



**ASSOCIATION OF AMERICAN LITERARY AGENTS
ANNUAL REPORT
MAY 2023**

Since its founding in 1991, the Association of American Literary Agents has been a leading force in furthering the interests of agents, authors and other rights holders.

Through regular educational programming, community-building initiatives, and advocating for agents and authors alike, the volunteer-run organization is dedicated to helping our members maintain and broaden their professional skills in a fast-changing publishing environment. Recognizing the historically exclusive nature of publishing, the

AAALA is committed to engendering a more diverse, equitable, participatory and inclusive publishing community. Members of the AALA must agree to adhere to its widely-respected [Canon of Ethics](#), thus ensuring that our membership maintains the highest standards of ethics and integrity in dealings with and on behalf of our clients and our publishing colleagues.

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BOARD OF DIRECTORS 2022-2023

OFFICERS:

JENNIFER WELTZ, PRESIDENT
REGINA BROOKS, VICE PRESIDENT
PAMELA MALPAS, TREASURER
KERRY D'AGOSTINO, SECRETARY

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FARLEY CHASE
LYNN JOHNSTON
KATIE KOTCHMAN
LAUREN MACLEOD
AYESHA PANDE
SOUMEYA BENDIMERAD ROBERTS
KELLY SONNACK
MONIKA WOODS

JAIME WOLF, LEGAL COUNSEL
JAZMIA YOUNG, ADMINISTRATIVE ASSISTANT

NOTE FROM THE PRESIDENT

The AALA is excited to bring you our inaugural Annual Report. In it you will find updates on our membership numbers, participation, finances and the impressive work our many committees have been doing to advocate, inform, educate and communicate with our membership at large.

I hope that, in reading this review of the past 12 months, you will be inspired to join us in this communal AALA quest - to raise the bar and strive for an even stronger agenting community.

Board Annual Report

As the elected 2022-2023 AALA Board, we came together last summer and identified and focused on some key areas that we wanted to maintain and often improve upon: **Community, Compliance, Codification, Communication, Inclusivity, Transparency and Engagement.**

Community

At the core of the AALA is our ever growing 400+ membership. Without you, we wouldn't exist! That said, a nationwide membership poses its own challenges in fostering connection and community.

Post pandemic, bringing members together in ways that increased connection and community, was a major goal.

With so many of our agent businesses comprised of less than five people, we saw the need for connection and the comfort of shared ideas to be vital to the health of our part of the industry. With that in mind, and only a couple of months to make it happen, the Board brought back our in-person party last September. Everyone who attended arrived with big smiles on their faces; thrilled to at last see their fellow colleagues in a casual setting where there were no directives, just the celebration of agents and the AALA community as a whole.

When we started back in the early 90's as an organization, almost everyone was based in the New York area and in-person was the way to go. A party in New York met everyone's needs if they were searching for community. Now we have members all over the country and a New York City party, while a great success, did not address everyone's abilities to attend. Our

Membership committee stepped up and launched our monthly virtual mixers where people in the agenting community who shared common interests could come together to chat about challenges and successes and hopefully walk away feeling less alone in their work and maybe with a name or two to contact in the future. We are now delighted that the Communications and Programming committee will be continuing the mixers moving forward. I encourage all of you to Zoom in to at least one. It's a wonderful way to come, chat and exchange ideas that can hopefully help us be better at what we do and also feel a connection to others who understand our challenges.

Ever striving, the Board posed a new question. Was there a way to provide more than just a party to bring us physically together? Could we also address the greater challenges we are all facing connecting with editors and other publishing professionals who are less reliably in their offices? Can we, as the AALA, strive to resuscitate, not just an agenting community, but also a publishing community? And thus was born the AALA USBS day. Headed by the superhuman team of our Vice President Regina Brooks and Board member Lynn Johnston we have a day of continuing education, big idea discussions and, hopefully, a worthwhile reason for people to come together in person to connect and network while making the programs accessible to all members virtually.

Moving forward we now want to make sure we can continue the parties, mixers and AALA day and maybe create regional meet-ups as well. We will need a committee dedicated to this member event work - The Events Committee!

If you are ready to roll up your sleeves to continue the work and create even more ways

to fortify community, please let us know of your interest to join this committee by emailing Events@aalitagents.org.

Compliance

The AALA has experienced tremendous change in a short period of time. We have changed our name, logo, website, membership model and last year ratified revisions to our Canon of Ethics. We have been able to welcome more members who adhere to our Canon of Ethics. Our current and new members have access to information through our growing library of web-panels on our website as well as many new offerings throughout the year. Through this and numerous other endeavors we are striving to raise agenting standards and hopefully reduce harmful practices within our industry.

Starting last year, we have been tackling the next big hurdle in bringing our organization into the 21st Century - our Bylaws.

Our Bylaws were written back in 1992 and have not had a major overhaul since. They were written after two Literary Agent organizations merged (SAR & ILAA) following a lawsuit brought by the Department of Justice (please see our General Counsel's wonderful presentation on Antitrust and the Consent Agenda on our website for further explanation). It was also a time when the dramatic agents formed a greater part of the organization. The resulting Bylaws reflected all of this - from guidelines on the formation of our organization to detailed roles of literary and dramatic agents within the organization.

The AALA of today is very different from what was created back then. Consequently, we need a set of Bylaws that is more inclusive - enabling

us to grow and adapt to the changes we will face in the future. In the coming months you will be hearing much more about the Bylaws, the importance of updating and maintaining them and the proposed changes. We will disseminate the newly drafted document, conduct a Town Hall meeting to discuss and answer questions and, ultimately put this to a member-wide vote where we will need ALL OF YOU to engage and cast your votes to be able to ratify it. We are excited to present this crucial phase updating the AALA, which will enable it to evolve and expand further.

Codification of Procedures

The 2022-23 AALA Board term began in July where we immediately created a Board Member Handbook to assist new members in navigating their role and to establish transparent guidelines for all Board members. All Board members are required to yearly disclose any potential conflicts of interest, must attend a minimum number of meetings and enter the role aware that this is a working Board that expects active participation. We are also constantly communicating via our Google group and/or Slack to make sure that pressing issues can be addressed in between Board meetings. In this way we are striving to increase our ability to be proactive and less reactive as an organization.

We then tackled the challenges of making sure there was an accessible central hub of information for our organization and its leaders. This is a multi pronged task but, already we have centralized all of the Board documentation and are in process of helping our active committees in doing the same for their groups. The goal is to create an organization with committees that can run smoothly because of set protocols so that leaders of each committee

as well the Officers of the Board have a blueprint they can work off of. This will enable smoother transitions of leadership and hopefully an even greater focus on realizing goals because the minutia is already in place.

