state studes that was used by site models the page of the project to all only usedui up nothing is weak, but if years a fract mean all account.
					Healthy Working Hours, Parable Working Hours, Understanding HR&Management, WFH, Good Pay, Good Supervisors, Creatively Fulfiling Projects, They are so organised, pay is decent, quick feedback and amartine nonacht				
15/07/2023 23:11:56	Sun&Moon	Background Artist	Yes	None so far	rutiling Projects, They are so organised, pay is decent, quick feedback and amazing projects!		Bristol, UK	2023	This was like a walk in the park, Thody highly recommend exclusing for StackBalon. Everyone in In the bindly
15/07/2023 23:16:42	Cartoon Saloon	2d animator	Only if they have no other choice	Low Pay, Too Nuch Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad Supervisoris (Unclear Instructions, Intimidation etc.), Creatively Unfulfiling Projecta	Machine Provider	2600	ireland	2021	The project might be printy but their work offices sum and
15/07/2023 23:20:06 :	studio meala	2D animator	Yes	Disorganization	Healthy Working Hours, Flexible Working Hours, Understanding HR&Management, WFH, Creatively Fulfilling Projects	2900 euro per month	ireland	2022	Pretty chill falar, it can pit divergensed sometimes but overall its an honeal and healthy encluiose
	MoreFrames Animation		No	Laorganization Low Pay, Bad Treatment (Bullying, Abuse, Intimidation etc.), Inflixible Hours or No WHY, Bad Supervisoris (Unclear Instructions, Intimidation etc.), Disorganization Interns did not get paid when I worked here.	,		Erie, PA, US		Nortpeca Astable boy dds, sportor plyr fanotfern, skotala water of tree
				Interns do not get pad when i worked nere. Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad Supervisoris (Unclear Instituctions, Intimidation etc.)					Type of the second seco
15/07/2023 23:25:49	Framestore	3D Animator	No	Supervison's (Unclear Instructions, Intimidation etc.)			London, UK		Settin on and lack new (vir) is hars to denote Sangue with the denote. The shart purphysic price of addicational basis (or heaving he
15/07/2023 23:27:13	Nickeladean	BG Painter	Yes	Low Pay, Too Much Work Low Pay, Too Much Work, Bad Treatment (Bullvino,	Healthy Working Hours, Faxible Working Hours, WFH, Good Supervison's	2126/wk 53.16 /br	Burbank, US	2020-2023	Te for that and provide grant of the of the Markov my provide series for the Analyzegies (Deep Analyzegies and the Series and Analyzegies and Analyzegies (Deep Analyzegies and Analyzegies and Analyzegies and Analyzegies (Deep Analyzegies and Analyzegies and Analyzegies) workshold for the series of the Analyzegies and Analyzegies (Deep Analyzegies) workshold for the Series of the Analyzegies and Analyzegies (Deep Analyzegies) workshold for the Series of the Analyzegies)
15/07/2023 23:31:42	Moonbug		Only if they have no other choice	Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Inflexible Hours or No WFH, Bad Supervisoris (Undear Instructions, Intimidation etc.), Creatively Unfulfilling Projects, Disorganization		25hour	Los Angeles, UK	1	Everyors is tying these basit to ultifulated management that describ from what they want boat brows to incipical everything. I percenduly had a low/in one thin y want and project them boat the
15/07/2023 23:32:49	Blue Zoo	2D Rigger	Yes	Low Pay, Disorganization	Flexible Working Hours, WFH, Good Supervison's	£25,000 pla	London, UK	2018-2020	loos in before white the second secon
			Only if they have no	Low Pay, Bad Treatment (Bullying, Abuse, Intimidation etc.), Creatively Unfulfiling Projects, Disorganization, Poor Employee Retention	Healthy Working Hours, Understanding HR&Management	\$17.00 per hour	Portland,		Cover the La by content, set as related and the dark as well as the set of th
15/07/2023 23:33:57	Ozwest Inc.	Stop-motion animator	other choice				Oregon USA	2015-2018	Througe NYC is note, but the tone of your work experience depends heavily on your spontance. While working as a IP southed did give weight with an abduite Production Controllation and more and uncertain control and the other and through the other and the other and through the other and through through the other and through the other and through the other and through the other and through through the other and through through the other and through through the other and through the other and through the other and through the other and through through the other and through the other and through the other and through through through the other and through the other and through throu
15/07/2023 23:41:42	Témouse	Production Assistant	Yes	Low Pay, Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad Supervisor's (Unclear Instructions, Infinidation etc.)	Understanding HR&Management, WFH, Creatively Fulfiling Projects	\$700/week	NYC, US	2018-2020	poor time management which regularly had a negative impact on the entire is-office creex. It was such an adhorment experiments that increas on the trans home every day. Would never
15/07/2023 23:46:03	Térrouse	Designer (2D)	Yes	Too Much Work	Flexible Working Hours, Understanding HR&Management, WFH, Creatively Fulfilling Projects	\$1000/week	NYC (USA)	2021	And and provide the filterations are applicable to the second sec
15/07/2023 23:56:10	Cartoon Network		Only if they have no other choice	Low Pay, Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad Supervisor's (Undeer Instructions, Internation etc.), Creatively Unfulfilling Projects, Disorganization	WFH Mind			2014-2023	
				Par varies between milarly bet an a first time in -	Healthy Working Hours, Flexible Working Hours, Understanding HR&Management, Good Sapervisorts, Creatively	£160% month (A great statute from same a gread first sense that the industry as a near on fine (a). Table stress near stress of the stress stress stress stress stress stress stress stress stress stress strengt of the stress s
	Rumpus Animation		Yes Only if they have no other choice	Pay varies between projects but as a first time job I waant disappointed! Low Pay, Bad Treatment (Bullying, Abuse, Interviction etc.), Inflexible Hours or No WFH, Bad Supervisoris (Unclear Instructions, Interviction etc.)	Supervisor's, Creatively Fulfiling Projects Creatively Fulfiling Projects	£1600' month for 6 months		2018	ggi na di oni (Thuỳn trự The volt)clai cum moment and co-solva tu al là huy puo Mang a go dha: Vuợ ngà ngà ngà ma cum qua ngà
						week			

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Link for submissions: https: Ploce.coole. comformable(TAbOLSK)		Counter new Viter rises Exterioral Viter rises Prilar view options = NON	< To filter alphabetically by studio, date of	Thank you all for the contributions! Contact animation.workers@gmail.com to request					
Clarp AM (Arrient Coords) (K 2016 DYD-001X78 (ESKALS Malvine from		Non Ryburd Satrianian V RyBanks	studio, date of submission or location	changes					
Timestamp	Company	Your Role &	Would You Recommend People	Main Problems At The Company	Positives (Optional)	Pay Before Tax/Gross	Location (Optional)	Yearis You Worked There	Additional Notes (Optional)
			To Work There?		Healthy Working Hours, Flexible Working Hours, Understanding HR&Management, WFH	(Optional)	(0)		Ne worked here all regime and exposed much 4.2. This company cubine is peedly leaded and accommodities (here was long leaves for bell real and the first leader of the lea
16/07/2023 00:08:45	WidBrain	2D Design	Yes	Low Pay	HR&Management, WFH Flexible Working Houra, Understanding	\$36 / hr	Vancouver	2015-2022	
16/07/2023 00:08:53	SSVFX	Mid Compositor	Yes	Low Pay, Creatively Unfulfilling Projects	Flexible Working Hours, Understanding HR&Management, WFH, Good Supervisoris, Great staff	1000 euro/week	Remote	2019	Achit and production are all very friendly and chill they are flaoble, but sometimes (breads the exist of the projects); you get adapting (no obligation) to work that and do overtime with no compression and the statisg in the most compressive.
					Flexible Working Hours, Understanding				comparation of the start yield frame comparison. Second se
16/07/2023 00:15:40	Nickelodeon	Storyboard Artist	Yes	Too Much Work, Disorganization	Understanding HR&Management, WFH, Good Supervisoria, Creatively Fulfilling Projects	\$57/hr	US, remote	2021-present	my only eliminator job than far so my updetenciona may be biased in that if don't eauly's have the manare to compare the good and bad. Still, overall femated group of people all united by a low of making compare.
16/07/2023 00:19:32	Jam Filled	Serior 2D FX animator		Bad Supervison's (Unclear Instructions, Intimidation etc.)	Healthy Working Hours, WFH, Good Pay, Creatively Fulfilling Projects	80808 CAD	Ottawa, Canada	2020-present	beat stude in we we worked at
16/07/2023 00: 19:47	Cartoon Saloon	Layout	Only if you are willing to take low pay with high rental costs.	Low Pay, Bad Treatment (Bullying, Abuse, Intimidation etc.), Disorgenization	Good Supervisoria		Ireland	2023	The production is managed very poorly and the crew are not being valued fairly Figures are creat and the studie creater. Kis, is a \$104, His increated his data are the
100000000000000000000000000000000000000	Studio Smokescreen	Employees	Vec	Pay depends on project/client, sometimes notes are	Flexible Working Hours, WFH, Good Pay, Good		Los Angeles, CA	2022. 2023	Name any part of the land or state. You is a STAR 1 bit to incredibly line is a use the papeline have. Soly the section is the same payles and the bits payles have not been paid or the sole of the same part of the sole of the same part of the sole of the sole of the same part of the sole of the same part of the sole
	Cartoon Saloon		Only if you are willing to take low pay with high rental costs.	Law Day Red Textboost (Robins Abuse Interidules	Good Supervisoria			2023	The second section is an experimental and the second behavior and a first section of the second section of the section
					A				Manggang galaphing and manglable team numbers in an endrog space for denotes to and sense that an end of a space of the sp
			Only if they have no other choice	Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Inflexible Hours or No WFH, Rigid and set in their way of doing things. Feels very	Creatively Fulfilling Projects, Cool office (has a giant silde on the 3rd floor), beam members were really nice [10]		Toronto, Canada		examp to part of part of parts is summarian-aby may as excluse a to orderote on leaving or unit mutantic workdood. Shere on adapta example and and expressed functions with the lack of nodely, both upwards and between displantics, but more parts proceedings and here more function. Only other methydows exempted benefits, but is not parts proceedings and the more function. Only other methydows exempted benefits, but is the parts proceedings and the more function. Only other methydows exempted benefits, but is the parts proceedings and the more function. Only other methydows exempted benefits, but is the parts of the p
16/07/2023 00:33:18		Coordinator	other choice	corporale. Bad Supervisoris (Unclear Instructions, Intimidation etc.), Creatively Unfulfilling Projects	WFH	\$22)hr		2018-2020	Was here to work with a carbin ship, then charged it reliavy and got arrays at me when I made illings here way 1 dot in the (upper) fail of the shift of the carbin of the shift of the sh
100712023023791				Bit J, Creatively Cristining Projects	Healthy Working Hours, Flaxible Working Hours,		olymen	1015	Inter the way stray to cost a belief endowment for works a route at the type O.O. and increating the source may not end at the stray of the type O.O. and increating the source may not end at the stray of the the the type O.O. and a final distribution of the stray of the stra
16/07/2023 00:37:58	A Productions	Designer	Yes	Low Pay	Understanding	500pw	Bristol, UK	2023	workplace all shouth. Brying papids that worth is so important to mental health. However some wally lowely people work, there long term and it can be a great environment on the right show.
				Too Much Work, Disorganization, Disorganization, no realistic scope for Feature projects resulting in massive					The barro model angular year barrow and the problem barrow and the barrow of the problem
16/07/2023 00:40:41	Nickelodeon	BG Painter	Yes	realistic scope for Feature projects resulting in massive crunch	Healthy Working Hours,	2126/wk	Burbank, US	2020-2023	at Nick because my difficul times feel manageade, but have my ADs and production learn to there for managing a ton of the disorganization.
					Understanding HR&Management, WFH, Good Supervisoris,				
					Pacible Working Hours, Understanding HR&Management, WFH, Good Supervisoris, Creatively Fulfilling Projects, They're mostly Known for their smaller works (bumpers, adk) so				
				Low Pay, It's a pretty small studio, so more of a side gig and pay was low, but peans are kind and talented folks	getting to work on their indie film was nice and my first experience working alongside veteraris in the				A very plasant experince where i marily communicated with the supervisor and occurrently other years because there are addressly as a data with the total of the supervisor and the sup
16/07/2023 01:11:07	CBA Studios	BG Painter	Only if they have no other choice	Low Pay, It's a pretty small studio, so more of a side gig and pay was low, but peers are kind and talented folks	indusity who were very understanding and patient	\$2000imonth	WFH, US	2022-23	A very plasma trapping when finally amountable of this a sportion and concentration of the sport amountable of the sinal field of the section of the sport amountable of the sport of the
			Be wary of applying as	Too Much Work, Bad Treatment (Bullying, Abuse, Intendation etc.), Bad Supervisori/- Il Inchas	Healthy Working Hours, WFH	£800-700 ~m	Belfast.		understandied als is the student of the sign (Out) where the first value that its monitores because of prosperior test in the production service of the students of a popular work). Cleares of the sign of the student of the students is and annuagement of maketion electricity field and the students. The clear annuagement of maketion electricity field and and annuagement of maketion electricity. The students are works and annuagement of maketion electricity field and works and annuagement of maketion electricity. The students are works and annuagement of maketion electricity field and works and annuagement of maketion electricity. The students May removes of abaretifications of the students and the students and the students annual electricity. The students, With proteins were students annual electricity of the students annual electricity. The students were students annual electricity of the students annual electricity. The students were students annual electricity of the students annual electricity of the student electricity of
16/07/2023 01:34:11		Senior Art Department Production Coordinator	a department lead Only if they have no other choice	Too Much Work, Bad Treatment (Bullying, Abuse, Internations etc.), Bad Supervisoris (Urchear Instructions, Intimidation etc.), Disorganization Bad Treatment (Bullying, Abuse, Interindation etc.), Bad Supervisoris (Unclear Instructions, Intimidation etc.)	WFH, Good Pay	week 25/hr	Northbern Ireland	2020, 2021	Induced by optimized in the day of an obtaining the product state and a model in the day of a model of the day
16/07/2023 01:47:59			Yes	Low Pay, Too Much Work, Bad Tuesteret (Bullying, Abuse, Intimidation etc.) Bad Supervisoris (Unclear Instructions, Intimidation etc.)	Healthy Working Hours, Good Supervisoris, Creatively Fulfilling Projects				"TRICCER WARRNO" I field to and my life takina and there was tiltle to no understanding. I
									ten une can be definite The second sec
									social groups and even individual affat members. Using baland all groups, it had a cut of personality who, based ensures the leads. Facourism was used to bum pooling register sech dots and even more of tokama, about An leads and parallel. The leads and and the leads of the le
				Low Pay, Too Much Work, Bad Treatmert (Bullying, Abuse, Intimidation etc.), Bad Supervision's (Unclear Instructions, Intimidation etc.), Disorganization, Unclear de dates, Inorg down Times with no clear indication when work is coming, no consistency in production [12]		\$60 - \$300 USD			Cut to other projects and the least of the main of the star of the all and provide the main of the star of the star of the all and provide the main of the star of
16/07/2023 03:13:56	Spindlehorse Toons	Background Artist [11]	Only if they have no other choice	due dates, long down times with no clear indication when work is corning, no consistency in production [12]	Flexible Working Hours, WFH [13]	per background [14]		2020-2021 [15]	of the lack, Upon leaving, speake hombin unconstatout est all members. Purches or bearies staff members for working on the projects (19) It's a very get-in-time or to ontoincind attitute at this place and was especially unconfinitable
16/07/2023 02:29:11	Powerhouse Animation	Character Designer	Only if they have no other choice	Low Pay, Too Much Work, Bad Supervisoris (Unclear Instructions, Intimidation etc.), Disorganization, False Promises (Carrot Dangling concerning Promise of Higher Positions)		\$22/hour	Austin, TX, USA		No one have is part well, espectately taking in the accused-share in A state (reference in high, comparatively). (Note as an unclear state state and perform and director high, comparatively). (Note as an unclear state state and perform and director
				Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad					namps bandparts divided and and datas typicate the paper bandbark than at a lark table divided and tables and
16/07/2023 02:33:06	#24	designer	Yes	Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad Supervisor/s (Unclear Instructions, Intimidation etc.), Creatively Linkufilling Projects, Disorganization, dishonest during salary negotiation	Healthy Working Hours, Paxible Working Hours, WFH, Good Pay Paxible Working Hours			2022-2023	Changng The allow alive, m PFO, on much pressive and responsibility calculated of the mergeneraticat RPA, subjects to lated late source backdown and the source of the paycheck but espect to feed like source constantly residing time and energy.
					Plaxible Working Hours, WFH, Good Pay, Good Supervisoris, Good health coverage and RSP				
					Supervisoria, Good health coverage and RSP program. I anjoy the more social aspects such as team sports and BBQs on the root. Five met a lot of talented and fun people at WWBbrain and fun people at				You compare set is any addy before production. The Mail of contracting products with an of comparison of any addy before production where addy products where a product and compared of the set is a set of the comparison of the set
		Animator, and then		Too Much Work, Creatively Unfulfilling Projects, Disorganization, The usual problems of a company. Widdhain is also quite corporate and there is a gulf between manicomment and artists.	international intervelopment and		Management		evenerated. Welfanis is one of the batter spinge studios is in Vancourser for a 2D asias. Of course could be batter (append hard incourses) way sequensites. The batter series and for sporary distances and hann not exceeding, but Welfanism issually and using in the studies of adjusted and and the series of the statestime and the studies and studies and and the set
16/07/2023 02:39:48	WildBrain	Animation Supervisor	Yes	between management and artists.	uy iai.	\$1,700 per week \$1500 per 3 minute animatic	Canada	2017 - 2023	
16/07/2023 02:52:24	Moonbug	storyboard artist	No	Low Pay, Bad Supervisoris (Unclear Instructions, Intimidation etc.), extremely late payments	Flexible Working Hours, WFH	with 3-7 revisions (2 animatics a month)		2023	regenered and a strongh lake men devices on a constance to law attemption devices and law of
									The compared particular of the compared particular states are an an an an an anti- tage of the compared particular states are an an an anti- an and the compared particular states are an anti- anomal to the compared particular states are and the compared particular states are anomal to the compared particular states are an anti- anomal to the compared particular states are another and the compared particular states are another and the compared particular states are another and the compared particular states are another and the compared particular states are another and the compared particular states are another and the compared particular states are another and the compared particular states are another and the compared particular states are another and the compared particular states are another and the compared particular states are another a
16/07/2023 02:52:55	RIFF Animation Studio	Interior	Only if you fit with their	Low Pay, Too Much Work, Bad Supervisoris (Undear Instructions, Intimidation etc.), Creatively Unfulfiling Projects, Disorganization	Yeam members are really nice and friendly to each other	Monthly	Bangkok, Thailand	2018	dimensional Tame through the whole particle 401. Some accustows field that creative work carront hows allow allow of Discusses if this carron to produce that and carron generating the source of the source particle and produce have increased If a going to bake on each childright (What on each is this logic?) Dan't employee need to be representable for the inform.
						,			no overfirme pay for my extra hours, was set unreasonable deadlines with little time to finish
16/07/2023 03:09:56	Hyper Hippo	Animator, Rigger, designer, compositor, illustrator	Only if they have no other choice	Too Much Work, Creatively Unfulfilling Projects, Disorganization	Flexible Working Hours, WFH, Good Pay	35/hour CAD	Kelowna, BC, Canada	2021	Assessed in the softward is peopley in which were as all of density, and or dry assessed in contrast, the softward is peopley in which were as all of density, and or dry wassessed in contrast with. Assessed in contrast with the softward is people with appendix and the softward is an
									Don't not have averalized part of a series produced. If purity a support a participant to have man that they taknow the may part of parts of the approximation standards (strated assured a the strated series of the participant (strated series and the strated series and the
16/07/2023 03:13:02	Barto Box		Only if they have no	Bad Treatment (Bullying, Abuse, Intimidation etc.), Inflexible Hours or No WFH, Bad Supervisoria (Unclear Instructions Intimidation atc.). Disconseriation	WFH, Good Supervisor/s, Creatively Exhibition Projects	Always Industry/Union minimum, somatimes less	Los Angeles, US	2020-2023	Have paravely sees pacele give 30% to this company only for management to squander that later by give manushing workshows at mixinum pays are using the given by the a "charger option". Management seems deeply embedded and have nonebby secure manifest shall assumed also blue in the procession and the former were
									Do not work here as a contract animator. They use their contract animators to do the grunt work that the lid-time animators don't want to be and also the majority of 1. The laid animation don't research to follow given of process to of the lid contrage flexibility defaults and processing of the lide scheme an
16/07/2023 03:19:38	Maxis	Contract 3D Animator	No	Too Much Work, Bad Supervisoria (Unclear Instructiona, Intimidation etc.), Disorganization	Healthy Working Hours, WFH	\$33/tr	Remote	2022	Analgement (for blanke a jore tout) is a store jul by don learning the space of the
				Low Pay, Bad Treatment (Bullying, Abuse, Intimidation etc.), Disorganization, Tendency to rely on the prestige of their projects to get away with low salaries, crunch					
				periodal due to poor management/budgeting on some productions has resulted in a lot of unpaid OY. WFH and hybrid models technically exist but some higher ups tend to exert pressure to be in studio, and those working firms home will often be missing out on learning sessions and the like that take place at the studio.	Flexible Working Hours, Good Supervisoris, a Creatively Fulfilling Projects, Many talented				There have been multiple specificant culture while at the company, at least in part due to change in management. The secret save all displical wave also leaded pointly, Roya to as the change of the share in the date, and must plan star solving them are unitical and the start of the share in the date share share plane to the start of the share to the s
16/07/2023 03:28:15	Mercury Filmworks	Digital Animator	Only if they have no other choice	working from home will often be missing out on learning sessions and the like that take place at the studio.	and understanding supervisors and artists	~\$970 CAD/week	Ottawa, Canada	2019-2023	TOTEUNING'S IN THE NEEDS.
16/07/2023 03:47:40	Ross Bollinger	Storyboard Artist		Low Pay, Too Much Work, Bad Supervisoris (Undear Instructions, Internitiation etc.), Creatively Unfulfilling	WEH	\$300 per storyboard			When I wan of Institute Bug Earns and Tax muses, Since "Providendia" as a loss of gas avaies a transmission of the second secon
	Animation Solvere Animation		No Only if they have no other choice	Low Pay, Too Much Work, Bad Supervisoris (Undear Instructors, Infimidation etc.), Creatively Unfulfiling Projects, Disoparization Low Pay, Too Much Work, Inflexible Hours or No WFH, Creatively Unfulfiling Projects, Disorgarization, Bad Management	WFH Good Supervisor/s		Montreal, Canada	2016-2019	Will make an under to out our other and the court of the
10/07/2023 04:05:28	vyvene Animaton		wher choice	non-myse THEFE			Cartactà	2.3 19-2022	Mill make you och to pet en down all to pet all to and it to peterson Mill make you och to pet en down all to peterson personse Mill make you opet ender And and any peter device of the second to peter device of the second tender any peter device. Mill make you opet ender Mill make you of the second to pet ender Mill make you of the s
16/07/2023 04:06:00	Mighly Animation	Animator	Only if they have no other choice	Low Pay, Too Much Work, Disorganization	Understanding HR&Management, WFH, Good Supervisoria, Creatively Fulfilling Projects	22 USD per second (average)		2022	every angle wave. This with the ware by to pay makes it impossible to be off on. Only successful working here if you are new to the industry and have some form of financial support or security.
				Low Pay, Bad Treatment (Bullying, Alwaie, Interdeting					The particular should not explore the off a file of a flash has hegeinergy as productions on the file particular should not be for the next a 3-bott mean model of a false the particular should not be the particular should not be approximately as the p
16/07/2023 04:24:24	Netflix Animation	Character Designer	Only if they have no other choice	Low Pay, Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad Supervisorts (Unclear Instructions, Intimidation etc.)	Flexible Working Hours		Los Angeles, US	2019-2020	Natory of advances works of us of their companies. but in not sure. Now forget how Netlin book the conserVs way not, and the present in the industry The outsives who have are an antizing, and some of the most into is, supportive people. I
									Mathin too focusers' are of a work are not an all a Decked in the analysis Decked to a decked to a decked to a decked to a decked to be analysis Decked to a decked to decked to a decked to a decke
			Yes only bo there	I nay Day Top Much West Prod Prosperiorate difference					without Orgo, Salary Insegnence, Jakang, withich has allowed for discussed say. discrimination in what it all with has allowed and any approximation of the same
16/07/2023 04:33:32	виск	Designer	Yes only bo there aren't many other options in commercial animation	Low Pay, Too Much Work, Bad Supervisoris (Undear Instructions, Intimidation etc.), Creatively Unfulfilling Projects, Disorganization	Flexible Working Hours, WFH, Great Co-workers			2020-2023	cognization mitables. For a studie that horks its horn for entriescing and upliting diversity, support studie and minimizes are the frequency to a discognize and minimise get tought. There is a low impring frequency inclusion to prave the frequency that do
									net do tamb 'his isuddo. These is a REAGON hoy are contartly looking for simulator. Urbahenakh yhi was contarted and contarted and the simulation of the si
				Low Pay, Too Much Work, Bed Supervisoris (Undear Instructions Intervision at 1 Countrals Undefilier		\$60 USD per			Alternative and the second set of the second set
16/07/2023 04:36:29	Spindlehorae Toona	2D Animator	No	Energy and a second reaction of the second s	Flexible Working Hours	second of animation		2023	
									and the first bound as a main and and the second se
16/07/2023 04:37:55	OLM Asia	Intern 2D In- Betweener	Only if they have no other choice	Low Pay, Too Much Work	WFH, Good Supervisor/s, Creatively Fulfilling Projects	RM5001ntern	Cyberjaya, Malaysia	2023	"Investment wave, with # 10 kindles the transmitted of watching in an image company, "Investment wave, with # 10 kindles and the segmented of watching in an image company, image com
					Healthy Working Hours, Flaxible Working Hours, Understanding				Lever spun but in the first price parameters and price face angle for face parameters of the first price parameters of the first parameters of the first price parameters of the first pri
16/07/2023 04:44:24	Jam Filled	3D Animator	Yes	Low Pay, Bad Supervisor/s (Unclear Instructions, Intimidation etc.), Creatively Unfulfilling Projects	Understanding HR&Management, WFH, Good Supervisoria, Creatively Fulfilling Projects	950/week	Toronto, ON Canada	1	precoso sus, qui don errere o nere un prilettori when 11 the heling burnt du Elevitati au stragifichread and qui pripristic. Quich the water de la buter statici to tronk at constratute & secure, trodering on a life to thoring.
									Contraction Security of a real and control of the response to response to the
									worksfor. There are no orderednjihaning for new exploses, bit yn ngelad outdit nel euforg swelau de spel en fulfaker, de artife artematiken anderednji anderednji anderednji de fansk flyward fan here anderegnija anderednji anderednji anderednji de fansk flyward fan here anderegnija anderednji anderednji anderednji anderednji de fansk flyward fan de fansk flyward fansk anderednji anderednji anderednji anderednji anderednji anderednji anderednji anderednji anderednji anderednji anderednji anderednji anderednji anderednji anderednji anderednji anderednji anderedn
				Low Pay, Too Much Work. Bed Treatmant Robbins					who such top da (pips with children one). Convolvers was faithfund, and fin and file faith with all of hams P way not children was the spontance of the binary of the admonstrational and the all binary many of the children was the spontance of the binary of the binary of the emphasis in lower the wat the out of was the file practice of the emphasis. The binary has the file practice of the binary binary of the emphasis in lower the wat the out of was the file practice of the emphasis. The binary binary of the practice of the binary
16/07/2023 04:46:57	Newscape Studios	Lead Artist	Only if they have no other choice	Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Creatively Unfalliting Projects, Disorganization, Paraneid upper management and union busting methods	Flexible Working Hours, WFH, Good Supervisor/s	\$25/tv	Austin, TX, US	2020-2022	empoyee in new many card and a de ware the o product the company's other may. I don't hink is the WCHST company and freelence.constant them is probably clear, but comp work with them are budy no dark upcoles.

