

## **GAVIN J. KOON**

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### **Summary of Qualifications:**

Senior executive with substantial experience as a leader of complex organizations. Effective at developing funding sources, efficient application of business goals, and securing/maintaining organizational objectives. Strong functional strengths in managing administrative areas, including finance, information systems, human resources/labor relations, public relations, regulatory compliance, reporting to a Board of Directors, and as well as possessing solid management competence. Exceptional interpersonal skills in working with and directing people of varied skills/strengths to achieve maximum results.

### **Professional Experience:**

#### **International Alliance of Theatrical Stage Employees (IATSE)**

**2004 – 2010**

##### ***International Representative***

The organization represents over 400 unions and 115,000 persons throughout the United States and its territories, and Canada in the motion picture, television, broadcast, and theatrical industries.

- ▶ Negotiate, maintain, and interpret film/television/broadcast/stage collective bargaining agreements – local area and national jurisdiction, fixed & non-fixed facilities, and short & long term agreements
- ▶ Advise, assist, and solve various Local Union problems
- ▶ Run organizing and political campaigns and perform organizational research
- ▶ Oversee skills training and apprenticeship programs, pursue and implement new programs
- ▶ West Coast Office Manager and event planner for IA Board meetings and recent IA Convention

#### **GJK & Associates**

##### ***Owner/Consultant***

**2004**

Provide consulting services focusing on development and implementation of skills training programs, labor relations, job placement, and staff coaching. Clients included: Glendale College Professional Development Center, Montrose, CA; Workplace Hollywood, Hollywood, CA; U.A.W. Labor and Employment Training Corporation, Long Beach CA

#### **Contract Services Administration Trust Fund (CSATF), Encino, CA**

**2001 – 2004**

##### ***Executive Director***

Non-profit organization governed by the collective bargaining agreements between 560 motion picture and television producers/companies (AMPTP) and 25 entertainment unions to service contract provisions (CSATF serves over 47,000 individuals and is presided over by a board of trustees).

- ▶ Responsible for delivery of all programs and services (rosters, skills & safety training, drug testing, and etc.)
- ▶ Successful installation of custom computer system (developed on time, operating as planned, and within budget)
- ▶ Implementation of industry-wide Safety Pass Program to safety train entire 47,000 person service group
- ▶ Achieved significant growth as reflected in both funding levels and staff resourcing

#### **IATSE Local 816 (Scenic, Title, & Graphic Artists), Studio City, CA**

**1996 – 2001**

##### ***Executive Director***

Local represents over 700 scenic, title, and graphic artists working in motion picture, broadcast, theme park, theatrical and trade show industries.

- ▶ Negotiate and administer collective bargaining agreements, grievance/arbitration, and benefit plans
- ▶ Responsible for administration, union finances, legal matters, official spokesperson, and communications
- ▶ Design skills training programs and obtained over \$450,000 in funding
- ▶ Obtained \$3 million H-1B skills training grant from U.S. Dept. of Labor, trained 1,500 persons in 20 Locals
- ▶ Plan/pursue an increase in the Local's agreements, resulting in 25% increase and a 75% growth in membership
- ▶ Established financial planning/investment program resulting in tripling of Local's financial assets
- ▶ Co-initiated merger talks with IATSE Local 876 (Art Directors Guild) and co-wrote new constitution (Merger completed - July 1, 2003, becoming new organization: IATSE Local 800)

**Supervisor/Lead Scenic Artist/Scenic Artist**

**1980 – 1996**

The Walt Disney Company; Metromedia/Fox Television; CBS Television City; and various studios

- ▶ Experienced in all production aspects of the scenic craft and industry-related skills at various studios/venues for motion picture, television, video, theatrical, commercials, stage, trade shows and theme parks
- ▶ Coordinate with production personnel to achieve desired results in high-pressure situations within required time and budget constraints
- ▶ Estimating, budgeting, hire/lay-off personnel, supervise large crews, and purchasing
- ▶ Acquired and applied “working knowledge” of SCAQMD, Hazcom, Business Emergency Plans (BEP), hazardous waste disposal management and other environmental and safety regulation requirements

**Recent Professional Accomplishments:**

- ▶ **Certificate of Completion** – Ethics In Government AB 1234 2006 and 2009
- ▶ **Community Relations Subcommittee**, Film LA 2010 – Present
- ▶ **Board of Directors**, Verdugo Workforce Investment Board (VWIB) 1999 – Present
- ▶ **Advisory Board** - Ideas Program, Valley College 2007 – Present
- ▶ **Administrative Steering Committee**, Jewish Labor Committee 2008 – Present
- ▶ **Board Of Directors**, Art Directors Guild 2005 – Present
- ▶ **Industry-Wide Safety Committee** (Entertainment) 1996 – Present
- ▶ **Academy of Television Arts and Sciences** 1994 – Present
- ▶ **Certificate of Appreciation**, for services/contributions to safety & training programs, IATSE Local 728 2001
- ▶ **Medallion Recipient**, National Philanthropy Day – Los Angeles, California 2000
- ▶ **Board of Directors**, Motion Picture Industry Pension and Health Plans 1998 – 2001
- ▶ **Certificate of Completion**, New Trustee’s Institute, International Foundation of Employee Benefit Plans 1998

**Other Points Of Interest:**

- ▶ Music – Cello, currently in the Topanga Symphony Orchestra
- ▶ Volunteer – Workplace Hollywood, Entertainment Industry Foundation, Motion Picture and Television Fund Foundation, Malibu Little League, and other charitable work
- ▶ Child actor – in television shows and in feature film, “Follow That Dream,” starring Elvis Presley

**Education:**

- ▶ Immaculate Heart College
- ▶ UCLA
- ▶ Pepperdine University

References available upon request