With tremendous work from our Treasurer Pamela Malpas, our Administrative Assistant Jazmia Young and our Head of the Communications Website team Lauren MacLeod, we plunged into a new membership renewal model. It was tremendously successful in migrating all of our members to our website with your profiles promising a smoother renewal process in the future. We will be working out any remaining kinks we have identified since the launch with next year's renewal to go even better!

I am proud of our collective achievements, and, even though you might not see these modifications as members, as you become more active in the AALA, you hopefully will see how the results of these changes have improved all of our processes.

Of course there is more to be done! This coming year, we will be vetting and fine tuning our handbooks and helping our committees do the same so that there can be smooth leadership transitions in all aspects of the organization moving forward - consequently providing exciting opportunities for more members to actively contribute to the AALA's growth.

Communication

One of the major aims of this year has been to increase our communication to our membership as well as to our publishing community as whole. What has this concretely meant? The communication committee's incredible monthly

newsletter has enabled us to provide all of you with a central place to find out the latest news from our committees, the Board and any other information that we think our members would benefit from learning about - such as a breakdown from our General Counsel of a pertinent court case in our recent May Newsletter. We hope that you, our members, will start to see this, not only as a place to receive information, but also a place to disseminate your information.

Over this past year, I have heard from many members that it was a mystery how you could get involved in the AALA. Whether you were interested in joining a committee, running for the Board, aspiring to become President or even suggesting the creation of a new committee to address a need you have identified, many members did not know how to become more active members in the AALA community or even if this was welcomed by the ones running the organization.

I am here to let you know that we want and need your participation! At the end of every newsletter is contact information for all officers and committees within AALA. We all welcome you to contact us with questions, suggestions and, most of all, your interest in becoming an active part of the AALA. I assure you there is a role for you if you want it.

Of course communication from the AALA goes far beyond our newsletter with 20 panels through our Programming committee with expertise from our various committees. It also comes in the form of Committee alerts ranging from information about International business in Russia since the invasion, Contractually challenging clauses, the launching of the Copyright Claims Board, Small Business tax

deadlines and now our Annual report giving you a full picture of the AALA this past year from each of the committees as well as a new Report from our Treasurer.

Another goal of this past year has been to increase our communication to the publishing industry as a whole. To do this, we wanted to make sure that what we presented truly encompassed the smart and thoughtful but also varied ways we do our business as literary agencies. Thus the surveys! I want to thank everyone who has taken the time to carefully respond to the many surveys we sent out this past year. Because of you, the Board was able to craft nuanced responses regarding the DOJ - PRH/S&S merger case, the HarperCollins union strike and to go as a united AALA Board delegation with the Author's Guild to urge both sides to reconcile using your feedback to illustrate how dire this situation had become for both agents and authors. Our latest survey which builds on our survey 2 years ago, will help inform us moving forward about what we as an organization need to focus on to best serve all of you. Our amazing Board Secretary Kerry D'Agostino has compiled a preliminary report on the results in these pages. Please make sure you have filled yours out so that we obtain an even better picture of our membership!

In the past year, we have also reached out to further the ways we could connect to numerous book focussed organizations including the Authors Guild, American Library Association, Independent Publishing Group and Book Industry Study Group to name a few with our Contracts and Copyright committees participating in joint AALA/AG panels and BISG panels respectively, but there is more work to be done in this area as we move forward. We have also aligned ourselves with book positive

initiatives such as the United Against Book Bans and have informed you about ways to get involved individually via the newsletter.

Recently an AI Task Force composed of members from Copyright, Contracts and MDI connected with their UK counterparts at the AAA to discuss ways to share resources as we all tackle this major issue as well.

Inclusivity

This year we continued the impressive strides the AALA has made in the past few years to make sure all of our current members were included in all of our endeavors as well as fostering diversity in our incoming class of agents and support staff and working on ways to keep talent from leaving publishing for greener pastures.

On a practical level this meant migrating all of our panels and meetings to Zoom so that our members, regardless of location, could participate, timing so that they are viable for different time zones and recording and posting them to members on our website for when our schedules don't enable us to experience them live.

Our DEI committee established and has now grown our mentoring program (please see their report for details) and I have heard from so many of you about the mutual benefits it provides to both mentors and mentees. If you have yet to volunteer, I strongly encourage you to consider serving as a mentor in the next call for participation!

Building on our previous internship program, we have collaborated with Literary Agents of Change (LAOC), a charity recently established by AALA members that is already flourishing, to

provide summer fellowships. The fellowships allow underserved talent to experience first hand the world of agenting. If you haven't volunteered to take on a summer fellow yet, I strongly encourage you to consider doing so next year!

On the programming side, through both panels and mixers, we have worked to address needs of members starting in the business as well as tackling succession issues.

Looking to future goals, we hope to use our recent member survey to spearhead more regional activities. We also wish to expand our awards process to include many different ways we in the Agenting community excel as well as reinstating our award to a distinguished person in the publishing community.

Transparency -

This year, one of our goals was to provide transparency in all of our activities as well as our Election process, our Financials and ways members of all kinds can get involved.

Looking forward, we will be forming a Governance committee to work on and oversee best practices in our Board and committees as

well as form even better election procedures that encourage more members of all kinds to participate in our organization's governance.

We are also exploring the addition of a Development Committee. As you can see, by keeping our membership dues low to minimize financial barriers to entry, we face greater challenges in achieving our many stated goals as often funds are a key factor. With that in mind, we are looking to find innovative ways to raise funds. Members interested in working on this committee are welcome to email development@aalitagents.org!

Engagement

Of our 426 members, 81 are members of at least one committee and many of those of multiple ones, 24 are mentors this year and 6 agencies are hosting fellows this summer. Adding all of this up, we are looking at over 26% of our membership actively engaged in the AALA. We hope to increase this number in the year to come!

TREASURER’S REPORT

Overcoming Challenges

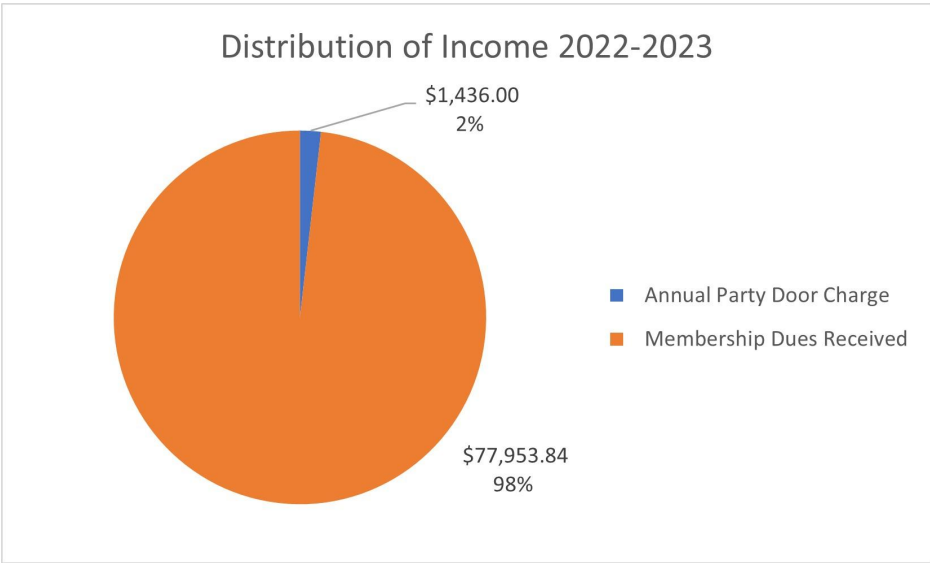
The pandemic presented challenges for AALA’s income and altered some of the organization’s expenses; in the past board year (2022-2023) we have adjusted to these changes and implemented tools and strategies for future stability. The pandemic disruptions to dues collections have been overcome. Changing our in-person meetings and events to virtual platforms has increased our reliance (and expenditure) on software subscriptions, but reduced expenditure on renting space for meetings. Our technology expenditures have also grown with the development of, and migration to, the new AALA website.