Link for	E I Coute sea the rise Interest Une ress											
Clicca accella comforma clini IFAipQLSM Est. mAATRA metropocialiti	Fileriesruptions - None By Security Submission	< To filter alphabetically by studio, date of submission or location	Thank you all for the contributions! Contact animation.workers@gmail.com to request changes									
Naviewform	Ry Sour Of Submassion 											
Timestamp Company	Your Role & Seniority (Optional)	Would You Recommend People To Work There?	Main Problems At The Company	Positives (Optional)	Pay Before Tax/Gross (Optional)	Location (Optional)	Yeari's You Worked There	Additional Notes (Optional)				
								NONTINARIE concerns, DO 007 work here. Untraged behavior from the CEO costeld a costars of fairs the presentation of the control fairs. Untrageness are policify point of an intro consert at, and them this issue was brought to PR coting was done assis from coverters being bidd to have a good attrack about the about they ware biding. Upper management granged up on cristian employees to pain them out and encouraged infighting by calling middle- management out to problem they do indicate an paid of the.				
			Too Much Work, Bad Treatment (Bullying, Abuse, Interdiation etc.), Inflexible Hours or No WFH, Bid Supervisionts (Unclear Instructions, Intimidation etc.), Creatively Untilling Projects, Discognizzation					or take a global account account and water dray write storing, opport manufagement ganged op on certain employees to push them out and encouraged informing by calling middle- management out for problems they did not cause in public chats.				
16/07/2023 04:57:02 CelFace		No Only if they have no other choice	Supervisor/s (Unclear Instructions, Intimidation etc.), Creatively Unfulfilling Projects, Disorganization	Good Pay WFH, Creatively Fulfilling Protects	80k/yr	Austin, TX, US	2022-2023	They pay very well compared to other studios in the area, but it is not worth the CPTSD that I am still working through. Turnover is very high and they're always hiring for a reason.				
16/07/2023 05:20:36 Payop 16/07/2023 05:34:05 Echo Bridge		do NOT accept work from this studio, they will be to see	Disorganization Low Pay, Too Much Work, Bad Supervisoris (Unclear Instructions, Intimidation etc.), Disorganization	Projecta			2021	periodically asks for month(s) long holds for potential work and then ghost 80% of the time. They ask for "art basis" from potential hines to use for their pitches to larger studios (they've even tried this with art school students). Will try to not pay their artists. Boys club work culture.				
		wa ay a na pay ya		Understanding HR&Management, WFH, Good Supervisoria		Toronto.		Constal I readly enjoyed my time working there, mainly because I had an amazing learn! The studio does feat very corporate (less in the artist side of the job) and the benefits are non existent if your contexts its under 12 months. The lower pay is more of an industry wide problem than just specific to this studio.				
16/07/2023 05:35:30 Nelvana	Background painter	Yes	Low Pay, Creatively Unfulfilling Projects	Good Supervisoris	\$950 CAD/wk	Canada	2022-2023	problem than just specific to this studio. rigging is lacking and they do not ware to try anything new and do things in the most complex, and old school way. The rigging beam have explained to the head of the department and to the animation director why we should not ng in X way but never was latened and refuses to change after the while show that ware to over on a show.				
				Healthy Working Hours, WFH, Good Supervisons, Good Coworkers, most of the people doing the , creative staff are exemuted				The animation director why we should not rig in X way but never was listened and refuses to change after the shit show that went down on a show.				
16/07/2023 06:17:49 9 story entertainment	2D Rigger	For rigging no	Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Creatively Unfulfilling Projects Disorganization, Super corporate	creative stuff are competent	1500CAD/wk	Toronto, Canada	2022-2023	The induction of the set of the s				
		Only if they have no	Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad Supervisoria (Unchear Instructions, Intimidation etc.), Disorganization					We held because they worked 2.5 D riggers but they pack pediad and refuses to learn the above the pack pediad and refuses to learn the above riggers, the properties for instructions and intersecutive deadlines. Each production is discussed by the properties of the matching and period. They are produced to the production is discussed by the properties of the production is discussed by the properties of the production is discussed by the properties of the production is discussed by the production of the production is discussed by the production of the prod				
16/07/2023 06:24:04 Warner Brothers 16/07/2023 06:36:22 Titrouse	Background Painter	other choice Yes	Instructions, Intimidation etc.), Disorganization Lack of PTOIofficial Holiday break, disorganized each of PTOIofficial Holiday break, disorganized	Healthy Working Hours, WFH, Good Supervisor/s	Guild Minimum	Los Angeles, US Los Angeles, US	2019 2020-2021, 2022-	They do not live thing means from project to project to rive at the autor or you get a design job them. The experience can vary wildy from project to project but so far this is the only studio I ve worked as an antist that I/ve actively worked to corres back to for more work.				
NOTION OF STREET	Calcigrand Famal		Projects of the second	THIS, COLD SUPERADIA			1015					
16/07/2023 06:40:10 DreamWorks TV	Color Designer	Only if they have no other choice		Good Supervisoria		Los Angeles, CA,USA	2019-2020	DreamWorks will burn you out for the least amount of money and will tell you to be grateful for the free food. The vibes were very of here. Being a queer employee there during the Chappelle scandal was demoralizing and seeing.				
16/07/2023 05:43:47 Netflix Animation	Color Designer	Yes for the money (at the time), no for many other reasons	Too Much Work, Bad Supervisoria (Unclear Instructions, Intimidation etc.), Disorganization, Netflix exects are ruthless and incompetent	WFH, Good Pay, Creatively Fulfilling Projects		Los Angeles, CA, USA	2021-2022	for the free foot. The view news very of here. Being a gover morport the transmission of the second				
16/07/2023 08:00:23 Lil Critters workshop		Yes	Not much of an issue	Healthy Working Hours, Good Supervisorts Healthy Working Hours, Flexible Working Hours, WFH, Good Supervisorts	3200 MY/R	Malaysia	3	The company is pretty chill in the background artist department				
16/07/2023 09:02:41 Disney Television Animation	Department Secretary	Yes	Low Pay				2021	Disorganized mess. Don't get paid for revisions, which is a nightmare for these kinds of character dealons. Leads don't reasond in a time'r menner and tale weekends off while the				
16/07/2023 09:28:57 Spindlehorse Toons	Animator	No	Low Pay, Too Much Work, Bad Supervisoris (Undear Instructions, Intimidation etc.), Disorganization	WEH	\$60 USD per second approved	Remote	2021-2023	Disorgarized mess. Don't get paid for revisions, which is a nightnare for these kinds of character designs. Leads don't respond in a timely manner and take weekends of thinke the said of the cere is explaided to contrain working to meat the outsindshid dealines. 500 per second finished sounds like alc, but with how complex these designs are, you will sately make over \$100 as DMOHT. For in lack, the pay actually used to be lower than the.				
				Healthy Working Hours, Paceble Working Hours, Understanding HR&Management, WFH, Good Pay, Good								
				nay for Canonia rates								
16/07/2023 10:33:11 Awesome Inc.	Lead Character Designer	Yes	Creatively Unfulfiling Projects, Lack of steady work, short contracts Low Pay, Too Much Work, Bad Treatment (Bullying, Journe projections) - Rev Proveningel of University	woman-owned studio, dedication to diversity	33hr USD	Atlanta, GA, USA	2019-2021	Beat experience live had at any studio in 18 years, just wish ATL pay was comparable to LA rates				
16/07/2023 10:38:40 Productions		No	and contracts Low Pay, Too Much Work, Bad Treatment (Bullying, Abase, Infimidation etc.), Bad Supervisor's (Unchar Instructores, Infimidation etc.), Disorganization, Secual harassment and assault, anti-union, racial and sexual discrimination		23hr USD	Atlanta, Georgia, USA	2011-2016	I cannot recommend any aspect of this studio				
		Only if they have no	Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Inflixible Hours or No WFH, Bad Supervisorie (Unclear Instructions, Intimidation etc.), Disorganization	Creatively Fulfilling Projects								
16/07/2023 11:09:45 Ingenuity Studios	3d artist	other choice	erc.), Disorganization	Elevible Working Hours		Canada	1	Management is very friendly and understanding, projects land to be really cool, schedules are used families an even families and a differentiate analysis real and to be really cool, schedules are				
16/07/2023 11:10:32 Mighty Animation	2D animator	Only if they have no other choice	Low Pay, Too Much Work, No law benefits, weird hiring practices	Understanding HR&Management, WFH, Good Supervisoria, Creatively Fulfiling Projects Healthy Working Hours.	12000-16000 min monthly	Mexico	2021-2023	Management is very friendly and understanding, projects tend to be really cool, schedules are very flastile, supervisors book after artists growth and well bairy. However crunding is common and the pays is low, especially for e job with zone benefits airce they use some weird legal loophole to avoid the bare minimum required by law (mas, inforaint, antigoedad, eb).				
				Healthy Working Hours, Understanding HR&Management, WFH, Good Pay, Good								
16/07/2023 11:56:08 Blink Industries	Senior Compositor	Yes	Honestly nothing, it was a lovely place to work.	Fulfiling Projects	£40,000	London, UK	2021-2022	Lovely company, good team, paid overfime, undentainding management, flexible with working hours. Only job I had a very good work life balance.				
				Flexible Working Hours, Understanding HR&Management, WFH, Good Pay, Good Supervisorts, Creatively		Dublin, ireland (remote)		Lovely company, management really care about staff, always by to accommodate hours, interventing projects, nice crew, helpful team leads. Only negative is there can be a lot of overtime and quite intense deadlines.				
16/07/2023 11:58:25 SSVFX 16/07/2023 12:00:37 JAM Media	Compositor	Yes Only if they have no other choice	Too Much Work	Supervisoria, Creatively Fulfiling Projects	€200 per day £22,000 per year	(remote) Betfast, Northern Ireland	2022	overtime and quite intense deadlines. Poor pay, lots of overtime, nice crew and good social events.				
			Too Much Work, Bad Supervisoris (Unclear Instructions, Intimidation etc.), Disorganization, The workload was includows, screen animators would work evenings and weekends unpaid just to try and keep up. Animators were not paid for months and hald to be constantly chased up. Some animators atil haven't									
16/07/2023 12:34:24 Flix Animation	2D Animator	No	Animators were not paid for months and haid to be constantly chased up. Some animators still haven't been fully paid to my knowledge.			Manchester, UK	2021-2022					
								EXTREMELY disorganised. Little to no undentianding of ins and outs of series production. Lack of ability to discuss issues with project leads, shut down if attempted. Unclear goals and leadsmiss, lack of ability to explore ideas. Bullying and infimidation seals mappening to other workers - junice particularly, class abuse of power in team structure. Only positive was fellow creatives, who are all great. XODD.				
16/07/2023 12:37:05 KELEBEK MEDIA	Senior	No	Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad Supervision's (Unclear Instructions, Intimidation etc.), Creatively Unfulfilling Projects, Disorgenization	Good Pay		UK, remote	2022-2023	vorkers - junios particularly, clear abuse of power in team structure. Only positive was fellow creatives, who were all great. AVOID. Some of the production team were very insoperienced and assignments were very				
		Only if they have no	Too Much Work, Bad Treatment (Bullying, Abuse, Interimidation etc.), Creatively Unfulliling Projects, Disorganization					Oreanow, who was a equivalent and a set of the set of t				
16/07/2023 12:52:27 Passion Pictures	Animator	other choice	Disorganization	Good Pay Healthy Working Hours, Flexible Working Hours,	£1,000 weekly	London, UK	2022	been avoided with more prep or thought from higher ups.				
				Healthy Working Hours, Flexible Working Hours, Understanding HR&Management, WFH, Good Pay, Good				great all round. Only one project with them and wish more would come up that I would be cood for.				
16/07/2023 13:02:00 RatherGood 16/07/2023 13:16:30 Snowball	Senior 2D Animator		only on for one project	Supervisoria, Creatively Fulfiling Projects Flexible Working Houra, Good Supervisoria	45-65 shekel hourly	uk- remote Israel	2015	great in route. One one project was statut and was not well come up and in wells de great fait. Organization levels different in each project.				
16/07/2023 13:29:13 TMC	2D Animator	Only if they have no other choice	Too Much Work	Good Supervisoria Flexible Working Hours, WFH Healthy Working Hours.	10000	KfarSava-tarael	2021-2022					
				Healthy Working Hours, Flexible Working Hours, Understanding HR&Management, WFH,								
16/07/2023 13:33:55 PLONTER	2D Animator	Yes	Not enough projects	Understanding HR&Management, WFH, Good Pay, Good Supervisoris, Creatively Fulfiling Projects	2500\$ monthly	Israel	20,232,021					
16/07/2023 13:45:30 Brandoville Studios	Mid SD Animator		Low Pay, Too Much Work, Inflexible Hours or No WFH			Indonesia	2023	Depending on the project workload can be alot				
		not long term but good for shorts, no accommodation, features have insame low pay, 6mth crunch	Low Pay, Too Much Work, Inflexible Hours or No WFH, Bad Supervisoris (Unclear Instructions, Intimidation etc.), Disorganization, pay inequality, directors get bornar/escur banefit. Jossilve hr. Joba of ot, citiques no diversity/joc. Inmale kada were most toxic	Good Supervisoris, Creatively Fulfilling Projects, crew are the best								
16/07/2023 13:59:35 Cartoon Saloon	compositor	* no benefits, better in vfs11	borus+oscar banefit abusive hr . lots of ot, diques no diversity(poc. female leads were most toxic Bad Treatment (Bullying, Abuse, Interdation etc.), Bad	but have big turnover. culture died after pandemic	2,800	kilkenny, Ineland	2019-2022	amazing artists but abusive supar-line producers. If w best sups do not stay/many seniors do not understand harmony or nuke, embarnassing, old 2d mindset				
16/07/2023 14:00:11 Newscape Studios		No Only if they have no	Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad Supervisoris (Unclear Instructions, Intimidation etc.), Creatively Unfulfilling Projects, Disorganization, Mass fred everyone after discovering talk of unionizing.	Healthy Whitehean Haven		Remote - US based						
16/07/2023 14:22:40 Animade	Senior animator	other choice	Low Pay, had a big round of redundancies recently	Healthy Working Hours, Good Supervisorts Healthy Working Hours, Flaxible Working Hours, WFH, Creatively Fulfilling Deviced	35k	London, UK	2014-2017	always ask for discount on freelance day rate 3				
16/07/2023 14:52:56 Mikros	Compositing artist	Yes	Low Pay	WFH, Creatively Fulfilling Projects		Montreal, Canada	262	Great studio with cool projects and people, would recommend working heat After an insamely complex (and unpaid) set to get selected, about the that ddn't even account for the several changes I had to do on the halkesy done animation (once it was even at clearus about I due to sudden changes on the insecter designationed is sheet.				
								account for the several cranges intail to do on the numery done attribution (once it was even at cleanup staget) due to sudden changes on the character design/model sheets. Communication was done with the director only, and always by email, there wasn't even ONE single call.				
					\$ 600 per minute of			single call. They were never rude or anything like that but these terms are exploitation, I only accepted it since I wanted to have a studio experience and they seemed reliable on the animatorijobs.				
16/07/2023 15:14:27 Mariposa Pictures	2D animator	No Yes, with reservatives	Low Pay, Disorganization	Flexible Working Houra Flexible Working Houra, Understanding	rough+cleanup+i nk+color	Remote	202	since I wanted to have a studio experience and they seemed reliable on the animationjobs. 2 com platform (nope)				
		Yes, with reservations of course. You'll be surrounded by a lot of incredible animators who are seen than		Pacible Working Houra, Understanding HR&Management, Creatively Fulfiling Projects, They make it abundantly clear that they want you to fill your time shares hoveshits in research								
		sumounded by a lot of incredible animators who are more than willing to help you when needed. So if you do work here make the most out of it		abundently clear that they want you to fill your time sheets honestly to prevent working without pay. They also feed you for free if you								
Pixer Animation 16/07/2023 16:15:45 Studies	Animater	make the most out of it so you can go elsewhere for better pay.	Low Pay, Too Much Work, Disorgenization, Really feels like banely any time is given to animation which lead to working back to back crunch on a few movies.	need to come in on weekends which usually	\$29 hourly	Emeryville, CA, US	Several times	I don't regret my time here but I have no plans on returning.				
							and percentic	My first jobs over, so nothing to really compare to but it's been pretty great, all my coverkers and directors have been super rice. The work back have been reasonable, and they usually ask if the work can be compared in time.				
				Healthy Weeking Marrie				As for last server, on ording to markly compare to be if it have notify great, all im consolution and direction have been been from the most hand been been excensionale, and they county and if the work can be completed in time. It is all they are an accurately been in LA probably goal if 36–35 what is girls in NY: However, the resonary constraints shadeling bet Another them any server and the server and the server and the server and the server and the Another them any server and the server and the server and the server and the Another takes the time reprincise are all discipation, my relia (b) was extended 3 these in a max, commands taking me the day below I was achieved and the all is in (b) of 20 (b) and the work in the server and the method.				
16/07/2023 16:32:48 Titmouse NYC	Background Painter	Yes Only if they have no other choice	Low Pay, Disorganization Low Pay, Bad Treatment (Bullying, Abuse, Intmidation etc.)									
16/07/2023 16:37:03 Mikros	3d Senior Animator	other choice		Creatively Fulfilling Projects	75K	Montreal, Canada		Abusive animation director with no people skills at all. Good and creative projects though Even though we got to interact with genuinely creative folks, the interns weren't given a chance to work on any of the show projects. Instead, we were stuck at the front deak and				
1 Min Ainstear		Only if they have no	Low Pay, Too Much Work, Bad Treatment (Bullying, Abase, Intimidation etc.), Infloxible Hoars or No WH, Bad Supervisoris (Unclear Instructions, Intimidation etc.), Disorganization, Rodelerrogant and unprofessional CEO		Umaid			Accurse instruments objects within the papera waters and a. Goods and character projects mough Series Though was bot instruct within papera) creation (within the informs water) (papera) is making upped) promotioned meaning for the unimodel CEON "theat big part." One times, all the informs path paperation to plane and the-character water to bot and advess or comp particulation show idease. All cold of pocket. The CEO clicht former showing op and the actuality had the actuality to projety mode can infoliate the mark of the participation of the participation of the actuality.				
16/07/2023 16:54:18 Productions 16/07/2023 17:30:00 Interference Pattern	2D Backproyert Artist	other choice	etc.), Deorganization, Rudeiarrogant and unprofessional CEO Bad Supervisorts (Unclear Instructions, Intimidation etc.), Disorganization	Creatively Fulfilling Projects Flexible Working Hours, Good Pay	E100 daily	NYC, USA Remote	201					
	2D Background Artist		I ow Pay Too Much Work Disconstriction	Good Supervisoria	700€ monthly	Remote		Good projects but overall very low pay for the quantity of work				
16/07/2023 17:44:10 Doghouse Films	Mid Beckground 2D	Only if they have no	Bad Supervision's (Unclear Instructions, Intervidation etc.), Disorganization, They could offer good salaries and stable jobs, but they decide to use junices to do the work and kape government helps while sending their workers to unemployment every 7/8months.		2600Eimonth (almost minimum salary for			They have good accoronic support from the government ans assistme projects, but gread makes it to be a non-healthy company to work for, such a shares. I liked practices regarding the Luxenbourgish law of work protection regarding CDD/CDI				
16/07/2023 17:44:10 Doghouse Films	Artist (Layout/Color)	other choice	workers to unemployment every 7/8months.	Healthy Working Hours	context)	Luxembourg	201	The Learnborghit has of which protection regarding CDDCDC Sequences would not help AVC/C. Let a this brained day, which made pating something to the sequence of the sequence of the sequence of the sequence of the sequence of the bill day to get a specific animologies and protection of the sequence of the endershift and sequence of the sequence of the sequence of the sequence of the class of the sequence of the sequence of the sequence of the sequence of the class of the sequence of the sequence of the sequence of the sequence of the sequence of the sequence of the sequence of the sequence of the class of the sequence of the sequence of the sequence of the class of the sequence of the sequence of the sequence of the sequence of the sequence of the sequence of the sequence of the sequence of the class of the sequence of the sequence of the sequence of the sequence of the sequence of the sequence of the sequence of the sequence of the sequence of the class of the sequence of the				
			Low Pay, Bad Supervison's (Unclear Instructions, Interdation etc.), Disorganization	Understanding				- servery so get a question answered. A rough aimin plais would go to the clean-up beam when not ready. The artists would have to organize giving the short back to the aminators, to get it ready for clean-up. (Supervisors didn't care). Very quick to approve rough aim, but then after CUI and Color, they wanted to change the nongh. Verv nice aboolt though, and their vertice.				
16/07/2023 17:44:59 Ground Control Studi	a 2D Animator	Yes		Understanding HR&Management	150 Euro /Day	UK, Freelance	202	3 much pay you to do nothing. I joined this studio feash out of college and started just as the pandemic was heating up, and it soon became clear that the project was not only of substanding quality but we were				
16/07/2023 17:52:29 Cartuna	Flash Animator	No	Too Much Work, Bad Supervisoria (Unclear Instructions, Intimidation etc.), Creatively Unfutiliting Projects, Disorganization	WFH, Good Pay	600 a week	Brooklyn, NY, US	202	Intercipely too to instance, I prime this study in which out of codeges and started just as the pandemic was heating up, and if soon became clear that the project was not only of subbandard update just to were expected to break in the study as even due to a concrude lackdade, which follow that the study of the study as even due to a study of the study as the study and the study of the study as the study of the study of the study of the study of the study of the study of the Study of the study of the study of the study of the Study of the study of the study of the study of the study of the study of				
								Separate field of projection can be application to applicat They have several projects to speciation () have a minimized and applications to applicat They have several projects to speciation () have a minimized to applicat they application at a several section (). The several network () with its balance and the time () have a minimized to such as where the setting of the set of the several terms being the several term () and the such as the setting of the such as the setting of the end of the setting of the initial term () and the setting of the setting of the setting and consideration of a missis the lenses.				
		Owitest						usual also accepting that they all have yet to find a bayer for the direction/backshow made, and also accepting that they will have yet to find a bayer for the project. Also have a come otherwave othermed to be rollied over onto their mad project, only to be told they have to extend to the project. They are not their made project, only to be told they have to be a superior of the superior of the told over the direction of the told of they have to be a superior of the superior of the superior of the told of the told of they have to be a superior of the superior of the superior of the superior of the told of they have to be a superior of the superior of the superior of the told of the superior o				
16/07/2023 18:12:31 ReDefine	Storyboard Artist	Only if they have no other choice Only if they have no	Creatively Unfulfiling Projects, Disorganization Low Pay, Too Much Work, Disorganization, Bad HR, Out of Touch Leadership, Hontole Orboarding, 0	WFH, Good Pay Good Supervisoria,				artists livelihoods.				
16/07/2623 18:37:26 ICON Creative Studio		other choice	culture	Good Supervisoria, Creatively Fulfiling Projects Understanding HR&Management, Good Pay	250-300			Good place, but can be measy. Short term jobs. You have to be firm and communicate your needs and wants work wise, but they will taken.				
16/07/2023 18:41:38 SoybleQ	2D Animator	Yes	Too Much Work, Disorganization Too Much Work, Bad Treatment (Bullying, Abuse, Internidation etc.), Bad Supervisoris (Unclear				2022 and 2023					
16/07/2023 19:01:53 ICON Creative Studio		No	Low Pay, Creatively Unfulfilling Projects,	WFH, Good Pay	CAD 100k yearly	Vancouver, Canada	262	HR is paranoid. They expect you to work while moving to another country. They don't undertidand you have a file outside work. Quotes are crazy high. No room for any error in the schedule, if anything not planned happens you pay with OT.				
16/07/2023 19:05:16 Sunny Side Up Studie 16/07/2023 19:10:18 Mikros	a Middle Storyboard	No	Disorganization, Inconsistent workload, being ignored for months on end	Flexible Working Hours WFH, Good Supervisor/s, Creatively Fulfilling Projects			2022-2023	Worked with very nice and kind people. Learned a lot while I was there.				
								Interface where they have been purpose, sectore as a decardly respectable account for a way to the sectore of account of the sectore of the sectore as a decardly respectable account for a way to decard the sectore of the sectore				
16/07/2023 19:18:59 Productions	Character/Prop Designer	Yes	Low Pay, Creatively Unfulfiling Projects, (LOW PAY not a knock at this company, but as a general con for working most anywhere in canada bbs. #NotUnionized)	Understanding HR&Management, WFH, Good Supervisoria	1100/weekly	Toronto, Canada	202	on a personal level and was transperiori in how they allocate their bodgets, projects may not be to everyone's taste, but an lingely adult-focused and quirky, which is a very nee blessing to find in the sea of toronto studics obsissed with chaining the next baby shukk				

		B1 1							
Link for submissions: trees		Coute was liber rises Debrie al liber ranse. Filter over-splores	< To filter	Thank you all for the contributions! Contact animation workers@gmail.com to request					
conformida IFAbCL58 61. r04164 merceckik 220.0100 merceckik biz viseten	1	Non Robus-Of Saterianis V Robusts	alphabetically by studio, date of submission or location	Contact animation.workers@gmail.com to request changes					
Timestamp	Company	Learninge	Would You Recommend People	Main Problems At The Company	Positives (Optional)	Pay Before	Location (Optional)	Yeari's You	Additional Notes (Optional)
	company	Seniority (Optional)	To Work There?		Healthy Working Hours, Plexible Working Hours, WFH, Good Supervisoris,	(Optional)	(Optional)	Worked There	
				Low Pay, Creatively Unfulfilling Projects, They do the We are a family guilt thing, and their vacation options are very terrible.	WFH, Good Supervison's, While this is a low bar, I have worked in studios that paid worse, and expected more in the same area.	1025/week (4784) or 25.62	News Scotia		There are an interrupt of controlling. When is also a regregational data is a left of management of set for surged from from regregation from the management of the set of the
16/07/2023 19:19:00	0 Jam Filled	2D Senior Animator	Yes	are very terrible.	more in the same area.	/hr	Canada	203	Subject Status is subject as a set of the status is a set of the sta
									Cit is expense make in walks for life May space adout the school right.
									would get the lucky agen flough on another production. Only concerns five had were being asked to do an urgraid at that and then not getting paid
					Understanding HR&Management, WFH,				Only spream To The Mar end hang match in the air market and the data of the market grand for synchronization market in the sense whether the market spream and the synchronization of the the Mary Encland, This has also market and the sense whether grand the sense of the sense of the Mary Encland, This has also market and the sense of the Market and the sense of the Market and the sense of the Market and the Sense of the Market and Sense of the Market and Sense of the Sense of the Sense of the Sense of the American This has also market and the Sense of the Sense of the Sense of the American This has a market and the Sense of the Sense of the Sense of the Sense of the American This has a sense of the Sense of the Sense of the Sense of the American This has a sense of the Sense of the Sense of the American This has a sense of the Sense of the American This has a sense of the Sense of the American This has a sense of the Sense of the American This has a sense of the Am
16/07/2023 19:22:54	4 Cartoon Network	Background Painter	Yes	Too Much Work	Understanding HR&Management, WFH, Good Pay, Good Supervisoris, Creatively Fulfilling Projects	\$2189.60/week	Remote (US)	2020-2023	alio ham his option of plad CD Data an enser pressurate to take it with not confortable. Owerall I'w had a party good experience, if didrihily work here again and would encommend this adude.
									Incomment from Audo."
					Healthy Working Hours,				1 MB do none on my cannet show than my lust gip, but if not encopho buildy a pay increase, even though one of my lask is catching animation encors in TR2s to help out the diversor and relation.
			No other choice / are just starting out in		WFH, Good Supervisaris, Creatively Fulfilling Projects, Being able to learn on the job through versions (171)	\$1550 per 2			The nuclear and frank Julk, These scales grades in plant (julk of work), and for method band, single for the joaceau, if the match Frank Julk of the grades for the joaceau (julk of the my combinistions down make much if all difference. Resea are as of of the grades for fails response all for morth much bandged combined. Here, the plant state of the plant state of the grades for all much states the plant states and the plant states and the plant states are as a state of the grades for all much states are as a state of the grades for all much states the plant states are as a state of the grades for all much states the plant states are as a state of the grades for all much states the plant states are as a state of the grades for all much states the plant states are as a state of the grades for all much states the plant states are as a state of the grades for all much states the plant states are as a state of the grades for all much states the plant states are as a state of the grades for all much states the plant states are as a state of the grades for all much states the plant states are as a state of the grades for all much states the plant states are as a state of the grades for all much states the plant states are as a state of the grades for all much states the plant states are as a state of the grades for all much states the plant states are as a state of the grades for all much states the plant states are as a state of the grades for all much states the plant states are as a state of the grades for all much states the plant states are as a state of the grades for all much states the plant states are as a state of the plant states are as a state of the grades for all much states the plant states are as a state of the plant states are as a state of the grades are as a state of the plant states are as a state of th
16/07/2023 19:30:42	2 Titmouse NYC	Production Assistant	animation	Low Pay, Disorganization		\$1550 per 2 weeks Some projects were paid per frame, resulting	Brooklyn, NY	2022 - present	everyone at the moment due to budget constraints. [15]
				Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Inflexible Hours or No WFH,	These wars exercisely even	in under minimum wege			
16/07/2023 19:27:57	7 Comming	Senior Animator		Bad Supervisoris (Unclear Instructions, Infimidation etc.), Creatively Unclear Instructions, Infimidation etc.), Creatively Unclafilling Projects, Discregarization, This is prior to Covid, from what I have heard, they have improved a lot.	There were genuinely good people, but the environment was extremely unprofessional during my time there.	highest I was next after shifting	Nova Scotia, Canada	2012 - 2018	Them sees sees the of the second the first second to get of the second new end of the second term of the sec
1007120291927.51					une one.	POOR STATE	Carlaca	2012 - 2010	these generatives, and many people and and many immedgements on the degree of the degr
									fear of hansament. I was often asked by one of the interns to go with her around the studio to a the wouldn't be cought alone because the fair had not seen to ad appendence. They also generally that the many updat Herman and alask their ungel terms to be three that
16/07/2023 19:53:37	Starburns (Stop-Motion 7 Side)		No	Low Pay, Bad Treatment (Bullying, Abuse, Intimidation etc.), Disorganization Bad Treatment (Bullying, Abuse, Intimidation etc.), Inflixible Hours or No WFH, Bad Supervisoria (Linclear Instructions deviations et al.). Discension			Los Angeles, USA	201	To strand we de include d'an la specifica de la stradie de la servicie de la stradie d
16/07/2023 20:00:14	4 Anima Estudios	Compositor	Only if they have no other choice	Inflexible Hours or No WPH, Bad Supervisoria (Unclear Instructions, Intimidation etc.), Disorganization	Healthy Working Hours, Elevithe Working Hours,	700	0 Mexico	283	20 al de fine
					Understanding HR&Management, WFH, Good Pay, Good				From a husbarour perspective, they were saper registrate factories affector and production and e-monther proper, very clase or while I had to deliver. Encodesa project fire avoided on 22 a existe.
16/07/2023 20:06:58	8 Aardman Animations	Story Artist	Yes	No complaints, it was just a brief freelance gig Low Pay, Too Much Work, Bad Treatmert (Bullying, Abuse, Intimidation etc.), Infloxbie Hours or No WH, Bad Supervisoris (Unclear Instructions, Intimidation etc.), Disorganization	Supervisoria, Creatively Fulfilling Projects		ик	200	2) na white
16/07/2023 20:07:33	3 Lighthouse Studios	Jr Background Artist	No	Bad Supervisoris (Unclear Instructions, Intimidation etc.), Disorganization Too Much Work, Bad Treatment (Bullying, Abuse, Interested and A. B.		€2000Mo	Kilkenny, Ireland	203	
16/07/2023 20:12:18	8 Espiritu Santo		No	Too Much Work, Bad Treatment (Bullying, Abuse, Interindation etc.), Bad Supervisoris (Unchear Instructions, Interindation etc.), Creatively Unfulfilling Projects, Disorganization	WFH, Good Pay Healthy Working House	1200) mexico	203	The supervisor is very rule, he insults you all the time, and the producers support him, they 21 asyNets the that.
16/07/2023 20:16:44	4 Blue Zoo	Designer	Yes	Pay could be improved.	Healthy Working Hours, Plexible Working Hours, WFH, Good Pay, Creatively Fulfilling Projects	38000) Remote, Uk	2021-2022	way planets biffy all types galaxies planets area you fill any power all topy mode planet fill types data communication on the company way galaxie films department for any data communication on add the types of company way galaxies planets. New tap specietation mode types, the company way galaxies planets.
16/07/2023 20:46:21		Background Artist	No	Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad Supervisor's (Unchar Instructions, Intimidation etc.), Creatively Unfutfiling Projects		1700E gross	Tenerife, Spain		Twas first for complaining about unput overtime and relating to do more after being threatened by supervision and producer.
16/07/2023 20:46:21		Background Artist Storyboard Artist	No Only if they have no other choice	Low Pay, Too Much Work, Bad Supervisoria (Undear		s1850 CAD weekly	Terente, Span Toronto, Canada	203	Investment and product. To much work for a more rule for any sent of a croad allot heavy, whicle 22 heavy, and action heavy allow in 6 weeks)
	Compasa Film			Instructions, Intimidation etc.) Low Pay, Too Much Work, Bad Supervision's (Unclear Instructions, Intimidation etc.), Creatively Unfaitiling Projects, Discoganization, These people dont know what they actually want? Director is new to bisecting i feel and also HUGE level of mess when it comes to file management.					
16/07/2023 20:54:17	Compasa Film (loalandic animation 7 studio)	Very short team, So cant disclose :)	Only if they have no other choice	teel and also HUGE level of mesa when it comes to file management.	Pasible Working Hours, WFH	2500 Eu [19]	loeland	200	Please the have how what for the bank index world for each and every 20 anders. Space two per phil The man in drags make a decision angle to be 1%. Do did consults and of the 3 andba worlden these banks and a decision angle of the 3 andba
									2) Solution data spatial contains and the solution of MTs 2 for an sonare and on the 3 which we have a solution of MTs 2 which we have a so
				Low Pay, Too Much Work, Bad Treatmert (Bullying, Abuse, Intimidation etc.), Bad Supervisoris (Unclear Instructions, Intimidation etc.), Discorganization, Horrible boss, Inied to absal all arteorix, no contracts even though promised, bosis downtables artistis behind their backs,					deals: It has before its provide and the lack anying here is whether and the law of the law of deals of the lack and the law of the
16/07/2023 21:00:17	7 Foodscape Inc	Artist, 2D Animator	No	promised, boss downtalks artists behind their backs, steals artwork			remote	1 Weak	semation - including boards, sematic, and onward) from college students. Bobalace is the name of the game and semas. Gene colleagues and advised. Biol Offend tearsits & ROSP matching, but therein a neal
16/07/2023 21:00 20	0 WildBrain	horizor	Yes	Low Pay, Too Much Work, Bad Supervisori's (Undear Indextfores Interintation atr.)		750/weekly	Halifax NS, Canada	201	Over at charges and also affects banks (A MDP matching, b) there's not and a matching of the m
				,,		,			Enternally inclusion and understanding leadablew members. Communication was very strong and they sent that a problem leading more people the rops or helping out with lectrical leases. Biggaing troblem was here included, and to do a many version and the result of the
16/07/2023 21:16:47	7 Decise Photos	2D Animator	Mark	Too Much Work, Creatively Unfulfilling Projects	Understanding HR&Management, WFH, Good Pay, Good	\$1250 Per Week	Hamilton, Ontario,		Image: Second
1007102721.1041				to not not, chang chang rigita		212.50 F 61 F160	Carlaca		The comparing static like a rough inde studio in all the back ways despite how big it is now. It has hop problems with discipatization and poor communication. Artists have being yown no work. Saw all in the walk for morther with no equivalent to have being your on why. The
									The carryon per dam law range hand basis and the base length despite the rest. It is a second of the
				Low Pay, Too Much Work, Bad Treatment (Bullying, Abase, Intimidation etc.), Bad Supervisor's (Unclear Instructions, Intimidation etc.), Disorganization		\$60-80 per second of			growing the arthron improving the aincluster of the student to accommendate for E. It can be decored for part-frame features but many arthits are expected to breast it as a full-time attribution job but white ut the part or burnelits of one, to the part in their system (and the part of the par
16/07/2023 21:35:40	0 Spindlehorse Toons	2D Animator	Only if they have no other choice	Abuse, Interstation etc.), Bad Supervisoria (Unclear Instructions, Interstation etc.), Disorganization	WFH	animation		2020-2022	In Inderheimen, They poul plaining and the a water, if a tar ordering grout of attal and to prove the same that the water and for attal constants, point for fordering work. If starts that the water and of the popular and works the start the same that t
									sampai du Colavie and samplement and s
									Course course of the second s
									retrinidiance, and the boas & hand of HR (at the fore) agreed hay were 'just no a securitive' and needed to work on their professional addits. Despite doing three people's just perfectly, they were king goal and an month.
									and matching the start of the s
									demote as a penalty. They actually at make a whole new department, promote the exec to department least, and penalem that solves things. If they are also a second to be a
									If yours will CTION or as period of cost. It all VERY of Walks the bandworks bound Types on marks to bandworks, may name and constraints of the period of t
									Later a very completent colleague laters the position as a service creative security and an experimental and then the position as a service creative security and the position are associated by a setting requirement of the position and and the position are associated by a setting requirement of the position areas of the position are associated by a setting requirem
									Indi sealer winner oorligen yn moar honder men, was oddy spracob c, spraway fwaard hy hef dread negloar da loe tra bly da constructur fal bry hoadh hwa hwa hef af dal d' ann haa b ar menwar.
									Most infulingly, our COO has been publicly provide with the second of th
									cares, and the second
									Is well here divergence and the service of the serv
									The light large "They flow, the loss that a terrange participation of the light large transmission of the light large transmis
									My concern to the least final (a) (MAC 1010)(MCL) that leasts in control says well well as a set of the maximum of the maximum of the maximum of the maximum of the maximum of the maximum of the maximum of the maximum
									only option TRY gave Taine was to use that the second time tanget by the employment tanking. You and the second and all the second and all they was the second tanget tang tanget tanget tang
									balacity come and go as you please. Try but have no defurmation by a life of a to experience this complete disregard for expension work life with these as non-life of the hole nan any expension deformation.
			Only if they have no	Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Inflexible Hours or No WFH, Disorganization			Los Angeles,		The start of the s
16/07/2023 21:38:44		Freelance 2D			Creatively Fulfilling Projects Healthy Working Hours, Flaxible Working Hours, WFH, Good Supervisorts	Roughly \$50k/yr	US LA, California	2021-2023	Incardite to believe us. Incardite to believe us and an advance of the second se second second sec
		Animator Layout Artist	Yes Only if they have no other choice	Low Pay Low Pay, Disorganization	Court Research	a 1500mW	₍ vernoxé)	203	
					Healthy Working Hours, Faceble Working Hours, Understanding HR&Management, WFH, Good Supervisorts, Creatively Fulfilling Projects, Entire crew attractionation and interfet				Production: Crear and Charlow Laads are function; but maily all staff The encountered are support femdly and supporties. I sumt to thank my fire! All Director for Ealiting mic come to hare
16/07/2010 12:45	4 Studio Smokescreen	Freatencer	View	Fluctuating pay per client's budget	Good Supervisoria, Creatively Fulfilling Projects, Entire crew attitude/morale is stellar!		Burbank, California 110	2022-2023	Photochron Course of Culture Lack use to testicate, that ready all affer for executives an analyse final dynamic approximate the second secon
16/07/2023 22:00:14	4 Studio Smokescreen 6 Mighty Animation	2D Animator & Clean Up Artist	Only if they have no other choice	Flactuating pay par clent's budget Low Pay, Too Much Work, Disorganization	attitude/morale is stellar! Flexible Working Hours		California, US Remote		That is becarrow the. All that to say, happy to be a part of the crew!
				Low Pay, Too Much Work, Bad Treatment (Bullyino.					a) In your date (Carl for your data and the provided of the set
16/07/2023 22:18:47	7 Newscape Studios	Junior Animator	No	Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Inflexible Hours or No WFH, Bad Supervisoris (Unclear Instructions, Intervisition etc.), Creatively Unfulfilling Projects, Disorganization		\$23 hourly	Texas, USA		revenues pare on poor were of the way they were it, we provide provide acceptly CodeN1 laws or we were that has an a Marsiana of park and that we'd be considered "parking". 1 willing/ I were were the more more ware were the that has a laws their cells the
16/07/2023 22: 19:00	0 see notes		see notes	see notes				see notes	excognised, is there a way i can contact who owns that to enrow it, or at least set of if When his was where for set, it ways their posted publicly is not posted and not he
									And the set of the set
									roox encourses, we are vess at 56 milliophile them about the bahavior with no enclosed nor. Have instruction the the production profession with no encourses of Employees approached (HK, upper management, and presented concerning) Al and the about of the inity of the production is given to accorrect and A and the about of the inity of the production is given to accorrect and a set to do the about of the inity of the production is given to accorrect and a set to do the accorrect and accorrect and a set to do the set to do the accorrect and accorrect and a set to do the set to do the accorrect and accorrect and accorrect and a set to do the accorrect and accorrect accorrect and accorrect accorrect and accorrect accorrect and accorrect accorrect and accorrect accorrect accorrect and accorrect accorrect and accorrect accorrect accorrect and accorrect accorrect accorrec
16/07/2023 22:33:43	7 Catface/BluJay Studios	Busingler (Animator	No		Healthy Working Hours, WFH, Good Pay, Good Supervisor/s	\$25-\$28 hourly	Texas, URA	2022-2023	and to some yands car employment, yand wave favoration charding may and wave fixed. TDDE Abduais contact time time wave languages including may and wave fixed. TDDE Abduais contact time that underwards in physical time wind karding many reliants and with glass for themets bathrooms and glash physical and a service of employees and reliants and the service of the service of the service bases.
22.32.17		and the second function of the second functio		Creatively Unhalting Projects, Disorganization Low Pay, Bad Treatment (Butlying, Abuse, Intimidation etc.), Bad Supervisions (Unclear Instructions, Intimidation etc.), Disorganization, "Boy's club" environment with unchecked casual homoshobiat instantiobia					
16/07/2023 22:38:38	8 Outlook OVFX	Character Rigger	Only if they have no other choice	environment with unchecked casual homophobia/transphobia Low Pay, Too Much Work, Bad Treatment (Bullying,	Healthy Working Hours, Flexible Working Hours		Baltimore MD, US	203	
16/07/2023 22:54:52	2 Revenant	Midweight Motion Designer	No	Low Pay, Too Much Work, Bad Treatment (Bullying, Abase, Infimidation etc.), Inflootie Hours or No WPH, Bad Supervisoris (Unclear Instructions, Intimidation etc.), Disorgenization	Creatively Fulfilling Projects Healthy Working Hours.	£90 per day	Glasgow, Scotland		I would'n't recomment, vally disappointing experience. Lett feeling isolated, unvalued and unsupported.
				erc.), Deorgenization Not enough projecta to keep people on year round, kon Induses.	Plaxible Working Hours, Understanding HR&Management, WFH, Next Bac				
					scool Pay, Good Supervisoris, Creatively Fulfilling Projects, Wrosterful CEO and unner	\$1200 a week USD (Highest			
							Atlanta, GA United States		Wordshift study to work for when they have projectal Cosaing my fingers they get more longer term work in by the new year.

