



February 26, 2016

Dear Chairman Barnhart and Members of the Committee,

I am here today to ask for your support of SB1507A and to tell you a story.

Seven years ago, when my partner and I started HIVE-FX. There were no GRIMM's. We started with nothing and managed to get some random projects and eventually found some work with Nike. Next, we hired a graduate of Oregon State to help us with our website. His name is Guy Cappiccie.

He built our website and worked his tail off. Next, he helped with the random projects we could find to help build our brand. He also worked closely with my founding partner, Clark James. Clark mentored Guy by teaching him various computer skills as well as how to problem solve and creatively direct complicated projects.

Fast forward to Season one of GRIMM. Guy worked closely with Clark to win the GRIMM pilot and get those witch morphs just right. Guy was presented with an opportunity to expand his skillset in a highly competitive market and now he is our creative lead at HIVE.

As Creative Lead, he supervises our entire GRIMM Visual Effects Team from start to finish. Clark and I could not be prouder of the talent HIVE-FX and the Film Incentive Programs of Oregon has cultivated. Guy is just one example of the many talented artists on our team.

As an owner of HIVE, I am committed to keeping our staff of 30+ employees gainfully employed. Senate Bill 1507A is essential for businesses like ours to keep growing and retaining talent here, in this great state. I fear that if we don't have competitive incentive programs, people like Guy, will be forced to relocate to places like Georgia and Louisiana where the Film Incentive Programs are more robust.

As a side note, Guy started close to minimum wage and is now earning roughly \$90k per year, at the age of 30.

Thank you for your consideration.



Gretchen Miller
Owner
HIVE-FX