Member Dues

Most of AALA’s income is in the form of member dues, collected annually. The new membership model sets dues at rates from \$75.00 per year to \$175.00 per year for most members, and \$25.00 per year for educational members. Volunteer work sustains our programming, committee work, and board of directors. It is the ongoing commitment to the organization from members, both new, and those who have been volunteering and paying dues for decades, that make AALA’s work possible.

Other Income

In 2022, the association’s income included ticket sales for the annual party; these sales offset some (but not all) of the costs of the party. For 2023, we are budgeting the annual party as a break-even event. The board is exploring additional revenue opportunities, including from collaborations such as 2023’s US Book Show.

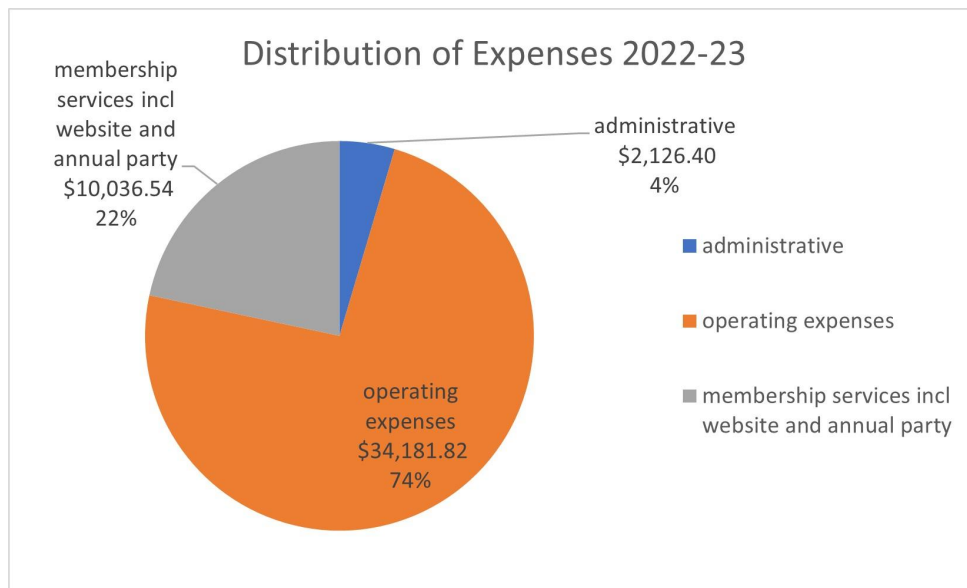


Operating Expenses

Ongoing operating expenses include professional fees (for accounting, legal, and administrative assistant services) and technology costs for managing dues collection, financial recordkeeping, and administration (such as cloud-based file-sharing; online balloting for elections) at the board and committee level. We also have insurance and other expenses. The migration to online payment systems has made dues collection faster and easier but also presented new costs in the form of payment processing and interchange fees charged by credit cards (these transaction costs are absorbed by AALA and not passed on to the members).

Focus on member services

The focus of AALA's expenses is on delivering member services, including the website (and its associated data storage costs), announcements and newsletters, programming, and events such as town halls, the annual meeting, and our annual party. Most of these expenditures are in the form of ongoing software subscriptions (e.g., we pay for videoconferencing software to host online webinars and panels, but programming is supplied by volunteer speakers and materials produced by committee volunteers).



Financial Goals and Accomplishments

The board is committed to transparency and accountability in the way the dues paid by our members are put to use. Over the past year, a dedicated effort has been made to wind down, reduce, and cancel expenditures for residual expenses on the old website, redundant software services, and banking fees. A new budgeting system has given us better oversight and control of expenses, enabling better analysis and forecasting.

Outlook

At the time of this report's drafting, AALA is on budget to cover annual expenses for the 2023-2024 board year and retain a reserve for future operating expenses.

PROJECTED BUDGET 2023-2024

Association of American Literary Agents, Inc.

302A West 12th Street,
Suite 122
New York, NY 10014-7906



REVENUE	CURRENT YEAR BUDGET
Member Dues	\$ 80,000.00
Other Income (incl USBS and annual party)	\$ 17,400.00
TOTAL YEARLY REVENUE	\$ 97,400.00

EXPENSES	CURRENT YEAR BUDGET
Administration	\$ 4,380.00
Operating Expenses	\$ 46,400.00
Membership Services (incl annual party)	\$ 15,635.00
Other	\$ 8,500.00
TOTAL YEARLY EXPENSES	\$ 74,915.00

	CURRENT YEAR BUDGET
TOTAL YEARLY REVENUE	\$ 97,400.00
TOTAL YEARLY EXPENSES	\$ 74,915.00
TOTAL YEARLY OPERATING SURPLUS	\$ 22,485.00

PRELIMINARY 2023 MEMBERSHIP STATISTICS

As of May 15, 2023, AALA has 426 members. 346 of those members are enrolled as full members with four years or more of experience. 69 of those members are enrolled as full members with less than four years of experience. 14 of those members are enrolled as educational members.

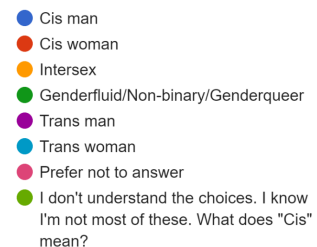
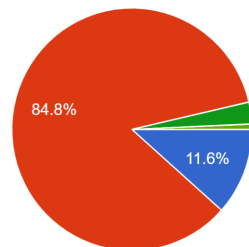
At present, 140 AALA members have participated in an ongoing 2023 Membership Survey, which represents a 32% response rate to date. With these responses in hand, AALA can report the following preliminary results regarding the current demographic constitution of the organization. Please note that the questions regarding race, gender, orientation and disability follow the same structure as the [2019 Lee & Low Diversity Baseline](#) survey in order to allow for a direct comparison between the results.