		5. I							
Link for submissions: http:/		Dente sea the rise Detect the rises File decaptors	< To filter						
Comformation/IFAipOLSK Comformation/IFAipOLSK ColumNATIC meteropolitik		Nove	alphabetically by studio, date of submission or location	Thank you all for the contributions! Contact animition workers@gmail.com to request changes					
220uDV0rla1X7x1r50x1.5 Nationations		Ry Daniel Edminister - V Ry Danie Lawrence							
Timestamp	Company	Your Role & Seniority (Optional)	Would You Recommend People	Main Problems At The Company	Positives (Optional)	Pay Before Tax/Gross	Location (Optional)	Year's You Worked There	Additional Notes (Optional)
					WFH, Amazing coworkers	[opmail]			Nandargy the Those environments pro-* national and a supporting of the support of the new of services. The support support of the support of the support of the support support supp
				Low Pay, Too Much Work, Bad Treatment (Bullying, Almon Interdeting on) Infection Neural on Neural	WFH, Amazing coworkers and some of the directors and mid-level production staff were pleasant to work with. Good area with access to restaurants and public transit.				with was below and paskwa approximation by the factor and could be apply up with the internal section and the first marks. All results of the papels for burning out of not being able to be up up with the internal workback, correlative classifiers, and constructed internal pathodies. Buy an employed and the section
16/07/2023 23:07:26	Bento Box	2D Animator	Only if they have no other choice	Low Pay, Too Much Work, Bad Treatmert (Bullying, Abuse, Intimidation etc.), Inflixoble Hours or No WFH, Bad Supervision's (Undeat Instructions, Intimidation etc.), Creatively Unfulfiling Projects, Disorganization	access to restaurants and public transit.	\$1000 a week	Atlanta, GA - United States	2019-2022	and constanting camping kindows, were animation ratio doware, they write, by and give your radiologically one gript out of stricts) were animate mere people making as low as USD \$150 a week which is impossible to live on in Atlanta.
16/07/2023 23:10:02	Sphere Animation	Storyboard Artist	Only if they have no other choice	Low Pay, Too Much Work, Bad Supervisoris (Unclear Instructions, Intimidation etc.), Disorganization	Understanding HR&Management	750	Montreal, Canada	2021, 2022	UGD 1952 week which amposable live on Adouts. The production lane a transport of the on the Adouts. The production lane a transport week understands the human the workload to, but it the end of the start of the start. Also enternely discipantized project induction for the intercome.
16/07/2023 23:13:12	Industrial Brothers	Storyboard Artist	Yes	Low Pay	Understanding HR&Management, WFH, Good Supervisoria	6000/mp	Toronto, Canada	2022-2023	Very positive and supportive experience here as a board artist, but YMRV.
					Healthy Working Hours, Flexible Working Hours, Understanding				
16/07/2023 23:19:38	Awesome Inc.	Character Designer	Yes	Low Pay	Understanding HR&Management, WFH, Good Supervisoria	\$500 weekly \$30-\$100 per design based on		202	2 First studio job out of school. Great crew and if it weren't for the low pay is a pretty solid job.
16/07/2023 23:32:37	Spindehorse Toons	Prop Designer	No	Low Pay, Too Much Work, Disorganization	Creatively Fulfilling Projects	design based on complexity		2021-2023	
									Pedudota salary beht schadurov bydyturkandad, ed pry at PELL/LT to ty industy statestick. They are applied at the salary statestical set of the salary statestick. They are applied at the salary statestick and they are applied at the salary statestick. They are applied at the salary statestick and they are applied at the salary statestick. They are applied at the salary statestick and they are applied at the salary statestick and they are applied at the salary statestick. They are applied at the salary statestick and they are applied at the salary statestick and the salary statestick and they are applied at the salary statestick and the salary statestick and the salary statestick and the salary statesti
16/07/2023 23:36:16		Storyboard Artist	Only if they have no other choice	Intervidation etc.), Creatively Unfulfilling Projects Low Pay, Too Much Work, Bad Supervisoris (Unclear	WFH Flexible Working Hours, WFH	1500/wk 1,000 USD weekly	Toronto, Canada	2021-2022	plove exclusion, exclusion and plantament and an endpoint on location and a final material and a second and a
16/07/2023 23:39:10			No Only if they have no other choice	Low Pay, Bad Supervisorik (Unclear Instructions, Internidiation etc.), Creatively Unfulfiling Projects Low Pay, Too Mouth Work, Bad Supervisorik (Unclear Instructions, Internidation etc.), Discogarization Bad Treatment (Badying, Abus, Intrinsiation etc.), Influoble Hours or No WFH, Disorgarization	WFH Good Pay, Creatively Fulfiling Projects Healthy Working Hours, Facilite Working Hours, Good Supervisoris	900 USD	Remote	202	
16/07/2023 23:49:38			Only if they have no other choice	Low Pay, Bad Treatment (Bullying, Abuse, Intimidation	Flexible Working Hours,	1,300 USD a	Remote		unhappy with the pay discrepancies between workers who do the same work, very unfair and 2 expensional
					Healthy Working Hours, Parable Working Hours, Cood Pay, Good Supervisors, Creatively Fulfiling Projects Healthy Working Hours, Parable Working Hours, Parable Working Hours,	60-300USD per			
17/07/2023 00:16:09	Spindle Horse Toons	BG Artist	Yes	Disorganization	Supervisoris, Creatively Fulfilling Projects	BG depending on complexity		202	I find it much build from the character built is the market to the same probability of the character built is the same probability of the character built is the back holds. They are an area are provide the the character built is the back holds. The probability of the character back is not probability of the character back of the character back holds. The probability of the character back of the character back holds. The probability of the character back of the character back holds. The probability of the character back of the character back holds. The probability of the character back of the character back holds. The probability of the character back of the character back holds. The probability of the character back of the character back holds. The probability of the character back of the character back holds. The probability of the character back holds are back holds. The probability of the character back holds are back holds are back holds. The probability of the character back holds are back h
					Healthy Working Hours, Flexible Working Hours, Understanding				Animators show shots directly to the director. You can usually choose your shots and what
17/07/2023 00:26:59	Pixar Animation Studios	Animator	Yes	Low Pay	Understanding HR&Management, WFH, Good Supervisoria, Creatively Fulfilling Projects		Emeryville, US	10+	Aminance and workhold deadly be deadlawd. You can suited those our oblider and with projects you profile the section can eminetary threadly opportunities. Part of those of allows for contractions elocation: https://allows.com/eminipart.com/
					Flexible Working Hours,				stear amenia en of al of by C. Johnson Hondor of the Ladowing Handon Marchan, Sergeral In Agale. Under al of the Ladowing Handon Marchan, Sergeral In Agale. Chices are calculated was the Hydre accessing al, as was conservated on taken Andersense. The serger Handon Marchan Marchan Marchan. Chices are classes of the Agale Agale Marchan. The sergeral taken and chices are classes. The sergeral marchan Marchan. Marchan Marchan Agale Marchan. The Marchan Marchan. Walde Adh Hondona Anterpacel. Wanting the The Sate and out of the Sate Experiment.
17/07/2023 00:37:56	Inte Circus	Animator	Yes	If I had to say anything- very specific and strict with models/shyle? I hesitate to call that a problem- I'm writing this because I had to write something here.	Flexible Working Houra, Understanding HR&Management, WFH, Good Supervisoria, Creatively Fulfiling Projects				objectments, nan waay waxpoor ang procession of nin ann, nan waa a graat waan curuu waa waa waa waa waa waa waa waa waa a curuu waa waa waa waa waa waa waa waa waa w
					samely samely roduce				The black where give annulation. The second
17/07/2023 00:39:20	Far-Fetched Show	BG Artist	No	Low Pay, Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad Supervisoris (Unclear Instructions, Intimidation etc.), Disorganization	Flexible Working Hours	40-100 USD per beckground.		2019-2022	energine and an annument was an entrement was was miller to all of a, it may man. They and related have watch printing and to base their properties work. I don't care how the pay is I don't wast to work in such an environment.
17/07/2023 00:58:38	Nickelodeon	Storyboard artist	Yes but with a word of caution to BIPOC and queer artists	etc.), Bad Supervisoris (Unclear Instructions, Interdisation etc.), Disorganization Too Much Work, Creatively Unfulfiling Projects, Disorganization, Unifiendly environment to artists that are LGBTQIA+ and/or BIPOC	Healthy Working Hours, Flexible Working Hours, WFH			2021-present on and off	
17/07/2023 00:58:40	Spindlehorse Toons	BG Artist	Yes	Low Pay, Too Much Work	Flexible Working Hours, WFH, Good Supervisor/s			202	2 Verv kind and understandios kaid who head their kern with resport. Open communication
					Healthy Working Hours, Flexible Working Hours,				2 Poly Meet Controllands Haak Arich Lank Kark Meet Control And Strands Haak Arich Lank Kark Meet Kark Me
					Pacible Working Houra, Understanding HR&Management, WFH, Good Supervisoria, Creatively Fulfiling Projects				heely as well. Mamili health in valued and lands are very supportive of us and or creams. We have people who work/how worked on several independence of the several se
17/07/2023 01:00:56			Yes	IDK what to write here but it's a required entry	Good Supervisoria, Creatively Fulfilling Projects Understanding		USA-remote	1 (current employee)	which is an ententing to set. This study to try field like a tight-init microcost of all the positive things about the animation community.
17/07/2023 01:14:59	Disney Television Animation	Production Assistant	Yes	Low Pay	Understanding HR&Management, WFH, Good Supervisoria Understanding		Glendale, US	202	
				Low Pay, Too Much Work, Inflexible Hours or No WFH,	Understanding HR&Management, Good Supervisoris, Creatively Fulfiling Projects, Everyone is super nice and chill, facilitated a lot of growth for artists				
17/07/2023 01:46:29	AIL VEX	Junior Compositor	Yes	Alto of the work is pure live-action stuff which is still interesting and presents their own challenges but don't expect to be integrating CG that often for example	Everyone is super nice and chill, facilitated a lot of growth for artists	50,000 AUD	Brisbane, QLD, Australia	2021-2023	
17/07/2023 02:42:58	Presentencia Animation	Cremensiler	Yes	Disemanization	Flexible Working Hours, WFH, Good Supervisor's, Creatively Fulfilling Projects		Austin TX USA	202	
									2 The CPU spin device the improve from a strategy spin degraph to the first spin device the improve from a strategy spin devic
									suppoper at a minit is many popular, in the data of a minimum and an
									In Transportance de portes, con una source marine aportano, contra a real contra de possibilita de la contra
									Whiteg an their notive or being unprofessional, when in really we wave just normal people who wated a normal and safe gives to sork with our finned. Many works in the normannoh base where constrained or all notable three devices and devices the source of the source task of tables the tables three devices and devices the source of the source task of tables the tables three devices and devices the source of the source of the source of the source of tables the source of the source of tables the source of t
									transpholic commania. Actively offering solutions to help with communication or streamlining is discontaged and even purshand, and serves in exempt sursamenta is in a meeting. Tormin inductionationation fractionation and account of the communication of the communication of the communication of the communication of the comm
									thankfully our community of sortians is resilient and along - the one park of this place is the community of sortians that formed in spike of r, although model of the spikes and the spike of the spikes and spike of the spikes and for our formating and or were find for conversing. This studies (the spike here in the spikes) and the spike spike spike shorts how the spike spike spike shorts how the spike spike spike shorts how the spike spike spike spike shorts how the spike spike spike spike spike spike shorts how the spike spik
				Low Pay. Too Much Work, Bad Treatment (Bullvino,					emptoyees to sign skatchy NDAs. The wage gap that fermide emptoyees experience is appaleing but the studio will occusionally promote and tolewate individual installed of addressing the core share a districts the wall de individual installed of addressing the core share individual installed be addressing the wall be addressing the core of the state of
17/07/2023 03:34:25	Floyd County Productions		No	Abuse, Intimidation etc.), Inflexible Hours or No WFH, Bad Supervisoris (Unclear Instructions, Intimidation etc.), Creatively Unfutfilling Projects, Disorganization	WFH, Benefita		Atlanta, US	2019-2021	particularly prediatory to younger artists or students who aren't aware of the readies that happen in this Altanta studio. Could be a stapping-tome opportunity of you have an excape have, but preduce council and be for portunit man and any adverse and them.
									First year started off actually pretty exciting and I managed to get them to negotiate a title from the register got they offener advoy with hauft hanking. Still significantly over than I started out with one my instando phile hank or of cologies, still froger (16 ab as any up.
									Turnid out be very, very verop, i reva one of many relo sufficient from severe tourn out and partic attacko due to unrealistic workload-duaditore. Eventuarily i began therapy, and have been communitative as can be negativity fait just out, the provement, not forgularily aller
									lating time incom time lying to get tables; i politiego. With Not executing to a matter vague email from the LA baseds. That was here exacts i politic flow without any heads or No follow years gradefing stand email and the labol strength of all incoments.
					WFH, Co-workers were the most awesome people and				IDID inspirod but for my current diversitional its 26 the communication wais known both Meeterem The the "Strategy and recovery from this experience. Any new animator who summarize, I am still in therapy and recovery from this experience. Any new animator who
				I nu Pay Ton Much Week, Barl Treatment (Rollvinn	WFH, Co-workers were the most awasome people and the animation directors and producers were also very wonderful people. ORIGINAL Health Benefit order area is have a have				does wink to seek of theme, is set of seer log intent in the week (it will also hold a log in tent in the week (it will also hold a log in tent in the set of tent in tent
17/07/2023 03:43:11	Bento Box	2D Animaton/Revision Artist	No	Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Creatively Unfulfilling Projects Disorganization	perks were a huge plus before they changed.	\$1050/week	Atlanta, GA, US	2019-2021	On a slight program positive rede, i lava latik la tit of my consolution analy roundwat for multi-my relations which is vely I gave them a well deserved should use in the positives. Workendrg pergeta
					Machine Markine Marco				Machine grant description of the series of t
					Healthy Working Hours, Flaxible Working Hours, Understanding HR&Management, WFH, Good Supervisoria, Creatively Fullting Projects				up to concernance may are synta to make occurry fragmount with minimum parts to one to pay and above workblack. The wildraw set of parts of the wildraw of the state of the s
17/07/2023 04:05:39	Far-Fetched Show (20)	Background Artist	Yes Only if they have as	Low Pay, slow production Low Pay, Too Much Work, Disorganization	Good Supervisoris, Creatively Fulfilling Projects	\$50 - \$70 per BG		2021 - 2023	perfolio/Resuma baldrag and a chill pipuline to laum the ropes of the animation industry and network with what is a party status statif of laterate pages.
17/07/2023 04:13:21	Mighty Animation	3D Animator	other choice	Low Pay, Too Much Work, Disorganization	Creatively Fulfilling Projects Good Supervisoria, Creatively Fulfilling Projects	aprox.	México	202	
									I de la d
				I nu Pay Ton Much Week, Barl Treatment (Rollvinn					Index the second as a function of the control of the second as a second as the second as a second as a second as the second as a second as the second as a second as the second as a secon
17/07/2023 04:31:30	Floyd County	BG Paint Lead		Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad Supervisorie (Unchar Instructions, Intimidation etc.), Creatively Unfulfiling Projects, Disorganization, Union-Busting, Harrisisment	Healthy Working Hours, WFH, Good Supervisor/s	1773-	Atlanta, GA - USA	2018-2022	motopiant in your is priori to prior to prior to prior to the standard of the other and a motoping standard to considerity prioritizes protecting their own positions and interests own their standard considerity prioritizes protecting their own positions and interests own their standard.
		a cana basa		, , , , , , , , , , , , , , , , , , ,	to, and other reads				I readly provid ventring at Nahinaya. I guiddy went from bairing an intern to bairing how da as & All time wentybres. I ventriked with hower anarching people at that all bairings. Fried have how how to be
									Nage the spin of spin of the latest sector and could all pair in performance particles. All in the spin of the spi
					Healthy Working Hours, Flexible Working Hours, Good Pay, Good				been in any kind of supervising tole due to their discognization, luck of communication/pulsates and of at loads ways of handing a larme. The way affected me executivally and metalized us to this way it must after warring to particule to bando work.
17/07/2023 04:35:28	Nelvana	2D Design Artist (Character & Prop)	Yes	Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad Supervision's (Unclear Instructions, Intimidation etc.)	Supervisoris, Creatively Fulfiling Projects Healthy Winking Mercer		Toronto, CN (Canada)	2016-2019	
					Healthy Working Hours, Pacible Working Hours, Cood Pay, Good Supervisoris, Creatively Fulfiling Projects Healthy Working Hours, Understanding HRSManagement, WFH, Cood Supervisoris, Studio unmethy meanty causaling				And the second
					currently mostly operating virtually including all of Toronto employees, open to WFH and hybrid working		Vancouver,		better, which I was on back in-between projects and fust momentum. WPM transition during this time matualish in bailed durings. Assist are consultantly heavy on all projects. Current transitioners and interference provides paido back.
17/07/2023 05:59:01			Yes Only if they have no other choice	Low Pay, Creatively Unfulfilling Projects Low Pay, Too Much Work, Creatively Unfulfilling Projects	to WFH and hybrid working Understanding HR&Management, WFH		Canada	2019 to 2022 202	We are applied for the set of the
17/07/2023 09:31:44		Production	No	Too Much Work, Bad Treatment (Bullying, Abuse, Internidiation etc.), Bad Supervisoris (Unchear Instructions, Intimidation etc.), Disorganization	WFH		Belfast, Northern Ireland		Creat recreasing: behavior, loci of experience, lack of expect, implicit espectation to work unpack data hara to main grank. Tables communication sails, regrunnar interest in Important place all-provider adverse metality advectional particular to the place of the
				and the second second second second	Flexible Working Hours, Understanding HR&Management WEH		menalfic		
					Pattone Working Hours, Understanding HR&Management, WFH, Good Suparvisoria, This being a smaller studio, you feel like you are treated as a person and not as a				
				Disorganization, Sometimes communications with H8 is	a person and not as a number. If you prove your worth the company rewards		Santa Cruz de		Counted a grant of majorithm or Try and it of majorithm and the mass in the majorithm of th
17/07/2023 09:40:11	Tomavision		Yes	Disorganization, Sometimes communications with HR is unclear. Sometimes you can get pigeonholed in a role.	you.	250	Tenerife, Spain	2021, 2022, 2023	mothy trivial. If you rely braining "focil", "Shiff or any grouts from the haud of the studied when he's reviewing your and any properties work that he is a place for you. The two heads of the
									For every twenty "Val". " Use of any parale has has and the based of the based has have have have many paraleless of the based of the based of the based have have have based on the based has and the based of the based have have based on the based has and the based of the based have have based on the based has been proved and the based of the based have have based on the based has been based of the based of the based has been based on the based have based of the based of the based has been based on the based of the
		Junior		Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Influoble Hours or No WPH, Bad Supervisor's (Unclear Instructions, Intimidation etc.), Creatively Unfulfiling Projects, Disorganization					Would man has on sometice easil, rest mine aler tray would man have public end would have to be trained and over again. A the studio we were making bats on which bag man, it is short
17/07/2023 10:02:00	Magpie 6 Media	Junior design/Compositor	No	etc.), Creatively Unfulfiling Projects, Disorganization	Healthy Working Hours	500 a week	Ennis, Instand	202	2 the backs is complete meas. Two been working there for 6 months, and so far its been ready now. Yies, the pay is a bit low, but my separation for the manufacture, and very unchanded grand files not to overnook us.
					Healthy Working Hours, Flexible Working Hours, Understanding HR&Management, WFH, Good Supervisorts				The dubbs in exploration trans. The second
17/07/2023 10:23:23 1		Previz	Yes Only if they have no	Low Pay, Creatively Unfulfilling Projects Too Much Work, Creatively Unfulfilling Projects, Disorganization, No chance to get a neise even if it's well deserved	Good Supervisoria		Remote Kilkenny,		
17/07/2023 10:29:09		Mid 2D Animator	other choice	well deserved	WFH Healthy Working Houns, Good Pay, Good	2800 euros	Kilkenny, Ireland	2022-2023	And/a margament, they had b fire source paceto tion departments where they has to many while dher departments are borned out with overfine for lack of staff, based outputs
17/07/2023 10:38:22			Yes Only if they have no	None Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad Supervisorts (Unclear Instructions, Intimidation etc.)				2020-2022	Really enjoyed working here on multiple projects. Would work there again in a heartbeat.
17/07/2023 10:37:48		Mid	other choice	None Beat Treatment (Bullying, Abuse, Intimidation etc.), Bad Supervisoris (Unclear Instructions, Intimidation etc.), Creatively Unfulfilling Projects, Disorganization Bead Treatment (Bullying, Abuse, Intrimidation etc.), Bad Supervisionis (Unclear Instructions, Intimidation etc.), Discrementation	WFH			2022-2023	Would not incommend unless to other options
17/07/2023 10:45:53	Paper Owl Films	Art Department	No	oupervision's (Unclear Instructions, Intimidation etc.), Disorganization	Healthy Working Hours, WFH	650 GBP/week	Northern Ireland	2018-2020	Bullying from the very tag, tills to no seport from production, compare at all times. People in sensor products who have area understanding/experimence of the inclusion. If infor your the was listedic Securate the using and lated we have every good program.
									My for year have no breaktor because where way poor people, experiment effect. The set of a contrast experiment way poor people, after them and envyphing pet nonse and evox. Pensadow ¹ , sales on or all of set of the set waves told WH me and the parallel privates you all but when cord to be laws of a of a used in
									We need to the set of
									I was measured by the program what but discubled to biak that had the program was a builder. (HybE) bids much that had builder (HybE) bids much that had builder (HybE) bids much that had builder (HybE) bids much ad builder
									accurs pare on an one me and the me per the unemployment money instand of just threadening to the me if don't get tables to accurs the mean set of the set
									are tools, in our second and the strength after the
		3D Animeter		Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Inflexible Hours or No WFH, Bad Supervison's (Unclear Instructions, Intimidation etc.). Discrearization		6000-9500 Israeli Shekel per month			al hope. You easily of you diagona da the tracking when working these. The data day species them as the point of the maximum and the point of the data data data data data data data dat
17/07/2023 10:46:43		3D Animator (Junior- Mid)	No		Good Supervisoria			2017-2020	On experience form year per verse and the shadeh leging eque excessing a face excession and dimensity periods, while it of each is an elemptotical construction of each end of each end Construction of each end of each end Construction of each end of each end end of each end of
17/07/2023 10:54:45		2D Animator		Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Disorganization [21]	Good Supervisoria, Creatively Fulfilling Projects	Biweekly \$1,800	Australia	201	Lon: Nemmangement, consumy asses to wolt failer from producers, containt burn outs 3 int basiculty a constraint of the section
17/07/2023 11:10:52	Producciones	Mid Animator	other choice	Low Pay, Bad Treatment (Bullying, Abuse, Intimidation etc.), Inflexible Hours or No WFH		1800Eimonth	Tenerife, Spain		Its balacity a concentration came, way controlling (finitable, entry time, working hours, from hours, bulancour, etc.), taxes a tension in the air completion and and and and and and and and and an

		Po. 1										
Link for submissions: max		Courte new Unit view Deleter al Uniter views Filter enerciptions	< To filter	Thready uses all fee the contributions!								
comform dell'AbQLSK fal, rOMBLestaccockik z28.010081X7x125KLS		Non Ry June Of Submission	< To filter alphabetically by studio, date of submission or location	Thank you all for the contributions! Contact animation workers@gmail.com to request changes								
Nahinatam		✓ Iplinis Leavenue	Would You			Pay Reform						
Timestamp	Company	Your Role & Seniority (Optional)	Would You Recommend People To Work There?	Main Problems At The Company Low Pay, Too Much Work, Bad Treatment (Bullying,	Positives (Optional)	Pay Before Tac/Gross (Optional)	Location (Optional)	Year's You Worked There	Additional Notes (Optional)			
				Abuse, Intimidation etc.), Bad Supervisoris (Unclear Instructions, Intimidation etc.), Creatively Unfulfilling Projects, Disorganization, Owner has no idea what is			Tenerife, Spain		Even frough production has an odd arrount of 'absolute power' in the company, it doesn't mean that lower positions in production are free from pain. Many assistants are bullied and pressured into skaping in the station way beyond their hours with no recompresine. Some have had file for leave due to depression and ultimately did not return. Also, I think they still don't			
17/07/2023 11:59:58	Tomavision	Animator	No	happening due to production's iron curtain Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad Supervisoris (Unclear		2500	Tenente, Spain	2020 - 2022	have a real IR department. Even houdy procession has an odd amount of "absolute power" in the company, it doesn't mean hau lover positions in production are free form pain. Many assistants are builled and pressured into absylpt in the studie way beyond their hours with no recomprense. Some have had file for have due to depression and ultimately did not esturn. Also, I think they still don't have a real IR department.			
17/07/2023 12:00:07	Tomevision	Animator	No	Abase, Infinitiation etc.), Bad Supervision (circlaar Instructions, Internation etc.), Casadively Undafilting Projects, Discogenization, Owner has no idea what is happening due to production's iron curtain	0.01.00.01.00.00	2500	Tenerife, Spain	2020 - 2022	pressured into skilying in the studio way beyond their hours with no recompanies. Some have had file for base 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 Supervisoris, Creatively Fulfiling Projects		London, UK	202	Management is relaxed and trusting, they have lots of respect for the artists. Interesting projects and good payl :)			
									Management is instance and trusting, they have lots of negrect for the artists, interesting projects and grant part (). If you have been approximately the second part part () instance and part part () provides on the project part of the article part of the part part part of the part part part of the part part part of the part part part part part part part part			
									compease, while other learns oping annuar work rule comparatively intel. I may send to toat more and more responsibility on pacele who can handle it without any increase to pay or job title. Before the pandemic, we were asked to work from 10-8 (despite being told in my offer leafer that the hours were a standed 10-7 if on eachs compensation- fits was leafed by			
									the clear the public sectors is a sector by the sector of the sector by			
17/07/2023 12:43:33	Late Night Cartoons	2D Animator, Storyboard Artist	Only if they have no other choice	Too Much Work, Bad Supervisoris (Unclear Instructions, Intimidation etc.), Creatively Unfulfilling Projects, Disorganization	Good Pay	\$350/day	New York City, USA	2019-2021	make save I was never away from my pask for longer than a lew minuses. I want to work for them once more and it was just as bad-even though the pay is good and my direct supervisors were mostly nice, I wouldn't go back!			
					Healthy Working Hours, Flexible Working Hours, Understanding HR&Management, WFH, Good Pay, Good							
17/07/2023 12:50:53	Strange Beast	Junior 2D + Cleanup	Yes	Disorganization, Many projects cancelled without communication	Supervisoris, Creatively Fulfilling Projects		London UK	2021 + 2023	Always been very agreeable and creatively fulfilling to work with- supervisors are highly professional and clear with feedback			
17/07/2023 13:18:08	The Hive studios	2D rig animator	Yes	Low Pay, not enough projecta	Understanding HR&Management, Good Supervisor/s	8000 monthly (Shr work day)	lanael	202	the studio has a budget per project, I had the opportunity to work with them on a few projects. The pay is usually not high, but it is not unfair the vibes are usually very good there and the ppl are great			
									Another there is a specific of the section of the s			
									copylpaste machines, where they don't have any autonomy to create absolutely nothing. It search they want Seniors, but use us as junices, feeling completely unfulfilled after some months. This depends on tasks, but in general the projects are uply; the creative choices are			
									usually sentree, and the cospect of valuery mensaring projects (Cospean, FOAs) among everything in made by the closel, lawing you with the scrapes and a very nyeather job. You feel like any work made by all the crew in their fee personal time is better than the actual job they do at work. They don't have advantage of the taken they have. No WHH unders wou adv			
									and even if you ask, they bill you no, then you come to work at the studio and there is several people WFH, so I gassis if depends on how much you inside, or other reasons I can't liet, but it is not for everybody. And big NO to work remotely from other countries with the excuse of			
									We are a consortainty source over the everyone index is out of tax neutroin in means. They from you to come to a city without any help from their part. His is useless they have some kind of agreement with Cartoon Salicon that allows their workers to come to LH to work in between projects, built does not happen the other way arrowing. If she's LH is the training			
									ground for Salooners.			
			Yes, but only if you are a junior and want experience in the industry, or if you want to move from your country of origin.	Too Much Work, Bad Treatment (Bullying, Abuse, Interdiation etc.), Inflexible Hours or No WFH, Bad Supervisors (Unclear Instructions, Intrindiation etc.), Creatively Unfulfiling Projecta, Disorganization, Non-	Healthy Working Hours, Pacible working hours but only if you ask and negotiate for it, it never				Positives: Could people to work wild, note and increading barrierd once some appointers are great at their pick, positive meters and in the rook with. The addres measures and effect have executed to make the cross-base such other, the colfest. They are open to flexible hours but depending on this tork that seem instruction. Adapting address that the charace to being on the control of the control of the colfest. The source of the colfest of the control of the control of the colfest. Source of the colfest of the control of the control of the colfest ways takes, but howe other departments that meant the case. Some people managed to WPH.			
17/07/2023 13:58:31	Lighthouse Studios	Layout Artist	to move from your country of origin. For VFX, if you like	Creatively Unfulfilling Projects, Disorganization, Non- existent HR Department	negotiate for it, it never comes from them.	2600£im	Kilkenny, Ineland	2019-2023				
			country of origin. For VFX, if you like smaller projects, then if a good. If you like big bearsa with big projects, in VFX, then if a not going to work. For FA, big name projects with projects usually alread between altes.		Healthy Working House				Overall things are pretty good, there has been a definite improvement over the years, under the new Monthail management. Then's obviously still room for improvement, but overall the company trins their best to respect their artists - benefits were recently increased, fieldble WH is fully supported, training is provided to help you grow etc.			
			if a not going to work. For FA, big name projects with projects		Healthy Working Hours, Flexible Working Hours, Understanding HR&Management, WFH, Good Pay, Good		Marriet		WFH is fully supported, training is provided to help you grow etc. Projects can be up and down depending on who the client is. Projects tend to be smaller in UPD or enables defined and increases			
17/07/2023 14:02:58	Cinesite	Senior 3D Animator	between sites.	Nothing big to mention.	wood Pay, Good Supervisor/s	103 000 CAD p/y	Nontreal, r Canada		vr.v or smearer churks of bigger projects, but the smaller projects land to be more enjoyable to work on, FAhrer are bigger projects with blogger expectations. Everymen is nice, it's not loo shreads!, I never had to fight for a salary raise, work particles were			
					Healthy Working Hours				With the Jung approxem, straining a purposed and put to grade at the provide strain loss and an experimental strain the provide strain to be available at the strain the provide straining strain the straining stra			
17/07/2023 14:03:39	Cinesite	3D Animator	Depends on the project	Creatively Unfulfiling Projects	Healthy Working Hours, Flexible Working Hours, Understanding HR&Management, WFH	85k CAD / year	Montreal, Canada	a few years	chill environment with not too much stress, it might be a place for you. The vast molectly of ppl are frustrated artificially through, so be aware that you mast likely worth be pushed for quality. The right and placeline are postly good compared to some other studues in Mortheat.			
									Galanty, in the grant by point are perty agrees charge-left to send must include an external conversionalized the weak in the to fail and the fail of the send to the total and the very effects the scorepaint (a is high quark) shows for little memory and very fail and the weak must be accompained (a is high quark) shows for little memory and very fail and the weak must be an efficient for the memory many fail and the send total and the submitted of the sender of the sender of the sender of the sender cancella and the sender of the sender of the sender of the sender sender of the sender of the sender of the sender of the sender of the sender of the sender of the sender of the sender of the sender of the sender of the sender of the sender of the sender of the sender of the sender of the sender of the preferentiation. Some people have been baland to the people have been balance of the preferentiation.			
									cancelled after a while, having entire teams acidenty jobies while the psophosary in other positions which hey did not sign up for most of the time. Sometimes high up is take liding or disking to certain people, who end up enjoying or			
			Only if they have no	Low Pay, Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad Supervision's (Unclear Instructions, Interinstation etc.). Discontanization. Internetsional	Flexible Working				suffering the consequences of that preferivrialism. Some people have been fulfiller to the point they had to quit.			
17/07/2023 14:09:41	Tomevision	Mid Animator	other choice	Low Pay, Bad Treatment (Bullying, Acuse, Internation etc.), Bad Supervisoris (Unclear Instructions, Inthinidation etc.), Discoganization, Unprofessional working environment from managers Too Much Work, Bad Treatment (Bullying, Abuse, Internation et -). Bad Treatment (Bullying, Abuse, Internation et -). Bad Treatmenters()	Plexible Working Hours, WFH		Tenerife, Spain	2021-2023	"H"Management is more a playground then an actual professional workspace, but they adil run the place.			
				Infernidation etc.), Discogranzation, Umprofessional wooling environment from management Too Nuck Work, Bad Travitarent (Bullying, Assae, Infernidation etc.), Bad Supervisorité (Unchear Instructiona, Internidation etc.), Discogranzation, Expectation to work liste and come in early during crunch time (video launch) and that you should blaed for the company or you're not seen as passionals enough. No overtime pay or days in feur.								
17/07/2023 14:49:38	Kurzgesagt- In a Nutshell	Senior 2D Motion Designer		for the company or you're not seen as passionate enough. No overtime pay or days in lieu.	Creatively Fulfilling Project		Munich, Germany		Good: main crew were great, very talented and there was some opportunity to step up or			
17/07/2023 15:06:28		Junior	Only if they have no other choice	Low Pay, Too Much Work	WFH, Good Supervisor/s Healthy Working Hours, Facible Working Hours, WFH		Belfast, Northern Ireland		Cool: main crew were great, very talented and there was some opportunity to step up or across to other departments. Blad: there was a disconnect between the producers and floor, people were overworked and underappreciated which led to a lot of burn out.			
17/07/2023 16:14:29	Brown Beg Films	I did bg paint, layout and funpack design	Yes	Creatively Unfulfiling Projects	with Working Hours,	1250/week	toronto, Canada	2022-current	I made great friends have and enjoyed living in Kilkenny but the studio test has a lot of instant field search to have only only a series and means. When I of			
17/07/2023 16:15:17	Lighthouse Studios	Background Paint	No	Low Pay, Bad Supervisoria (Unclear Instructions, Intimidation etc.)	Friendly Staff	62200-62800	Kilkenny, Ireland	2019-2021	I made great fixeds have and enjoyed hiving in Köllewny both thick to all these is to di assessing places have have been approximately the set of the set			
				On production was in celection, didnt hire staff with experience and training that was provided was inadequate, I was under a lot of pressure to figure out	Healthy Working Hours,				Working for Kavakeer has been fine, some times deadlines are difficult to achieve but have never been isided to work over time or on weekends. I have managed to increase my wages yaar on yaar if only way increamerably. Not much accops for better olisi at leads in my			
17/07/2023 16:19:03	Kavaleer	Senior 2D Rigger	Yes	Internitiation etc.) Con production was in cultaction, didnt hire staff with experience and training that was provided was inadequate. University of pressare to figure out- rigs and learn from particul seasons rigs which trans out were way break, but management never put the bitme on ma sought outside help to get the production under comma	Understanding HR&Management, WFH, Good Pay, Good Supervisor/s	Instand Dublin 825 euro a week	Dublin Inter-	2019-2029	They will drop you when there is no work and very little indication of up coming positions, but			
10:10:03		and an original				and show it week	- and the second	Lave J	save which new? bleek WHH since 2020 thought Once pathos at the and of popular and the constraint and the shot. I stands having some anoisy issues and the separator came to ask which was happening that my production get report and no regions and the once that the production of the second second second report and no region down by the the product, the insecurity down generatives, and, the just ask "Dony about my language, but dus' and "bout" you have to put jour whit together and inform'your about. The industry is late that ".			
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 Supervisoris (Unclear Instructions, Intimidation etc.)		2800		1.5 years	project and no signs of moving to other project, the insecurity of being unimployed . suit. He just asid "Sony about my language, but fuck annulate, you have to pull your shit together and finish your shots. The instanty is like this."			
			week best weeks	I na Pay Red Tradewat (Bullion	Healthy Working Hours, Flexible Working Hours, Good Supervisoris, Creatively Fulfilling				and final your block. The industry is like this: went if had a your the working there on good populsk and meeting a lot of amoung people, like do work for yours in the same building an you abount, work after latting about no consideration or exactly for taking about for the same building and the particular the same building and the same building and the same building about the same building and the same building and the same building about the same building about the same building and the same building about the same			
17/07/2023 16:55:35	Bumination	Mid 3d Animator	and acknowledge of problems there	Low Pay, Bad Treatment (Bullying, Abuse, Intimidation etc.), no help for people denoncing abuses, no sanction for abusers	overall, but not always		parts France	2015 to 2020	In conservements of a security on sample doubt if no samples for them because. This studie, is not the justice, if while for my methal back that the final project a wanted to finish properly because it became to hard to and/a fin my 10 years of york specificance. L gost hold was this is the ways does not it had worked.			
									Decision is because to link to link to link to link the link to link t			
			Only if you're hade	Low Pay, Bad Treatment (Bollview, Alussia, Indexiduation					When I arrived the project was doorned, we were forced by the owner to try to fix it because they had invested too much on the project, and we did tried to fix the impossible.			
17/07/2023 17:00:48	Not Just Music (NJM)	Lighting and Comp Supervisor/Lead		Low Pay, Bad Treatment (Bullying, Abuse, Intervidation etc.), Bad Supervisors (Unclear Instructions, Intervidation etc.), Disorganization	Company paid taxes, housing and services/	1800 EUR - Free of tax		5 Months	Last time that I spoke with one of my old coworkers, all the lighting and comp for the first part of the project "which was done and ready to finish" had stands again from scratch			
17/07/2023 17:13:07		BG Artist	Depends on the Project	Disorganization Too Much Work, Bad Treatment (Bullying, Abuse.	WFH	\$2500 weekly	(Outside of LA County)	202	Did work for several union shows but was never aided in joining the union			
	and Conner -		01110	Too Much Work, Bad Treatment (Bollying, Abuse, Internation etc.), Inflaxble Hours or No WPH, Bad Supervisorit, Uncleain Instructions, Intimidation etc.). Disorganization, Non stop rewriting script causing dhanges in Artimation, Needs to be a buttlicker management to get promoted.								
17/07/2023 17:18:38	Les' Copeque Production Sdn Bhd	Senior Animator	Only if they have no other choice	www.ywi in Animatory, weeds to be a buttloker management to get promoted.	Stable salary		Malaysia	2002 - 2018	Spent 3 years out of 5 years in making a film, once resigned no credit will be given. Fairly new to the industry and even 1 can see production is a complete meas. Hind arimators before they should have and have out ta on 2+ weeks uncad lave. Then after comino back			
									before they should have, and have put us on 2 weeks unpaid leave. Then after corning back from said unpaid leave, they paid us 3 weeks late and now we havent been paid for this month at all 3 weeks and counting). Oh and they fined half the animation team after all this has been happening.			
	Daily Madress			Low Pay, Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad Supervisoris (Unclear Instructions, Internidation etc.), Disogenization	Healthy Working Hours, Flexible Working Hours, WFH, Creatively Fulfilling Projects	2600/2860			Told in calls we aren't expected to work because we haven't been paid but then constantly massaged about pathing work done. I even had one of my NEW Aximation Directors complain that daw says jointy on my stack and enable it clears the wes annoyed that I was still going to be paid in the end. Just unnecessary stress.			
17/07/2023 17:21:07	Production	2D Animator	No	Intimidation etc.), Disorganization	Projects Understanding HR&Management, WFH.	Euro's Monthly	Ireland	2023 (Half a year	be paid in the end. Just unnecessary stress.			
					Projecta Understanding HR&Management, WFH, Good Pay, Good Supervisorite, Creatively Fulfiling Projects, director and prod manager and head of prod plus sups are supportive and nice to deal							
				A new location closer to good food and fun stuff would								
17/07/2023 17:31:15	Jam Filled	Senior Animator	Yes	be good.	I've worked at in Ottawa. Healthy Working Hours		Ottawa, Canada		New downtown studio please!			
17/07/2023 17:34:13	Nickelodeon	Script Coordinator	Yes	Low Pay, Disorganization, A lot of the supervisors are newlgreen or just simply don't know how to do their job	Understanding HR&Management, WFH, Great opportunities to move up/feelance write	1100/week (this is the max pay for this position)	LA, US					
					Healthy Working Hours, Flavible Working Hours,				Great studio that while frastrating because of the lack of contracts is taking its time to grow and make sure its doing everything right for its employees. Healthy sense of prick from the company owners to stick with projects they believe in while			
					Understanding HR&Management, WFH, Cross Surgerstands				Healthy sense of price from the company owners to stick with projects they believe in while maintaining a healthy environment for their employees. Constanting trying to foster creativity with the Meale Mini's projects. This also help with cash flow for some employees between project.			
17/07/2023 17:37:18	Studio Meala	Mid Clean-up Artist	Yes	Low Pay	Cheatively Fulfiling Projects, Great Social environment fostered outside work hours	130e per deyl 650e per week/ 2600e per month	Ireland, Remote		flow for some employees between project. While pay is a 81th low hey have plants to takedly increase it, which I believe based on past actions by the studio as they have always made nealistic promises and goals.			
				Low Pay Low Pay, Bad Treatment (Bullying, Abuse, Intervidation etc.), Inflexible Hours or No WFH, Bad Supervisoris (Unclear Instructions, Interdiation etc.), Disorganization,								
17/07/2023 17:40:15	Pop Paper City	Mid Animator	Avoid at all costs	(Unclear Instructions, Intimidation etc.), Disorganization, Director' was a sociopath Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad Supervisionte (Unclear Instructions, Intimidation etc.)	Creatively Fulfilling Project		Bournemouth, UK		Regardless of the Aradman Animation name tied to it, it's an awful place to work and exploits new graduates for low (universite) wegas. The company is just externelly character and disorganized. While my pay and treatment are good, I've haard stories from others. The leadership cases boo much about their version of prefetcion; and I that everyment to work on the same explosed is forwer. A new alchedule is			
17/07/2023 17:43:17		Storyboard Revisionist	Only if they have no other choice	Disorganization Inflexible Hours or No WFH, Bad Screeniantis (Uprice)	Healthy Working Hours, WFH, Good Pay	\$1873.60/week			nonexistent at this point			
17/07/2023 17:43:23	org Bad Boo Animation Studios	Mid Layout Artist	No	Instructions, Intimidation etc.), Creatively Unfulfilling Projects, Disconsolization	Good Pay WFH, as a freelance	\$63,000CAD	Vancouver, Canada	5 months - 2023	Will use the 'small studio' excuse for fundamental studio failings and disorganisation and blame the artists as incapable in response to their lack of structure and resources.			
					WFH, as a freelance director you get some wggle room on what you want things to look like more than in other roles here. Certana had also				Do not intern for them EVER. This company is practically a joke. I only worked for them because I had to pay my rent and times are buogh at the moment. Ask for more money every time and push them on it. I have gotten some more as a director but very ittle more, don't know if they work do so for someone tower on the pipeline. Never met anyone with a			
					here. Carturia had also burned a bridge with me once before and had to be me to work with them again				positive experience at this company or even a neutral one, anyone who has worked there before Cohene and far aread conserve. Serve of the possible rate and there are depend but if I			
		Freelance	Only if they have no other choice. Would not recommend at all for interns	Low Pay, Too Much Work, Red Remarvisorie d function	me to work with them again so this that could be a factor as to why they dich't give me as much pushback on stuff.		rempte- NV		saw waam or rooth on the streat t would be on site. Tembly disorganized, don't be supprised if you have to explain basic editing to them or if they have no plan for how things would actually come together in the pipeline. They give neally durch notes sometimes and are the characted studied by fait that I have ever worked for , and fram worket with non-norther Warm			
17/07/2023 17:43:54	Cartuna	DirectonAnimator	for interns	Low Pay, Too Much Work, Bad Supervisoris (Unclear Instructions, Intimidation etc.), Disorganization	on stuff.		remote- NY, USA	202	saw Adam or Mosti on the strend it sword due on site. Hereby discognized, darit bia suprimi of private his supplication and supplications and strength and supplications and a set to actually control target and the papeline. They give mark due to the supplications and a set the supplications and the papeline in the papeline. They give mark due to the supplications and the supplications and the supplications and the supplications will be actually control target and the supplications and the supplications and the transmission of the supplications and the supplications are supplications and the supplications and the supplications and the supplications and the supplications are supplications and the supplications are supplications and the supplications are supplications and the supplications are supplications and the supplication			
									and tell abone, dependition of yoo tell their on not. I thought it was calving as an interval Management and HR spent money screenshaf throtically and here tell here underpaid antiata. That they are compaid and worth the able to do before eleveness. Management ta all armais.			
17/07/2023 17:44:23	Mercury Filmworks	Builds artist	Only if they have no other choice	Low Pay, Too Much Work, Bad Supervisor/s (Undear Instructions, Intimidation etc.), Disorganization	WFH, Creatively Fulfilling Projects	1150 weekly	Ontario Canada	2019-2023	and is a double-edged secred that may get you fined. High turnover rate that quickly gets replaced by new hires and students eager to do free overtime to keep the studio running. Row culture, there will ask work at form on a finite to running for any the weekend.			
									Bio culture, they will airk you at grant on a finishy to current for pizza over the weekend, cliquey protection, come the animation, managed pacing in power have no clies al wait they are current with the second or the second or the second or the second or the grants. Weither all the second or the second or the second or the second or and data surging costs to market at these theory toposition. If the second or the second or years a layer provide "working on if" but will never give it as one full benefits, somy Lots of layers and provide "working on the second or the second or the second or the second or years a support prive" working on if but will never give it as one full benefits, somy Lots of layers and the second or second or second or second or the second or second or second or second or second or second or second or second or second or second or second or se			
17/07/2023 17:51:04	Rooster Teeth	Animator	No	Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad Supervisor's (Unclear Instructions, Intimidation etc.), Disorganization Port Transmost (Butting, Abuse Learning etc.), Port	WFH, Project is fun if you like anime.	50k annual	Austin TX, US	2018-2020	end date saying you'll be made full time shortly upon hire, but then will spind months into years asying they in 'working on it' but will never give it so no full benefits, somy. Lots of anyoffs all the time.			
17/07/2023 17:54:39	Redefine Barcelona		No	Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad Summiscola (Unclear Instructions, Intimidation etc.)	Good Pay		Spain	Months				
									No answard of energy large pays to use with the ultypical and mean further pays in an energy large pays to the set of th			
				Law Bay Tao Mush Mark, Prof. Westerney Mark, 1					backstationg; heard about an example of lineal backmail adempt from a studio head, people being promoted to more seriounded roles bet free turning out to be incompetent, incepable of leading, or straight up nastly, fake, and self-serving. Select few higher ups are in a little clique,			
17/07/2023 17:55 42	Lighthouse Studios	Lead Animator	No	Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Inflexible Hours or No WFH, Bad Supervisols (Unclear Instructions, Intimidation etc.), Disorganization	where reary good toks there, sadly overshadowed by all the bad stuff and bad people	€3000 monthy	Kilkenny, Ireland	202	living by this mentality of if you're not in with them, you're against them'. Hit is not there to help you - they will support anyourse BUT the worksets, preferably previously metricined boas clique. If you cave mental breakdown, this is the place for you'l it will suck the py of animation cut of you and you will start sericulary considening changing careires.			
									, , ,			

