

Kim A. Roberts Hedgpeth

Kim Roberts Hedgpeth is the National Executive Director of AFTRA. Prior to her appointment in May 2005 as the chief executive staff person for the union, she held the position of AFTRA's Associate National Executive Director.

After joining the staff of AFTRA in 1981, she held a variety of positions with AFTRA's New York Local, and in 1986, was appointed to the position of Co-Executive Director of the Local. In 1987, she was recruited to take the position of Executive Director of AFTRA's San Francisco Local and the San Francisco Branch of Screen Actors Guild. In that position, she negotiated and administered two dozen collective bargaining agreements covering employees in Bay Area TV and radio stations, plus contracts covering cable and home video markets.

In 1992, she was recruited by AFTRA's National Office to return to New York City and take on the newly created post of Assistant National Executive Director, News and Broadcast to build the Union's News/Broadcast Department as part of AFTRA's strategic planning initiative. In that role, she was responsible for overall coordination, planning and direction of collective bargaining policies and strategic planning for the National Union and its 30 local unions in the areas of news and broadcast station staff negotiations. Ms. Hedgpeth's responsibilities over the course of her 28 year association with AFTRA have encompassed a wide range of executive responsibilities, including strategic planning and negotiation of labor contracts in the fields of news, advertising, sound recordings and entertainment programming covering traditional radio, television, cable television and emerging media and serving as the union's principal negotiator for its national franchise agreement with talent agents and representatives.

From 1998-2000, she served as Director of Labor and Employee Relations for Harvard University, where she was responsible for labor and employment policies for the University's exempt and non-exempt personnel and for oversight of the University's Disability Claims Unit. Following her tenure at Harvard, she served as Vice President of Human Resources of Safe Horizon, the nation's leading crime victims support and advocacy organization, before returning to AFTRA in 2001.

Ms. Hedgpeth received her bachelor of arts in American Government from Harvard University in 1978 and her juris doctor in 1981 from the Georgetown University Law Center. She is admitted to the California and New York State Bars. Organizations in which Ms. Hedgpeth has held membership include the New England Human Resources Association, Society of Human Resources Management, the Massachusetts Governor's African-American Advisory Commission, the San Francisco Mayor's Film Advisory Council, New York City Central Labor Council, National Association of Black Journalists (Associate Member) and the American Bar Association.

Ms. Hedgpeth is a Trustee of the AFTRA Health and Retirement Funds, a multi-employer health and pension fund with assets of almost \$2 billion and over 2,000 contributing employers. She serves as a Trustee of the AFM-AFTRA Intellectual Property Trust Fund which collects and distributes monies that AFTRA and the American Federation of Musicians collect on behalf of non-featured singers and instrumentalists pursuant to U.S. and foreign laws. Ms. Hedgpeth is a member of the Board of the Alliance of Artists and Recordings Companies (AARC) which collects and distributes featured artists' royalties collected under the Audio Home Recording Act, and serves on the Board of SoundExchange, which licenses the public performance of sound recordings on digital services and collects and distributes the license fees to copyright holders. She is AFTRA's representative to the AFL-CIO's Department for Professional Employees (DPE), and a member of the DPE's

Executive Board, and also serves as AFTRA's representative to FIA, the International Federation of Actors.

Hedgpeth was born and raised in New York City, the daughter of two performers who held memberships in Actors Equity Association, American Federation of Musicians, American Guild of Musical Artists and AFTRA. She is married to Gilbert W. Hedgpeth, a former law enforcement executive for the State of New Jersey. They now reside in Los Angeles, California.