Race

- 82.4% of respondents describe themselves as White/Caucasian. In 2021, 88% of respondents described as the same.
- 8.1% of respondents describe themselves as Latinx/Latino/Mexican. In 2021, 4.7% of respondents described themselves as the same.
- 6.6% of respondents describe themselves as Biracial/Multiracial. In 2021, 3.9% of respondents described themselves as the same.
- 4.4% of respondents describe themselves as Asian/Native Hawaiian/Pacific Islander/South Asian/South East Asian. In 2021, 1.5% of respondents described themselves as the same.
- 3.7% of respondents describe themselves as Black/Afro American/Afro Caribbean. In 2021, 3.5% of respondents describe themselves as the same.
- 3.7% of respondents describe themselves as Middle Eastern. In 2021, 1.6% of respondents described themselves as the same.
- 0.7% of respondents describe themselves as American Indian/Alaska Native/First Nations/Native American. In 2021, 0% of respondents described themselves as the same.

Gender Identity

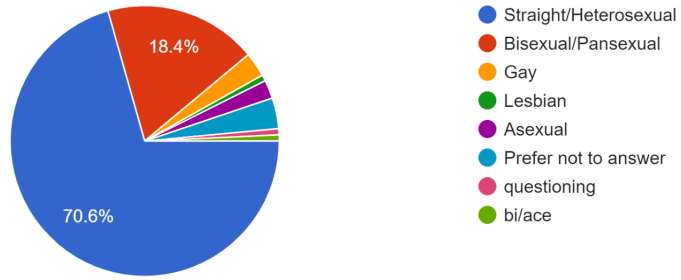
- 84.6% of participants respond that “cis woman” best describes their gender identity. 11.8% of participants respond “cis man” to the same. 2.9% of participants respond “Genderfluid / Non-binary / Genderqueer to the same.”



- 84.6% of participants select that they use she/her/hers pronouns. 11.8% select that they use he/him/his pronouns. 2.2% select that they use they/them/their pronouns.

Orientation

- 70.6% of respondents describe themselves as straight/heterosexual, compared to 77.4% in the 2021 survey. 18.4% describe themselves as bisexual/pansexual, compared to 9.7% in the 2021 survey.
- 2.9% of respondents describe themselves as gay and 0.7% as lesbian. In 2021, 5.1% of respondents described themselves as gay and 1.5% as lesbian.

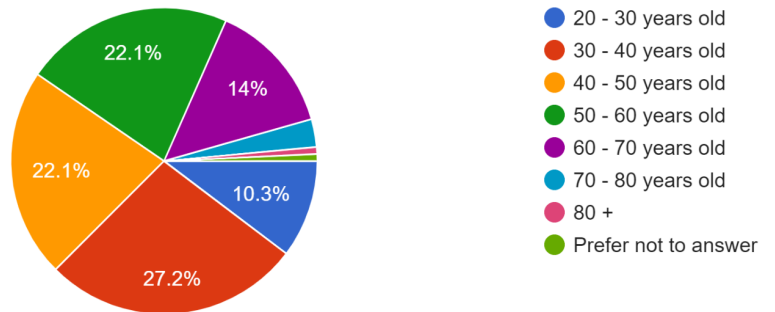


Disability

- 78.7% of respondents identify as a person without any disabilities or chronic conditions. In 2021, 87.2% of respondents identified as the same.

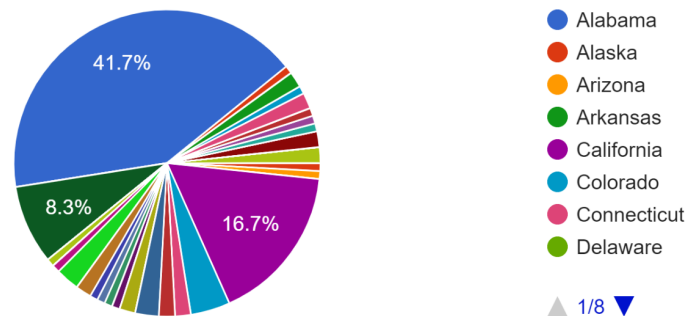
Age

- Roughly 60% of respondents are over 40 years old, with 22.1% each selecting that they are 40-50 years old and 50-60 years old. 14% of respondents are 60-70 years old.
- However, the largest age demographic represented by respondents in the survey are the 27.2% of respondents who are 30-40 years old.
- 10.3% of respondents are between 20-30 years old.



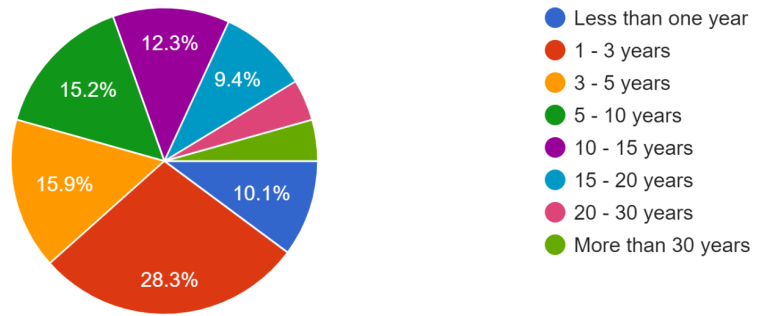
Location

- Respondents to the survey selected 27 different states where they live.
- New York has the highest percentage of respondents to the survey with 41.7% of respondents reporting that they live in the state.
- The next highest percentage of respondents live in California, at 16.7%. New Jersey is in third place with 8.3% of respondents.



A Note Regarding Recent Growth in AALA Membership

Early responses to the survey indicate significant recent growth in the AALA membership, with a total of 54.3% of respondents reporting that they have been members for five years or less. Of this total percentage, 39 respondents (or 28.7% of total survey respondents) have been members for 1-3 years. 22 respondents (or 15.9% of total survey respondents) have been members for 3-5 years. 14 respondents (or 10.1% of total survey respondents) have been members for 3-5 years.



Additional categories reporting include 15.2% of respondents who have been members between 5-10 years, 12.3% of respondents who have been members between 10-15 years, 9.4% who have been members between 15-20 years; and 4.3% of members each who have been members between 20-30 years and more than 30 years.

65.2% of survey respondents state that they are very likely to recommend AALA membership to one of their colleagues. To the same question, 23% of respondents say that they are likely to recommend membership; 13% are neutral; 0.7% are unlikely; and 1.5% are very unlikely.

The above findings represent a small portion of the overall findings from the 2023 Membership Survey, which asked wide-ranging questions about themselves, their authors, their agencies and their feelings on the present state of the publishing industry—and the resources that AALA may be able to provide to in service of all of the above. We are grateful to all members who have participated so far and to all members who will participate in the weeks ahead, and we look forward to presenting the findings in full in the near future.