Link for	E Courte new litter rans Delete al litter rans Filter rans automa -	To filter							
Edical geodes comformation (FAIcCLSR) (al., r0A10LmHatcpCA8)		alphabetically by studio, date of	Thank you all for the contributions! Contact animation.workers@gmail.com to request changes						
220xDVDvDvDvDvDvDvDvDvDvDvDvDvDvDvDvDvDvDvD	Nore By June Of Salemanian See By Jineire	submission or location							
Timestamp Company	Your Role & Seniority (Optional)	Would You Recommend People To Work There?	Main Problems At The Company	Positives (Optional)	Pay Before Tax/Gross	Location (Optional)	Year's You	Additional Notes (Optional)	
company company	Seniority (Optional)	To Work There?		Postores (Optional)	(Optional)	(Optional)	Worked There	45 hr weeks and often times non-optional weekend work. The pay is incredibly below other	
			Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Inflicibile House or No WH, Bad Supervison's (Unclear Instructions, Intimidation etc.), Long hours					4.5 In each action brane to approve another and the target is strengther brane after strengther and the target is a strengther and the target is a strengther and the strengther and the target is a strengther and the target is a strengther and the strengther and the target is a strengther and the strengther and the strengther and the strengther and the strengther and the strengther and the strengther and the strengther and the strengther and the strengther and the strengther and the strengther and the strengther and the strengther and the strengther and the strengther and the strengther and the	
17/07/2023 17:58:09 The Third Floor	Senior Previs/Postvis Artist	Only if they have no other choice				Los Angeles, USA	2018-2021	stary too toop booace there is limited opward momentum. You could make more money at literally any other previs studio and get better benefits hours.	
			Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Inflexible Hours or No WFH, Bad Supervisorts (Unclear Instructions, Intimidation etc.), Discognizization					The energies in on primely by the Via Personal event of the second by the Control Second Personal Event Second Personal	
17/07/2023 18:02:41 Rough Draft Studios	Backgrounds	No	Bad Supervisoris (Unclear Instructions, Intimidation etc.), Disorganization	Flexible Working Hours, Creatively Fulfilling Projects	2200/wk	Glendale, CA, US	2025	altophic. Sha runs this place like a faculal loid. None of us know why the foundar of this studio is allowing her to run it into the ground.	
								Audio Salemany bu to di Falto Sagondo Thema da vegli appresenta falto Chello Samera de la consecutaria dela consecutaria dela consecutaria de la consecutaria Consecutaria de la consecutaria de la consecu	
17/07/2023 18:03:50 Marvel	Sr Generalist	Yes	Too Much Work, Disorganization	WFH, Good Pay, Good Supervisor's Flavible Working Hours		Burbank, CA, US	2022-2023	make the above fun and Interesting. Overall a great place to work, though with the streaming issues not sure what longevity looks like	
17/07/2023 18:11:44 Animition	BG Designer	Yes	Too Much Work, Disorganization, Understaffed Production	Flexible Working Hours, WFH, Good Pay, Creatively Fulfilling Projects	\$67 an hour (freelance)	California, US	2020		
								The has a fee of heap executes the even contrast of exceptions is and even the second second	
								budgeted for. Dangerously unhealthy office evenesity culture is masked with a "cool", all india underground workplace faculae and heavy detailing culture. There is an implicit and executions ended to a set of the set o	
								administrative topoloci to testeritation and person, buck expension of the topoloci control with an expension of the control of the testeritation of	
								weekeel and a set of a set of the	
								that the such of providing airmitation with any emptyment at all and hallowing obsert suppose was a herozalam task and he should be commended for it. Boss and Senior Producer supports to go above and beyond or incouse them of being tary and surgraduli. Accused	
17/07/2023 18:14:06 Augenblick Studios	Shrubranta/Loimation	No	Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad Supervision's (Unclear Instructions, Indimidation etc.)		\$1250- 1350/week	NYC USA	2014	employees that had medical emergencies or family obligations of being lazy. Boas and Senior Producer react extremely porchy to perceived diskyrety, or employees simply attempting to have a romal and which and factors and not time.	
17/07/2023 18:15:41 Studio RedFrog	2D character Layout artist	No	Disorganization, They still owe to pay me half of my work there and they won't answer my mails	Flexible Working Hours, Creatively Fulfilling Projects		France	2022		
								Topert Studio does not pay their Berkeley crew. They are bisterity violating labor laws. Consistently aircs last year, the studio owes us many 4 months of pay. They are served in advisit, in proceed, canada have an idea what the LS shafes is notion.	
								through because management tries to keep it quiet and act as all is normal. They're forcid to pay Canada on time because it's new and appending the because the scattering them. Meansement extended to the scattering the powerment is acculated and the scattering them.	
								axaaf (2 at any set in the set in post of the set in th	
17/07/2023 18:56:18 Tippett Studio		No	Bad Treatment (Bullying, Abuse, Intimidation etc.), No Pay [23]	WPH		USA	2023 (24	but until now, never work without, pape. Unless you've in Toronto, please don't work here or you'll be forced to do some chaitly work. for morthals. And if you've in Cameda be aware that this problem can create pup onto you.	
17/07/2023 18:29:57 23Lunes	Animator	Only if they have no other choice	Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad Supervison's (Unclear Instructions, Intimidation etc.)	Healthy Working Hours		Barcelona	,	Boss of the company has a big ego, pretty toxic, be careful	
17/07/2023 18:30:49 Hampa Studio	Senior animator	Yes	Low Pay, Creatively Unfulfilling Projects	Healthy Working Hours, Flexible Working Hours, WFH, Good Supervisor/s	1700	Remote	2023		
17/07/2023 18:31:59 Mikros	Mid 3D animator	Ves	Low Pay, Disorganization	Healthy Working Hours, WFH, Good Supervisor's, Creatively Fulfilling Projects		Montreal, Canada	2022		
				Flexible Working Hours, WFH, Good Pay, Good					
17/07/2023 18:33:46 Cineste	Lead Animator	Yes	Disorganization		125k CAD	Vancouver, Canada	2023		
				Healthy Working Hours, Pacible Working Hours, Understanding HR&Management, WFH, Good Pay, Good		Manage		That presented and informational states in Brath Manada Valuer and the same to	
17/07/2023 18:40:45 Atomic Cartoons	Texture artist	Yes	I find it hard to find something I don't like	Supervisoria		Vancouver, Canada	2021-2023	I feel supported and informed working at atomic: Really friendly higher ups who seem to granularly grave about their employee. There is a toget minimum between the atomic to each production and its financing and There is a toget minimum between the atomic toget and the financing and	
								timeline, and if fell like it was gutting worse with each subsequent production. I wish the arrimation instanty as a whole words stop to be-kidding clashs, so that we works are could have the time and toubles we need to do the subserve each do unless these do the subsect of all subsect of all subsect of all subsects and the subsect of all subsects and the subsect of all subsects and the subsect of all subsects are could be all subsects and the subsect of all subsects and the subsect of all subsects are could be all subsects and the subsect of all subsects are could be all subsects and the subsect of all subsects are could be all subsects and the subsect of all subsects are could be all subsects and the subsect of all subsects are could be all subsects are could be all subsects and the subsect of all subsects are could be all subsects and the subsect of all subsects are could be all subse	
17/07/2023 18:47:33 Sphere Animation	Strede and R	Only if they have no	Low Pay, Too Much Work, Disorganization, Stuck forever in one role	Flexible Working Hours, WFH, Good Supervisor/s	ATK CAD	Montreal, Canado	2017.0000	generativy can also that are enalyses. These is a long member that have the method of all set production and its financing and financing, and if that is taken garding worse with an estimate data production, in all the time that and the set of the production of the set of the set of the set of the set of addition of the set of	
17/07/2023 18:47:33 Sphere Animation	uranyooland Supervisor	Joner choice	NAME IN CONTON	Healthy Working Hours,	UTK CAD yearly	Ganada	+017-2022		
				Protecte version route, Understanding HR&Management, WFH, Good Supervisorta, Creatively Fulfilling Projects, They allow you to work while you travel to other countries					
				Creatively Fulfilling Projects, They allow you to work while		Vancouver.			
17/07/2023 18:57:11 Mainframe Studios		Yes	Low Pay, Creatively Unfulfiling Projects Biad Treatment (Bullying, Abuse, Intimidation etc.), Creatively Unfulfiling Projects, Disorganization	work while you travel to other countries Flexible Working Hours, WFH	56000	Vancouver, Canada Burbank, CA, US	Joined 2023		
17/07/2023 19:07:41 Nickelodeon	Freelance BG Painter	No		WFH	57.7	US	2021	Super shady with hours, did not have them count towards union at all. Supervisors were temble at scheduling and was disorganized. Had a hard time letting	
17/07/2023 19:11:29 6 Point 2		No	Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad Supervisor's (Unchear Instructions, Intimidation etc.), Disorganization	Flexible Working Hours, WFH	51.6	North Hollywood, US	2023	The default of the face. More thanks the default of	
								The owners would constantly make rule comments about other members of staff, in front of us, and often giving out about the amount of work not being done. The reason why this work	
								Vasini Conzi vasi because of the mane workloade expected per week (e.g. an opsocie of comp per person per week, 4 episodea of backgrounds per antia, 3 episodea work of propia a week trichic codd vary between 2500 per depending on those complex the repisode was, a	
								FULL episode of animidion per week done by CNRE intention). Throng we biamed on us for things out of our controls, I was controls of passed for things that were not in no porticity, we personal that backet before I even pixed the project.	
								Things that were not in my control, were problems that attacted before I even joined the project, or because I was simply existing. They would also just fire people with title to no regard, or without recentifier assume on the event within the assumed to the the project.	
								Integration was read on the dotted, was probable that states along a read on the probable that product that the dotted on the dotted on the product that has been to read on the dotted on the dotted consultar quarket product that has been from when the dotted to be down. The tab of bream from guarmeness when over 100 progs all needed to be designed and regist, y when that were that more and con me.	
								Working in the upstains office was awful due to the energies created by the owners when they were there. You couldn't physically ask a co-worker a question because they would get mad if	
								where a line is not concluding providing and is donational and provide the donation line of the donation of th	
	Trainee Production		Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Inflixible Hours or No WH, Bad Supervisoris (Unclear Instructions, Intimidation etc.), Discognizization Too Much Work, Bad Supervisoria (Unclear	Other co-workers were some of the nicest people live ever met				offenness pro und reveryone elle excellé per yelle di il. Frank) whed op to being called "The Margar." The produce (Christina) was ellement praster- egyptices luced marks and cristic whet kryst to come up with a solution to semething, tobil me to "black up" because it was attributed and the produced solution of the s	
17/07/2023 19:15:45 Magpie 6 Media	Trainee Production Coordinator	No	etc.), Disorgenization Too Much Work, Bad Supervisoria (Unclear	Eve ever met	500 per week	Ireland	2023		
17/07/2023 19:48:58 WORD GAMES	2D Animator	No	Instructions, Intimidation etc.), Disorganization, Stop paying at some point Low Pay, Too Much Work, Bad Treatment (Bullying,			Colombia	,		
			Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intrinsition etc.), Bad Supervision's (Unclear Instructions, Intimidation etc.), Creatively Unfulfiling Projects, Disonganization, Forced OT, viaciation hours never added, hornble producer, gas lighting			Vancresser			
17/07/2023 19:52:14 ICON Creative Studio	Modeling Production Coordinator	No		Good leads Good Supervisoris, Creatively Fulfiling Projects		Vancouver, Canada	,		
17/07/2023 19:57:27 MPC	Coordinator	Yes	Too Much Work, Disorganization		£30,000	London, UK		Experience at ICON varies depending on department, and production. There are incredible index and incredible bodies to this device and allows are experiented and allows	
				Healthy Working Hours, Plexible Working Hours, WFH, Good Pay, Creatively Fulfilling Projects, Career growth opportunities [26]				Expense of a CDAY was inspecting on projections, and production. There are increases to an experimental production of the comparison of th	
17/07/2023 20:16:03 ICON Creative Studio	Many [25]	Yes	Too Much Work, Disorganization, SOME poor leadership.	Fulfiling Projects, Career growth opportunities [26]	140k	Vancouver, Canada	2015-present	violating NDA, und/or not working. Projects are high end and consistently bigger and better and Pive always been treated with respect and empathy while working here.	
17/07/2023 20:17:59 Far-Fetched Show	Animator		Low Pay	Flexible Working Hours, Understanding HR&Management, WFH, Good Supervisor/s	\$1500-3000 per	Remote	2022-2023	Friendy team and friendy leads. Conservus deadlines so the pay ion't bad. Work is slow, but if you'ne bolking for side recores if is a pleasant place.	
1/10/12023 20:17:59 Pie-Petched Show	Animato	165	Low Pay		minute	Remos	2022-2023	If provide heating of the foreign the set page state provide heating of the set of the s	
				Healthy Working Hours, Flexible Working Hours, WFH, Good Supervison's, Great Events and learning encodiates. Creat boards				weak/day. My expresence with the company has been positive overall, but there seems to be lease and lease there for animation to do their work which also trying to maintain quality. Streamteres providers on the all lists with theirs to be that do not an other the	
Pixar Animation 17/07/2023 20:20:03 Studios	Animator	Xue .	Low Pay, Too Much Work, Creatively Unfulfilling	Great Events and learning oppurtimites. Great benefits or unall like Deeted offer	7%	Emeryville, US	Connect	date. Projects here have some exchement but not how much unfortunately, we all love the studio and want to see it thrive and there's some growing pains creatively as new leadership this the work?	
11012022202003 000000	Annual		Pigeta	as the the Dense, etc.		Linerytee, 05	Current	Produ at Nick we either really wonderful or rightmanes. Luckly a consistency is that Productions often have wonderful people on them and you are bound to connect with at least	
								Start For starting Start For starting Start For starting Start For starting Start For starting Start For starting Start For starting Start For starting Start For starting Start For starting Start For starting Start For start F	
		Yes, but be ready for the possibility of contracts to last short	Ref Summism's (Undeer Instructions Intervietation	Healthy Working Hours, Flexible Working Hours, WEH, Good Pay Good				cutright lie what the job is and what it entails and then you are left on your own to figure it out. And if you by to work it out or make them aware, sometimes you are dismissed or even included. To more the har hold the first Favor more thinks have not	
		contracts to fast short periods of time + for a high probability of being cancelled or	Bad Supervisoris (Unclear Instructions, Intimidation etc.), Creatively Unfulfiling Projects, Disorganization, Interperienced Live action Leads taking on 2-D animation production will be managed what processing will be used , productions can be appreciated and the second seco	Healthy Working Hours, Flaxible Working Hours, WFH, Good Pay, Good Supervisoris, Good Community, Friendly folks, More casual in workspace, Addit Microsconsoria				cancelled or cut short there. I have never left a job "naturally. Projects are creatively unrialiting, new ideas or new IPS are killed mechanismi, and Twe series people get thrown index the have for whether screes. I kan annine forking are unrial international international international events and the international international international events and the series of the serie	
17/07/2023 20:20:09 Nickelodeon	Character Designer / ViaDev	being cancelled or your contract to be altered	ammanon pros, was about now production will be managed/what programs will be used , productions can be real hits or misses, cancellations without warring an commonplace	Artist Management * Recruiters work very hard to keep getting very hard	53-578 an h	Burbank, CA, US	2019,Present	nersta il ran he a dream	
International and an UV INICAROUND				veely Remyd Aon 1008	soror e alti ficial		- Jarren and and	Paul Hollingworth is abusive and shady. He nocinally use unpaid interns to fit the studio and these that are paid, have no end date contract with the contract whenever he	
			Low Pay, Too Nuch Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Inflexible Hours or No WPH, Bad Supervisorik (Unclear Instructions), Intimidation etc.), Creatively Unfulfiling Projects, Disorganization					And hidpermitted a submit on databask test server and minimum test frame and test server and minimum test server and test serv	
17/07/2023 20:41:22 Digital Wizards	Artist/ Fabricator / Animator	No	Bad Supervisor's (Undear Instructions, Intimidation etc.), Creatively Undatiliting Projects, Disorganization	Manufactory (Manufactory)	US. 27.50/ hourly	LA, US		he had to go to the bank with several animators to get the situation cleared up. Then's no HIR and no safety protocols of any kind for a stop motion studio.	
17/07/2023 21:02:44 Mainframe Studios	3D Animator	Yes	Creatively Unfulfiling Projects	Healthy Working Hours, Flexible Working Hours, WFH, Good Pay	82,000 CAD/ Year	Toronto, Canada	2022-2023	Project was not fulfiling but I would work here again in a heartbeat.	
			Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad Supervisoria (Unchar Instructors, Intimidation etc.), Creatively Unfulfiling Projects, Disorganization, Mouse movement and click						
17/07/2023 21:03:01 ICON Creative Studio	3D Modeling/ Texturion	Only if they have no other choice	Tracker. Micro-managed, Disorganized, Snobby					Avrid like the plague.	
A LOUIS A LOUIS A LOUIS CREATER STUDIO			Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Inflexible Hours or No WFH				2022		
			Logenvals, Copies O1. Low Pay, Too Much Work, Bad Treatmert (Bullying, Abase, intrinsistion etc.), Inflixible Hours on No WHA, Bad Supervisoria (Unclaier Instructions, Infimitation etc.), Creatively Undafiling Projects, Disorganization, these is no style guide, the director makes the designen pot logenter the guide		17 euros per	Remote- HQ	8 months (2021)	Edra work without pay, humilation, passive aggressive attluctes, public humilation in group makings, humilation with back works tooh aloud the artist's work and externishy personal insulta common (for the art director).	
17/07/2023 21:43:20 Pictor Productions		No		nothing	hour \$20 per second				
Hype Animation 17/07/2023 21:51:25 Studios (Hype.cg)		Yes	Low Pay, Bad Supervisor/s (Unclear Instructions, Intimidation etc.)			Rio Grande do Sul, Brazil		Delay in dialrbuding ahola to those outside the group of Hienda, supervisors with a junior Invel, payment made 40 days after the short approval date.	
17/07/2023 22: 19:57 Cartoon Saloon	Builds and Rigging Artist	Yes	Low Pay	Team		Kilkenny, Ireland	2023	Nearly the wonit pay five been offered in Indends on far. Besides that? Absolutely amazing beams to work with and work the projects. Killenmy is a rate to been.	
17/07/2023 22:23:21 Boulder Media	Junior Rigger	Yes	Low Pay		27,000 Euro Yearly	Dublin, Ineland	2021	Nonly The work gas (ye loss of fifted in histories and the 20 Additional security and a security of the securi	
					Can't remember the exact				
					made around R\$3.000,00 a			They shade official are a full first stabilize but for some matter the address set from the	
17/07/2023 22:25:14 Birdo	Freelance 2D Animator	As a freelancer yes, a a full time employee I'm not sure		WFH, Good Supervisor/s, Creatively Fulfilling Projects	by approved frames so it	Brand		They actually offend mis a full time position tool for some season the autility was lower than 1 was could provide just in functions, as in 10 and 10 solence in the previous and annuality, they and the previous and in could regardly and an annuality. They are not an annuality for the previous of the annual more software and the previous and in could regardly and annuality and the previous of the annual temperature of the annuality of the previous of the a	
17/07/2023 22:25:14 Birdo	Animator	Infinitisure	Low Pay	uneatively Pulfilling Projects	varied)	orazi	2020	1 cours names. Don't expect them to keep you till your contract ends. They will give you a big spiel up front about how they we different, how they care about their articles. And them the manner shaff	
								I could brandle. The contract them to many poul if pour contract could. They way if poir you a log gaid up if per contract, Suppoir that beings in the previous could type. We can also also also also also also also also	
17/07/2023 22:27:03 ILM	Texture Artist	No	Too Much Work, Disorganization, So many, many ghost hours	Good Pay, Creatively Fulfilling Projects	CAD \$63 hourly	Vancouver, Canada	2022-23	very snely exected, but assets are bid so low, that you will have to put in 100a and 100a of unpaid ghost hours youned.	
				Healthy Working Hours, Flexible Working Hours, Understanding					
17/07/2023 22:28:09 Treehouse Republic		Yes	Too Much Work, Disorganization		2.8k Monthly	Dublin, Ineland	2021-2022	Cood pay but is lot of work. Projects were unorganized but the people and owners were very nice to work with.	
				Healthy Working Hours, Flexible Working Hours, Understanding					
17/07/2023 22:37:38 Sesame Workshop	Ripping Artist	Yes	Nothing :)	Understanding HR&Management, WFH, Good Pay, Good Supervisor's	900+ Dollars~ Per Rip	New York, USA	200	Really great people to work with, very understanding and flexible hours. Great pay on top of that, bast company five worked for so far.	
ALL AND AN ANALY WORKING	-gg-of Peak					and then, USA	2023	Only lew contracts and a lot of field healancers (no taxes no rights). A huge level of bullying and istimulation to active impossible galas. The company compromises in law cast budgets	
			Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), no workflows, no organigram	Flexible Working Hours,				One then comment we restrict the dama must be a set of the set of	
17/07/2023 22:55:57 B-water Studios	production department	Only if they have no other choice	Lew Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), no workflows, no organignam chaid, no production plans, no knowledge about business or production structures	WFH, good work environment with the peers	14,000 - 17,000 k per year	Barcelona, Spain		picture of the status of the production or even have a good bahaviour with the learn. The bulking and the unfail level of request is daily. High level of depolation.	
								super short, sometimes only 1 month, and there was never room for more pay, Hours are hard, workboald is way too moch, and I was obthe doing the lobal 0 4- other people. Because in the "small" affinist is workboald. In common the two hours all is unable of the lobal of the loba	
								demand more of you, or they expect you to work harder. Everyone was fielding to that attbud was soon dropped once I decided to guit, which fielt bad. This studio is a fine place to	
17/07/2023 23:11:11 Productions	Designer	Only if they have no other choice	Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Disorganization	Flexible Working Hours, WFH	\$1100/week CAD	Toronto, Canada	2020-2022	Shadi sa war cyfang, sandwrau phlasand au burdan far bland. Carlon fan ar Barlan yw ar cyfang, annaf ar garlan gan ar cyfan yw ar gyr ar gan yw ar Carl a Shadi yw ar cyfan yw ar gyr ar	
			Work load can be a lot at times but that is the industry	Understanding HR&Management, WFH, Good Pay, Good		Los families		This is a good company. Pay a list, twanted with respect by conners, other employees are good paperig. Subscript 40 hour work week but they are a WPH table on to that is a possible. Had a signar to the air drow day baba anyme.	
17/07/2023 23:37:53 Day For Nite	Senior Previz Artist	Yes	and depends on the project.	Supervisoris			4-5 years	positive. Had a great run have and wood go back anythms. This was my first job in the industry and was incredibly excelled to start. Unfortunately that	
			Low Pay, Too Much Work, Bad Supervisorix (Undear Instructions, Intimidation etc.), Disorganization		Paid per second	Poland (but will take international		jamin. Yang yang rutu hawa and ang tang basa dagina. Tima ang tang tang hang hang ang tang hang sang tang tang tang tang tang tang tang t	
17/07/2023 23:50:58 GS Animation	Clean Up animator	nio -	instructions, Intimidation etc.), Disorganization	uneatively Fulfilling Projects	s0 ptz	remote workers)	2023	seam memoers who are super kind and helpful.	

		D- I										
Link for		General term liber stars Delete al liber stars	To filter									
Conferencia Visiti FAle CL58 Conferencia Visiti FAle CL58 Col. mANDE metalecco GAIK		File one option - Non Ryband Fadminian Sy Rybanis	alphabetically by studio, date of submission or location	Thank you all for the contributions! Contact animation workers@gmail.com to request changes								
Navindom		Leanunge										
Timostamp Co	Company	Your Role & Seniority (Optional)	Would You Recommend People To Work There?	Main Problems At The Company	Positives (Optional)	Pay Before Tax/Gross (Optional)	Location (Optional)	Yean's You Worked There	Additional Notes (Optional)			
				Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad Supervisor's (Unclear Instructions, Intimidation etc.), Disorganization	Fellow artists were all				Very description of this heap of tables also thand of these graphs produced, which could also there if you employ a new second and the second and the second of the second			
18/07/2023 00:18:47 Rough D	Draft Studios	Background Designer	No	Disorganization	Invely		Los Angeles, US	202	wanted on needed. I nave worked at a number of soudos and this is by tar one of the work i have encountered in terms of negative treatment of workers and uncleav work respectations. Worked on three separate projects at this studio, and overall it was a good experience. I do			
18/07/2023 00:22:39 WildBrait	-	Designer	Ves	Low Pay, Creatively Unfulfilling Projects, Discrementation	Flexible Working Hours, WFH, Good Supervisor/s	\$1300 ner week	Vancouver, BC, Canada	2019-2021	three much of their to devolute 1 tables out with being on productions with lovely automates but this studio does low half pay like most Vancouver studios and the projects thermalevis were not artistically fulfilling. But its a great studio to start out at and hey offer opportunities to mereva and more in in ingelities if you work it and any first them.			
									Expect to figure out things on your own. Some leads will be annoyed if they have to train you even during onientation. Definitely some fevoritism within the higher ups in this department, once leads will situal stronger entraits from other productions fully howing that the production in the production.			
			Only if they have no	Low Pay, Bad Supervisoria (Unclear Instructions, Intimidation etc.), Creatively Unfulfiling Projects	WFH, Benefits and Paid Sick Leave.				will suffer with the lack of manpower. Company prides itself on hiring people for "longenity" and "investing in artists long-term" but will do a company-wide decompression of the 2D crew, fire them, and will immediately hire in another batch. Crey plausable theory that makes sense			
18/07/2023 00:45:44 Jam Fille	led	FXArist	other choice	Intimidation etc.), Creatively Unfulfilling Projects	Sick Leave.	\$67,600/yr	Ottawa, Canada	a 202	to me is to keep people from using their benefits and keep the pay low. 50 hour work week, and requires you to live in Georgia. Ex-employees often commiserate isout how beit this studio is. Manisperment will passive-accessively barre employees for not			
				Low Pay, Too Much Work, Bad Treatment (Bullying,					being fast enough, even though everyone is behind because of their mismanagement (e.g. asbrenity tight scheduling, htting only newbisk, allowing clients to re-dealing main characteris several episodes into production). They hire mostly fresh grads, but give them little training			
18/07/2023 02:25:39 Bento Bo	box	2D Animator	No	Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad Supervisoris (Unclear Instructions, Intimidation etc.), Creatively Unfulfilling Projects, Disorganization	Benefits	\$17/hr		2019-2021	Expect to Signary out Renge my porce and. Simulation that assessed if they have to bear you bear to be a set of the simulation of the set of the simulation of the set of the simulation of the simulation of the simulation of the simulation of the simulation of the simulation of a dire of the basis of interpreter. Compare prices tand on the simulation bears of the simulation of the simulat			
18/07/2023 02:33:17 Global M	Mechanic		Yes	Low Pay, Disorganization	Flexible Working Hours, WFH, Good Supervisor/s Elements Mechine Mechine	\$27 USD per hour	Vancouver BC, Canada	202	Creard decard experience. Although sconsteries discogarized when it came to tach issues, or HPI (e.g. answering quasitions about invoices, organizing payment). They hire international UIS) employees. May have tight scheduling.			
18/07/2023 02:48:20 Atomic C	Cartoons	Lighting Artist	Depends on the team/project	Low Pay, Too Much Work, Disorganization	Flexible Working Hours, Understanding HR&Management	1,100 weekly	Vancouver, Canada	202	Some projects have a good balance. Others are just a fire pit. HR is understanding but top management has 0 planning skills and passively aggressively talks to artists.			
					Healthy Working Hours, Understanding HR&Management, Good Supervisorts, Creatively Fulfilling Projects		Atlanta CA		Primal has fun projects and understanding supervisors/HR. They are very strict about how many hours you work as feedince and may end your time with them very stdderly. Meanwhile satisfied staff members will offen be working tale into the regist or early in the			
18/07/2023 03:21:38 Primal S	Screen		Yes	Too Much Work, Inconsistent work	Fulfiling Projects		Atlanta, GA, United States	202				
18/07/2023 04:02:59 Far-Fetc	ched Show	Animation	No	Low Pay, Bad Supervisoris (Unclear Instructions, Intimidation etc.), Disorganization	Flexible Working Hours	\$25/sec	Remote	202	Dividors and Leads of the plot consistently speak negatively towards other india projects ather out of sple or septistical behavior. Very bisead in who they have not to be learn. Too sour making comes and follong auroundryping values games in their Patron discut Instead of focusing and funding the short and its atribls. Consistently making changes to said project, and payed for additional bruns added to day own assignments.			
									of payote measures in tools associate grant assignments, one may vare, Oas et of y readi- same services and the service of the service services of the service service service services and the services of the service service service service services and the service of the service service service service services and the service service service service service services and the service serv			
									issues are never and galaxit this transmig their workcases are normal. While everyone i that was fastable, here was a big issue of many people doing urgand overtime. Everyone I worked with was passionate about their work, and point blank I've heard an executive manifor that their credit are screech also because of it			
			Yes, but speak with your peers. The studio preys on greener workers.		Good Supervisoria, Creatively Fulfilling Projects				Utimately, CN holds a special place in my heart. Just make sure to keep your ambition in there and from addition with other seconds is used with 1 left factors according to the second s			
18/07/2023 05:18:59 Cartoon	1 Network	Storyboard Artist	workers.	Low Pay, Too Much Work	Creatively Fulfilling Projects		Burbank, US	2014-2020	compensated but creatively fulfiled. Working on a well-known IP seemed to create huge egos, bullying, condescending personal upgment from supervisionisheads, and hostilis or very cold coworkers. Just seemed like			
									socially, community-wake, and work-wake) nobody trusted you. The daily vibea wave full of lear and supportion. People wave much nicer on a different lises 'famous' production, but it was all very much a clock-in-clock-out type of office where people just go there to survive and had minister excellence and an etypes also and not expende had machine. When the survive most had minister excellence and an etypes also and not expende had machine.			
									compared and cancelly children. We can also be a set of the set			
									pours working nemotely, need to break into the industry, and/or just need to get any type of expensions under your beit. I moved oversease for this, and is and worth the high rent, possible abuse, and covervier attribute problems. It exems Vancouver just unionized within			
18/07/2023 06:42:56 WildBrait				Low Pay, Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad Supervisoris (Unclear Instructions, Intimidation etc.), Creatively Unfulfilling Projects, Discretionation	Healthy Working Hours	\$15 mar he			The work -2 years (they literally had nothing bathore that) as maybe things are a bit better. But be warned, its not going to have as much legal/commanity/semendual support as AL, at least not within Webtrain. The only positives is can think of any that the work hours were average into flaw/hits inter I asset areating to do now time.			
18/07/2023 06:42:56 Wildona			NO	Disorganization	Healthy Working Hours, Flexible Working Hours,	s to per nr		2011				
18/07/2023 07:02:23 Animatio	evision		Yes	Creatively Unfulfilling Projects	Understanding HR&Management, WFH, Good Pay, Good Supervisor/s		Los Angeles, CA, US	2015-16	The stability is some of the best in town. Many artists in their 40a, 50a and 60a are employed on Fox TVA productions. People have homes, families, children. The shows have been distilled down to repetitive formulae, the art is boring and them is very little creative suggle soom, but you won't have to worry about looking for work for a very long time.			
A A A A A A A A A A A A A A A A A A A				ny monoray coyolat					There are some notes here about this company being abasive/builying and i want to add that depends on how much interaction you have with the "higher" higher out. I hear that moving up the laider, you get to see that side more. Becamtament counts to out add to a different and			
									even had yow with hard to any abad balance of wind hard a vary bage. The second			
					Healthy Working Hours, Flexible Working Hours, Understanding				r.t.w. tree: sover-down' employees are generally very kind and always trying to make the company a financial patient. I can see there are small cipues, like most company a financial set by a final charter by the final patient is an even dose to being basile, abusive, or maticoust. There are some some recommend on their are some some of the most of the matrix.			
			Depends on your department but mostly "only if they have no	Creatively Unfulfiling Projects, Disorganization, Reasonably inclusive and accepting of LOBTQIA+, POC, non-yl-passing people but not towards	Healthy Working Hours, Faceble Working Hours, Understanding HRSManagement, Good Supervisions, Kind people, social, good for networking and meaningful connections				best to push for being on our side rather than the "tighter-higher-up" over day, and it really shows. That being said, his not the most exciting content, and if you're high, mid level, or head taid, you do need to watch out, but downall also day as an option. I would only veccumment this			
18/07/2023 07:26:55 Moonbug	-9		"only if they have no other choice"	POC, non-yt-passing people but not towards neurodiverse people.	and meaningful connections Healthy Working Hours	~5k per month usd	US	21	to people who cant find anything higher pay, or super amazing (with what individual definition po may have of that). This company ian't the worst but it's not the best.			
					Healthy Working Hours, Understanding HR&Management, WFH, Good Pay, Good Supervisorts				Communication not always store, but higher ups have typically been happy and willing to all about any issues. Pay is great for NI, and I think it's a fentiatic company for collaboration and skill sharing.			
18/07/2023 08:24:53 JAM Mer 18/07/2023 08:49:35 Production		Mid	Yes	Disorganization		600pw 100k AUD	Northern Irelan		and skill sharing, Interdepartment communication is a bit lacking. Pipeline is improvised, IT is spread thin. Otherwise pretty good			
18/07/2023 08:49:35 Products	tions	Asset Artist	Yes	Disorganization	Projecta	annual	NSW, Australia	2020-	Otherwise pretty good Very very unorganised. Was only given tasks that was not related to production. Intense quasioning about working from home and about my health condition. Paid less than London			
18/07/2023 09:21:22 Feed Me				Low Pay, Bad Treatment (Bullying, Abuse, Intimidation etc.), Inflexible Hours or No WFH, Disorganization	Some Nice People	£80 pid	London, UK		The service of the se			
18/07/2023 09/21/22 Peed Me	e Light	arayen.				100 510	London, UK	202	balance. Inder den dy janos with an end anne and an end offen in the two balance in on seven the seven in the den dy janos with the producers seven the dendor with a with a dend dendor more work, more details, less boom. Ready? Total disorgenization, novae and even dags with the north budy sub Bill do bub present seven to you spent your days looking at a blank screen. This was some years ago but for what I know its the same.			
18/07/2023 10:03:08 Adartis A	Animation		Only if they have no other choice	Low Pay, Inflexible Hours or No WFH, Disorganization, No Sups (full juniors learns)	Creatively Fulfilling Projects	1800/m	Tenerife, Spain	Less than a year	bookgamizatori, nouzi and even days with no vork du you sa hao to be present so you gent your days is obling at a blank screen. This was some years ago but for what I know it's the same.			
18/07/2023 10:09:28 Producio	ioos/Uniko		No	Low Pay, Too Much Work, Bad Supervisoris (Undear Instructions, Intimidation etc.), Disorganization	WFH	1800/m	Galicia, Spain	202	In same tring juniors with no supervisors and expecting them to manage a full film department alone. And paople I know had to work for them too with extreme low pay and insame conditions, bearing up characters with no model sheats because of discogramization and cazy deadlines. MAN To each end to a transit demail of eachth on the factor the output configuration for the too			
					Healthy Working Hours, Flexible Working Hours, Understanding				bearing to characteria with no model sheals because of decogranization and early deadhines. So the web years of the project (encode a notification likes) by problem was been been PMC Extensing approx non-exception of the shead of the shead of the shead PMC Extensing approx non-exception and final shead is calculated. They serve very lot is about NOT they approx non-exception and they have final shead or compared and approx where the shead non- strating approx non-exception and the shead of the shead on they have exception and the shead of the shead of the shead they can be employed as compared and the shead of the			
18/07/2023 10:48:48 Studio M	Meala	2D character animator	Yes	Low Pay	Understanding HR&Management, WFH, Good Supervisoria, Creatively Fulfilling Projects	€145 per day	Ireland	202	can give anonymous feedback if there's something in the studio they feel could be improved. They care deeply about their teams well-being. If they call on me, 10 be coming back.			
						663/month (but again it's an internship so it's the max they						
19/07/2023 11:19:36 Les Film	ma du Nord	intern	Yes	Inflexible Hours or No WFH, weird organisation but good enough		the max they could pay me)	Lille, France	202	Varied projects 1.9 to 5 working hours			
					Healthy Working Hours, Plexible Working Hours, WFH, Good Pay, Creatively Fulfiling Projects, Friendly research & monte section.							
18/07/2023 11:29:19 Studio Li	La Cachette	Senior Supervisor	Yes	None, great experience so far other than occasional lapses in organisation or waiting for projects to start- no place is perfect!	Fulfilling Projects, Friendly people & great projects. You work at your capacity & it is easy to negotiate pay and WFH	1000 eur/week average	Paris, France	2017-2023				
					Healthy Working Hours, Pacible Working Hours, Understanding HR&Management, WFH, Creatively Fulfilling Phojects, Overtime							
18/07/2023 13:01:03 Axis Stur	udics		Yes	Low Pay	HR&Management, WFH, Creatively Fulfilling Projects, Overtime		Glasgow, Scotland		Super positive experience, very supportive company, management are very open and accessible, great variety of projects, HR are great, very flexible.			
				Low Pay, Too Much Work, Bad Treatmert (Bullying, Abuse, Intimidation etc.), Inflictible Hours or No WFH, HR extremely unheight, have to beg for paynaise, upper management doalsorf understand the industry, promoting incommendent band and incommunication	Court Romaniansia				The studio is particle for anyone starting in the industry, most of the artist are really nice, there is a great multicultural viba. Just be aware that depending on which department you are you might end up with a lot of preasure and crazy detailment. It also depends on which project you are in and who's your supervision/produce. Also Hit is a pike.			
18/07/2023 13:05:39 Lighthou	use Studios	production coordinator	Only if they have no other choice		r Creatively Fulfiling Projects, studio vibe, paid sick days, pension program	month	Ireland	2019/2022	night end up with a lot of pressure and crucy beachines, is also depends on which project you are in and who's your supervisio/producer. Also HR is a joke.			
18/07/2023 15:42:13 Boulder	Media	Bg Artist	No	Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Inflixoble Hours or No WFH, Bad Supervisions (Underst Instructions, Intimidation etc.), Creatively Unfulfiling Projects, Discrepanization		Fuckall	Dublin, Iteland	201	tues.			
18/07/2023 15:42:58 Loomi Ar	Animation	2D animator	Only if they have no other choice	Low Pay, so such volx, bad treamer (bdiying, Abuse, intimidation etc.), Bad Supervisor's (Unclear Instructions, Intimidation etc.), Creatively Unfulfilling Projects, Disorganization	Flexible Working Hours, WFH	19\$/h	Quebec City, QC, Canada	202	Unrealistic animation quotas but are threatening people to fire themipsy them "by the frame" If they don't reach it. Daily bullying from the CED about quotas.			
18/07/2023 15:50:10 MPC		Mid Animator	Only if they have no other choice	Low Pay, Too Much Work, Inflexible Hours or No WFH, Bad Supervision's (Unclear Instructions, Intimidation etc.), Disorganization, No internal growth	Creatively Fulfilling Projects							
									a company that they desert Care allocat a languinger of one metadiac, Signature to the topological and the company and the set star, and an a result project and which the next paper and with complexity from the to the Them's as included and one of allower and group desired all the statuba, and the next paper desired of the participation of the set of approximation of the statubact paper days of Dobrey insteads of particular statubact and the statubact and the statubact part days of Dobrey insteads of particular statubact participation of the statubact part days participation of the statubact participation of the statubact part days participation of the statubact participation of the statubact part days participation of the statubact participation of the statubact part days participation of the statubact participation of the statubact part days participation of the statubact participation of the statubact part days participation of the statubact participation of the statubact part days participation of the statubact participation of the statubact participation of the statubact participation of the statubact participation of the statubact participation of the statubact participation of the statubact participation of the statubact participation of the statubact participation of the statubact partis and statubact participation of the statubact pa			
					Understanding HR\$Management, WFH, Good Pay, Good Supervisorts, Very Good Health Insurance/Benefits				are all top notch, but the upper management is disorganized and determined to relive the glory days of Dioney instead of pursue scenathing new, which makes the work inconsistent and the storysteing surferinkering. That being and, the kenefits are very good, and that a			
18/07/2023 15:51:01 Skydano	ice Animation	Costume Assistant	Yes	Creatively Unfulfiling Projects, Disorganization Too Much Work, Bad Treatment (Bullying, Abuse, Interview dr.). Red Extension (Inclusion	Health Insurance/Benefits Flexible Working Hours,	\$2,100/wk		2022-2023	project, if a perfectly manageable.			
				Creatively Untilling Projects, Desorganization To Much Werk, Baie Treammert (Baiyre, Aceae, Infendiation etc.), Baie Supervision's (Unclear Interbuctions, Internationa etc.), Discograzzation, Re baid supervisions, Ita a mixed baig. Some supervision's are the baie Two worked with, ofter make you want to quite wery day all 500 am. Management and production coordinations are asterned y unorganized. Not Ref. Contract end datas asterned y unorganized. Not Ref. Contract end datas asterned y and and the time, no expect way that addition.	Supervisoris, Re Good supervisoris, Re Good supervisoris, some							
			Only if they have no	day at 9:00 am. Management and production coordinators are extremely unorganized. No HR. Contract and dates and roll overs change all the time,	some caused this studio to burn their bridges with many seasoned industry	\$1350 CAD	Toronto,					
18/07/2023 15:52:36 Yowzał Smiley G 18/07/2023 16:22:45 (heelanc		Layout Lead	other choice	so expect very little stability. good lack getting paid without herassing the ceo for 2 months and threatening late fees		weekby	Canada Toronto, Canada		again, good luck getting paid without hasassing the CEO for 2 months and threatening late les, has achivenity unprofessional, everyone site there is nice but then's not much they can do when the goy in charge is causing the problems.			
16/07/2023 16:22:45 (freeland	ice)	Design		months and threatening late fees	wr'H, Good Supervisor/s	JOh	Canada	262	The when the gray in chargin is accurately the properties.			
					Healthy Working Hours, Flexible Working Hours, WFH, Good Pay				scores some are unresponsive, but I vie been able to skive any issues I've had. The designs and semandon ships are so intensive that I's impossible to earn a living here working for footage scarements of the inclure to financies that I's more statistical for moving to weekly pay is 1 here an entension that the inclure to financies that it moves and the financies of the test of test of the test of test of the test of tes			
18/07/2023 16:27:31 Spindleh	horse Toons	2D animator	Yes	Low Pay, Disorganization, pay discrepancy	WFH, Good Pay	\$1200 weekly		202	counciliaries and how when to waik, our adways were the provise trues you be careful with your boundaries and how when to waik away if it loads like you'll be on footage intog term. Personally I had a neally good time have. The main downaids was low pay, which does not power the cost of living in London, J ogl lyrk was it had warh a downaids in the down and the second secon			
									by the second discognisation in other departments, if the like my base was probled from that. My lead and production coordinator dist their beat, so we would rever be overworked or even have to do overhims. Paid overtime was also offered. I fet tille any hort work was anothered the second sec			
					Healthy Working Hours, Flexible Working Hours, Understanding				asses at all. I would have slayed on if they had another project lined up.			
18/07/2023 16:28:05 Blue Zoo				Low Pay Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad	Understanding HR&Management, WFH, Good Supervisoria		London, UK		this is also based off my time in their 2D studio on their 2D project (I have heard of different experiences on their 3D shows)			
18/07/2023 17:53:46 LLC	t Entertainment	2D Animator	Only if they have no other choice	Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad Supervision's (Unclear Instructions, Intimidation etc.), Creatively Unfulfilling Projects, Disorganization	Healthy Working Hours, 1.5 x OT Pay Healthy Working Hours,	\$20-25hr	Houaton, TX, USA	2018-2021				
		Parch of the Manager		Low Pay, Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad Supervisionts (Unchear Instructions, Intimidation etc.), Disorganization, CEO is a megalomaniac, nanosaistic and pathological liar. Checks bounce ALL the time.	x OT Pay Healthy Working Hours, Piecible Working Hours, Understanding HR&Management, Fantastic staff, very supportive co-coworkers		Baliment		Start up with folly goals in the beginning, horrifically mismanaged. Thankful for the people I alwe met here and the opportunities it gave me to build my skills. After a while it is aimply not worth the heater.			
18/07/2023 18:03:37 Outlook			No	megalomaniac, nanosistic and pathological lair. Checks bounce ALL the time. Low Pay, Bad Treatment (Buflying, Abuse, Intimidation etc.), Bad Supervisions (Unclear Instructions, Intimidation etc.), Creatively Unfulfilling Projects, Disorganization, Racism		\$2,200 bi-weekly		2019-2023	have met here and the opportunities it gave me to build my skills. After a while it is samply not oright the headback of you're applying for production in Feature animation, run away from here, your mental health and outon't it for the little monyr payor, and the state of you're not Quebecoise, Canadian, or assicilly white.			
18/07/2023 18:18:11 Cinesite	e (Montreal)	Production Coordinator	No	Intendation etc.), Creatively Unfulfilling Projects, Disorganization, Racism	Healthy Working Hours, WFH	42,000 CAD anually	Montreal, Canada	1 Year	a not which in his water motion paylow. The Work environment is so back, unhealthy, sacist if you're not Quibecoise, Canadian, or backally white. Rannol is hy no means nerfect it has month for immonament. HOWPURP. I would still			
									satically write. Bandall by no means partiest, it has noom for improvement. HOWEVER, I would still recommend It as a decent place to work and start a carser in ammation. The people working ners are kind, considerate, reliabilities and down-to-earth; which is a great place to build up por confedence and abilities.			
									I have not experienced bullying or psychological abuse here, and for me, I would take being paid fass, and working or so-op projects to not experience abuse like I did at Framestone. Overall I have felt well treated by everyone working here.			
									Overall I have fait well treated by everyone working have. The pay is okay but could be better, and there hasn't been a very clear path indicated for advancing in secondly within the studio.			
									The projects vary in quality between fulfilling to this-puts-the-bread-on-the-table quality.			
Bardel E 18/07/2023 18:18:37 Ltd	Entertainment	Mid CG Animator	Yes	Low Pay, Too Much Work, Disorganization, Projects are poorly budgeted for in time/money which leads to low quality results	Understanding HR&Management, WFH, Good Supervisor/s	\$2200 CAD (Bi- Weekly/Fortright ly)	Vancouver, Canada	2021, 2022, 2023	The studio is not particularly will organized, the animation tools are lacking or limited, and not enough time is allocated to hit alimitation quotas. However, nobody gris angry about work earing lateincoordining datays either, so chaos and runk is just kind of the status-quo.			
18/07/2023 18:19:05 Nickelod		labern	Only if they have no other choice	Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.)	Good Supervisoria, Creatively Fulfilling Projects	19-21 USD		202	Low pay, requires tons networking to stay there. Great opportunity to know how the to ndustly works, not the best place to craft your skills and keep growing as a balant.			
18/07/2023 19:13:41 MPC		Senior Animator	Only if they have no other choice	Low Pay, Bad Supervisoris (Unclear Instructions, Intimidation etc.), Creatively Unfulfilling Projects, Disorganization	collaborate with alot of really cool and telenter!	650/day	NYC, US	2018-2020				
									The converse are ad. Claudic's to definish a specify properties rate a very rising gay. But Luises only access that the the clause of the very integration that have the denormal rate of the productors of hadron. There have of productions is a very difficult man that only converse about the productors of the shadron is the clause of the state of the state of the state rate. The shadron is the shadron is very difficult, would get pay lists, you are not have but are separated to work more. They readly meet to valua their ferming productors more they more. They readly meet to valua their ferming productors more they more the state of valua their ferming productors more they many meet the state of valua their ferming productors more they many meeting the state of valua their ferming productors more they many meeting the state of valua their ferming productors more they many meeting the state of valua their ferming productors more their states of the state of valua their ferming productors more their states the states of valua their ferming productors more their states their states of valua their ferming productors more their states their states and their states of valua their ferming productors more their states of valua their ferming productors more their states and their states and their states and their states and their states their states and thein their states and their states and their states and their states			
18/07/2023 19:59:45 Mighty A	Animation (28)	Line Producer	No [23]	Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.)		18.000 MON	Guadalajara, Mexico	_	very every means, ne senses to oversoon wormain's operior even if they are right. Being a vorman in this studio is very difficult you get pay less, you are not haved but are expected to work more. They really need to value their female producers more			
18/07/2023 23:25:06 Boxel St	itudio	Mid SD Rigger	Only if they have no other choice	Low Pay, Too Much Work, Inflexible Hours or No WFH, Disorganization, No pipeline	Elevible Working Hours			2019-2022				
Disney T 19/07/2023 01:49:33 Animatio	Television	Storyboard Artist	Yes	Upper management sending progressively more work to vendor studios	understanding HR&Management, Good Pay, Good Supervisoria	2500	Burbank, CA, US	2021-				