AALA COMMITTEE REPORTS | 2022-2023

Contracts Committee

Committee Chair: Ginger Clark

Members: Priya Doraswamy, Nicole Eisenbraun, Mary Evans, Jenni Ferrari-Adler, Lynn Johnston, Gina Maccoby, Lauren MacLeod, Adam Schear, Kirsten Wolf, Leigh Eisenman, Miriam Altshuler

Contact: contracts@aalitagents.org

Over the past year, the Contracts Committee focused on updating and providing resources for members as well as addressing consistent member concerns regarding contract delays.

Contract delays

The Committee's primary focus for 2022 was addressing the ongoing, business-wide delays in the contract negotiation process, which seems to be most prevalent in children's publishing. The Committee approached multiple publishers (including members of the Big 5) via email and Zoom meetings.

To further monitor the situation and collect data, the Committee also created the "Contract Delay Reporting Form." This survey has been shared twice via AALA newsletters and is available to members on the website at all times. The Committee has received responses via this form and plans to continue discussions with publishers throughout 2023.

Checklists

Another significant project for the Contracts Committee this year was updating the "Basic Movie Option Contract Checklist," with the input of AALA's counsel, Jaime Wolf. This revised checklist was made available for members on the AALA website in summer

2023. The Committee is also in the process of reviewing the "Basic Contracts Checklist" available for members.

Events & Programming

For its 2022 programming, the Committee hosted a Zoom toolbox in November – titled Contracts 101. This was a successful event with 73 attendees and 157 registrants, with a dozen follow up emails from attendees with positive feedback. This event inspired the AAA, in England, to host a similar one.

The Committee's other event was a panel with the Author's Guild in April 2023. Members of the Committee will also participate in a panel hosted by the AALA at the US Book Show in May.

Adding new members

In 2022, the Contract Committee was delighted to welcome several new members: Priya Doraswamy of Lotus Lane Literary, Lauren MacLeod of Aevitas Creative Management, Kirsten Wolf of Wolf Literary Services, and Lynn Johnston of Lynn Johnston Literary (as the board liaison).

Future Plans

- In recognition of the ever-evolving contractual landscape, maintaining a vigilant watch and remaining attuned to emerging trends.
- Providing guidance to our members through alerts and educational presentations, with up to date information and insights to navigate complex contractual issues.
- Evaluating and updating our contract checklists on an ongoing basis.

- Collaborating with other committees to monitor developments in AI to safeguard the interests of our members and their clients.

Communications Committee

Committee Co-Chairs: Regina Brooks & Lauren MacLeod

Members: Alexandra Franklin, Laurel Symonds, Lauren Spieller, Leslie Zampetti, Paige Terlip, Elana Roth, Bridget Smith, Eva Scalzo

Contact: communications@aalitagents.org

Over the past year, the Communications Committee has accomplished a great deal in improving and expanding the Association's online presence and communication. Our main focus has been:

- Rolling out the monthly newsletter, which incorporates updates from committees and provides those committees with new opportunities to invite members to participate
- Enhancing and refining the Association's website which now includes online profiles for 100% of the membership
- Implementing an online events calendar that allows members to plan and register for upcoming panels
- Establishing a video archive collecting years of programming
- Creating a new system for collecting dues online

Our function includes both external communication with the industry at large, seeking to enhance AALA's reputation and influence, and internal communication with and

within the membership. As part of our internal efforts, we have joined forces with the Programming Committee to continue hosting the monthly mixers on the last Monday of the month, which provide valuable opportunities for members to connect and network. We also work to keep our members informed about key updates, events, and industry meetings, such as the meeting between the AALA, Authors Guild, HarperCollins and the HarperCollins Union.

Our external efforts have led to an increase in the number of press releases sent out on behalf of AALA, as well as requests from media outlets seeking comments from our members. Mindful of navigating changing trends in social media that impact where we are present and how we communicate with those audiences, we strive to keep up with the latest developments in social media and adapt our strategies accordingly. Portions of the committee have taken an active role on the US Book Show working group, which is responsible for scheduling, organizing, and creating and designing swag and communication about the event.

Our ongoing goal as a committee is to position AALA as a leading voice and valuable resource for all literary agents, while constantly improving how we, and all AALA committees, communicate with the membership.

Copyright Committee

Committee Chair: Pamela Malpas

Members: Ginger Clark, Nicole Eisenbraun, Lauren MacLeod, Natalie Lakosil, Rebecca Matte, Ari Solotoff (committee's advising attorney), Carol Mann

Contact: copyright@aalitagents.org

Formed in 2018, the Copyright Committee focuses on informing AALA members about vital copyright developments and their impact on authors and agents. Comprising six members, including an outside copyright attorney, the committee meets quarterly with ad-hoc meetings scheduled in between for working groups on programming tasks.

Several of the Copyright Committee highlights from 2022-2023 include:

- Produced two membership alerts, announcing the launch of the Copyright Claims Board, and reminding agents of the importance of checking copyright registrations.
- Hosted three panels/webinars on the Copyright Claims Board (co-hosted with Authors Guild), Copyright Terminations webinar with attorney Neil Rosini, and Copyright 101: What Agents Need to Know.”
- Provided brief on digital lending in libraries and coordinated meetings to discuss Scribd's copyright infringement concerns.
- Has ongoing participation in the Library of Congress's Copyright Public Modernization Committee.

The Committee goals for 2023-2024 include the following:

- Develop and host panels on Managing Literary Estates and What to Do When an Author Dies (with a focus on copyright concerns)
- Developing and hosting a panel on Real-Life Experiences with Copyright Infringement

- Participation in a working group with members of Contracts and MDI committees and other industry members on the topic of AI in Publishing
- Adding two members to the committee*
- Transitioning to a new chair of the committee

*While the committee welcomes interest from any AALA member, our priority is for the committee to comprise agents with experience in Copyright Office procedures (registrations, recordations “copyright terminations”) and knowledge or interest related to piracy and infringements and the transfer, assignment, and reclamation of copyright.

Diversity, Equity and Inclusion Committee

Committee Co-Chairs: Farley Chase & Kelly Sonnack

Members: Chelsea Hensley, Caroline Miranda, Sonali Chanchani, Katie Kotchman, Ayesha Pande, Tamara Kawar, Jemiscoe Chambers-Black, Regina Brooks Samantha Fabien, Kurestin Armada, Daniele Hunter, Serene Hakim, Sarah Khalil

Contact: dei@aalitagents.org

The DEI Committee’s goal is to promote commitment to diversity, equity, and inclusion throughout the AALA organization and literary agenting community. The committee meets monthly via video conference call. Our committee currently has 16 members.

In the last year, a few of our valued committee members cycled off the committee, including Cecile Barendsma, Maeve MacLysaght, Kayla Lightner, Sally Wofford-Girand, and Monica Odom.

We're excited that we were able to welcome new members who bring new perspectives and energy to our committee: Serene Hakim, Jemiscoe Chambers-Black, Samantha Fabien, Sarah Khalil, Daniele Hunter, Chelsea Hensley, and Stefanie Molina.

Our ongoing goal as a committee is to position AALA as an anti-racist organization that is continuously working to create a more equitable and just agenting community.

Additionally, the DEI Committee co-administers the following programs in concert with Literary Agents of Change:

- [The Fellowship Program](#) is a summer program that matches college students from diverse backgrounds and historically underrepresented groups with a literary agency and AALA member. LAOC provides a grant directly to the student for their participation. Over 10 weeks (June-Aug), these fellows learn the inner workings of the industry and receive direct support from a supervisor to understand the role a literary agent plays in the publishing process and develop the skills that will help them succeed. AALA and LAOC create a robust slate of programming over the course of the summer to further fellows' access to networking, mentorship, and educational panels that cover the publishing industry as a

whole. This year, we are supporting six fellows.

- [The Mentorship Program](#) is a one-year program that seeks to increase retention and promotion of people in the business from historically underrepresented groups, particularly people of color. Mentees are literary agents from historically underrepresented backgrounds and they are matched with two literary agent mentors from AALA, each of whom provide at least one hour, each month, of mentoring. LAOC provides a business development grant to each mentee. AALA works closely with LAOC in building, growing, and running this program. This year, our third year of the program, we have a class of 12 mentees. Our mentee network, comprised of mentees from previous years + this year's mentees, has 38 people in it.

These programs have been hugely successful. In two full years the Fellowship program has served 9 young people, a third of whom are now working in our business. The Mentorship program, over two full years, has served 28 mentees with a retention rate of over 90%. And 9 of our former mentees are now either mentors in the program, members of the DEI Committee, running the Mentorship Program, and on the Boards of LAOC and the AALA.

Both of these teams meet additionally through the year (weekly during peak program planning). The co-directors of the Fellowship and Mentorship programs are not required to attend every one of the larger DEI meetings; a

liaison from each reports in on behalf of each team.

Now that the programs we run with LAOC are established, the DEI Committee is working to create a new team, tentatively called “Core DEI”. The Core DEI team will be critical in instilling the principles of DEI into every facet of the organization. To achieve this goal, the team will closely examine protocols, membership rules, bylaws, canon of ethics, and committee formation guidelines to identify areas where changes can be made to promote diversity, equity, and inclusion. We look forward to working with the AALA Board and other committees to develop and implement programs, policies, and initiatives that will further advance the principles of DEI throughout the organization.

The DEI Committee also seeks to establish working relationships with other organizations focused on DEI initiatives within the literary community. Over the past year this has included conversations and growing partnerships with the following organizations:

- **SCBWI.** The mentorship program has solidified a partnership with SCBWI that included two Meet the Agent panels featuring our mentees (reported to be their most attended online programs of the year); a year of online access to SCBWI; and in-person networking opportunities at SCBWI events. SCBWI is excited to continue this partnership in 2023.
- **Publishers Weekly.** PW is a committed sponsor of our mentee class, providing a year of free virtual access, every year.
- **Publishers Marketplace.** The mentorship program has received two

years of free access for our mentees and it will continue in 2023. We will encourage PM to support our program this way into the future.

- **WNDB.** The fellowship team is engaged in conversation about how to combine efforts on WNDB’s summer internship program and the LAOC fellowship program. This year we are hoping to have some combined programming over the summer. We are also discussing opportunities for networking among our programs’ alumnae groups.
- **Authors Guild.** We are paving the way for partnership with the Author’s Guild in 2023. We have requested they provide our 2023 mentees access to the AG’s online resources. We are also beginning to plan an agent panel for AG authors, featuring our mentees.
- **Dutton.** Conversations are ongoing for how we can engage with Dutton’s imprint-led DEI committee. Possibilities include Dutton’s involvement with the Fellowship’s school outreach, and possible participation in the Mentorship program.

The DEI Committee also organizes initiatives around education and networking while promoting diversity across the publishing industry.

On June 22nd and 25th we will hold two Meet the Editors panels featuring AAPI editors in the kids and adult markets, respectively.

We are also committed to our committee members’ continuing growth and learning. Our committee will participate in additional DEI training this fall. We also hold annual retreats to assess our objectives, refine our goals, and

participate in macro-level idea incubation to help guide the committee's long-term plans.

Ethics Committee

Committee Chair: Vicky Bijur & Gina Maccoby

Contact: ethics@aalitagents.org

The principal role of the Ethics Committee is to address complaints against AALA members alleging violations of the AALA Canon of Ethics. Unlike other AALA committees, the Ethics Committee meets only when necessary. The usual procedure is that after the Chair receives a complaint the Chair forwards it to the AALA member who is the subject of the complaint and requests a detailed, factual response to the assertions made. If the allegation is not resolved by correspondence, the Chair convenes the Ethics Committee, who meet with the AALA lawyer to discuss what recommendations to make to the AALA Board.

Over the past year the Ethics Committee has been working on various initiatives that will help guide future AALA practices.

- The Ethics and the Membership Committees have had discussions about coordinating in the cases of former AALA members who wish to rejoin the organization after resigning in the face of ethics complaints.
- The Ethics Committee will be archiving correspondence from previous ethics cases in a secure location, so that future Ethics Committee chairs can see how issues have been handled in the past.
- The Ethics Committee has been working with president Jennifer Weltz, former president Gail Hochman and AALA

counsel Jaime Wolf on updating the AALA Bylaws. The revised Bylaws will reflect the revised 2022 Canon of Ethics and the new membership model as well as promoting DEI. There will also be a list of Best Practices, a more flexible set of organizational principles for membership, Committees, and so forth.

International Committee

Committee Chair: Diana Finch

Members: Chris Lotts, Cheryl Pientka, Sandy Hodgman, Marianne Merola, Tamar Rydzinski, Soumeya Bendimerad Roberts, Valerie Borchardt, Nicole Eisenbraun, Sarah Perillo

Contact: contracts@aalitagents.org

Over the past year, the International Committee has continued to work on AALA members' concerns as the global publishing world continues to recover from the disruptions of the pandemic.

We have followed developments in all markets, as the pandemic affected all of us, but sometimes in different ways as different governments took various approaches in response.

While we note that some responses have been positive, such as the rise of audio and ebook formats, the use of secure e-software for signing agreements, other aspects were severely impacted and are still in recovery mode, including in particular the major international bookfairs, London, Bologna and Frankfurt.

For London, the most severely affected, we held meetings with LBF's new director in 2021 and

now are in discussions with the subsequent new director who took the helm in fall 2022, and we followed through for our 2020 raffle winner, who was finally able to attend with a free table this year.