		D. I							
Link for submissions: http:		Create new Uner size Delete all Uner sizes Filter view uploass	< To filter	Thank you all for the contributional					
conform/dis/IFApOLSK dit_r0488.miscoC688 228003048.miscoC688		Non Ryland fabrician V Rylania	alphabetically by studio, date of submission or location	Thank you all for the contributions! Contact animation.workers@gmail.com to request changes					
-	Company	Your Role & Seniority (Optional)	Would You Recommend People	Main Problems At The Company	Positives (Optional)	Pay Before Tax/Gross	Location	Year's You	Address Note Octaval
Timestamp	Company	Seniority (Optional)	Recommend People To Work There?	Main Problems At The Company	Positives (Optional)	(Optional)	(Optional)	Worked There	Additional Notes (Optional) Recommended if you can find a poor land a partners in the area, don't nind inconsident above quark, and my or a Managheme.
									The USA-states, and they and hind me without any Causalan Iss. They halped me through the vois participant process, and constructed or give me work for years. That asks. (don't balave three we will be also be also been asked on the states and th
									my air downing work to co-coloran anython. Thead burlies about prior management the burling babilitation, but that was not my coparisons. Management the downapd, and the employees and supervisions larger wave great. I got
									These data data plane menagement lang battilakana, ku hai et au on gragamenta Management hai dang plane dan battahapisa da plane hai battahapisa data plane data plane data plane data plane data pengkan battahapisa data plane data pengkan battahapisa data plane data plane data plane dat
		2D Animator / Revisionist / Builds & Assembly Supervisor		Low Pay, Creatively Unfulfilling Projects, High cost of	Healthy Working Hours, Paxible Working Hours, Understanding HR&Management, WFH, Good Supervisor's	Started at \$850 CAD/week, ended at \$1050 CAD per week + benefits	Molfer News		Brogset issue as that pays is on the tweer end and cost of large in Halface is high jaced still mang), with malt charge apartments being moose tages. It's best to share a noer unit with a
			Yes	living	Healthy Working Hours, Flexible Working Hours,	benefits	Halifax, Nova Scotia, Canada		Ave.
19/07/2023 02:25:51	Insert Coin Animation Studios	3D Animator	Yes	Too much work sometimes Low Pay, Too Much Work, Bad Treatment (Bullying, Ahman Entrimitation and 1. Creatively, Link Million Projects	Good Supervisoria, Creatively Fulfilling Projects		Latinamerica - Remote	2020-2023	Cod calture I was one of the bitter teated employees and even then I codd will have bad it was. There's advance due in functions and industry office collect. Screening and the collection and advance due in functions and
19/07/2023 05:38:58	ICON Creative Studio	Supervisor	Only if they have no other choice	Too much work sometimes Low Pay, Too Much Work, Bad Treatment (Bullying, Abase, Intrinsidion etc.), Creatively Unfulfilling Projects Disorganization, It feals like the prod people they have were just friends of the CED that were fined aince most of them don't even know how to work professionally.	are very bilented and some of my favorite I've worked with in my career	110k			Cand calaxer for Resolution lands entry lenses in calaxia faits the set of a set. There is a set of a
19/07/2023 06:21:05	SpinMaster	Visual Development / Environment Artist			Healthy Working Hours, Flexible Working Hours,	\$65/hour		2023	Ad Direction can very a lat in thems of communication. I had in Ad D and to very away to communicate with and in the length to blow of particular do have they forget advocuptions are ask differently for feedback. Definitely takes influeto but they pay will and paydate are instruments could bask inprovidence in the length and the length and the length and the pay will and paydate and another and paydate and paydate and paydate and payd
				Liftle Headback / No follow Up from Supervisors The pay for freebance animation is plat for too low for make a king. The animation shife and designs are complex encough that it's party firme consuming to get through footage. You'd twen to be getting an inimizure of the accords failing animated and approved per week and even with that you'd be making 600 USD before tas. Getting through flootage also departies on how quickly you get feetback and get shots approved.					
			If you can get a fultime contract (not pay per approved second) then for sure.	through lockage. You'd have to be getting a minimum of 10 seconds fully animated and approved per week and even with that you'd be making 600 USD before tax. Getting through footage also depends on how quickly	Facible Working Houra, Understanding HR&Management, WFH, Good Suparvisoria, Creatively Fulfilling Projects	60 USD per approved second of			Depute the up to get they way reductance of the section is an extended advances or of yours not to sume the provide provide of commands and the section is an extended by the section of the section of the and head of the section of the section at the section of the section o
19/07/2023 14:22:06	Spindlehorse Toons	Mid level 2D Animator	second) then for sure.	you get feedback and get shots approved. Low Pay, Bad Treatment (Bullying, Abuse, Intimidation etc.), Creatively Unfulfiling Projects, At the time I was then the output of the second product on the time of the		animation		2023	3 and more what looks beat for the shot.
19/07/2023 14:36:33		terio teriore	Only if they have no	you get feedback and get shots approved. Low Pay, Bac Treatment (Bullying, Acuse, Intrinciation etc.), Creatively Unfulfiling Projects, At the time I was these they advisely discouraged workens from sharing how much they acredit and these were pretry big pay page between pools in this same role. Projet I focus who've worked there more recently have said that herein's been pressure to do unpraid overtime.	Everyone takes a 15 minute break in the morning and an hour or two after kunch.	Approx EUR		2017 - 2018	
19/07/2023 14:36:33	DOLIDER MILCLA	Junior Animator	other choice	trene a been pressure to do unpara oversme.			Dubin	2017 - 2018	
				Low Pay. Too Much Work. Bed Treatment (Bullving.	How hearty your time we be here depends a tot on what department you're in and how much your lead has your back. There are some genuinely good people working there trying				
19/07/2023 14:44:54	Lighthouse Studios	Junior Animator	Only if they have no other choice	Low Pay, soo nuch work, bid Treamer (burying, Abuse, intimidation etc.), Inflexible Hours on No WFH, Bid Supervison's (Unclear Instructions, Intimidation etc.), Disorgenization	but they only have so much	EUR 26,400 per year		2018 - 2019	
					power. Healthy Working Hours, Understanding HR&Management, WFH, Good Supervisoris, Cosatively Fulfiling Projects, They actively dispersion pro-				
					Creatively Fulliting Projects, They actively discourage overtime, are very open to feedback and have made efforts to				
19/07/2023 14:58:48	Studio Meetin	Mid Jacob Animator	Vez	Low Pav	very open to needback and have made efforts to implement changes, and they're transparent when it comes to pay.	Approx EUR	Indept	2021 - 2022	They save may paronice should help to have a hardly includes and to take the same include take of the same should be the same and the same includes and the save time help? But more projects and with the sarges will nonsease and constants will be show.
				Low Pay Pay could be better but it is already higher than other indie projects I've seen. Getting drawover revisions can take a long time and slovs how much work you can get done per week.	Flexible Working Hours,	60 USD per			Inception year more too the first gen may project and with the steps at it crosses and constraints will be length of segments they also of the steps is any leavest transmission of first hand it is defined to the steps is any leavest transmission of the steps is a step of segments and the steps is any leavest transmission of the steps is a step of segments and the step of
19/07/2023 16:53:22	Spindlehorse Toons	Rough Animator	Yes as a side job!	take a long time and slows how much work you can get done per week	WFH, Good Supervisoris, Creatively Fulfilling Projects	approved second		6 months	I heavy enjoy working new, projects aren't top out they are presty securit
	Bardel Entertainment				Healthy Working Hours, Understanding HR&Management, WFH		Vancouver,	2021/2022/2023	In 2 years I have done 10 of OT and it was my decision, they near push me to do it They also my 50 costs offents to use a reviscal staffs (or exceeded to the paying taxes), thet, contentioned with the that they accurates to a 20 paying taxes).
19/07/2023 19:13:25	Bardel Entertainment	3D rigger	Yes	Disorganization		6000 monthly	Canada	2021/2022/2023	controlled with the health insurance, as a top fining' Apod supporter many terms and of difference. Head a great fines working in Boulder and wealty assigned socking with the comp stand. All each was also with VMY data to the pandemic Franchips sub-able each was all and the Mark work to an available and the social s
19/07/2023 19:50:11	Boulder Media	Compositor	Yes	Low Pay	Healthy Working Hours, Flexible Working Hours, WFH, Good Supervision's Healthy Working Hours,	625k a year	Dublin	2521	They as go of the final data is have in model, which yes sensitive dust paying taxes, they, Applicate particles which is have in model and paying taxes, they, Applicate particles which is a which of the pay them write the particles which and the pay the particles which are pay the particles which is a which of the pay the pay the particles which are any pay the particles which is a which of the pay the particles which are pay the particles which is a which of the pay the particles which are which are pay the particles which are the particles which are the particles which are the particles which are particles which are the particles which are the particles which are particles which are the particles wh
19/07/2023 19:53:12	Treehouse Republic	Compositor	Yes	Too Much Work, Disorganization	Healthy Working Hours, Flexible Working Hours, Understanding HR&Management, WFH, Good Pay	€2800 a month	Dublin	2022	The converse invite and easy to bit its the and only non-considered and the test jump provide the start of a start is added on the start of the start of the the the tegeral involution is that it is a start is added on the start of the tegeral involution is added on the start of the tegeral involution is added on the start of the
19/07/2023 19:58:12	Maggie 6 Media	Compositor	No	Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad Supervison's (Unclear Instructions, Intimidation etc.), Disorganization	WFH		Ireland		1 Aresis et al coop.
									Monologi was the most deformating experience of my Ne. Howe tons of people who worked there and NOTA SINGLE person has a good option about this experience.
									I will femly say - dealable/. do not, work, here, Especially In London. They bolk water hereas you. The COO Sin the work human dealary an expect Hered his expected with the low bolk water and expected water has the heread end works. A set of the the here and end works are works for the low bolk.
									They budy out previous set. The COO Table was set human tables and a register from the Sta- denging with a lay or and the star of providents with a law or and the star of Star Star Star Star Star Star Star Star Star
									supervise out/717 Howy en discognised AVELL Fyou one bring the up the will get back at you. They don't accept any rothog, and ad to hise, unprovide the discuss the loss of the office and be graded up vise bank minimizing track calculation and is the discuss of the discuss of the discuss of the office and the discuss of the discus of the di
19/07/2023 20:06:32	Maanbug	Designer	No	Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Inflexible Hours or No WHH, Bad Supervisoris (Unclear Instructions, Intimidation etc.), Disorganization		20000	London, UK	2021	be griatify you're ben thred in such an imuzing plice (afoch in rot). I'r ben 2 ywaa arcal wordd them und i Mil process event af hu fospend to me during Thengre salaot. The word for films a comparts the hassement.
			Only if they have no	Low Pay, Too Much Work, Disorganization, ask to work out working hours without compensation, no law	Flavible Working Hours	Aprox 600 - 800 USD per month, in the top projects of the			
19/07/2023 20:43:17	Mighty Animation	2D Animator	other choice	benefits.	Creatively Fulfilling Projects Healthy Working Hours,	studio.	México	2020-2023	
19/07/2023 22:21:37	Bleacher Report	Animation Designer	Yes	Creatively Unfulfiling Projects	HR&Management, WFH, Good Pay, Good Supervisor/s	1750 wk		2022-2023	I haded solid parts, gains is due of agents of the solid parts of the last my solid parts agents of the solid parts of the solid parts of the last my solid parts of the solid parts o
									Through the main of the data, while yield a factor of the data while yield and the provided the
									speri at of money on the satisfication and look of the dual to particular in the look by the last the same that the look period is the sunders particular in the last look period by the last the same that the look period is the last look period by the last the same that the last look period by the last the last look period by the last look
									helday tonus. Thinki yone separations will depend on your specific department or above. Theory many termination of the separation of the second analysis of the
					Healthy Working Hours, Understanding HR&Management, WFH, Good Supervisoris, Creatively Fulfilling Projects				These such expensions will depend any purpose specific approximation areas of purposed any purposed and purposed any purposed and purposed any purposed and purposed any purposed and purpo
19/07/2023 22:54:46	Térrouxe	Writer Coordinator	Yes	Low Pay, Disorganization	Cood Supervisoria, Creatively Fullting Projects Healthy Working Hours, WFH, Good Pay, Good	\$24/ty	Burbank	2019-2023	wonderfall time, o'r net. Utfortunately ysu'n's just rotting the disa af Titmouse.
20/07/2023 06:05:17	Timouse	Prop/FX Designer	Yes	No problems	WFH, Good Pay, Good Supervisoris, Creatively Fulfilling Projects	\$2200 USD /week	Los Angeles, US	2022 - Current	fri maye i works by notacits, but loads all of balle. Exaler connecteds. Ball by practice/balle and pravious as any ordentide get dominancies, with way reasonable separations. U Ball is all of the free incorpolarity applications and the second sec
									wais my bo as the most sense comparison to tweeter until the most sense of the most sense comparison to tweeter until they could pickup, just to do it all again when they were let go and a new face was brought in.
20107/2023 13:52:24	Maggie 6 Media	Compositor	Only if they have no other choice	Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad Supervisoris (Unclear Instructions, Intimidation etc.), Disorganization	Healthy Working Hours	500 p/week	Ennis,Ireland	2021-2022	I thought into assistions and course for no exits pay or any form of guillable from management. Those organisations late 3 a frainly gone exitatent telesions data and unmetable temperatures. And utaka survivate of the second s
									Tack concerned Nathing in the last cooperative has dharped at the type calls balance the second of the last cooperative has a second of the last concerned. Bullet planning, there are called a second of the last concerned and the last concerned and the last concerned and the planning, there are called a second of the last concerned and the last concerned and the last concerned and the planning there are called a second of the last concerned and the last concerned and the last concerned and the planning there are called a second of the last concerned and the last concerned and the last concerned and the planning there are called a second and the last concerned and the last concerned and the last concerned and the planning there are called a second and the last concerned and the last concerned and the planning the last concerned and the last concerned and the planning the last concerned and the last concerned and the planning the plan
20/07/2023 14:12:41	Boulder Media	BG Artist	Only if they have no other choice	Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad Supervision's (Unclear Instructions, Intimidation etc.), Disorganization	Flexible Working Hours, WFH		Dublin, Iteland	202	
									a BODper shot basis actually makes me mad. Her weakly I would have shared with the creater, would have basen on too of all the dealmes, and would have fail have it was actively
				Low Pay, Bad Supervisoris (Unclear Instructions, Intimidation etc.). Disorganization	Flexible Working Hours, WFH, Leads will retake animation so you don't keep losing time/money on retakes after a certain point	\$80 per second of completed			Early Extrem share a s
20/07/2023 16:22:27	Spindlehorse Toons	2D Animator	No	Intimidation etc.), Disorganization					this complex (sepacially if you aren't a fast among buylet. During the second of the s
						\$52 per second, \$104 per second for boosted shots (lots of			der ump, Erstennig underhanding sich durch eine and transformation ander ump, Erstennig under eine ander eine ander eine ander eine eine eine eine eine eine eine ei
						characters, complex); Rate has since been doubled as the baseline so I am assuming \$104			ee cograme or your men acro you eel y commission. They constalled in proved the peptier as an were thou and conditioning out for a single of the difference of the common
	Iron Cirron Coming	2D Animation and	Yes, but currently it is only supfainable on	Low Pay, Sometimes model fixes felt very nipicky, expecially when they weren't cicipit until the end of the animation/clean up stage. But this is also something that has been acknowledged and rectified.	Flexible Working Hours, Understanding HR&Management, WFH, Good Supervisoria, Creatively Fulfilling Projects	baseline so I am assuming \$104 as a starting rate that will stack with complexity.			which they rounds used to be paid for flame projects. Reading seeing finance offset the begind the second server to be paid for flame projects of the second second second second second second second second through they are thous, and constrained uses are flametared second
	Iron Circus Comica (Lackadalisy)		side gig	etc.). Creatively Unfulfilling Projects. Disorganization.	Good Supervisoria, Creatively Fulfilling Projects Healthy Working Hours, Flexible Working Hours, WFH, Good Supervisoria		Montreal.		
20/07/2023 18:50:44	Cineste	Animator	No	Really bad HR managment.			Canada	2023	
					Pacable Working Houra, Understanding HR&Management, WFH, Good Supervisoria, They will do their beat to help you out and keep you at the studio. They will help with the process of immigrating to Caraida too. HR listens to your concerns. Never had a baid lead or a had team.				
					the studio. They will help with the process of immigrating to Canada too. HR listens to your				
					concerns. Never had a bad lead or a bad beam - everyone is extremely friendly and there is zero				
				Too Much Work, Creatively Unfulfiling Projects, Disconscipation, Oflan yare bottle and the use of the second	lead or a bad team - everycne is exhemely friendly and there is zero petty bullying. Pay could be better, but it's decent and there are tons of benefits. Lots of diversity and ancrustrament for				Council The analysis endowment is unit controls. The net control is builty and the conjunts
20/07/2023 19:17:52	Bardel Entertainment	Mid Animetor	Yes	Too Much Work, Creatively Unfulfilling Projects, Disorganization, Often very hectic and the workload is insame most of the time. Apart from their most famous show, most of the projects are cheep filer.	Lota of diversity and encouragement for inclusivity.	2200 CAD bi- weekly.	Vancouver, Canada	2022-2023	Oward, the warding environment's any grander, the pay could be before and the projects and ab before, that the source share share and the projects hopps weekeds on a measiw shore but the disclo quality a very low rate to the studies and
									network in order to get the contract. As a near the waves contently baind calcular, and they ended up having to contract-analyzationity, and on the productions to environment to bear conta.
20/07/2023 19:20:29	Six Point Harrow		Only if the culture has changed	Too Much Work, Bad Treatment (Bollying, Abuse, Intimidation etc.), Bad Supervisoris (Unclear Instructions, Intimidation etc.), Discogarizzation	Creatively Fulfilling Projects		Los Angeles, USA		collaborationatorettice served per el en el persocione to evenesse encodo se conservante encodo se conservante encodo encodo encodo encodo encodo encodo encodo encodo encodo encodo encodo
2037/2023 19:20:29	warrent Carrièté				Court Pressources	Borrane from	Jun	2018	B en ear of the manu operation. Construction of the state
20107/2023 19:43:46	Doghead	2D Animator	Only if they have no other choice	Low Pay, Too Much Work, Creatively Unfulfilling Projecta Bad Treatment (Bullying, Abuse, Interdation etc.), Bad	Organized, especially when it comes to tech support	900 to 1300 monthly	Italy	2022-2023	parahled with antis ungal sech. Type did plainly die a waardog plaud bo to sols for good for poor fart year as entry low to be fart 28.2 dad to any Channol or loss the beat with low on Table. The control worth is add the add to the any channel with a sole of the control of the add to the control of the control o
20/07/2023 19:57:47	Stim Studio		No	Supervisors (Unclear Instructions, Infimitation etc.), Disorganization, Do you wint to experience getting yelled at simply because you didn't understand a note? Come!	None		Lyon, France		Nor only only of this determined by the number of lowary pavor than the first the second seco
									need last whole go ordinar is had in the Analy Unclearing agencies who dotter morrange. Solid with all wholes y hand had been being by any to hand the Analy Mang any any dipending in the go and a location alloyed pain the Mang and any and the Analy and t
	Walt Dianey Animation Studios			Low Pay, Disorganization, Disconnect with upper management and anti-union tactics. Outdated pipeline.	Healthy Working Hours, Faxible Working Hours, WFH, Good Supervison's		Burbank, CA, USA		our sait contract regorisation they circularize to that not that couple years. I ney are also refusing to recognize production workers under the guid and forced it to go to an NL/B
20/07/2023 20:21:44	Studios	3D artist	Yes	management and anti-union tactics. Outdated pipeline.	WFH, Good Supervisoris	~60.hr USD	USA	2021-2023	having providing the bigget reason the fulfiol is a mixed heigh is because I basely depends on the learn semanding the project you are on a the families one produces and your the data serve are waited
									opportunity, same for supervisors some known with they are concer of a lass are with the same are monomerapies who will also are with and by an excess of a lass are with the same are monomerapies who will also are approxed and and are approxed and and and and and and and and and an
			Only if they have no	Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad Supervision's (Unclear Instructions, intimidation etc.), Discografization	WFH, Creatively Fulfilling				separately as when for supervises, sense to we shall be yet along or all and an edit at the sense materix company and the sense shall be of the sense for all or all controls when successfully for allowers behavior (or programmed for specific hospital and the successfully) for allowers behavior (or programmed for specific hospital and specific hospital and the sense shall be allower behavior and senses for all and the sense shall be allower behavior and senses for all and the sense shall be allower behavior and material behavior (or programmed behavior and material behavior and sense shall be allower behavior and senses for all and sense shall be allower behavior and senses for the sense shall be allower behavior and senses for the sense shall be allower behavior behavior and senses for the sense shall be allower behavior to senses for the senses shall be allower behavior to senses for the sense shall be allower behavior to senses for the senses shall be allower behavior to senses for the sense shall be allower behavior to sense shall be allower behavior to senses shallower behavior to senses
20/07/2023 20:39:14	Рауор		other choice	Instructions, Intimidation etc.), Disorganization	Projects			5+ years	and end up on a decart project it is fine