For Bologna, we also followed through with our 2020 raffle winner, who also finally attended this year, and, at their invitation, held the first raffle for their new initiative for adult illustrated books, BolognaBookPlus.

We look forward to continuing all our raffles for 2024.

For Frankfurt (who offer an international fellowship program but do not do raffles), we met with their representatives to share concerns and feedback following the resumption of in-person fairs with London 2022.

We've seen a number of our valued members leave the committee including Jennifer Weltz of JVNLA, now AALA president, Katie Kotchman of Don Congdon Associates, Kent Wolf of Neon Literary, and Lara Allen, formerly of The Lotts Agency.

We're grateful to have been swiftly re-energized by the addition of new members Marianne Merola of Brandt & Hochman, Valerie Borchardt of Georges Borchardt, Nicole Eisenbraun of Ginger Clark Literary Agency and Abigail Koons of Park Fine, so that we are now at capacity again.

Following the tragic upheaval caused by Russia's invasion of Ukraine in February 2022, we reached out to our contacts in the US Trade Department for guidance on navigating the sanctions imposed by the US on Russia and prepared an alert for members.

We've also been looking into relief efforts for both Ukrainian publishers and Turkish publishers affected by the recent earthquake there.

In a much more routine and yet essential realm, we are in the midst of updating our Foreign Tax Exemption Chart for inclusion on the new AALA website.

Our ongoing goal as a committee is to gain a full picture of the experiences and concerns of the membership in the area of foreign rights: to monitor trends and developments in the international markets and encourage best practices in the licensing of foreign rights and the publication of our clients' work in foreign territories.

Media & Digital Innovations Committee

Committee Chair: Tess Callero

Members: Sarah Gerton (**Secretary**), Jeff Kleinman, Katie Kotchman, Leah Petrakis, Heather Jackson

Contact: contracts@aalitagents.org

The Media and Digital Innovations Committee initiates discussion, educates, and explores opportunities with companies outside of traditional print publishing, such as:

- The rapidly growing audio space
- Film/TV
- Digital marketing
- Social media
- Podcasts
- New publishing opportunities and potential disruptors

...creating programs to help AALA members negotiate the changing world of selling rights to our clients' work, such as

- The "Meet the Book-to-Film Agents" series
- Audio Originals Publishing
- What You're Not Asking Your Hollywood Co-Agents But Should
- New Ventures in Subscription Model Publishing
- Digital Outreach: What's New and What Works

...and discovering, discussing, and sharing emerging technologies and ventures with the AALA membership.

2022 Accomplishments

In 2022, we wrapped up our highly-attended Meet the Book-to-Film Agents series we began in 2021. The goal of the series was to introduce the AALA membership to a variety of book-to-film agents and educate literary agents on the Film/TV industry.

The series ended with a Book-to-Film Process panel in May, in which industry experts spoke to the memberships about the often complicated and opaque process of adapting books for movies and television.

In the fall, we introduced Open Road to the membership, followed by a panel in November discussing the state of the podcast industry with leading podcast agents.

2023 Accomplishments

We began 2023 with a "101" panel about Marketing & Publicity, where we discussed the roles and responsibilities of each, as well as best

practices from the perspective of a marketer, publicist, and author/agent.

We are excited to introduce our new monthly series in May – "Meet the Audio Publishers" – in which we will introduce the audio teams at independents and the Big 5 to the membership. We will kickstart this series with a "Future of Audio panel" where we will hear from the audio industry's leading voices about audio latest innovations, including AI narration, enhanced audio, and audio originals.

Speaking of AI, this remains a standing topic on our monthly committee agenda. We will continue to work closely with the Contracts & Copyrights committees to monitor developments in the AI/web3 space, including Chat GPT, NFTs, AI narration, and we look forward to providing the membership with resources and information about these innovations.

Within our committee meetings, we have begun inviting representatives from different coursework platforms to our internal meetings, where we record a short, 30-minute Q&A to learn more about their offerings. We plan to make these available on the AALA website. So far we have met with Kajabi, and plan to speak with Hay House and Sounds True as well. We welcome any suggestions from the membership on other platforms of interest.

We look forward to a productive and innovative 2023!

Membership Committee

Committee Chair: Holly Root

Members: Kelly Sonnack, Jenn Laughran, Cherise Fisher, Paige Wheeler, James McGowan, Danielle Burby, Laura Blake Peterson

Contact: membership@aalitagents.org

Over the past year, the Membership Committee has been on the front lines of the redesigned application and eligibility criteria for the organization. Our work includes:

- Processed approximately 100 new membership applications
- Established processes for handling membership application situations in which membership applications were declined or the Board required follow-up information prior to voting
- Established new systems for confirming rejoining members' eligibility and confirming their record with the Ethics committee
- Assisted in answering member questions about the new website, profiles, and online payment systems
- Hosted the second annual new member welcome event
- Standardized the onboarding/welcome process for new members, in collaboration with the AALA's assistant
- Launched and ran monthly affinity mixers (in conjunction with Programming and Communications)
- Created and implemented a committee matchmaking system to track committees' membership needs, provide committees with leads on potential new members, and thereby expand committee membership access to more of our membership
- Initiated recruitment and direct outreach efforts to reach new members

Our function is to serve as the first point of contact for potential members, and to provide new and existing members with the access and information to become active members of the Organization.

Our ongoing goal as a committee is to work with other committees to continue to refine the process of increasing membership and retention of member agents, and to continue creating opportunities for deeper connection for existing members and recruitment of potential members.

Programming Committee

Committee Co-Chairs: Caroline Eisenmann & Kerry D'Agostino

Members: Jazmia Young, Stephanie Phillips, and Leslie Zampetti

Contact: programs@aalitagents.org

In the years since the pandemic lockdowns fundamentally altered the way that the AALA offers programming, the Programming Committee has continued to refine a new set of processes and procedures in order to facilitate a robust and appealing slate of virtual programming for the membership. We feel that the shift to Zoom-based programming, while initially presenting a set of challenges, has significantly expanded the range of panels and events that the AALA can now offer to attendees. Since the beginning of 2022 we have partnered with seven different committees to help facilitate 25 programs.

We are particularly excited that recordings of programming, which were once only offered via follow up email to registrants of various events, will now be available in posterity on the AALA website. We do see these recorded programs as

a significant value, in terms of continued education, that the AALA can provide to members.

Some points of focus of the committee in the past year have included:

- Standardizing procedures around communicating with program panelists, running the backend of programming, and disseminating follow up information to program attendees
- Refining the submission process for committees that wish to propose new programs to the Programming Committee
- Working alongside the Membership Committee and now alongside the Communications Committee, we have helped develop and support a series of members mixers, which offer a substantial opportunity for members to meet and mingle with each other outside of larger AALA in person events.

The Programming Committee works alongside many other committees to offer one core draw of the AALA: events and programming. We partner with committees to schedule and offer logistical backend support on various programs, and also monitor the programming being offered by the AALA in a top-down fashion. We are also often part of the face of the AALA to non-members and panel participants; we communicate logistical details and hold tech runs before each event.