		B11										
Link for submissions: http: //doc.cooks.		Coute was liber size. Delete at liber sizes. Film over-spinon.	< To filter	Thank you all for the contributional Contact animation.workens@gmail.com to request changes								
confermation (FAIeCLSM) Solution (Sector) 2016/01/10/10/2016/01/2016 2016/01/2016/12/2016/01/2016 10/2016/01/2016/01/2016/01/2016		Non By Search Extension In Texator	studio, date of submission or location	Contact animation workers@gmail.com to request changes								
Timestamo	Company	Your Role & Seniority (Optional)	Would You Recommend People	Main Problems At The Company	Positives (Optional)	Pay Before TextGross	Location (Optional)	Year's You	Additional Notes (Optional)			
		Senony (Optional)	To Work There?			(Optional)	(Optional)	worked There	Working on Solar has been probably one of the safest healthiest animation jobs I've experienced so far. Good' capable team of artists and supervisors. Good pay. Union benefits, etc.			
									Previously we were Green Pontal LLC and house tooth Rok and Mony and Solar Opposites. While doing both shows carriantice intellicitective and and continues to be a graval leader who loads cot for this takem and shalds us from all the workplace drama that grees on behind the scenars is one carriantice transgrimmits. We also have a producer who has our backs and advocatils for us when it comes to time, deadines, page, compensation for overline during 11th hour reverties, etc			
									deadlines, pay, companiation for overtime during 11th hour rewrites, etc Since State became its own entity, our Producer and Director have improved our working conditions considerably. We have or othics eventime this entities season because schedules and outdoots have been adjusted to allow for thirt. We have also been WPH since the Panderschitt, and are just now entertaining the load of MOME voluteinty enterming to an			
					Healthy Working Hours, Flexible Working Hours,				ofter.			
2007/2012 21 40 20	Solar Opposites LLC	A simular	Mark	Not see the open for converse interpretation	Healthy Working Hours, Flexible Working Hours, Understanding HR&Management, WFH, Good Pay, Good	\$2450/wk USD	Burbank, CA -	2020-2023	No studio is peried. There is not much noom for upward mobility (as is the case with most studios in my periodial experience). But if you want a relatively healthy working environment with a highly skilled, professional and friendly beam, I highly recommend them, from my experiences so far.			
									Consider Through to leave-your antiferr, poor organization and incompetensitie instructions, there concretions and roles fram prograds in much befater quality wells such as far Diovey, CH, or NG prograds. They and their methodolation is the animaters and bitmen them for not meeting the control tray and their methodolation income these are denoging assignments are not taken out of animaters and the second second second second second second second control of the second second second second second second second and of anywhere in location to their terracticities going. There are Protein or improvements for poor second se			
				Low Pay, Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad Supervisorik (Unclear Instructions, Intervidation etc.), Creatively Unfulfilling Projects, Discreazization					They don't have encough work for the aimmidios and biame them for not mixeling the contraid quotas, which is impossible since there are not encough assignments are not taken out of anywhere to force you to meet unneachable goals, there are thereads or eproceedies for poor anywhere to force you to meet unneachable goals, there are thereads or eproceedies for poor			
20/07/2023 22:59:18	Team Toon	2D Animator			WFH WFH, Good Supervisoris, Projects not too exciting anymore. Old Disney is	Aprox 500 USD/Month	Colombia	202	productivity. No health insurance or equivalent.			
21/07/2023 02:56:59	Disney Animation	Animator	Only if they have no other choice	Low Pay, Too Much Work, Had to suck some d	gone.							
	T 01			Low Pay, Bad Treatment (Bullying, Abuse, Intimidation etc.), Inflexible Hours or No WFH, Bad Supervisoris (Unclear Instructions, Intimidation etc.), Creatively Unfulfilling Projects, Disorgenization, Inconsistent projects, No benefits of any kind, Output-based salary.	are genuinely talented people who can help you out in the animation industry, but there are	PHP (Salary is output-based, so you may earn a lot if you work a lot; none if you don't.)			The pay is adequate in terms of PHP currency; some projects have severely low pay. But since most projects are unbiourced here, there are also cuts in the pay that the artists are second of one even.			
21/07/2023 05:58:04	Toon City Academy/Toon City	Junior Animator	No	projects, No benefits of any kind, Output-based salary.	Healthy Working Hours, WFH, Good Supervisor/s.		Manila, Philippines		and intelligences and conductors many, units are and cost in the pay site on another are supposed to receive.			
21/07/2023 13:24:11	Ilumination studio paris	a Senior 3d animator	Yes	Low Pay, Creatively Unfulfilling Projects	Bonus pay according to box office	130-210 eurosiday	Paris, france	2015-2023	Sometimes your work doesn't end up in the final cut. Joined as a croad animator for an extremely loss salary. Barely liveble, but they wouldn't executed it. When execute the two its extended income them terms he descent as the beaution.			
21/07/2023 14:57:54	ON Animation	3D Animatry	Vers	Low Pay, Disorganization	Healthy Working Hours, Flexible Working Hours, Good Supervisor's	62,000 CAD	Meetingal OC	2021-2023	Joined as a cross animator for an activity is a singler, Barrely Instead, but they veocletion experises. We are used as to main animator unce they wave as to despend and the approximation proves testing spacies, their early taken stores to the space and the space single. Director wave large barrels and use and there is a single space and barrels. A set is also and generally use prefly understanding. If it ecommend, but makes sure they don't undersult you too barry's provide prime and activity and the source they don't undersult you too barry's provide prime activity.			
					Healthy Working Hours, Flexible Working Hours, Understanding HR&Management, Good Pay, Good Supervisorit, Creatively Fulfilling Projects							
21/07/2023 16:23:12	Dinamita animación	2d animator	Yes	Disorganization	Healthy Working Hours, Elevable Weeking Hours,	20 usd/second	Bogota, Colombia	3 years				
21,010,000	Ilumination Paria	M animates	Yes, but beware of herrassers	Low Pay, Bad Treatment (Bullying, Abuse, Intraidation etc.), Stocally abused by a covervier	Plaxible Working Hours, Good Supervisoris, Creatively Fulfilling Projects, Supervisors not always Noe	16De a day	Paris	2015 to 2021	Sexual abusers and bullys still in post even after tailing about there behavior to the hierarchy, but they kept them because they are good at there (ob			
				etc.), Sexually abused by a comorker Low Pay, Too Nuch Work, Bad Treatment (Bullying, Abuse, Intrindiation etc.), Inflixoble Hours or No WPH, Bad Supervisorts (Unclear Instructions, Intimidation		150 usid per month if you are lucky			but they kept them backase they are good at these job I used to work meen hour that the one the are legal during the day and work almost all days except on Sunday. Many of the projects that they present as their even is just a. In because areadine we just make the poarty or the daws and color or a small part in a big project and they use to show to the paople law the full project ward.			
	Dinamita Animacion Spindlehorse Toons		Yes	etc.)	Paxible Working Hours, WFH, Good Supervisor/s			2020-2022	didn't know there were people getting paid a flat rate per week. Ittle passed to find that out			
22/07/2023 21:52:35		2D Animator 3D Generalist		Low Pay Low Pay, Too Much Work, Disorganization	Plexible Working Hours,	s750			not making a living wage. Their pipelines are very measy, many learn changes all the time. They'll send you a model with temble topology and expect you to unwarp and texture it on record time. If you can't fix their massive matakes, you're out You'll most lively have to write your own contract and send to them due to the tack of clauses in theirs.			
22101/2023 01:11:20		and General DE			Healthy Working Hours, Flexible Working Hours, Understanding			202				
22/07/2023 10:07:51	Palete69 Design Studio	Lead Motion Designer	Yes [32]	NA	Healthy Working Hours, Factore Working Hours, Understanding HR&Management, WFH, Good Pay, Good Supervisorls, Creatively Fulfilling Projects	Decent	India	4 Yeara				
									An enclose the same animation in Net adult are velop reacy to the particip and 2000 and 20000			
			Only to break into the industry, gain work experience or if you're being paid weekly		Flexible Working Hours, Understanding HR&Management, WFH,				does not feel very satisfying working as an animator, the old system was pretty rice seeing everybody getting feedback in real time and learning from that with them, but now it's just submitting your file to the site and waiting satisfy for scores days on getting feedback or not. Work hours are externed histoble and you are fee to take twaks but the solver mentioned is a			
22/07/2023 13:18:46	Spindlehorse Toons	2D Animator	experience or if you're being paid weekly	Low Pay, Too Much Work, Disorganization	Understanding HR&Management, WFH, Good Supervisoria, Creatively Fulfiling Projects Healthy Working Hours, Understantion	60usd per second		2021-2023	what I most have an issue with. If something can be done about those then this would be a fantastic studio to work with.			
22/07/2023 21:55:14	Disney Television	Character Designer	Yes	None. I had a great experience	Healthy Working Hours, Understanding HR&Management, WFH, Good Pay, Good Supervisoris, Creatively Fulfiling Projects			2021, 2022, 2023	May depend on the show, but I worked on 2 and only had good experiences. Great people and management! Only heard good things from a third show from colleagues as well.			
									The company recently received backhain nationwise for posting a whole ass podcast on their official youtube channel assertiating possible and taking about the statil, including disating ear employees for harging our with infiniant all working them like Y2777 Add their response to all half was backedly for an all disated and wereone else is wrong, they're just periods of our access, thesis for balance jip is autoback?			
									cossingles to couples in the set of the grad to one of the set of			
	I an Constant			Low Pay, Bad Treatment (Bullying, Abuse, Intimidation etc.), Inflexible Hours or No WFH, Bad Supervisor/s (Unclear Instructions, Intimidation etc.), Creatively Unfulfilling Projects, Disorganization		100.000.011			Delakational, arrangent papela in managerial when the due contract that evenyone airy measures they also there within another pains that there in our the thic Reveyone airy also alming for an opportunity to get cost. Those with get to climb the top of the Neurosci are buildinant oblications and papelase. Honce with the get to climb the top of the Neurosci are buildinant. MD relates, this parating the company on to its manifold and worked with paratical. When MD relates, this parating the company on to its manifold and using the set of the top of the the bayment of a new relations. When			
24/07/2023 03:43:52		visual development	No	Unfutfilling Projects, Disorganization Creatively Unfutfilling Projects, Disorganization, Risk of cancellation/layoff	Healthy Working Hours, WFH, Good Pay, Amenities (free lunch, good tech)	MYR4000 (874 USD) per month			beginning of a new nightmare. Avoid at all cost. ask them for a lot of money. Ask paople how much they made for the same role and lask for that (or mone). It's not a lask faulds but they just have a mp of cancelling projects. They try to			
	Paramount Animation		Only if they have no other choice	Cancernation region Low Pay, Bad Supervisor's (Unclear Instructions, Interdiation etc.), Creatively Unfulfiling Projects, Disorganization, Bad computers, bad building (leaks, amentilias, etc)					The not beneficial and the projects aren't the best. Their HR is terrible. The tech department (not the people but the policies, security protocols, and tech hisef) is not great			
24/07/2023 07:44:14	Iron Circus Comica (Lackadaisy)	2D Animator	No		WFH, good coworkers WFH	2700 a week	Los Angeles	-	the peope cut the pockets, security protocols, and such taket ja not great. Too much expected from aimmaters whole any adjustmenth is pay. Notes can be overwhelming. Pepetine issues all not have been addressed. Would only feelance here every now and then. Alk about the project and deadlines before signing on. Ownall tools environment that avaids and shifts had burn ternselves out.			
									signing on: Overall tools environment that avaids artists that burn thermetives out. Extremely long tocus and unrealistic deadlines because of temble management and underbidding. Producers are a hit or miss. Most of them seeks have no idea what they're doing and just takem artists and alse with divert. Diversions are a hit or miss. Some are			
									diciators, some are chill.			
24/07/2023 23:59:29	Payop	3D Artist	Only if they have no other choice	Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Inflexible Hours on No WFH, Bad Supervision's (Unclear Instructions, Intimidation etc.), Disorganization	WFH, Creatively Fulfilling Projects	400/day		3 years	There's a few good people in the company but ultimately very cliquey. A lot of goosip behind people's backs. They act like "family" but will easily let go of some of their beat taken that they promised to invest in.			
25/07/2023 11:25:27	Dog Ears	Junior Background Painter	Only if they have no other choice	Low Pay, Bad Treatment (Bullying, Abuse, Intimidation etc.)	Good Supervisoria, Creatively Fulfilling Projects	2100 GBPimonth	Deny, Northern Ineland	2021-2022	Cool project but got super boring, impossible deadlines and sometimes revisions would reach version 22. Really cool to assign Junions complicated BCs but also meant more pressure and burnout. Some its were bulled into doing ungaid overtime and some IMs were bulled into quiling			
25/07/2023 11 28:00	Komi Studioa/KAMI KARYA DIGITAL [33]	3D ANIMATOR	No	Low Pay, Too Much Work, always delay paying salary even up to months	Flexible Working Houra, WFH, sometimes they will give pizza and coffee if you work overtime. D	\$90 par month	Tanggerang,	2020-2023	Poor pay, Salary is always behind schedule, lots of overtime, bad work schedule, too many projects, when yoo are there, they will try to make you think that OVERTIME, it's normal.			
	Cartoon Saloon	Background Painter Freelance	Yes	Low Pay	Flexible Working Hours, WFH, Good Supervison's, Creatively Fulfilling Projects	118 eurosiday	Remote	202				
25/07/2023 11:27:42	Brown Beg Films	2D Designer	Yes	Low Pay, Creatively Unfulfilling Projects	Healthy Working Hours, WFH, Good Supervison's	27.5k eurosiyear	Remote	2020-2021	There are some kind people working here whom are outweighed by those who lack any communication skills. If tell as if I was purposely being kept in the clark. Dozens of times I saw			
25/07/2023 18:07:14	Scanline VFX	Animator	No	Too Much Work, Bad Supervisoria (Unclear Instructions, Intimidation etc.), Creatively Unfulfilling Projects, Disorganization	Flexible Working Hours, WFH				There are some kind people working here whom are outweighted by those who lack kny communication skills. If this ar if years purposely being skill in the dark. Dozani of trend is a finaled work allanced or entriety removed from the final cut without my knowledge. Repta endorshight my position not be seen again. It are general incompletions beyond supervision control, but that doesn't excess properly communicating with your artists about which happennys. All does in excess cause schess and are lamble work environment.			
25/07/2023 21:05:33	Skydance Animation	Story Artist	Yes	Location far from Burbank, not the most exciting projects	Healthy Working Hours, Flexible Working Hours, WFH, Good Pay, Good Supervisor/s	\$2800	Los Angeles	2022-2023	Not a bad studio. They do their besit to roll people over from project to project and pay is decent. Creat covertains and supervisors. Not the most exciting projects for the most part. Pleable WPH. As leadership. Their to series leadership was known for overseching their artists but the movies are ok.			
									affaits both the movies are of. Counter of the movies are of the movies			
				Low Pay, Bad Treatment (Bullying, Abuse, Intrividation etc.), Inflexible Hours or No WFH, Bad Supervisoris (Unclear Instructions, Intrividation etc.), Creatively					waiting past cubicles to check who is currently working or not. Many people also complain of overwork and unpaid overtime though I her not had to do it persionally. The tech given to you (allow-ass mer and an ancient enting) is from a decide ago, they even still ship metanisal (ike accessing to their Korean sister studio by small mail in boxes that then gets acamed. All of the			
25/07/2023 21:13:27	Rough Draft Studios	Storyboard artist	No	(Unclear Instructions, Intimidation etc.), Creatively Unfutfilling Projects, Disorganization	Great co-workers.	2100	Glendale	2021-2022	people internet internet internet contract on total indication regio, any invest sear any insertance of the bearding to the Net Konsan satisfer studied, and set these a colora. If one turns against you, all the leadenship to the second region of the second second second and in the second second and in the adarchest to will second region of the second second second second and and the leadenship to the second and Advantations are paid well below minimum weige but yet production can alford to get famous actors and mains taris to vice of extractions.			
									Convision is ramperf, the recruitment process is even worse, V/v puts out posts that they're hinting but you only easily gat at job if you either from someone, shut haved of you or you're at big antist anywys. How'd of this is that all least 2 people parties when we permease and it humed out all their portfolio was traced, since everything was named so quickly they didn't need a task to progress.			
									turned out all their portfolio was traced, since everything was nushed so quickly they didn't need a test to progress. Favoritism is rampert too, if you're not in the 'tr' crowd you'll know it very quickly.			
									Ever noticed that they're hiring every few months? Turnover rate is indiculously high? Never a good sign if people are leaving faster than you can hire, only neason they keep getting people			
				Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad Supervision's (Unclear					Is because HS is instandy popular. And of people function(b) palser upp) loves to do watch parties for india estimation, they make fun of other peoples work, it's dispating, i let alter that, here daw you as other artists crap over work that determines are working hard for Eubling of popular that are critical of the altow and wris encouraged from the top to the bottom line, one of the most tosic places live ever hald the displacement of working.			
26/07/2023 10:45:03	Spindlehorse Toons	2D Animator	No	Abuse, Intimidation etc.), Bad Supervisoris (Unclear Instructions, Intimidation etc.), Disorganization	Healthy Working Hours, Understanding				and viv is encouraged from the top to the bottom line, one of the most toxic places live ever had the displeasure of working. Have worked here twice several years apert and great experience both times. Really rhit			
26/07/2023 13:15:23			Yes	Low Pay. Low Pay, Too Much Work, Creatively Unfulfilling	Heating Hours, Understanding HR&Management, WFH, Good Supervisoria, Creatively Fulfiling Projects	1800 AUD fortnight gross	Melbourne Australia	2018-2023	Have worked here beice several years apert and great experience both times. Really chill peaklive environment and more flexibility and noom to grow, learn new things etc than Tree experienced at any other studio. For and away my favourite employer five had for quality of life			
26/07/2023 13:17:38			No	Low Pay, Too Much Work, Creatively Unfulfilling Projects, Disorganization	Plexible Working Hours		Australia		Tasking exploritative For a partor in the initial colling second that was provided in the initial colling was drastituding vackned once the poly actually started. The supervisions weren't learn on having new people (reven during a laster materia, share) time monotanci and word in starter phot and any constructive feedback has give how words of assistance to a newcle in the industry. 2 weeks for roughs approvale plat al howcease the company's disorganization.			
26/07/2023 15:18:34	Big Jump Entertainment	Junior Layout	Only if they have no other choice	Low Pay, Bad Supervisor's (Unckear Instructions, Intimidation etc.), Disorganization	WFH, Creatively Fulfilling Projects	700CAD biweekly	Ottawa, Canada	202				
				Project dependent but some are less organized than	Healthy Working Hours, Flexible Working Hours, Understanding HR&Management, WFH, Covot Sumerviser/s				A larket place to work. I don't have if a bacavie of the likes I was not place project were been only a set of the set of the likes I was a set of the likes I was not place project was been of my Variation Maren again III. The my the task of histophic task the software of the no Scotte, not if such as the C or Charter WPH is eventiable. They do accessorial events outside of work that are again for an other set of the software the software the software the software software to make a bit estimates and for a behavior and the software the software them ingitiant.			
26/07/2023 15:25:22	Copernicus	2D Layout	Yes	- course dependents was avoid and next organized than others	Understanding HR&Management, WFH, Good Supervisoria, Creatively Fulfilling Projects	950CAD weekly	Halifax, Canada	2022/2023	company II you want to make a bit estina cash for a heelance rule. Could not recommend them higher! Pros: cool shows that look good on your resume. A lot of really nice people to work with, especially the supervision. It think there is a kot of good people there, but also many that have unfortunally had to conferm to a corporate skyle faulteration.			
									Core: Studio uses the shows and cleants as a reason to work there and yet the pay is in no way reflected in that. They LOVE to basis about being the leading studio in ammittion and yet they are far more undergoing of this any other shows the the and have area for more there are the theorem.			
									Const Daubio uses the whore and clearts as a reason to work there and yet the pay is in no provide the second sec			
									an artist at the studio you feel dwarfed by the massive amount of upper			
			Only if they have no other choice	Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Inflexible Hours or No WFH, Disorganization, very corporate environment, so much gatekeeping among upper management	Flexible Working Hours, Good Supervisoris, Creatively Fulfiling Projects, cool shows with good reputation				management/HRverplayees that have noting to do with actually creating the shows. Show production is unceparised, natural and publy, White eventors says "doub with overtime" year apped is new? fail encogh is one and up working overtime for free. Show computers and only the bare minimum is growed, including time yinholis that are all enclass. Finally, learns meetings. SO MANY UNNECESSARY AND LONG WINDED MEETINGS.			
	Mercury Filmworks					850/wk CAD			Issum insetting. SO IMAY UNIVECESSAIV AND LONG WINDED MILETINGS. I was balled by appoint or a several junct of the hospital for mentid distance. I was not for several months while recovering. When I network was put under a different supervisor, but the one who to remembed me was all able to neach out and hasas m. I evertally lift, but that person got to stay. They were credited for their work. I was coefficient and the several vectors. core placement and was all able to neach out assumes in evertally lift, but workses core placement and was an out there was an on experimentaries for the July. ¹ Most a workset. core placement and was a to the more same on experiments for the July. ¹			
	Dreamworks Animation		Only if they have no other choice	Low Pay, Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad Supervison's (Unclear Instructions, Intimidation etc.)	Creatively Fulfiling Projects, Great internal events Flexible Working Hours, WFH, Good Supervision's, Creatively Fulfiling Projects	\$24/hr USD			mat person got to stay. They were credited for their work. I was credited as "other", i filed a workees comp claim and won - but there was zero repercuasions for my bully.			
	Spindlehorse Toons	Cleanup Artist	Yes	Low Pay, Disorganization				2021-2023	The most respectful and professional indie animation space I have pleasure to work in. The pay on the plot set high but the folks are constantly trying to improve the pleasing and new			
27/07/2023 07:19:01	Iron Circus Comic (Lackadaisy)	Cleanup Animator	Yes	Low Pay	Understanding HR&Management, Good Supervisoris, Creatively Fulfilling Projects			202	The most respectful and professional india animation space I have pleasure to work in. The pay on the plot isn't high but the follow are constantly trying to improve the pleatine and now with the sealest in soon in the work, they are working black to make sure everyone will be paid the rate we all deserved. Highly recommended!			

		911										
Link for submissions: https://		Dente sea liber rise Delete al liber rises Filer over-splaces	< To filter	Thank you all for the contributional Contact animation workens@gmail.com to request changes								
conforma dia 1FAbCL5K dal. mANGLeaka cocciale 228.0Y0481X7x258XL5 No Viewform		Non Ryland fabricis V Rylands	studio, date of submission or location	Contact animation workersiggmail.com to request changes								
Timestamp	Company	Learning	Would You Recommend People	Main Problems At The Company	Positives (Optional)	Pay Before Tax/Gross	Location	Year's You	Additional Notes (Optional)			
		Seniority (Optional)	To Work There?			(Optional)	(Optional)	Worked There	Miscommunication, no overtime pay for crunch time and the pay is incredibly low during my time working freelince for Flying Bark. They promised me that they will help me to move to			
									Maccimunication, no overtime pay for curcicit time and the pay is increadibly low during my time working business for Phylog tasks. They provide much much task pay will halp much to be the second task pays the phylog tasks. They provide the phylog tasks pays the tasks tasks pays the phylog tasks. The phylog tasks			
27/07/2023 07:24:04	Flying Bark Productions	freelance 2D animator	Only if they have no other choice	Low Pay, Too Much Work, Inflexible Hours or No WFH	Good Supervisoria, Creatively Fulfilling Project			2018-2020	cancelled and they ended up have to let me go due to them have to prioritize the in-house workers. Not sure if things change, but please do not underset yourself. You desarrow better. As to of miscomannication and discreparization. They keep romaining the client that they can			
27/07/2023 09:04:41	Lighthouse Studios	2D Animator	No.	Too Much Work, Bad Treatment (Bullying, Abuse, Intendiation etc.), Bad Supervisoris (Unchar Instructions, Ilimitiation etc.), Disorganization Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Disorganization	Good Pay			2020-2021	A lot of miscommunication and disorganization. They kept promising the client that they can make it for the deadline given, proceed to push us animators to finish everything before the impossible deadline. In guid let the isolab before the management got even worse (two of my supervisions at the time told me this).			
		Background Artist		Low Pay, too Auton Work, baid Intertment (bullying, Abuse, Intimidation etc.), Disorganization Low Pay, Too Much Work, Baid Treatment (Bullying, Abuse, Intimidation etc.), Disorganization	Memories made with				If it does not a low real work of the set of			
27/07/2023 15:40:01	Animax Fyb Studios		other choice	Abuse, Intimidation etc.), Disorganization	friends	135\$ (monthly)	Chana	2020-2023	paid for it. Very toxic working environment, almost makes u hale animation , almost Good Things - They're taking on more variety of projects now, so there's bound to be scentring for everyone. They are and to floatible with WHH. Most of the people there are great & friendly, and it's a mainly healthy environment. This also could vary a lot crew to crew through			
									Low Pay - Titmouse pays the union (plus side, Production is actually unionized) minimum, which is lower than just about every other studios (even less than some other studios inferna for PA). Not mork for onlo negotabe higher or any methicmasi increases from the studio (only from the union). No atmas performance reviews/bonuses for ment or to discussioned- mic about peaker directly which can be deenfolding.			
									In aloca Upware moderly wince can be demonstrang. Disorganization - it definiblely has some "start-ge" vibes, with us re-inventing the wheel and production pipeline processes from scrutch or hodge-podging what paople had done before on providos ahows leading to a very inefficient pipeline and workflow, as well as very poor communication thewest objectments.			
									Bad Supervised Transmitter - The togget thing as the "text or "bod of cubuse here and foreinte towards introver a version if there are constainty takes and as a security and takes the constaints of the security of the security of the security of the security of the text of the security of the text of the constaint's and the result information of the text of the constaint's and the result information of the text of the constaint's and the result information of the text of the constaint's and the result information of the text of text o			
					Healthy Working Hours.				then leaving due to bad leadership, and being replaced by a usually while or male Throuse usual. There are insees with serve of the leadership but it's aswept under the rug even though it's led to high turnaround, low morale, bad productivity, and overwork.			
27/07/2023 18:06:06	Thereas	Development operations	Depends on the learn	Low Pay, Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad Supervisonte (Unclear Instructions, Intimidation etc.), Disorganization	Healthy Working Hours, Paxible Working Hours, Understanding HR&Management, WFH, Coastinut & Million Besiden	~ \$770/week (started at \$700 > \$750 when s unionized)	Los Angeles	2002 2002	With the low pay, Timouse could do a lot more (ittle, cheap things!) to make there employees feel more approciated - from sending a welcome cardiyackage, brithday cardivenal even, etc. And alternate choices on the holdsay hoodie dealgres (ittle a plain Timouse one), because they are definitely made for a outran taska.			
2107202510.0000	TO ICLE	Production Possibility	a project	internation tot.), contrainternet	Country Forming Forpets	a ununueu)	Con August	1011 - 2013	to take only, because years and the set of t			
28/07/2023 00:41:48	Mercury Filmworks	Digital Animator	Depends	Low Pay, Too Much Work	Healthy Working Hours, WFH, Good Supervisor/s	1000 CAD weekly	Ottawa		saying that one of the beat things is job ascurity, yet there was very little communication about the layoftsdue to shortage of work. Only reason we knew was because numors spread in the company.			
				Low Pay, Bad Treatment (Bullying, Abuse, Intimidation etc.), Inflexible Hours or No WiH, Bad Supervisorts (Unclear Instructions, Intimidation etc.), Creatively					It's a studio that gives you short contracts that can even be like week or even 2 days of work for full-time vorkers that they him, what bidality makes impossible to plan anything and with those contracts they demand people to move to Milen to work in the studio as they don't want to have remote workers. During on the time contract was characted malifeling limits with the second strategies of the second strategies of the second strategies times with the second strategies of the second strategies of the second strategies the second strategies the second strategies of the second strateg			
28/07/2023 14:29:20	Red Monk Studio	Bg Artist, Concept Artist	No	(Unclear Instructions, Internation etc.), Creatively Unsuffilling Projects, Disorganization, Downgrading of roles and payment, Contract changes for worse, lack of vacation, sick day or any other benefits	None		Milano, Italy	2022-2023	everytime cutting of benefits or even downgrading workers or lowering the payment. Late payments was also an issue. They always for to grab people with promises and fairy takes of epicenses but then the reality comes when they hire you.			
									could turn to my pairs and git support or feebback that would benefit me. The supervisions are now, and they really try their best getting backs to you and providing support (through this might be different particular back back and the support of the support of the support in that role). Other second to might a just of an area without a work on an and my support to be an			
						60USD/24			definitely not a position that you can do full-time, uniess they changed powlet the pay for you to sarvive. There are no health benefits or anything of the sert, so you have to take that into account, As have at this company tries, there are constant seasors and futuritations can high.			
29/07/2023 02:16:58	Spindlehorse Toons	Cleanup Artist	As a side job.	Low Pay, Too Much Work, Disorganization	Flexible Working Hours, WFH	60USD/24 frames of animation cleanup 60 USD/second of second	Remote, US	2022-Present	and the deputy of the second s			
29/07/2023 23:05:08	Spindlehorse Toons	Animator	Only if they have no other choice	Low Pay, Bad Supervisoris (Unclear Instructions, Intimidation etc.), Disorganization		of rough animation (Keys and Inbetweens)			The pay ranges from terrible to okay, depending on the shot. Character designs tend to be			
									concluded with durality, increasing the amount of anxi. White dural rules of attemption of the same any field paids of a charge, two other times an White dural rules of the same any field paids of a charge, and the same and an mangement. Brograg our bases with 194 barged patenges nothing. One bardeness and a mangement. Brograg our bases are the 194 barged patenges nothing. One bardeness and the same and same and the same and same and the same and the same and the same and the same and the same and the same and the same and th			
				Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad Supervisorix (Unclear Instructions, Intimidation etc.), Creatively Unfulfiling Projects, Disorganization					work, real "assembly line". Def take advantage of hime prive graduates who don't know any before. Unpaid by "I-line" some good leads here bot inform ware goatewine agressive agressive and definitely had fancuation issues. Was there when the studio had massive agressive agressive after ware shown only a few motions of warring on the thu-shown had no navely between noise the studies.			
01/08/2023 11:17:14	Boulder Media	BC Artist	No	Instructions, Internidation etc.), Creatively Unfulfilling Projects, Disorganization	Flexible Working Hours Flexible Working Hours,			2011-2015, 2019 2020	Having axid all that, I made many friends there who were great to work, many of which have moved on to bigger and before things. My personal experience, was positive, got on well with the leads and other staff. Worked here			
01/08/2023 11:24:16	Spindehorae Toona	BC Artist	Yes, as a side job	Low Pay, Too Much Work	Flexible Working Houra, Understanding HR&Management, WFH, Creatively Fulfiling Projects Davide Working Projects	\$50-\$250 per		2020-2022	My parsonal experience was positive, got on well with the leads and other staff. Worked here as a sale job and not full time, I don't think you can neally make a living full time here. Custe discogramed, but lowinds here during the finit season of HB so I put it down to new studio problems. Got some mice portfolio pieces out of it.			
01/08/2023 13:53:28	Doghead Animation	2D Animator	Only if they have no other choice	Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Disorganization	Flexible Working Hours, Creatively Fulfilling Project	s per month	Florence, Italy	2020-2023	living is impossible with this job only, which is a full time, workload is ridiculous Firstly, the artists involved are seriously incredible and caring for the projects. But the studio mindeal and effects are no different from any other business, they will take advantage of you if			
				Low Pay, Too Much Work, Bad Treatment (Bullying,					Introduce and which are no developed to the source of the			
02/08/2023 19:34:18	Cartoon Saloon	animator	No	Low Pay, Too Much Work, Bad Treatment (Bullying, Abase, Intimidation etc.), Inflexible Hours or No WFH, Bad Supervisoris (Unclear Instructions, Intimidation etc.), Creatively Unfulfilling Projects	Flexible Working Hours	2400) kilkenny, inelans	4 ·				
	Spindlehorse Toons	Dr. Law	Vie	Low Pay, Disorcentration	Pacible Working Hours, Understanding HRRManagement, Good Supervisors, Creatively Fulfilling Projects The projects that are working like WWE and Splaish aka there NBA/ Wrestlefing cares has creat			2020-2023	My time at Spindlehorse Toons was great, I have learned many things from other artists working there and the atmosphere was friendly. A major problem in the company is low pay, because of that people are learning Spindlahorse. I sincerely hope that low pays will become a memory in Spindlahorse Toons.			
u3/u8/2023 16:54:24	wymaenorse Toons	Ju Antit	-10		- unsing Projects The projects that are working like WWE and Splight give theory MRA (2020-2023	Hannay in opendentitae roome.			
				Too Much Work, Inflexible Hours or No WFH, Bad					The owners treat the company like its a small indie studio even though there trying to make big project with fast dead lines sense there owned by 2K now. This mentality of T wint to			
04/08/2023 03:25:53	Cat Daddy Games	Animator	Only if they have no other choice	Supervisorts (Unclear Instructions, Intimidation etc.), Disorganization, "Do what I want with out me needing b fall you what that is." This wise a red faig1 should of payed attention to in the interview but glossed over.	time to polish your work. Lots of filendly people your working with who been with the company for over 20 years.	585,000 year	Kirkland, WA, USA	5 months	The ensures that the company task is a small india studie over through these type to make by paper with the state first same task there were to be a studie small task in the state of the studie small task in the state of the studie small task is the studie state of the studies and task task is the studies and task task task task task task task task			
				Low Pay, Bad Treatment (Bullying, Abuse, Intervication etc.), Bad Supervisorits (Unclear Instructions, Intervidation etc.), No communication					There is clearly very life to no care for animators. There was barely any communication, and eventually my attempts were full on ignored. I was forgotten for a full year, even when I asked for more assumements I was checked. There is no somert no meatings no newsass check-			
	Spindlehorse Toons		No	Intimidation etc.), No communication	Healthy Working Hours, Understanding HR&Management, Good	50\$ per second	Remote	203	ups. You are left to your own devices and eventually discarded. 0 professionalism.			
05/08/2023 03:10:35	Iron Circus Animation (Lackadaisy) Rooster Teeth	Storyboard Artist 3D Coordinator	Yes Only if they have no other choice	Disorganization Low Pay, Inflexible Hours or No WFH, Bad Supervision (Unclear Instructions, Intimidation etc.)	Pay WFH, Good Supervisor/s	\$2000 per week	Remote In=Office Los Angeles	201	Toxic Management. Low Pay			
					Healthy Working Hours, Elevable Working Hours,	1125 CAD	ONTARIO					
05/08/2023 23:10:34	Jam Filled	2D animator	Yes	Low Pay, Too Much Work	Healthy Working Hours, Elawible Working Hours	s weekly	can4da					
06/08/2023 16:20:13	Sony Pictures			None that I can think of	Understanding HR&Management, WFH, Good Pay, Good Supervisoris, Creatively Fulfiling Projects			202	Amazing place to work, it does not disappoint. Constaintly learning new skills and perfecting my crait. The Vancouver studio is have and very well structured, in case you want to work at the office. Additionally, planty of events are hosted regularly to help employees socialize and collective their ercor.			
06/08/2023 16:20:13	Imageworks	Rigging Artist	Yes	None that I can think of Low Pay, Bad Supervisoris (Unclear Instructions, Intervisiation etc.), Disorganization, Lack of order in the production of the second seco	Fulfiling Projects		Vancouver, BC	203	celebrate their work.			
08/08/2023 05:59:56	Marte Studio	Animator	Only if they have no other choice	Notes that I can take to Low Pay, Bad Supervisor's (Unclear Instructions, Internation etc.), Disonganization, Lack of order in the production department. There is not an actual produce for keeping the projects in order, assigning tasks, etc. The jobs are too rushed and too messy. Also there is a lot of disonies in HR, they don't pay overtime.	WFH	1100 USD Monthly	Costa Rica	203				
08/08/2023 22:36:45	Introducence Datase	2D Background Designer & Painter	Mark	Too Much Work, Bad Supervisoria (Unclear Instructions, Intimidation etc.), Disorganization	Healthy Working Hours, Flexible Working Hours, Good Pay	100£ per day	Remote - Scotland	2022/2023	In general good experience, nice people and pay well. Very disorganised so warke basically in cannot during the entire production, specially in QLA as a freelence, therp pay in QL durin (so a month later) and sometimes they forget so you have to wait another month and call them out on their latences.			
000101711.000		Cooperative Particular				1300/1400 €			It's a most providually if you have no experience since they him ATOT of unines and they			
10/08/2023 12:36:32	DogHead Animation	Clean Up Artist/2D Animator	Only if they have no other choice	Low Pay, Too Much Work, Disorganization, It's a freelance contract but they expect you to be available like an hired employee, You somothrens have to do unpaid estra hours to meet deadlines	WFH, Good Supervisoria, Creatively Fulfilling Project	monthly (roughly a bit less than a 1200/1300 € net) Italy	- [34]	get lot of reportant projects but if you have better possibilities definition consider those instands, divide and to any but if a possibility the best we have in high strictly animation-value) "Too black hilds" and "Discogramination" both opport mainly on the project but they are both very persistent problems in the sloppermotel importer terms. If you pairs separate the increase your pay but jauast slightly and if you live on your own you bankly survive with it. [25]			
10/08/2023 23:57:38	A24	Production Staff	No	Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad Supervisorix (Unclear Instructions, Intimidation etc.), Disorganization	WFH		Los Angeles	2022, 2023	A LOT or expected overtime to complete it or you do not complete the work in the workbay, you need to work overtime to complete it or you will be FIRED. Instances of one members getting find over mistikes they made after they had asked for help and not been heard. Wery low moreale.			
									the first state of the state of			
11/08/2023 00:20:49	A24	Production	No	Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad Supervisoris (Unclear Instructions, Intimidation etc.), Disorganization Low Pay. Too Much Work. Bad Treatment (Bullying,	Flexible Working Hours, WFH, The people are great, other than the supervisor and EPs		Remote	1 year	A life of duplying and infimitation - is you make a makeau you all interpretations of rescue (whereased this hypothesis and the second secon			
11/08/2023 01:38:38	A24	Production	Only if they replace line producer If you have industry	Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad Supervision's (Unclear Instructions, Intimidation etc.), Disorganization	Creatively Fulfilling Project		Los Angeles, CA (USA)	265	Male line producer uses intimidation and bullying to exploit and take advantage of young female staff. Lots of unpaid 07, disorganization, unnecessary work due to lack of structure, lack of clarity according and reparabilities - overall a hot mass. If you are looking to break into the indusity, Bento Box is a bad first experience. They do not			
12/08/2023 03:09:59	Bento Box	Production Assistant	experience, sure. If you're new, steer dear.	Bad Supervisoris (Unclear Instructions, Intimidation etc.), Creatively Unfulfilling Projects, Disorganization	Healthy Working Hours		Burbank, CA, USA	200	and of carling second organization in the industry. Bern to because a band finite experiences. They do not care to grow you or your selfulate as a PA and they will dump you if the opportunity presents listed. Coarted the twise during WHP days, so I wasn't privy to the discognization and miscommunication going on bits. There are better adults in town with better people.			
									Crie of the best studio separations in terms of seam camaraderia amongst the crew, we were super proud of what we made and the quality we made it to.			
									show creator get so fucked over he doesn't want to step foot back inside the studio. Not a lot of people want to come back to the studio after what they put us through. Even if it is for something like Baye.			
14/08/2023 07:51:16	Ludo Studio	Senior Art Department Role	Yes	Too Much Work, Inflexible Hours or No WFH, Bad Supervisor's (Unclear Instructions, Intimidation etc.)	Good Pay, Creatively Fulfiling Projects Healthy Working Hours, Pacible Working Hours, Understanding Hill&Measurement WFH	89k AUD	Brisbane, Australia	2017-2020	It's not hard to treat people well and schedule things out to not destroy peoples lives - but for Ludo twy/or passight you into making if feel like it's your fault. Agrest studie! Tessite the best pay, worklinks balance and easy going atmosphere. Eve ever experienced at a studio. Production and management are maily declarate to orisiting a great work invidentimal and it pays of the scalaus people shot avourd here.			
					Paxible Working Houra, Understanding HR&Management, WFH, Good Pay, Good Supervisor/s		Melborme -		experienced at a studio. Production and management are really dedicated to creating a great work environment and it pays of because people stick around here. The only days back in this all bit hit and miss with creatively failling nonlarity. But for each strategies that			
14/08/2023 07:56:04	Princess Bento	Senior Design Role	Yes	Creatively Unfulfilling Projects	Description the exactions the	90k AUD	Australia	2021-2023	The end points lack in the a bit is denoted in the end of controlled points of the points of the strain when an unclustering and point of the actional regression when the point points for basis. Now We Dramamoth X is also himp in an activation grant of the points are neglect on everyone. If you don't (all lack point) is the company into point point of the terms were seen as a strain of the activation regression with regression activation and the point of the strain activation activativativativativativativativativativa			
16/06/2023 19:42:11	Dreamworks	Production Assistant	Only if they have no other choice	Low Pay, Bad Treatment (Bullying, Abuse, Intraclation etc.), Creatively Unfulfilling Projects	overall work environment can be fun and foster a real sense of community Healthy Winking Hours	4	Los Angeles		In place beford the scenes to keep pay low and vicials union contacts until getting caught. That being said if you ingratiate into the very artificial company cuture you can gain a good amount of stability.			
16/08/2023 19:47:00	Témouse	Mid level Background Painter	Yes	Low Pay, Disorganization	Healthy Working Hours, Flaxible Working Hours, WFH, Good Supervison's, Creatively Fulfilling Projects	s 2100/week	Los Angeles		amount of animity Throuse as a company is currently at a sweet spot where it's large enough to be a major player and pet consistent projects, but still small enough to be independent and not have an impersional, corporate feet. Pay could be better, but hery have a decembrate record of bringing people back who perform well on the job, which can be rare at other studios			
									GOOD is per years in the instant here. Services I and will is septembrie helpful. workshill, sitteref, danging, danging, unsetsationg, and axiang oneis in recommend in the dowly appear them. The projects have been interesting to work on and the bisment all str. Very raiding they for generating and the service of the generating and any service of the service of the service of the service of the service of the request. Fully rander service, with mestage and work performs every first monthly and the messate and which will be updown of levels and work performs every first monthly and the service of the service of the service of the service of the service of the service of the service of the service of the service of the service of the serv			
									provide the second seco			
					Healthy Working Hours, Flaxible Working Hours, Understanding HR&Management, WFH, Good Pay, Good Supervisors, Creatively opervisors, Creatively				BAD: Huge disorganization issues-there were points where there was no work to do bacase of big bottlemacks in production, as well as forced three off to give departments three to catch on, delary eventually liased to tage shares. The productions stand with a client, but lack of backup funds to give people house ways, and poor communication from higher ups, made evenything even une desastal.			
18/08/2023 17:25:00	Daily Madness Productions	Junior Animator	Yes	Disorganization, Gaps in pay, communication breakdown from higher-ups, seems to be a lack of planning for emergencies Low Pay, Bad Treatment (Bullying, Abuse, Intimidation	HR&Management, WFH, Good Pay, Good Supervisoris, Creatively Fulfilling Projects	600 euro/week	Dublin, Ireland (MFH remote)	2022 - 2023	When things are going well at DM its a dream, but only when things are going well. Hoping the company has better strategies in the future in case thereis a delay with pay from a client again, backaise otherwise my experience with DM has been smooth and enjoyable.			
20/08/2023 18:56:58			No	Low Pay, Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad Supervisoris (Unclear Instructions, Intimidation etc.), Disorganization		\$10 USD per assignment		203				
					Healthy Working Hours, Practile Working Hours, Undenstanding HH&Munagement, Good Supervisor, Creatively Fulfiling Projects Healthy Working Hours, Practile Working Hours, Practile Working Hours, Practile Working Hours, Practile Working Hours, Practile Working Hours, Mathematical Creatively Fulfiling Projects Healthy Working Hours							
20/08/2023 21:37:19	Spitfre Studios (MorningStar)	Cleanup Artist	Yes	Disorganization	Supervisor's, Creatively Fulfiling Projects Healthy Working Hours.			203	Good place; Directors let you ask for more time, Flexible hours, Fun working environment. I tobilly recommend!			
					Flexible Working Hours, Understanding HR&Management, WFH, Good Pay Cover							
20/08/2023 21:40:34	Spindlehorse Toons	BG Artist	Yes	Disorganization	Eddo Pay, Good Supervisoris, Creatively Fulfiling Projects Healthy Working Hours, Flexible Working Hours,			2021-present	It's been a dream come true working there! I recommend.			
					Understanding HR&Management, WFH,				So much can be done better from Nelvers but objectively compared to much of the industry currently Nelversh transfer free to tetter then i ever expected (and sometimes deserved).1 know they and dong the basic of thera stable. If you'run looking for foil failthere excity use if not find it from Nelvaria, but if you've make passes with contact work you will have a great time working with the stame of thora with contact work you will have a great time working with the stame at Consa.			
21/08/2023 18:35:08		2D Design (Prop/Character)	Yes	Poor equipment and servers	Supervisoris, Creatively Fulfilling Projects	\$24h		2020-2022				
22/08/2023 21:27:28	Cartoon Saloon	Senior 2D Animator	Yes	Inflexible Hours or No WFH, Short Contracts	Good Supervisoria, Creatively Fulfilling Project	s €3,600	ineland	2021-present	Way ahead of the other studios I've worked at, but still with some disappointing issues			