An ongoing conversation has occurred around whether the Programming Committee should generate its own series of programming, outside of those proposed by other committees. We have discussed a variety of both one off and ongoing ideas, and one goal for the next year would be to enact some of those ideas and conceptualize which programs would be generated and handled solely by the Programming Committee.

2022-2023 AALA Programs

Title	Date	Committee
AALA Annual Party	9/12/22	Board
AALA DEI Committee Presents Introduction to Marketing & Publicity	7/14/22	DEI
AALA DEI Committee Presents Introduction to Subsidiary Rights	7/28/22	DEI
AALA Town Hall	1/18/23	Board
AALA Virtual Mixer: Agency Support Staff	4/26/23	Communications
AALA Virtual Mixer: Members Outside of NYC	5/31/23	Communications
AALA Virtual Mixer: YA & MG	6/28/23	Communications
Committee Chairs Meeting	10/14/22	Board
Committee Chairs Meeting	12/14/22	Board
Committee Chairs Meeting	3/16/23	Board
Contracts Committee presents Contracts Toolbox	11/29/22	Contracts
Copyright Committee presents Copyright 101: What Agents Need to Know	11/1/22	Copyright
Copyright Committee presents Copyright Termination with Neil Rosini	9/20/22	Copyright
Deal Memo 101: What Authors Should Know and Negotiate Before Accepting a Deal	4/27/23	contracts/AG
International Committee presents Get To Know Storytel	9/6/22	International
MDI Committee Presents: Get to Know Open Road	10/13/22	MDI
MDI Committee Presents: Marketing/Publicity 101	1/31/23	MDI
MDI Committee Presents: Meet the Podcast Agents	11/10/22	MDI
Media and Digital Innovation Committee Presents: The Future of Audio	5/2/23	MDI
Membership Committee Presents: Agency Owners & Executive Staff/Agency Partners: Virtual Mixer!	1/25/23	Membership
Membership Committee Presents: Emerging Agents Virtual Mixer!	10/26/22	Membership
Membership Committee Presents: Graphic Novels: Virtual Mixer!	11/30/22	Membership
Membership Committee Presents: Nonfiction Virtual Mixer!	3/29/23	Membership
Membership Committee Presents: Upmarket Fiction Virtual Mixer!	2/22/23	Membership
Membership Committee Presents: Welcome New Members!	11/3/22	Membership
Nuts & Bolts of Navigating the Book-to-Film Process	5/11/22	MDI
Small Business Committee Presents: Alternate & Complementary Revenue Streams	12/1/22	Small Business
US Book Fair: AALA Day	5/23/23	Board
What Authors and Agents Should Know: What Authors and Agents Should Know	7/12/22	Copyright

Royalties Committee

Committee Chair: Karen Kenyon

Members: Terra Chalberg, Ariana Philips, Deborah Schneider, Gina Maccoby, Vicky Bijur

Contact: royalties@aalitagents.org

The mission of the AALA Royalties Committee is to discuss industry trends relating to and issues stemming from publisher royalty reporting; to share timely alerts and tools to educate our AALA members on key aspects of royalty reporting and payment; and to make recommendations to publishers to improve royalty statements and payment processes for the agent and author community.

This past year there have been so many new overall AALA initiatives--it is incredibly impressive. We were part of the chorus that requested a refresher from AALA Lawyer Jaime Wolf on guidelines for what topics can and cannot be discussed at committee. We were so pleased with Jaime's clarifying AALA presentation and find it so helpful on an ongoing basis.

In a year of extraordinary change, we have kept our committee dialog strong and as outreach, invited Royalty Directors at Penguin Random House and Norton to join us for meaningful, in-depth conversations which will hopefully result in improvements in reporting and other possible pain points for the agenting community. We worked on a summary of the history of the committee, with thanks to our committed veteran members.

Next projects include reaching out to the audio publishers Tantor, Highbridge and Recorded Books to request they consider implementing

their superior royalty statement format for all three imprints and further streamline reporting. We are keeping an eye on Blackstone and other publishers which require additional excel work by agencies to parse individual author statements.

We plan to reach out to the software company Metacommet which provides royalty software to so many small to mid-size publishers to offer suggestions and feedback.

We also plan to revisit issues and concerns with the HarperCollins royalty statement format, portal access, and reporting, and plan to reconnect to learn the revised status of forthcoming software updates.

For Programming for Membership, we are actively updating the How to Read a Royalty Statement 101 presentation that had been given previously as a "Toolbox" and will plan to present later this year. We recognize that we have enough content for more advanced conversations about royalty concerns in a 202 event, and will be collecting topics.

This year we have had two members leave the committee, two new members have joined us and have identified new potential candidates to join this summer and fall. We look forward to a great year ahead!

Small Business Committee

Committee Chair: Susanna Einstein

Members: Monika Woods, Marcus Hoffman, Kent Wolf, Jennifer Carlson, Lynn Johnston, Holly Root, Michelle Brower, Michelle Tessler

Contact: sbc@aalitagents.org

The Small Business Committee continues to focus primarily on keeping membership informed about all things related to running or working for a literary agency. In the past year we have:

- Added five additional members to the committee (Michelle Brower, Jennifer Carlson, Lynn Johnston, Holly Root, and Kent Wolf), from agencies of various sizes, specialties, and location
- Formed a working group in conjunction with LAOC and DEI to investigate the feasibility of providing health insurance to members
- Put together and moderated the December 2022 panel on alternate income streams
- Responded to specific member questions, doing our best to provide and/or direct them to useful resources
- Sent out member alerts with relevant tax or employment law updates
- Helped put together panel ideas for the US Book Show

We concentrate on both proactive and reactive programming addressing the concerns that

small businesses face. We meet monthly to plan panels, develop resources and discuss membership needs vis a vis the administration of small to midsized literary agencies.

Our goal as a committee is to be a valuable resource for AALA membership and to provide answers to both the perennial questions facing independent agencies (e.g. succession planning, insurance, systems) and the new questions occurring as the way we work continues to evolve (e.g. managing remote employees, running an agency outside of the NY tri-state area).

Ongoing plans/discussions include putting together a resource list for membership that could live on the AALA website, figuring out whether a bookkeeping course directed toward agencies is something we can offer to membership (and if so how much it would cost), planning 2-3 panels for the upcoming fiscal year, and keeping abreast of any small business news that could have an impact on membership.

As you can see, all of the volunteers at the AALA have had lofty goals and continue to strive for more.

To do this, we need you!

Tapping into the AALA community in an active role, will in turn help you achieve your goals. All of a sudden your colleague pool will widen into a community that is incredibly generous with time and expertise.

Having people who understand the challenges you face can be priceless.

Jennifer Wertz, AALA 2022-2023 President