Link for	E Courte saw liber sizes							
submissions: http: Place.coopie. conformation/FAbCLSK	Counter new Uniter view Debrie all Uniter views Piller view splicers	< To filter alphabetically by studio, date of	Thank you all for the contributional Contact animation.workers@gmail.com to request					
Col., mOARDL metal con CARK 22Du D YOHR 1 X 7x Jar Stock 5 Ng Vanadorm	Non Ry Search Salemanan V Ry Sealer	submission or location	changes					
Timestamp Company	Your Role & Seriority (Optional	Would You Recommend People To Work There?	Main Problems At The Company	Positives (Optional)	Pay Before Tax/Gross	Location (Optional)	Yean's You	Additional Notes (Optional)
innestamp Company	Seniority (Optional	Would You Recommend People To Work There?	Too Much Work, Bad Treatment (Bullying, Abuse,	Positives (Opsonal)	(Optional)	(Optional)	Worked There	
22/08/2023 21:33:06 Lighthouse Stud	os Senior Animator	Only if they have no other choice	Too Much Work, Bad Treatment (Buflying, Abuse, Interdiation etc.), Bad Supervisor's (Unchar Instructions, Interdiation etc.), Creatively Unfulfiling Projects	One "cool" project	€3000imonth	Ireland	2019-2020	The usual issues you'd come to expect with outbourced animation, but also management and supp make it more difficult than it needs to be
								The same is any of other length of the located and inclusional anticles to the located and
								them take: In they deep thing as boding they doep to public of power to excluse the works taked to bot which gas boding they popula like them and doubling up a culture where turning a bits deep to their miscandact, humilation, and mismanagement is the work population for serviced. To lake the to their constantion them is new investmentation of foreir and the test the test test test test test.
			Low Pay. Too Much Work, Bad Treatment (Bullving,					are easy to applict and have lifts or no choice but to put up with things for the appariance. Especially with the short, unsated executions, it, disk's used to be like think, but he high harrow risk short and see for held. A list of likeling bud to pade builted that the high
23/08/2023 03:08:09 House of Cool		Only if they have no other choice	Low Pay, Too Much Work, Bad Treatmert (Bullying, Abue, Intrindiation etc.), Infloibble House on No WFH, Bad Supervisority (Unclear Instructions, Intrinstation etc.), Desrganization [30] Bad Treatmert (Bullying, Abue, Intrindiation etc.), Disemanianistic, Indiata Instructions, Intrindiation etc.), Disemanianistic			Toronto, Canada	2020-	about sensitive topics by those who should hnow better. The artists you work with are mostly great people, which make going through the contempt and dampaid by certain powerful people prevalenting the behaful and rise is not work.
Disney Televisio 23/08/2023 17:54:05 Animator	Storyboard Artist	It depends on what show you plan to work	Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad Supervison's (Unclear Instructions, Intimidation etc.), Disconstitution	Good Pay			201	Worklad was very high and there was unnecessary competition between workers. Highencpi wood'r repeaking' change deadlens and aak for changes laad minute.
24/08/2023 14:40:34 12Field	Storyboard Artist	No.	Low Pay, Too Much Work	Flexible Working Hours, WFH, Good Supervisoris, Creatively Fulfilling Projects	1600 march	Anatoxia.		Treplance motion replands Composition and an to Compare an initial and the compare
2400202314.40.54 121.802	Story Solard Portal	Only if they have no	Too Much Work, Bad Treatment (Bullying, Abuse, Intrimidation etc.), Bad Supervisorix (Unchear Instructions, Interindation etc.), Creatively Unfulfilling	Flexible Working Hours.	1.007 BEEK	Automa		A search in the services in the search searc
24/08/2023 14:43:14 Princess Bento		Only if they have no other choice Only if they have no other choice	Low Pay, Too Much Work, Bed Treatment (Bullying,	WFH, Good Pay	1800/week	Australia		
24/08/2023 14:45:28 Cheeky Little		other choice	Abuse, Intimidation etc.), Creatively Unfulfiling Projects Low Pay, Too Much Work, Bad Treatmert (Bullying, Abuse, Intimidation etc.), Bad Supervisors (Unclear Instructores, Intimidation etc.), Creatively Unfulfiling Projects, Discogravization	WFH	\$1300	Sydney		2 Farouritiem, exclude crew members for lunches and parties, low pay, cliquey culture Re for the word shufe, pay alternative disconsistent includes and transitions when the
24/08/2023 14:48:26 Galactus Studio	Storyboard Artist	No	Instructions, Intimidation etc.), Creatively Unfulfilling Projects, Disorganization	Machine Michiga Mercer	\$600/ week	italy	203	By for the work shadn one of Japonia gap, discognized splotter, and off works when the houses having down (just house), terrible communication and good didit even know have and hind or not
				Healthy Working Hours, Faceble Working Hours, Understanding HR&Management, WFH, Good Pay, Good Supervisorts, Creatively				
24/08/2023 14:50:56 Industrial Light 8	Manie Strenbroard Artist	Yea	No complainta	Good Pay, Good Supervisoris, Creatively Fulfilling Projects	1800/week	Sydney	203	2 With I could' w worked here tonger. It was areasone
24/08/2023 14:53:05 Kapow Pictures		Only if they have no	No comparina Low Pay, Bad Supervisorie (Unclear Instructions, Interstation etc.), Creatively Unfulfilling Projects, Disorganization Low Pay, Soo Much Work, Inflexible Hours or No WFH, Outdated software		\$1200/www.k	Sutney	202	
24/08/2023 14:55:19 SLR Production		Yes	Low Pay, Too Much Work, Inflexible Hours or No WFH, Outdated software	Good Supervisoris, Creatively Fulfilling Projects	\$1200/week	Sydney	201	0 Fun time socially
24/08/2023 14:58:33 Flying Bark		Only if they have no other choice	Too Much Work, Creatively Unfulfilling Projects, Disorganization	Good Pay		Sydney	203	They say off their workers constantly and make the supervisor do 3 pbb instant, environment 2 net good for learning, locally dealer in hudio
								I or global teaming, social plants The second secon
								A LOT and have gradual for that. There want if any FIRM distantians until I brought Lips and ASXED for a deadline. When given one I fait like YES I can get this done without my periodicionian gradual in the way.
								When working on Seaaon 2, I only fait comfortable tabling to Viv. There were some poll that would bake Vir's pice in the group chast and I wai like COCL. But, the higher ups had this
								Note an enforce processing of sectors 2.1 complete an ended base highly and the sector processing of the week and the set of points of the sectors and the se
25/08/2023 19:52:46 Spindehorse To		Only if they have no other choice	Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad Supervisoris (Unchair Instructions, Intimidation etc.), Disorganization	Understanding HR&Management, Good	2,000-3,000 when work was finished	Remit	2022	There is go comes our way to up (a). Wy needs a feating age at and the way way is a set of the s
		Joner choloe	Instructions, Intimidation etc.), Disorganization Low Pay, Too Much Work, Bad Treatment (Bullyig, Abuse, Intimidation etc.), Bad Supervision's (Unclear Instructions, Intimidation etc.), Creatively Unfulfilling	- ay		-NETTION)	2020-2021	upa man.
Spindlehorse To 26/08/2023 15:16:43 [37]	na Animator	No			\$50 per second per shot [39]		203	Edwardy prog Production chara casaria yelundek halaasa Prove communication with and Produky and byso produces mptyses, Alaba di adamitati a
			Low Pay, Too Much Work, Bad Treatmert (Bullying, Abuae, Intimidation etc.), Inflexible Hours or No WFH, Bad Supervisoris (Unclear Instructions, Intimidation etc.), Creatively Unridifing Projects, Discongraization, Wage theft. Studio to this day still refuses to pay resentence individe		\$0. Wage thieves who have unpaid dozens of artists [40]			WAGE THEVES - Dozons of employees to this day from production work a year ago have
26/08/2023 15:22:46 Studio Redfrog	Animator	No	Wage theft. Studio to this day still refuses to pay numerous artists.		dozens of artista [40]		203	NGC2 TRUES. Source of employees to the top them purchases and top and postness 2 and 2. That the start of and the start of them purchases and the postness 2 and 2. That the start of and the start of them purchases are not and the start of the 2 and 2. The start of the 2 and 2. The start of the 2 and 2. The start of the start of the start of the start of the 2 and 2. The start of the start of the start of the start of the 2 and 2 an
								fulfing one. The learn encouraged open chais and communication with all aspects of the popeline, making understanding particular numbers of a land type all costability. All sets of the population, making the chain of the sets and particular net of resists in two hings of a quick net year that in cardinal resultance in the sets of the particular sets and the particular sets of the particular sets and the part
				Healthy Working Hours, Flexible Working Hours, Understanding				understanding, the director would hoppoly go over with it with me in detail in a call. Always welcoming analogy whenever (d hop on a meeting or even just a hangout call, thever
26/08/2023 19:09:44 Iron Circus	Compositor	Yes	Low pay (indie) but I hear that rates are supposed to increase	Understanding HR&Management, WFH, Good Supervisoris, Creatively Fulfilling Projects			2022-2023	Anayo settemportage earling settemport the log bit of a general settemport of a lower definition constructed to a lower like log bit of a given settemport and a lower of gravity bit experiments. In settemport and lower provides and a lower also a lower and a settemport and lower given and lower and a lower and a settemport and lower given and lower and a lower and a settemport and lower given and lower and a lower and a settemport and lower given and lower and lower and a settemport and lower given and lower and lower and a settemport and lower given and lower and lower and a settemport and lower given and lower and lower and a settemport and lower and lo
								Section Dava walks to writer lines have many that lines have productions, we may ploy on the two enseminant of the section were productions of the section of the section of the section enseminant of the section of the section ensemble section
								a generation and the track of particular that appropriate that and the track of the
		Only if they have no	Low Pay, Bad Supervisor's (Unclear Instructions, Intimidation etc.), Creatively Unfulfilling Projects, Discreatization					memory and search of heats could have a search of the couper variable and the life of the couper varia
25/05/2023 19:55:02 Bento Box	Storyboard artist	other choice	Disorganization	Healthy Working Hours Healthy Working Hours		Los Angeles	201	a pulsation strate last last last last last last last last
25/05/2023 19:57:44 Hasbro	Story Atiat	Marc	Pinemaintine	Good Pay, Good Supervisoris, Creatively E-diffice Research		Los Angeles		guests the department and on the source begins in the department into it. It is greater that must have been used and of a law working and the law law. It is also that it is all that way allow I we known so many segapt have been laid off and they've restructured their animation the analyses are used to find.
20020231237.44 11820	July Man	144	Disorganization	Floreible Working Hours	at least union	cos reques		
26/08/2023 20:01:12 Titmouse	Storyboard Artist	Yes	department	Creatively Fulfilling Projects	minimuma	Los Angeles	203	Timosah as a kird prografus ta li tawa popatence care vary bul li lood avinity han. Even the hing spenis bia kirgan and hai at kirgan and kunch. The work chain it gene and then hin his because Chris. Sharench hynaxi care alcos the repetyvee.
								Notiles a varie of or occurse popula varie of the popula Varie of the device of the device of popula varies and karie popula varies of the popula varies of the population varies of
26/08/2023 20:04:01 Netflix	Storyboard Artist	Yes	Low Pay, Too Much Work, Disorganization	WFH, Good Pay		Los Angeles	203	1 the higher ups ween't latering to our crews concern what the production. Preventione makes some of the codes tabl. The projectian are waitly in to senic on. But they well pay ous in lites are possible. For the amount show are pathing out.
		It depends on your		Flexible Working Hours.				In right of part of the sector sector of the
26/08/2023 20:08:03 Powerhouse	Storyboard Artist	personal/professional goals	Low Pay, Too Much Work	Flexible Working Hours, WFH, Good Supervisoris, Creatively Fulfilling Projects Healthy Working Hours.		Los Angeles	2022-2023	acting and boarding chematically, the is a wey fun place to work. At least from my experience. I know note fails have had tentile experiences.
				Flexible Working Hours, Understanding HR&Management, WFH.				Heads allow this has been dealed heads are worked at . General 1 to assume on other has been dealed and the second of the second
Skybound 26/08/2023 20:13:04 Entertainment	Storyboard Revision	st Yea	I don't have anything negative to say	Healthy Working Hours, Pacible Working Hours, Understanding HR&Management, WFH, Good Page Good Supervisoris, Creatively Fulfilling Projects		Los Angeles	2022-2023	be befar but i hough it was pretty fair. The schedule was REASCRABLE (this is so rare in this industry orray Aed the sulf we made tooks awatome. I would work there again in a hearbast.
29/08/2023 17:13:54 Chimp TV	,	Yes	Moda				2021-2023	2V/2W1E
								The work frequence sequences (I we work had Carless) and is to be an above plane that any sequence of the second had carless and is to be an above plane that any sequence of the second had carless and the second had been to be performed and it was to be and examples global work of the second had been to be any second had been
31/08/2023 05:16:53 Genesis Motion	Design Freelance Animator	No	Bad Supervison's (Unclear Instructions, Intimidation etc.), Disorganization			Singapore	200	badguonal weent even content up th. Their glassicator reviews rates to sup the same tor Subtanno have. The upper management is way manpplations and explosites of excitance. The upper deventions weeks got in a complexity interpart backsus. At the shorts. This upped eventines weeks got in a complexity prover backsus. At the shorts. This shorts are too all not.
31/08/2023 08:45:03 Studio Moshi		Only if they have no other choice	Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Creatively Unfulfilling Projects	Flexible Working Hours, WFH, Good Supervisor/s		Melbourne, Australia	Various years	workes put in is completely ightered because it's "their choice". The schedules are too short. Loo pay Loop day of chemilters a ULUX desion company for nearly a wait before transition on the
								Len pair Len pair Decideal Chaffing, LUIS Chaffing concepts, for marky a sea labeler translitering (m. Lenderal Chaffing, LUIS Chaffing concepts, for marky a sea labeler translitering (m. Lenderal Chaffing) LUIS Chaffing concepts, for marky a sea labeler translitering (m. Lenderal Chaffing) LUIS Chaffing concepts, for marky a sea labeler translitering (m. Lenderal Chaffing) LUIS Chaffing concepts, for marky a sea labeler translitering (m. Lenderal Chaffing) LUIS Chaffing concepts, for marky a sea labeler translitering (m. Lenderal Chaffing) LUIS Chaffing Concepts, for marky a sea labeler translitering (m. Lenderal Chaffing) LUIS Chaffing Concepts, for marky a sea labeler translitering (m. Lenderal Chaffing) LUIS Chaffing Concepts, for marky a sea labeler translitering (m. Lenderal Chaffing) LUIS Chaffing Concepts, for marky a sea labeler translitering (m. Lenderal Chaffing) LUIS Chaffing Concepts, for marky a sea labeler translitering (m. Lenderal Chaffing) LUIS Chaffing Concepts, for market (m. Lenderal Chaffing) LUIS Chaffing Con
								focual on UI, and early lackate spantine is animation. This comstance analycia collaboration difficult in my parameteria experience, include the individual in the UI and UX industry often have less reages of professionals in other latist, parturps due to a paramined aspanished by of
	Senior Motion Graphica Designer	Only if they have no	Annal of the West Party of	0			Mar 2022- Dec 2022	their risks. They also terisds to overcomplicate projects. If syou's averlage good provides the source of the source allows are expert work on excelling projects. Chow Thing might not be the load place two maken wave expert to create sourcetting to lay amazing, the field coput often termed out to be of medicours equally.
01/09/2023 12:07:54 Onething Design		other choice	Creatively Unfulfilling Projects Inflexible Hours or No WFH, Mainly management has poor understanding of workers needs, just talk to your	Good Pay Good Pay, Creatively	3000 EUR (about 2600	India		
02/09/2023 19:50 25 352 Studi	Junior/Mid	Yes	coleagues to figure things out and its fine	Fulfilling Projects	liquid) Monthly	Luxembourg	203	I have too much to say. So have are some sum up key points. The Good and the Bad:
								The Cool: The attribut an amazing, the projects are phenomenal and is assumely fan and falling to work. In You will be challenge everyley, Bitr is a great company to built yoursell up as in attrib. If
								in. You will be dalahingi wenydayi But ia a gwat conservit oldo gourail up as an atala. If you bu Guane cinvandic of Add humar exeminato: But is for youl Fe / Poductors page. If you have very very finick with and can kidd ass. But producton learn
								For Postcore pages, if you have vary wy hick also and can kide all. But production have an abusch phe defaultion of a lay bodier man angel and all has phe default in a lay out are a kides, when, and a kubly here you will fir off it.
								The MAD. The AMD is a first where and comparing and that with incomparing protocolumn program that AMD is a first where a set comparing and that with program protocolumn program that and ensure and what it is the first and that and that protocolumn protocolumn protocolumn protocolumn protocolumn where the first and that a
								Note incrementary way way way of the second of the second of the interpretation of the second of the
								After examples: One of my device friend, fool and, desert fit in with the two culture. He was humiliated and laugh after fits constrainties actious in one of their company used accessing.
								wagin a for no service docus o the of an an antiparty was becaused. We derive the set of the observation too the sites and Carl point wasies when he was increased what being a decider them. Then from the point of anxies, whatever is due to the of the service was all points was contracted. The set of the sites he has done to the site of the set of
								bao.
								Don't pet me start on the sociem in their modeling department. I heard the head of Modeling is not them anymore to it apparently if use to be ready back. If you are a female then good luck with petting a pomore, the societ of the societ o
								wan generg approxema. PP Production, just de fan jan ju newly good (nov) because that 'amover rate is as shap'. Then show has the shouth and power and a degreenergh than 1990 managery it is han and on the the spockching depresent Afford and Afford and the shouth and power and Afford an
								accuses.
								I went to the bathroom this one time and one of my Nand, coordinator I flink, she waa Nanaly crying. She diding on into the detail tot apparently this was normal in production.
								Another power shareh i nako shareh way sharekare share kan shareh
				Healthy Working Hours,				har that it's happening. She was so depressed, and the poor girl has to drive in from Invine to go to work in C.XXTPR I don't how if she kill volaritarily or they find her bot she was there for a very shorther.
		Depend on your personality and if you're an artist or	Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad Supervisor/s (Unclear Instructions, Intimidation etc.), Disorganization, Love the artists, hate the leadership.	Fulfilling Projects, Great				Hope file help!
07/09/2023 20:34:09 Blur Studio	Artist	production	Bad Management, Toxic Director and Production team.	Artists. Healthy Working Hours, Flexible Working Hours,		Culver City, US		
				Healthy Working Hours, Facible Working Hours, Understanding HR8Management, WFH, Good Supervisorts, Creatively Fulfilling Projects				To a submerge outputstation function should be substate and the submerge outputstate of the substate substate and the substate and substate substates and substates and substates substates and substates substates and substates and substates and substates substates and substates
08/09/2023 07:28:07 Spindehorse To	ns Background Artist	Yes	Low Pay, Disorganization	Creatively Fulfilling Projects		Remote	2021-Present	studio overall with creative and hulling prejects. My experiment at the studio was were possible mostly because of my coversing and i horhed with a renul term in the and the very cod supervises to the workshold never cod everythetime.
								And/o nearest and fulfing pages.
12/09/2023 13:55:02 Lighthouse Stud	os Compositor	Yes	Low Pay, Too Much Work, Disorganization	Good Supervisoria	2700 a month	Kilkenny Irelans	s 200	Control and exclusions in the later when dealers were due, in applying of a posted miner Housd advise this type in the ord why our sections would be and what the dealersinguista 3 would be. The page on find the anomed the literation for and more section were as were
								Texas my find bandrugh, the spectra that areas to accer up supported and set of the spectra that and set may be the spectra that and set mat and set may be th
								being in Spain and me working working him tool. They demonstrate control and the prevention of the control and the control and the prevention of the control and the control and the prevention of the control and the control and the prevention of the control and the control and the prevention of the control and the control and the prevention of the control and the control and the prevention of the control and the control and the prevention of the control and the control and the prevention of the control and
								paying realises of the united states. And them after less than a month of inegular work, lesss lobit my director was put on another
								And the second s
				WFH, Good Supervisor/s, Creatively Fulfilling Projects, My director was a helia nice guy	Could be considered			Also way too much work for too life pay, even if a sinjoyed the project. It wann't sustainable income. I wouldn't even recommend for a side gg, they work give you encough time.
13/09/2023 02: 13:02 Ánima Estudios Disney Televisio 14/09/2023 03:23:42 Animation	Storyboard Artist Storyboard Revisioni	No st No	Low Pay, Too Much Work, Disorganization Bad Treatment (Bullying, Abuse, Intimidation etc.)	Creatively Fulfilling Projects	pennies	Mexico California, US		2 Way nice people, way had basiness structure. Creeped on by EP
			propriority (Internation (Internation)	y - analog - rojects				Unange of n y CP and provide the provide set of the provide set of provide set of the pr
14/09/2023 23:01:54 TV Pinguim	Junior Background artist	No	Low Pay, Too Much Work, Disorganization Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Inflexible Hours or No WFH,	Good Supervisoria	R\$3200 monthly	Brazil	2 months	30 badageund for only enserving to an experiment of the service and an experiment of the service and an experiment of the service and annual of electric only one paration. I was SNA by a coverture, total my boases about it, got find to a weeks after white the gay
14/09/2023 23:06:30 Eleven Dragona	SENIOR 2d animator and gerenalist	No	Abuse, Intimidation etc.), Inflexible Hours or No WFH, Bad Supervison's (Unclear Instructions, Intimidation etc.), Creatively Unfulfilling Projects, Disorganization		R\$1900 MONTHLY	Brazil	1 and a half	I was SAUs y exceeder to thir phoses duck 1, gr for the weak and write the pry was in the set of the pry this compares are pilot just theiring about working their again, worki NEVER
	Lead Confo Render and Final Setdress			Healthy Working Hours, Understanding HR&Management, WFH,				Creat tasm, gwat Tree even if these a stat movies (Halte the da is of dyportunities while working them and grow up from jano's bast
15/09/2023 09:19:15 Mikros	and Final Setdress	Yes	Low Pay, Disorganization	Good Supervisoria	1306/day	Parts France	2021-2023	mara a so or opportunities enne working there and gree up from juntor to head

Name Name <th< th=""><th></th><th></th><th></th><th></th><th></th><th></th><th></th><th></th><th></th><th></th></th<>										
Norm Norm <th< td=""><td>Link for</td><td></td><td>Courts was liber stars Delete all liber stars</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></th<>	Link for		Courts was liber stars Delete all liber stars							
Note	Comforma dia ITAbQLSK Comforma dia ITAbQLSK CoL. nOABL ranaccockin		File enciption -	< To filter alphabetically by studio, date of	Thank you all for the contributions! Contact animation.workers@gmail.com to request changes					
Normal Normal<	220-010-041372-125031-5 No-viewform		By Jose Of Edminister of By Danks	submission or location						
Normal Normal<	Treature	Commun	Your Role &	Would You	Halo Bushlana Al The Company	Basilian (Ostana)	Pay Before	Location	Year's You	
	umasump	Company	Seniority (Optional)	To Work There?	sain Problems At the Company	Healthy Working Hours,	(Optional)	(Optional)	Worked There	
						Understanding HR&Management, WFH, Good Supervisoris,		Angoulème		
Rest Res Rest Rest <th< td=""><td>15/09/2023 09:21:50</td><td>Xilam</td><td>Junior 3D layout</td><td>Yes</td><td>Low Pay</td><td>Creatively Fulfilling Projects</td><td>1256/day</td><td>France</td><td>2021</td><td>It was a great first experience Unau initially becapit on the May-Net but before I stated they tried to push my start data take the take the take the first of the main stated at the take the main stated data. The Take the take the take the main stated data data.</td></th<>	15/09/2023 09:21:50	Xilam	Junior 3D layout	Yes	Low Pay	Creatively Fulfilling Projects	1256/day	France	2021	It was a great first experience Unau initially becapit on the May-Net but before I stated they tried to push my start data take the take the take the first of the main stated at the take the main stated data. The Take the take the take the main stated data data.
Rest Res Rest Rest <th< td=""><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td>under of interest for the state of the state</td></th<>										under of interest for the state of the state
Rest Res Rest Rest <th< td=""><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td>and it was the last of one production manager and there was including the production of the production</td></th<>										and it was the last of one production manager and there was including the production of the production
Rest Res Rest Rest <th< td=""><td>18/09/2023 10:47:30</td><td>Je Suis Bien Content</td><td>Freelance 2D animato</td><td>No</td><td>Disorganization</td><td>WFH, Good Pay, Creatively Fulfilling Projects</td><td>16Deuro per day</td><td>Paris but I worked remote</td><td>2022</td><td>Integrated local on the 3 months I was there as I was not post of the transmission were waity incompared multi strategies and the strategies in the strategies and th</td></th<>	18/09/2023 10:47:30	Je Suis Bien Content	Freelance 2D animato	No	Disorganization	WFH, Good Pay, Creatively Fulfilling Projects	16Deuro per day	Paris but I worked remote	2022	Integrated local on the 3 months I was there as I was not post of the transmission were waity incompared multi strategies and the strategies in the strategies and th
	20/09/2023 17:31:07	Toy Cantando S.a	3d artist	Only if they have no other choice	Disorganization	Creatively Fulfilling Projects	300 usd	Colombia Co	2023	Disogerization
	21/09/2023 17:39:43	Cartoon Network	Mid	No	Intimidation etc.), Bad Supervisor's (Unclear Instructions, Intimidation etc.), Disorganization	Good Pay			2019	
	21/09/2023 17:40:37	Chouette compagnie	Senior	No	Low Pay, Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad Supervisorts (Unclear Instructions, Intimidation etc.), Disorganization	Creatively Fulfilling Projects			2020	Dont
						Healthy Working Hours, Understanding HB&Menanement WFH				Creat people working there, sups are not but the housing crisis in Dublin makes it to you're barely accepts by with what you're barely paid, treated as is an externely experience country to to an is defer areas to ware of han't have and off of your is mercenic have to areas (if it is not in the second of th
	26/09/2023 04:43:52	JAM Media	Animator	Yes	Low Pay, Creatively Unfulfilling Projects	Good Supervisoria		Dublin, Ireland	2023	definitely recommend it over almost all of the other studios in the county. PB seems to only treat those within leadership with respect. Myself and others in justice or mid
					Low Pay, Too Much Work, Bad Treatment (Bullying,					also lod as its limitation the locar sortial dia or our pay significant dia they work pay ou, despite history to use 15 × 15 hans every day to lose pay sortial hans with they also grade as of the lose history to use 15 × 15 hans every day to lose pay sortial hans. Also grade the lose to lose the lose to lose the lose to lose the lose to lose to lose the lose to
	27/09/2023 03:18:53	Princess Bento	2D Junior Animator	No	Instructions, Intimidation etc.), Dad Supervision's (Undear Instructions, Intimidation etc.), Creatively Unfulfilling Projects, Disorganization		1000AUD/ week	Australia	2022	work to ome countries to save money occused productions can it minds in the money right. Would not incomment advance work here it has yearn by cities the instance it will had i position, its not worth it as most other studios work bully you and the pay is way better.
MACH AND						Healthy Working Hours, Flexible Working Hours, Understanding		Remote		
						HR&Management, WFH, Good Pay, Good Supervisor's, Creatively		working, studios are based in Vancouver and		There worked with Titmoste on a number of projects now and have loved every single one. Each time I have been treated well, paid well and on time, and am able to contact production
Bit I < I Bit I < I Bit I < I I I I <td>27/09/2023 03:26:35</td> <td>Témouse</td> <td>2D Retake Animator</td> <td>Yes</td> <td>Imited opportunities for those outside the US/Canada</td> <td>Fulfilling Projects Healthy Working Hours, Flavible Working Hours,</td> <td>1200USD/week</td> <td>Los Angeles</td> <td>2022-2023</td> <td>Been on two shows here, first was the baset ever and the second was highly disreganized with a lot of thromeward instantion. To ha fair the second show another and or discussion and instantion.</td>	27/09/2023 03:26:35	Témouse	2D Retake Animator	Yes	Imited opportunities for those outside the US/Canada	Fulfilling Projects Healthy Working Hours, Flavible Working Hours,	1200USD/week	Los Angeles	2022-2023	Been on two shows here, first was the baset ever and the second was highly disreganized with a lot of thromeward instantion. To ha fair the second show another and or discussion and instantion.
	22100-2023 10-30-52	Therease	Base Docision	Marc	Tex Music Week: Disconnectanting	Understanding HR&Management, WFH, Crastiantic Euflities Descent	224	Restored		fault. The Burbank studio is really nice and the people are lovely and friendly. I've enjoyed my
Kate Kate <th< td=""><td></td><td></td><td></td><td></td><td>Low Pay, Too Much Work, Bad Treatment (Bullying,</td><td></td><td>2200</td><td></td><td>1011-1015</td><td>Sausa with net paying on time, Controntational and unprofessional learn mateux. Demanding to see weekends. Unpud entra hours. Severely undentialled projects which forces you to do</td></th<>					Low Pay, Too Much Work, Bad Treatment (Bullying,		2200		1011-1015	Sausa with net paying on time, Controntational and unprofessional learn mateux. Demanding to see weekends. Unpud entra hours. Severely undentialled projects which forces you to do
Kate Kate <th< td=""><td>28/09/2023 09:28:48</td><td>rsp Book Studio</td><td></td><td>- Mail</td><td></td><td>Wr'H Healthy Working Hours, Flexible Working Hours</td><td></td><td>Manchester, UK</td><td>. 2023</td><td>similarizative mozi. Had a prehy good time. Not a lot of mandatory meetings, no crunch, I liked the projecto, they iyo o valan the artista is bottenen projecto by floating them is other things that neglt be</td></th<>	28/09/2023 09:28:48	rsp Book Studio		- Mail		Wr'H Healthy Working Hours, Flexible Working Hours		Manchester, UK	. 2023	similarizative mozi. Had a prehy good time. Not a lot of mandatory meetings, no crunch, I liked the projecto, they iyo o valan the artista is bottenen projecto by floating them is other things that neglt be
Kate Kate <th< td=""><td></td><td></td><td>up</td><td>Yes</td><td>(Prom my experience, of course.)</td><td>WFH, Good Supervisoris, Creatively Fulfilling Projects</td><td>\$20h, then \$26h</td><td></td><td></td><td></td></th<>			up	Yes	(Prom my experience, of course.)	WFH, Good Supervisoris, Creatively Fulfilling Projects	\$20h, then \$26h			
	02/10/2023 17:24:29	Giant Animation	3D Animator	No	Instructiona, Intimidation etc.)	Healthy Working Hours,		Dublin, Ireland		
						- accore Working Hours, Understanding HR&Management, WFH,				
	06/10/2023 14:08:01	Multron Animation	3D animator	Yes		ucod Pay, Good Supervisoris, Creatively Fulfilling Projects			2022	
					Low Pay, Too Much Work, the Titmouse team was "held hostage"of Nickelodeon and other client's decisions. Thing would get approved and deliverant					
			Freelance 2d		only to be disapproved by the final client and we had to remake everything for free and without any changes in final deadlines for everything else. 3 complete environment	WFH, easyinot too commen	65\$Canadian / per approved	Ottawa, Canada (remote for	Oct 2020-Jan	
	13/10/2023 22:25:30	Témouse Vancouver	compositor	Yes	had to be "recomposited" for free.	production line work. Healthy Working Hours, Understanding	shot.	Vancouver)	2021	
Second Secon	15/10/2023 01:52:57	Tonic Dna	Creative director	Yes	Lack of vision	HR&Management, Good Supervisor/s	45\$ / hour	Montreal Quebec	2020 - 2023	
Second Secon	2010.00	TENITO	Passing 24	Mark	Les Bau histo austo	Understanding HR&Management, Good Supervisoris, Creatively Evidence Par	145.56 daily (7.8	Valence,	2010 10 0000	
	aar 1014023 12:10:16		Control on Britmator		Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Inflexible Hours or No WFH,	A lot of colleagues were great to work with, the main				Burn out culture, unquilified serior stall / HoDs, HR department gossip and don't keep
				No	Bad Supervisor's (Unclear Instructions, Intimidation etc.), Creatively Unfulfilling Projects, Disorganization Bad Treatment (Bullying, Abuse, Intimidation etc.), Revi	issue is with senior management				
	28/10/2023 10:56:37	Flying Bark Productions	Production Coordinator	Only if they have no other choice	Supervison's (Unclear Instructions, Intimidation etc.), Disorganization	Healthy Working Hours	AUD 65,000 Per Annum	Sydney	2023 [41]	Anogent and agointic management. Severe pipuline and organization issues. Unhealthy company outbue: Unprofessional IP Same.
					Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Inflavible House or N= Wild					to get the audio but everything will alway be the antimitors fault. Everyone eliae can work rendor (managarshupperison) but never the antimutors. This includes the laider company which an articryfit for donou lunality. Just involved the laider company
	06/11/2023 05:24:07	Taqqut Productions	2D Generalist	No	Bad Supervisor/s (Unclear Instructions, Intimidation etc.), Creatively Unfulfilling Projects, Disorganization	The other employees	1000 a week	Ontario	,	studio spands & morths in Colombia and there & morths living in the studio. You pretty much get treated like your a minimum wage worker, if not worse by them.
Marcine						Healiny working Hours, Understanding HR&Management, WFH,				
	07/11/2023 17:12:01	Little Blackstone Studios	2D Animator (Contract)	Yes		Fulfilling Projects		Toronto, CA	2023	Integra are out understanding. From Inty doptimize you occusionally an awkito to or one work occusion of your home. (In the case of contraction of production is beind schedule but ReyTipay you overtime and weekends for 8.
			40.1			Understanding		São Paulo,		Worked as a finelinos: Stock were organized in sequences, whenever a sequence was finalized, you automotically received a new one. There was no waiting around HR and
			30 Animator	Only if they have no	Low Pay, Creatively Orrunning Projects Low Pay, Too Much Work, Inflexible Hours or No WFH, Creatively Unfulfilling Projects, Disorganization, Better	necassariagement, we'ri	animapon	0:421		Immitted oppartment were easy and gate to saw to.
	10/11/2023 18:44:49	Enterbarrment (WSS)		other choice	Creatively Unfulfilling Projects, Things could get a bit discrearized in terms of production flow but it wasn't	Good Supervisoria	started at	Vancouver	2021-2022	
	17/11/2023 04:38:18	Atomic Cartoons	color designer/bg pain	Yes	anything crazy. There was a lot of work and we were asked to do OT quite often but not intimidated into it, and OT was always paid. [42]	WFH, Good Supervisor/s	950/week CAD, ended at 1000/week	Vancouver BC	2020-2022	The supervisors and director were based in LA and they were all avesome to work for
					Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Inflexible Hours or No WFH, Red Surgevision's (Torclass Instructions, Interestation					Absolutinity and/ut. They don't communicate at all, assign you 15 minute long videos every more advisition or advisitioner and should nameda mestafeth. They not for more they would be advise to the should be advised at t
	19/11/2023 09:58:59	MSA (My Story Animated)	Animator	No	etc.), Disorganization, Zero communication. They ghost employees. Don't pay on time. Fire people without telling them.		\$350 per week		Aug. 2023 - Oct. 2023	them for k, and they't cut you off on a white without informing you or giving reasons why. They also pay it advanted by to pay and wateria to pay are EGD oper week influely until I told
Note:										Bad organization - incompletent administration - no communication - unfair dismissal - Mandatory drawing occurse to pairly a fottosus position - unfair dismissal - income from an examination in the occurse and the second of the occurse and the second of the occurse and the second occurse and the s
Note:										answer Counter Counter and the interference of the counter of the counter of the interference of the counter of
					Low Pay, Bad Treatment (Bullying, Abuse, Intimidation etr.). Bad Scenariosofti (Inclear Inductions			Montolal		
Note:	25/11/2023 20:59:32	Caribara Montréal	Junior 2D Animator	No	Intimidation etc.), Disorganization	Flexible Working Hours	45k	quebec, canada	2021-2023	
initial initia										Indigenie of damp in and another the time degree potential methods and an apply pot may be yourself of our pot his yourself of our pot his your hoursy take water minimum ways in my for each. I was 15 years old shem i started, and my hourly rate water minimum wage in my
initial initia						Machine Markine Marco	roughly \$10-15			status, ti wai ny olin kuppetenti nu kana induci niwa kuppetenti estari ni kani waki ku kuppetenti kuppetenti ny kuppetenti ny kuppetenti kuppetenti kuppetenti kuppetenti kuppetenti na kuppetenti kup Kuppetenti kuppetenti ny kuppetenti ny kuppetenti kuppetenti kuppetenti kuppetenti kuppetenti na kuppetenti kup
initial initia	26/11/2/22 01-02 22	Alen Renker Photo	Key Arimeter	Only if they have no	Low Pay, Bad Supervisoria (Unclear Instructions, Intervision etc.). Construct: Unclear Instructions	Flexible Working Hours, Understanding	(varies from person to person)		2018 - 2009	animation we do the woods pair of that is that because of the type of animation we do, you can barely use any of it for your profile. It sucks, if is unfailing, and the money is barely worth it is used into it for your profile. It sucks, if is unfailing, and the money is barely worth it is used into it for your profile. It sucks is the infailing and the money is barely worth it is used into it for your profile. It would be not an infailing and the money is barely worth it is used into it for your profile. It would be not an infailing and the money is barely worth it is used into it worth the infailing and the money is barely worth it is used in the infailing and the money is barely worth it is used in the infailing and the money is barely worth it is an infailing and the money is barely worth it is an infailing and the money is barely worth it is an infailing and the money is barely worth it is an infailing and the money is barely worth it is an infailing and the money is barely worth it is an infailing and the money is barely worth it is an infailing and the money is barely worth it is an infailing and the money is barely worth it is an infailing and the money is barely worth it is an infailing and the money is barely worth it is an infailing and the money is barely worth it is an infailing and the money is barely worth it is an infailing and the money is barely worth it is an infailing and the money is barely worth it is an infailing and the money is barely worth it is an infailing and the money is an infailing and the money worth it is an infailing and the money is an infailing and the money worth it is an infailing and the money is an infailing and the money worth it
index					sector and a sector of the sector of the sector	Healthy Working Hours,			L.L. Savad	
				Only if they have no		Understanding HR&Management, WFH,		Hungary,		
Note:				umer choice	uuw ray, not enough work	Creatively Fulfilling Projects Flexible Working Hours.	yera ay frames			
	30/11/2023 20:24:25	onerpriess Kright	Unevelopment Artist	163	Lasorganization	Healthy Windsign Hours		Utlando, Florida	2023	I may make a capacity and/or the production of their movie, Date' and Dat's VMB Robe Everything was going great write which a shift in management and not things have going usaid work for charter and wash to overstrike and movies, and of operating
										have last morale with the increasing workbad. Wild had to let go a coople of latented people due to budgetay concerns and everyone is significantly burnt out in all departments.
NUMBER NUMER NUMBER NUMBER	21/12/2023 19:59:20	Guru Studio		Chly if they have no other choice	Too Much Work, Creatively Unfulfilling Projecta, Disorganization	temporary depending on changing protocols	CAD Bi-Weekly		2	Creatively, you are working on a children's show so don't expect much exclament when making the constant unless that is your gould. The share is one of the show you will do not your or your contributions, then have done
NUMBER NUMER NUMBER NUMBER	21/12/2023 22:45:54	Pocket watch stration	Animator	Only if they have no other choice		WEH	52X/vear	Remote		teo artin taimity dis in the lact 2 years. The colo as all allocated and believes everyone can be regioned with AL is all the taiked about the lact 6 given months. They promise flugg colors during in Javaney of the out of the documents are well being the foldering.
Normal Normal<				Only if they have no other choice	Too Much Work, Creatively Unfulfilling Projects, Unpaid	Court Research				
k k	22/12/2023 18:50:15	Crystal Dynamica	Character Animator	No	Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Inflexible Hours or No WFH	Creatively Fulfilling Projects		Bay Area	2013-2020	Always counching, bullying animation lead, lose pay for the Bay Area. Disognarised emotional management that can be hard to work with Badly lenoclead my
k k					Low Pay, Bad Treatment (Bullying, Abuse, Intimidation					confidence. Pushes itself as being autism-positive but airca working them Tve beam diagnosed with 1 and with Indiagnet 16 its not a good workplace for that. Unclear instructions and goals form management 4 weing tailed come I by Good Tvi distribution. Ones if get an
Normality <	24/12/2023 02:53:58	Paper Owl	Junior	No	etc.), Inflexible Hours or No WH, Bad Supervisor/s (Unclear Instructions, Intimidation etc.), Disorganization			Northern Ireland	2020	indiruction scoreaminul at ma by a member of upper maniagement on a shoot which embarrassed and scored me Bio book is super demondra and istrocart. ameked coars arcord the office because it
										wearth finished By that I mean we welve working with nowindows in Nov-Jan since the place was under constructors. So it was pretty chill. That and the project was inheritoric, and the constraint ware grant.
						Flexible Working Hours				But i wouldn't accommend this place unless you wares put a big name studio on your CV, I can place working have ful time. Use that manager was on a contract and they were working there for this they and 15 years.
	24/12/2023 04:19:35	Cuppa Coffee Studios	Senior 2d Animator	If starting out	Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad Supervision's (Unclear Instructions, Intimidation etc.)	Good Pay, Creatively Fulfiling Projects	\$25-30hr	Toronto, Canada	2018	So yeak, I would mostly avoid I span' from the work being fan. So if you'ne young it would be a fan expenience. If not, pass ()
P control						Understanding HR&Management, Good Supervisoris Creatival-				
P control	25/12/2023 08:06:49	Bonjour Saigon	Lead Compositing	Yes	Low Pay, Disorganization	Fulfilling Projects, Open to propositions,	900\$ (in Vietnam)	Vietnam	2023	
= 1 + 1 + 1 + 1 + 1 + 1 + 1 + 1 + 1 + 1	26/12/2023 22:06:04	Skylark Media	Freelance Animator	No	Intimidation etc.)	WFH, Good Pay			2019/2020	I felt incredibly welcomed during my time as an intern. My team was fantastic and allowed me
= 1 + 1 + 1 + 1 + 1 + 1 + 1 + 1 + 1 + 1						reality Working Hours, Flexible Working Hours, Understanding	\$18-20/hr (dependent on if			to one arm try expenses, neo welve vely undertadarding of the lact that I that table animation regenerous de plassisch frei in kulter () sundic coscilation() and is in haird table other haims/productions, and most of the time, had a great experience doing so, there were a
Normalize Normalize <t< td=""><td>-</td><td>Nickelaster-</td><td>-</td><td>Mint</td><td>Management and a start and a start</td><td>retXManagement, WFH, Good Pay, Good Supervisoris, Creatively Endition Pay</td><td>you've finished your undergraduate</td><td>Burkey' Of</td><td></td><td>wee people on mome one waard mey weed, or woodd hold nogly to their sainallive a manual & measaing weed weed hold weed and a manual weed on the sainal weed on the s</td></t<>	-	Nickelaster-	-	Mint	Management and a start and a start	retXManagement, WFH, Good Pay, Good Supervisoris, Creatively Endition Pay	you've finished your undergraduate	Burkey' Of		wee people on mome one waard mey weed, or woodd hold nogly to their sainallive a manual & measaing weed weed hold weed and a manual weed on the sainal weed on the s
Normalize Normalize <t< td=""><td></td><td></td><td></td><td></td><td></td><td>Healthy Working Hours, WFH, Good Pay, Good</td><td>1300 weekly</td><td>Jurbank, CA</td><td>2023</td><td>anyous more than the set was well and the set of the se</td></t<>						Healthy Working Hours, WFH, Good Pay, Good	1300 weekly	Jurbank, CA	2023	anyous more than the set was well and the set of the se
Statistic Statistic <t< td=""><td>27/12/2023 18:30:22</td><td>Scanine VFX [43]</td><td></td><td>Yes</td><td>complex and measy pipeline</td><td>Flexible Working Hours,</td><td>(gross)</td><td>Memole</td><td></td><td></td></t<>	27/12/2023 18:30:22	Scanine VFX [43]		Yes	complex and measy pipeline	Flexible Working Hours,	(gross)	Memole		
Control (Control (Contro) (Contro)(Control (Contro) (Contro) (Contro) (Contro) (Contro)	30/12/2023 13:51:00	PFX	Visual Development Artist	Yes	- Too Much Work, Bad Treatment (Rothing, Aharro	Understanding HR&Management	3,000 USD	Prague, Czech	2021-22	I waa a fully remote worker as a contract arbit for one project. Very rice company, people and it was influenting to work with them. worket recorment for a semition fully to care work fourt and unrealistic expectations.
Bit Display 16 2 value Bit Display 16 value <	01/01/2024 20:26:32	Feed me light	3D Artist	No	Intendation etc.), Inflexible Hours or No WFH, Bad Supervison's (Unclear Instructions, Intimidation etc.), Disorganization	WFH, met some good fvike		Remote	2029	Constant micromanagement and questioning the feedback and instructions are disarging constantify. It's a recope for fundations. See yourself the trouble and took elsewhere for a more off and support animation go.
Notestical V1 to 21 V1 to 4 main Notestical V1 to 21 V1 to 4 main Notestical V1 to 21 V1 to 4 main Notestical V1 to 21 V1 to 4 main Notestical V1 to 21 V1 to 4 main Notestical V1 to 21 V1 to 4 main				No	Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Inflexible Hours or No WFH [47]	Understanding HR&Management, WFH, Croot Surrenvianria (48)	\$330 per month	Malaysia (%)	2023 (51)	
14/10/2014 20 1/20 / France Approximate Ap					Law Day	Flexible Working Hours, WFH, Creatively Fulfilling	between 220-	yees (DU)	1010 2000	
Low Pay, Stad Treatment (Bullying, Abuse, Intimidation				16	Low Hay Bad Treatment (Bullying, Abuse, Intimidation etc.), Inflexible Hours or No WFH, Bad Supervisoria (Unclear				2018-2024	Stread working environment, supervisors were passive to workers, supervisors
Stor 1224-181 2-Googne Accure Above Obstatute industria etta 2, store and and etta and etta and etta data and etta data and etta an	14/01/2024 20:11:26	r ema du poisson rouge	Animator	-10	Low Pay, Bad Treatment (Bullying, Abuse, Intimidation					
2D Datger 150/SED417/742 Timose RC Predence No Press 150/SED417/742 Timose RC Press 150/SED417/742 Timose RC Predence No Press 150/SED417/742 Timose RC Press 150/SED	15/01/2024 08:35:18	Gruppo Alcuni		No	(Unclear Instructions, Intimidation etc.), Creatively Unfulfilling Projects, Disorganization	punctual payment, kind colleagues	1200-1300 euros	Italy	2023	ecological conditions at work; you wont be able to decide if and when you go on vacation (the studio will confirm about a week before if closes).
30102011/1742 Timous MC Feederalis her product participanty don't here any problem Constraining Products UD 1220 UBA 7 months K wastry for my forwards Indexing Products as Antelence.			2D Designer			Understanding HR&Management, Good Pay, Good S-manuaryin				
	15/01/2024 17:17:42	Titmouse INC	Freelance	Yes	I personally didn't have any problem	Creatively Fulfilling Projects	USD 1200	USA	7 months	It was by far my fareounis industry experience as Presidencer.

Link for	Deter at the case.								
submissions: http: lifera.gooda. comformatian/FAIsCLSK	File enciption -	< To filter alphabetically by studio, date of	Thank you all for the contributional Contact animation.workers@gmail.com to request						
psreversered	Ry Date Of Extension 	submission or location	charges						
Timestamp Company	Your Role &	Would You Recommend People To Work There?	Main Problems At The Company	Positives (Optional)	Pay Before	Location	Yearls You Worked There	Additional Notes (Optional)	
timistamp Company	Seniority (Optional)	To Work There?	sain Problems At the Company	Positives (Opsonal)	(Optional)	(Optional)	Worked There		
								A more than a set of a characterized and a set of send result on a characterized on a cha	
								earing your primary output here may beel creatively unfulfiling if you entry making original onks that show towards beenage interest or adult topics. However, working here was a great troductory experience to see where animation film in a game creation pipeline, and how to	
				Healthy Working Hours, Parsible Working Hours, Understanding HR&Management, WFH, Good Supervisoris, Smaller studio lends towards a slightly more tight-knit community. Lidwit field				ake entrations that work beak in smaller web-based games while trying to definer quality ork under programming limitations. You can learn a lot here, and I feel comfortable saying is a good entry-level company to work at. The people here are all finantly and supportive	
			Creatively Unfulfilling Projects, Disorganization, There is some sense of mismanagement at the highest level, with execute sensetimes being this off est of the block.	HR&Management, WFH, Good Supervisoria, Smaller cholin bank branchs o				well, and any work-based problems feit comfortable to address through work-based annels. Communications between departments is common and encouraged; there are no department of the second s	
			Creatively Linklifting Projects, Disorganization, There is some sense of misminagement at the highest livel, with people sometimes being laid off out of the blue while the company hosts a Cristinians Party rat a physike third-party venue. The company head also uses company time to work on his own passion projects, but will heavy shutdown employee passion projects if the	slightly more tight-knit community. I don't feel pressured to treat my coworkers as "family" and				take or misose-men, yoo can jast where to where to a severaper's cleak to ask a guarator, or may any wheel over to you for clantification on how the mirmations are intended to work. There is a finite sense of comraderie, in part due to the smaller staff size which can also be its own	
			will feely shutdown employee passion projects, but deems them unfit to the company's image or bottom	coworkers as "family" and more-so feel a sense of				country version is standou work nerve there were 2 ammetors, why sensor was and go narway into y first year and 1 standou at the de ammetor for the company, and have been the sole imator since. Workbads haven't been bad since then (ammetorin is a smaller piece of the	
			deems them unfit to the company's image or bottom line, once telling a covorker that they wouldn't move forward on a project because it was 'too satanic' but wouldn't clarify what that meant or how to address it.	comraderie with my team. A lot of projects rely on open conversation between				reparty oversill output, and there are resources in place to keep me from being slammed crunched with excessive workloads) but even after 6 months as the only animator on staff ex's never been a discussion of hing another animator, or even promoting me from a	
			forward on a project because it was "too sataric" but wouldn't Carly what that meant or how to address it. Company head also enjoys poth humor, and several in- house projects skew towards a more juvenile bend, meaning you may not be creatively satisfied by the	covorkers as family" and more-so feel a sense of comaderie with my team. A lot of projects rely on open conversation between different departments, often rolling to a developer's desk to discuss how meteories are				refor to Senior position, and 1 expect this to be due to transces. There are a lot of benefits to ording at Contour Media, and the inspectives (in utiliar dare balanced out or escended by solitives, but at time of writing (12024) there are signs that this company may not be affoat	
15/01/2024 22:08:49 Curious Media	Junior 2D Animator	Only if they have no other choice	company's original projects unless you enjoy the same juvenile tastes as the company head, if and when a new in-house project is started.	animations are implemented and how to fix any issues.	1730.77 USD Bi- weekly	Idaho, US	200	or advances one provide the set of the set o	
16/01/2024 05:51:48 Dreamworks	sueprvisor	Only if they have no other choice	Disorganization	Good Pay			2011-2017		
				Healthy Working Hours, Flexible Working Hours, Understanding HR&Management, WFH, Good Supervisoria,					
16/01/2024 12:08:59 Interference Pattern	2D Animator	Only if they have no other choice	They always pay staff late, and make excuses for why	Good Supervisoria, Creatively Fulfilling Projects	£160 per day	Edinburgh, Scotland	2020-2023		
								Inco they introduced a carbin new executive in 2022, then had been kodden free separate powers ho thought effecting from the first power interpolation in the top down. I alchard my personal augenerissor gate publicly humiliated and is stored at a fixed of a dhard power/bit happened carbin frame/brackase had a stored at a fixed of a dhard power/bit happened carbin frame/brackase had a stored at a fixed of a stream and a stored at a store and a store bit and and a stored at a stored at a stored at a stored bit happened at a stored at a stored bit happened at a stored at a stored bit happened at a stored at a stored at a stored at a stored at a stored at a stored at a stored at a stored at a stored at a stored at a stored at a stored at a stored at a stored at a stored at a stor	
								veotiers by that very executive, when he was just trying to make a helpful suggestion; parently his opinion don't matter because he wash "the target audience". But he intense timidator and gaislighting is more forcing good supervisors to been dower and pretend that the	
								Introduction and paralighting is now forcing used assessments to be and one and paralised that the sections Book service and the system of the service and the section of the section of the section of the work of the dual dispersor to read the methed research documents, and forced met (the 2d fail to survaivables) where the section of th	
								Ip solidify her decisions; which seems to change day by day. There is no trust for the cleasionals to do the jobs that they specifically trained in, and any advice and suggestion to to the overament, is sentitivate and increase in the same of adviced in a labeled transformed. Mest	
								or on to the relation of the provide structure of the	
								prefime last year (2023), they have tried to force AI as a way to streamline production, and October, more than half the art beam was eliminated, with entire departments like another being elimention. This is uncertainties the teaching of the research of the teaching being elimentity.	
			Bad Treatment (Bullying, Abuse, Intimidation etc.), Creatively Unfulfiling Projects, Disorganization,	WFH, Good Pay, Good		Torrette		ometime last year (2022), they have told to force AI as a way to shareninke production, and October, non to her last frame at sus elementals, while noise appartments like more accessible and the set sum as a set elemental and the set of the set of the set of the accession with an element to access the set of the set of the set of the assistantial experiments in gaining with granter do her the set of the accession and experiments the accession of the set of the assistantial experiments in gaining with granter do her the make grant granter part accession and the set of th	
17/01/2024 21:58:19 Hyper Hippo	2D Artist	No	Sociopathic executives	WPH, Good Pay, Good Supervisor/s Healthy Working Hours, Flexible Working Hours,		Toronto, Ontario	2021-2023	Sources.	
	Cleaner, animator, painting	Only if they have no			10.000 COP per second			hey pay par second animated with clean and color, they hire many animators to animate a replate seasor in 3 months	
18/01/2024 00:50:42 Pinegna Studio	painting	other choice	Low Pay	oupervisor/s	second	Colombia	203	why may are approximately and the state of t	
			Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad Supervisoris (Unvisar					at he says. Everything, down to the literal comma of an email, is dictailed by the CEO. " earn/file, instead of dong things for important projects, he forces people to clean his adminint and officus. He has pissed of nearly every cleant we have because he is increadele	
23/01/2024 18:05:43 Baboon Animation	Intern	No	Low Pay, Too Much Work, Bad Treatmert (Bullying, Abuse, Intimidation etc.), Bad Supervisoris (Unchar Instructions, Intimidation etc.), Creatively Unfulfiling Projects, Disorganization, Unpeid, micromanagement, legid problema			NY	200	prioritizing important taeks and would rather scream at his emptoyees for not writing down emails the exact way he wants them. No employee lasts more than a year because exyone hatas this.	
	Character Layout (for 2024 production)		legal problems Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad Supervison's (Unclear Instructions, Intimidation etc.)	Healthy Working Hours, Flexible Working Hours,		Remote (Valencia, Spain)			
24/01/2024 12:51:34 Hampa Studios	2024 production)	No	Supervisor/s (Unclear Instructions, Intimidation etc.) Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse. Intimidation etc.). Creatively 1 Intelling Treatment	Good Pay	1600 EUR	Sipáin)	203	at the warrands, it is report of the programment of the set of the set of the programment of the set of the programment of the set of the set of the programment of the set of t	
28/01/2024 20:11:23 B-Water Studios		No	Low Pay, Too Much Work, Bad Treatmert (Bullying, Abuse, Interidation etc.), Creatively Unfafiling Projects, Disorganization, Toolc work environment and baseds, no knowledge about business or production structures	Flexible Working Hours		Tenerife, Spain	1 year	our family. The bosses don't mind about the laws or anything related to workers. Also they m't know how to manage a production arimation.	
				Creatively Fulfilling Projects	\$60 per approved			try low pay. No sel limit of nitakes they can ask of you. No distinction in complexity of the dot. They adually ask you to do 3 jobs (ise down, clears up and oddring) that her one you glied for. Since, you get add per anyeoved second, pay can go below minimum wage very	
05/02/2024 09:29:40 SpindeHorse Toons	Clean Up Artist	No	Low Pay, Too Much Work	Creatively Fulfilling Projects	second		203	4. A second production of the second produc	
09/02/2024 12:07:13 Rainbow CGI	Production Coordinator	Only if they have no other choice	Low Pay, Creatively Unfulfilling Projects, Discreanization	Flexible Working Hours, WFH, Good Supervisor/s	6 1900-	Brane Int		that that next if you've daisy with contracts that are booterine linguit (that x why WH'iii concepted), is one private in the origin that conceptant contract is a set of the contract of the	
DTM Digital Turbo 17/02/2024 08:39:14 Media	Coordinator	oner choice	Low ray, Critebrey Unitating Projects, Discreptinization Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Inflexible Hours or No WFH, Creatively Unitatiling Projects	There are no positives at		Kochi kerala	my friend worked here as senior	to work then this is the company for your	
17/02/2024 08:39:14 Media		10	Creatively Unfulfilling Projects	al.		india	compositor		
20/02/2024 15:29:20 Redatar	Senior Animator	No	Bad Treatment (Bullying, Abuse, Intimidation etc.)	Other guys on the "shop foor" were great	Very bad for the amount of work they wanted out of you	Sheffield		te two guys that run it have simply no idea	
								In the opport that run if have samply no lose incompetent studios, incapable of organizing loself and accepting criticism. The crunch was remore, we wan had to such some weakends. Luckly I had some excellent colleagues who oppolde diach other.	
	Junior 2D Cut-out		Low Pay, Bad Supervisoris (Unclear Instructions, Interdation etc.), Creatively Unfulfilling Projects, Disorganization					twy disk oper us a five problems when paylor, A copyle of my colleagues who avoided with environment alrware your 2004 on prave lines are being wegeteded. In advocime, when I was working the them, a 20 pospect that they were allow working on full thou, and to this day there are still me colleagues who have not been paid.	
21/02/2024 12:26:54 Wise Blue Studios	Annual	No		WFH WFH, Good Pay, Creatively		Paterna, Spain		In series, a 20 project that they wave also socieng on the small, and so the cary times are assi- ment collesigned with the mine the same paid. mail studied in the city caretia: From my good of wave, if a not a bad place to work as an instant of you city mine thanking a node sec.	
21/02/2024 12:56:26 TV ON Producciones	2D Animator	Yes	Bad Treatment (Bullying, Abuse, Intimidation etc.)	WFH, Good Pay, Creatively Fulfilling Projects		Valencia, Spain	months)	imator if you don't mind having a rude boss. Its was by far the best experience I've ever had in the animation industry.	
la madriguera 21/02/2024 13:21:15 animation studio	Lucius Cleans on Artist	Viet	Low Pay, Too Much Work	Understanding HR&Management, WFH, Good Supervisoria, Creatively Fulfilling Projects		Remote (Valencia, Spain)	2022-2023	te gay wais low in this particular project and the conditions could have been before (1 had to icome a fine/incom), but the supervisor and producer are two lovely people and very ofesisions. They also called me later for other projects (25)	
	Janu Charty Avan		con ray, no much max			(aparent)	1011-2015	creations	
Monkey Wrench inde 21/02/2024 16:21:16 show (no company)	Junior 2D Animator	Only if they have no other choice	Low Pay, Disorganization	Flexible Working Hours, WFH, Good Supervisor's, Creatively Fulfilling Projects	20\$/second	Remote	203	w pay and a bit of disceptionization. The shots were fun to work on, and everyone was nice. so have to work freelince and no software is provided, all the work is done through discord of payments through paypail.	
								is people at Nato Collective week a design to work with it do leas a to cacegarized ance ey were managing a ton of artists at the same time, but they were more than nice, and the robad was very manageable. I worked for a week and woold low to need the	
				Healthy Working Hours, Flexible Working Hours, Understanding HR&Management, WFH, Good Pay, Good				penence.	
21/02/2024 16:26:55 Kero Collective	Cleanup and ink and paint artist/Tie-down 2D animator	Yes	Creatively Unfulfilling Projects, Disorganization	HR&Management, WFH, Good Pay, Good Supervisor/s	1506/day	Remote	200	ad lake ungelassent to find out the totler we were working on vess for an it company. Kero objective was against the it blocksham and at the lipsz, which was discussed at lawed the discussion of a lawed if ada group out with all the freeducture. They are working on some annabing creative operation that more, and money in anney in the wint.	
21/02/2024 16:45:45 Spindehorse toors	having also beyond activ		Low Pay, Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad Supervision's (Unclear Instructions, Interview)	Flexible Working Hours, Creatively Fulfilling Projects			2022-2023		
				Healthy Working Hours, Grant Pay, Grant					
22/02/2024 16:21:32 AneralX Labs	Jr. 30 Animator	Yes	You have to be okay with AI, NFT, and Crypto	superviside's	70 190	Toronto	203	tia has been my first full time employee job in animation and it has been amazing! watebit to warn about the terrible organization and integornaulity of the histog process. wy offer you molanding information about the payment. Several workness entered the studio	
								In this later find faither methylangs give an experimental for a first test test methylang for an experimental for an experime	
	hada da i		ter ber bei ber					rger www.gweng you no wenk security. After monthe of lailing us that we had a sure spot in a shalo but delaying ou 'antry', they are none cancellarge and agreements for multiple nople, and aince they make you move to the studio in Brussish that will make the workers	
27/02/2024 10:01:18 Walking the Dog	Junior Animator (Assistant)	No	Low Pay, Bad Treatment (Bullying, Abuse, Intimidation etc.), Disorganization Low Pay, Too Much Work, Bad Treatment (Bullying,		1800	Brussels, Belgium		ow money on nouse and/or trip reservations. Befair to think it twice before agreeing to work if the company.	
04/03/2024 10:11:18 Effetti Digitali Italiani	lookdev Artist	Only if they have no other choice	etc.), Disorganization Low Pay, Too Much Work, Bad Treatment (Bullying, Abase, Intimidation etc.), Bad Supervisorite (Unclear Instructions, Intimidation etc.), Disorganization	good co-workers Healthy Working Hours.		Milan, ITALY		od projecta, good people, bad managing	
12/03/2024 22:31:56 ILM	Senior Creature TD	Yes	Old pipeline, people not open to new tools	Healthy Working Hours, Flaxible Working Hours, Good Supervisot's, Creatively Fulfilling Projects	130.000 CAD/year	Vancouver	2019-		
				y - analog + royacta				he group running The Operating Room is not made of creatives but instead investors who ex erimation as a "quick buck" rather than an actual art/creative modum. Their creative enright is shortighted and the studio han on in house whitsin, neitying on unside college	
								weight is a horizontal private multiple in and the subscription or suppart calling monitory on suppart calling is summarized and many summarized and and and and and and and and and an	
								earing ma seam properly and halding to generality builting oreality existing a lack of dentilateding of how the animation production pipeline works as well as a miss destanding of industry tereds. Lives a production internitiony article while intuitiver hat	
					With promotion Pay was			e producer needed that day for the summer and winter internations from 2022 to 2023 and using this time leadership promised pay with enough work completions as well as sign of my rok as an independent study for my codinge courses. They mear paid the and 1 had to	
					promised for interns but this never came			near mem nominage for moreflar in order for them to sign off saying I did the work under their dependent study. During my tims them I are the leads impute purchase oversees shows try to sell to study on a US studying, bully and quir unpaid internet with create and unusual	
05/04/2024 20:54:36 The Operating Room	Production		Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad Supervisoris (Unclear Instructions, Intimidation etc.), Creatively Unfulfilling		With promotion Pay was promised for interns but this never came through despite joining the studio for multiple	Remote, Los	Summer 2022- Winter 2023	Jurgets the instructional provides into monogine two competitions are set as a large of they can be expected and they not provide provides. They may be expected and the set of they and a nonlexance of the other provides provides. They may be a set of the set of the other dispected multiple to the set of the dispected multiple. They multiple the set of the dispected multiple of the set of the dispected multiple of the set of the dispected multiple of the set of the set of the set of the set of the dispected multiple of the set of the set of the set of the dispected multiple of the set of the set of the dispected multiple of the set of the set of the dispected multiple of the dis	
05/04/2024 20:54:36 The Operating Room	Intern/Concept Artist	No	Projecta	Flexible Working Hours Healthy Working Hours, Flexible Working Hours,	seasons.	Angeles	Winter 2023	HOULD AVOID THE OPERATING ROOM AT ALL COSTS.	
				Understanding HR&Management, WFH, Good Pay, Good					
18/04/2024 08:58:54 Elliot Animation	Various	Yes	No major problems	Supervisoris, Creatively Fulfilling Projects	1200 CAD / wk	Toronto, Ontario	2008-2014	ne of the best studios I ever worked at.	
				Flacible Working Hours, Healthy Working Hours, Understanding, HR&Management, WFH, Good Pay, Good Supervisork, Creatively Fulfiling Projecto Healthy Working Hours, Pranchle Working Hours, Understanding HR&Management, WFH, Good Pay, Good Supervisork					
18/04/2024 09:05:37 Planet		Yes	Disorganization	Good Pay, Good Supervisor/s		Tokyo, Japan	2019-2024	ne of the best studios in Japan, it can be an extremely rewarding place to work, depending the lide of the industry.	
		paid my usual day rate but this was soon							
		slashed to a much lower rate which did not meet the National							
		made things incredibly dificult, especially at a							
		very little work around. Aniboxx also does						a second of discontinuities in MM PR No. Incontrol I. C. All	
		they will expect their interns to do the work	Low Pay, Too Much Work, Bart Supervisority (Unchar Instructore, Internations etc.), Disorganization, The aromant of discognisation is WICID To impossible to find things, you're sent a housaned links to polfs MJ of emendmental, susuily last minute. Payments are late, contracts are usually at to anound a month, cutting out half way through the production					we answard of discognishinghow in VIG.2011 Periopsicalities from (Hong), works were at information in provide a straight were straight and the straight periods and the straight	
		of a tul time employee, with absolutely no pay.	amount of disorganisation is WLDIT It's impossible to find things, you're sent a thousand links to pdfs full of amendments, usually last minute. Payments are late.		£100 per day for			y unuar only name cut this was scon statisticat to a much towar nate which did not inset the ational Living Wage, which made things incredibly difficult, especially at a time where there is very little work corruct. Anaboxa scho doain "Antemating" where they will kepacit their	
22/04/2024 09:27:39 Aniboxx Ltd https: //www.aniboxx.com/			contracts are usually set to around a month, cutting out half way through the production Low Pay, Too Much Work, Creatively Unfulfilling	WFH Healthy Workies Merces	£100 per day for a Junior, Mid, Lead Animator	UK based studio		terna to do the work of a full time employee, with absolutely no pay. Avoid this studio like a plague	
24/04/2024 17:02:35 Boulder Media	Animator	Yes		Healthy Working Hours, WFH, Good Supervisoria Lovely people that come in In while these Marc friendly	€3000 monthly	IRELAND	203		
				Perf, cool Supervalues Lovely people that corne in to work there. Very friendly, creative, overall great community take from the workersite/fish. Killenny is cube and peoplemial longer contracts if you hop on longer projects. Feature projects lends to be a little more creatively fulfiling than projects very find in					
				workers/artists. Kilkenny is cute and potential longer contracts if you hop on					
				ronger projects. Feature projects tends to be a little more creatively fulfilling					
				than projects you find in heland. Also, when I was there, there wasn't any overtime officially and				ack of transparency regarding wages, policies are not the same to everyone (WFH, working	
01/05/2024 08:54:26 Cartoon Saloon	Senior 2D Animator and Lead	Yes	Low Pay, Too Much Work, Inflexible Hours or No WFH, Bad Supervison's (Unclear Instructions, Intimidation etc.), Disorganization	overtime officially and encouragement to not do any from production side.	32006 per month	Kilkenny, Ireland	Around 2020	eck of transparency negatings repairs policies are not the same to everyone (WTH, socharg om sharel etc.), coverall flabsbergeated with the amount of disorganization (vie egenternoetheem roution, coverall flabsbergeated with the amount of disorganization (vie egenternoetheem roution).	
								The challenge behavior in the second	
								It holic behaviour and they encourage you to take on many roles for marger pay. If you an back on anything they will weaponise HR against you so highly recommend seminbilities even bill or comma with and to posted yourwall. There is an enformation to the	
Flying Back	Production	Only if they been on	Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad Supervisoria (Unclear Instructions, Intimidation etc.), Disorganization			Sydney,		mover rate for the prod teams due to the tool; behaviours in management and the abuse e teams like. They have junce workers for roles since they? Is cough the bare minimum pay of der them no teaming or support. There are better places to work that will research you and	
Plying Bark 10/05/2024 15:15:06 Productions	Production Coordinator	Only if they have no other choice		WFH	62,500	Sydney, Australia	2022 - 2024	by you more. If you do divide to work these, never take a contract for more them a year. diculous askey for freelingents (2000 less them minimum wage), plus they wanted to pay them a year.	
Alba Sotorna Cinema Productions / Cornell 18/05/2024 17:49:06 Films / Jaibo Films	us Mid 2D Clean Up &		Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad Supervisoris (Unclear Instructions, Intimidation etc.), Disorganization	Remote work, Flexible	672,04 / month	Valencia		diculous sailary for final/increas (2000) lisis than minimum weight, plus filty weathoft to pay we lises in a list are minimum of the sail	
10/UD/2024 17:49:05 Films / Jaibo Films	incerweening Animato		Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad Supervisor's (Unclear	4100B	erz,d4 / month	topein) remote	∡ monthà	get them to pay. [54] Attempted to force me and intimidate me to stop talking about my salary publicly, which is	
			Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad Supervisoris (Unclear Instructions, Intimidation etc.), Creat/well Unfulfiling Projects, Disorgenization, Cipay-, expected to work, OT without pay because we 'toxe our jobs so much',		start: \$750/week after 6 years:			aga in Canada Terraha and the second second second second terraha terraha terraha terraha terraha terraha terraha terraha se very classes, They sick classes may also second terraha terraha terraha terraha second second terraha second sec	
			leads of art departments are NOT artists, condinators poorly trained and expect you to do your job for them, transver rate for leads is insiste and causes disputient		start: \$750/week after 6 years: \$1400/week after threatening to leave multiple	Vancouver, BC		meeplences of their actions unless you triple down on them and do not nelent with HR. way suck to NOT work here unless they become unionized. They do sketchy things BTS in gash to propile on visias.	
21/05/2024 15:17:25 Bardel Entertainment		NO	in the work environment	WFH	UTHER	(Canada)	2017-2022 ish	garos to people ori vitiás.	

ink for ubmissions: https: for coole al mismaile (FAIcOLD al mARE metricolde) al coole (Crute (Crute) al coole (Crute) al coole	K	Bit I Counter sets Uber stees Indexed Uber stees Indexed Uber stees Filter steer splates > Note Note Note Indexes Value Of Gatemation > Learnerse Learnerse	< To filter alphabelically by atudio, date of submission or location	Thank you all for the contributional Cortisct animation workans@gmail.com to request changes												
Timestamp	Company	Your Role & Seniority (Optional)	Would You Recommend People To Work There?	Main Problems At The Company	Positives (Optional)	Pay Before Tax/Gross (Optional)		Year's You Worked There	Additional Notes (Optional)							
05/05/2024 16:42:5	55 OLMASIA Sdn. Bhd.	Intern 2D Animator/Painter	No (55)	Low Pay, Too Much Work, Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad Supervisor's (Unclear Instructiona, Intimidation etc.), Disorganization	WFH, Creatively Fulfilling Projects	only RM800 per month for internship	Malaysia	2023-2024	Alot of staff in the group chat loves to bully newcomers even if it's a simple mistake without attempt to rebuttal, and really shifty income, no wonder I see people are spainst joining this branch company.							
15/05/2024 22:41:5	58 Feed me light	artist	No	Low Pay, Too Much Work, Bad Treatment (Bullying, Abu	use, Intimidation etc.), Inflexib	le Hours or No WF	Flondon	203	The environment was plagued by terrible treatment and micro-management, with long hour	s that went unpaid and unc	ompensated. The atmosphe	re was highly unprofessio	nal, marked by racist com	ments and a distinct lack	of inclusivity. The disorganiza	ation was rampant, with pr
21/05/2024 13:18:5	58 Rodeo FX	animator	Only if they have no of	Bad Treatment (Bullying, Abuse, Intimidation etc.), Bad	Supervisor/s (Unclear Instruc	tions, Intimidation	d Montreal	203	3							
21/06/2024 19:38:5	54 Tippett Canada		No	Late payments, bad business management, unpaid sev	verance.		TO	200	3 Talented and passionate supervisors and artists. Unskilled upper management on business	decisions.						
22/06/2024 13:33:3	37 Pentakil studios	- [56]	No	Too Much Work, Bad Treatment (Bullying, Abuse, Intimi	idi Good Pay		Valladolid, Spair	in 2023-2024	The employees are extremely talented but unfortunately they're being led by a boss who is	n't afraid of throwing his ow	n employees under the bus	to avoid taking accountable	ity for how disorganized I	his studio is. No pay for in	terns, an unprofessional " bre	o " culture
22/05/2024 15:56:4	46 EGM Studio		Only if they have no ot	Low Pay, Too Much Work, Bad Treatment (Bullying, Abu	us Good Pay, Depends on hou	v 21000€/year	Barcelona, Spail	in 1month								
05/07/2024 10:43:5	50 Wae Blue Studios	2D Animator	Only if they have no ot	Low Pay, Too Much Work, Bad Treatment (Bullying, Abu	use, Intimidation etc.), Inflexib	le Hours or No WF	- Spain	8 months	Disorganized production, bad time management, one of the projects of the company fell thr	u and had to fire most of th	e employees without prior n	tice, and up to this day, th	wy own them money. The	production I was on was	stressing, at the end of the p	roject we had a lot of extra
16/07/2024 10:20.5		Storyboard Artist	ldk, For me no, but if y	Low Pay, Disorganization, Bad Manajerial, I hate working				2022-Now	I joined this company before I graduate from my college, this is my first job. I really excited, but if you want to working in big project, can learn alone, and dont have problem with mone	y, u can try working here						
26/07/2024 13:50:0	09 Zedem Media		No	Too Much Work, Bad Treatment (Bullying, Abuse, Intimi	idation etc.), Bad Supervisor/s	(Unclear Instructio	a Lamaca, Cyprus	s 200	Terrible working experience! Glad I can wern other people not to go there through this form	The bosses had no clue o	how an animation pipeline	should work. They were a	sking for insane things wit	th deadlines that were imp	vossible to meet. And because	e "the deal with the client"
27/07/2024 12:01:0		Storyboard Artist	Yes	Too Much Work, Disorganization	Good Supervisoria		Belgium		The project I was on was behind schedule before I was even hired, so there was no flexibili							
27/07/2024 12:07:0	00 Hotel Hungaria	Storyboard Artist	No	Low Pay, Bad Treatment (Bullying, Abuse, Intimidation e	et WFH				3 During my short time at Hotel Hungaria, their behavior was so egregiously bad their brand r	new Animation Head was p	ressed to step down. They'r	i just entering the animati	on sphere, but no one at t	he company has any unde	arstanding of (or seeming res-	ipect for) the field aside fro
30/07/2024 10:04:5	52 Nasse Animation	Storyboard Artist	No	They stole all the (unpaid) storyboard tests to build basi	ically an entire season of a sh	ow	Taranto - Italy	203	s							
08/08/2024 09:43:3	35 El Ranchito	RnD Developer	Yes	Low Pay	Healthy Working Hours, Fle	a 24000€ per year	Madrid, Spain	2022 2023	This is a great company, the salary might not be the best but they have such a wonderful te	am. You feel really welcom	ed from the beginning. The	projects are good and mor	at of them are well organia	oed, sometimes it can feel	a bit monotonous.	
08/08/2024 09:48:5	58 3 Doubles Produccione	is Junior Pipeline Develo	No	Low Pay, Too Much Work, Bad Treatment (Bullying, Abu	us Good Supervisoris	16000€ per year	Tenerife, Spain	2020 2021	They try to hire junior profiles to do all the work in every department. The salary is ridiculous	aly low for a junior doing the	job of a senior or even a s	pervisor. As long as you s	itay and keep trying they i	are not going to hire anyo	ne else to help, you will end u	up burnt out. They keep fir
13/08/2024 19:27:4	46 Ink and Light	3d Animator	Yes	Creatively Unfulfilling Projects	Healthy Working Hours, Fle	wible Working Hou	r Dublin	200	4 tv production so obviously lots of frames a day but a very understanding team and super lot	rely basses. never did any	overtime, really chill project	to work on				
23/08/2024 14:05:4	40 Studio 352		Only if they have no of	Low Pay, Bad Supervisor/s (Unclear Instructions, Intime		1€ or less per ap	proved frame	200	dishonest communication regarding pay, shady supervisor that tries to make you look bad,	unclear instructions (it's ap	proved, actually it's not appr	oved, it's bad, actually it's	(boog)			
	34 Icon Creative Studio	senior 3D animator	No	Too Much Work, Bad Treatment (Bullying, Abuse, Intimi		75k	Vancouver, BC		They'll move you around projects all the time without asking. Some directors have no expe							ends they would prefer to
27/08/2024 00:23:3	32 Mighty Animation	2D Rigger	Yes	Low Pay, Too Much Work, Disorganization, Production a	ar Flexible Working Hours, Ur	d 15k Anually	Mexico	4+	I wish the studio would appreciate more the artist they are working with, as it seem that die	nt has the priority on all ma	tters and is able to push wit	rout resistance causing ut	mecessary crunch time to	the production departme	ets.	
10/09/2024 21:51:5		Character Animator	Yes	Low Pay, Disorganization	Healthy Working Hours, Fle			2021 - Current	Please note that our work depends on the number of clients we have at any given time. Par							
23/09/2024 10:39.5	58 TV ON Producciones	Background artist	Only if they have no of	Low Pay, Bad Treatment (Bullying, Abuse, Intimidation e	etc.), Infexible Hours or No W	IF 1500	Valencia Spain	200	They make councious repeated mistakes on contracts, and payments so double check with	someone else that unders	tands before signing ANIYT	ING. The boss is betshit	crazy, continuos yelling to	the production departme	nt, doesn't show most of the t	time, olny makes weekly re
04/10/2024 17:46:0	02 Dog Head Animation	2D Animator	Only if they have no of	Low Pay, Too Much Work	Understanding HR&Manag	ement		203	Asked for the down NEAR clean-up everyday. 8 hours to complete 2 seconds of animation s	with at least 3 characters or	it for a too low salary.					
08/10/2024 06:00:5	34 Cuppe Coffee Studios	Producer	No	Too Much Work, Bad Treatment (Bullying, Abuse, Intime		2250/wk	Toronto, Canada	la 200	Creatively bankrupt . A prime example of how a bad manager and terrible director can cripp	le a studio. They manages	to summarily lose every tai	ented artist and superviso	r they ever had. I think th	e company may have self	i-destructed sometime over th	he past 5 years when they
28/10/2024 20:14:2	30 LIGHT VFX	Mid Animator	No	Too Much Work, Bad Treatment (Bullying, Abuse, Intimi			France	203	2 Don't go there. No respect for life outside of work, endless hours that aren't even paid over	ime. A disorganized struct.	re, a tyrannical boss. The a	tists are nice, but it's territ	ole to see so little conside	ration for people who do t	heir best despite constant pre-	essure. Extremely short de
02/11/2024 14:19:0	01 Apeship Studios		No	Low Pay, Bad Supervisor/s (Unclear Instructions, Intime	idation etc.), Disorganization		Remote	200	3 Disorganization, too many projects started without any focus and budget management, no:	colid production pipeline, u	professional communicatio	1				
05/12/2024 12:30.5	57 Imagic TV	2D Animator	No	Low Pay, Too Much Work, Disorganization	Flexible Working Hours	97 cts per frame	Spain	200	Absurd payment (97 cents per framell) and they don't even make a contract, you act as a fi	ake freelancer. They say th	ir workflow is 150 frames p	er day just keyframes, whi	ch ian't a bed deal, but I d	fidn't receive that due to o	rganization problems apparer	ntly, so I would've made ba
										sinch any hit take about one	seconds of seconds hand they have	of desision which and \$				inste enjoyde. The observe

			-							
		Spindleho				3		AVERAGE FAVOR	ABILITY AT 540 SUBMISSIONS	26/07/2023
Count of Would You Recommend People To Work T	here?	Lighthous	Studios			2				
Only if you are willing	Would You	Titmouse				1		Lighthouse	47%	
0.3%	0.1%	Cartoon Sa	loon			1	7	Lighthouse Cartoon Saloon	47%	
	-	Boulder M	edia			1	5	Nickelodeon	81%	
		Nickelode	n			1:	2	Titmouse	96%	
	Yes 36.8%	Bento Box				1		Boulder	64%	
No	30.0%	Jam Filled					9	Bento Box	33%	
25.8%	-	Atomic Ca	toons				2	ICON	38%	
		Blue Zoo	100110				3			
		ICON Crea								
			tive Studio							
		Moonbug								
			ation Studios							
Only if they have no		Rough Dra	ft Studios				3			
27.5%		Skydance	Animation				3			
		Mighty An	mation				3			
		Brown Bag	Films				7			
] Сору	Cinesite					7			
249 responses			evision Animatio	n			7			
Healthy Working Hours			Productions							
		WildBrain	rioductiona							
-171 (68. Good Pay -59 (23.7%)	7%)						5			
-124 (49.8%) Creatively Fulfilling Pr		Cartoon N								
1 4 //6 40/1	Сору		ks Animation							
Main Problems At The Company	сору	Magpie 6	fedia				5			
		Mikros					5			
-150 (50.5%)	61.3%)	Newscape	Studios				5			
Too Much Work		Tomavisio	1				5			
		Floyd Cour	ty Productions				5			
Inflexible Hours or3 (1%)		Dog Ears					5			
-3 (1%) 9.6 working bourse 1 (0.2%)		Far-Fetche	d Show				5			
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I would say the orga 1 (0.3%) - 1 (0.3%)										
Firing almost every 1 (0.3%) - 1 (0.3%)										
Inflexible Hours or 51 (16, 3%) 9-6 working hours = 51 (1%) 9-6 working hours = 51 (1%) 10 (3%) HR & terrible communication 10 (3%) HR & terrible communication 10 (3%) HR aterrible communication 10 (3%) Poor Communication 10 (3%) 10 (
Poor Communicatio										
A bit of a reputation1 (0.3%) -1 (0.3%)										
-1 (0.3%) Work can get repetit										
Schedule and finan										
very rigid pipeline b+1 (0.3%)										
HR completely disc										
→1 (0.3%) sexual harrassment→1 (0.3%)										
Work can get repetit										
Product manager a)-1 (0.3%)										
1 (0.3%)										
biaseu peoplei 1 (0.3%)										

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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