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Symphonic metamorphoses

Variations on vulnerability: orchestral musicians' employment in times of crisis

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I. Recitative: The interviewed

Face-to-face interviews took place with the following musicians, board members, conductors, management team members, and additional experts in the orchestral field. With a few exceptions, interviews were transcribed within two days of the interview. In some cases, notes were translated (French-English; Dutch-English) to maximize conformity and ensure comprehension. Focus group interviews took place throughout the years of inquiry to continue the dialogue on orchestral employment challenges in times of crisis.

**Special thanks to the musicians of the Netherlands Radio Chamber Orchestra/
Radio Chamber Philharmonic; Netherlands Radio Philharmonic Orchestra;
Sinfonia Rotterdam and the Grand Teton Music Festival (GTMF)**

I.I Conductors

Marin Alsop
Conrad van Alphen
Paavo Berglund
Herbert Blomstedt
Pierre Boulez
Frans Brüggen
Amaury du Closel
Sergiu Comissiona
Stéphane Denève
Mark Elder
Peter Eötvös
Libia Hernandez
Jean-Jacques Kantorow
Bernard Klee
Yakov Kreizberg
Christopher Keene
Roland Kieft
Eri Klas
Reinbert de Leeuw
David Lockington
John Mauceri
James MacMillan
Meir Minsky
Kenneth Montgomery

Otto-Werner Mueller
 Yannick Nézet-Séguin
 John Nelson
 Giuseppe Patanè
 Donald Runnicles
 Hyman Schandler
 Michael Schönwandt
 David Shallon
 Joseph Silverstein
 Etienne Siebens
 Jeannette Sorrell
 Jan Stulen
 Ling Tung
 Hans Vonk
 Edo de Waart
 Jaap van Zweden
 Nikolaj Szeps-Znaider

I.II Orchestral Musicians (U.S.)

I.II.I	Concertmasters/principal players/section leaders
Bill Bennett	San Francisco Symphony
Richard Bock	Phoenix Symphony
Julia Bogorad	St. Paul Chamber Orchestra
Max Bonecutter	Minnesota Orchestra; Metropolitan Opera Orchestra
Steve Braunstein	San Francisco Symphony
Sara Cutler	New York City Ballet Orchestra
Michael Davis	Louisville Orchestra
Robert Davidovici	Vancouver Symphony
Angela Fuller Heyde	Dallas Symphony
Valerie Heywood	Buffalo Philharmonic
William Hill	Colorado Symphony
Rebekah Johnson	New Jersey Symphony
Holly Mulcahy	Chattanooga Symphony; Wichita Symphony
Daniel Majeske	Cleveland Orchestra
Ralph Matson	Utah Symphony
Roger Oyster	Kansas City Symphony

Charles Pikler	Chicago Symphony
Brian Prechtl	Baltimore Symphony
Joseph Silverstein	Boston Symphony
Gregory Raden	Dallas Symphony
Joseph Robinson	New York Philharmonic
Peter Rosado	Phoenix Symphony
Jennifer Ross	Pittsburgh Symphony
Roger Ruggieri	Milwaukee Symphony
Jonathan Sherwin	Cleveland Orchestra
Zachariah Spellman	San Francisco Opera Orchestra
Rachel van Voorhees	Louisiana Philharmonic
Larry Zalkind	Utah Symphony
Roberta Zalkind	Utah Symphony

I.II.II

Section Players (additional members from the Grand Teton Music Festival (GTMF) participants)

Lucina Horner	Alabama Symphony
Judith Cox	Atlanta Symphony
Karen Freer	Atlanta Symphony
Raymond Leung	Atlanta Symphony
Brian Prechtl	Baltimore Symphony
Max Raimi	Chicago Symphony
Kathleen Collins	Cleveland Orchestra
Paul Kushious	Cleveland Orchestra
Gino V. Raffaelli	Cleveland Orchestra
Leonard Samuels	Cleveland Orchestra
Isabel Trautwein	Cleveland Orchestra
Carolyn Gadiel Warner	Cleveland Orchestra
Stephen Warner	Cleveland Orchestra
Maurice Wolfson	Cleveland Orchestra
Doris Allen	Metropolitan Opera Orchestra
Browning Cramer	Metropolitan Opera Orchestra
Marcia Peck	Minnesota Orchestra
David Williamson	Minnesota Orchestra
Martin Andersen	New Jersey Symphony

Susan Gellert	New Jersey Symphony
Rebekah Johnson	New Jersey Symphony
Dawn Hannay	New York Philharmonic
Ken Merkin	New York Philharmonic
Judy Nelson	New York Philharmonic
Barbara Scowcroft	Utah Symphony

I.III Orchestral Players (Europe and NL)

I.III.I

Concertmasters/Leaders:

Thanos Adamopoulos	Orchestre de la Monnaie, Brussels
Noah Bendix-Balgley	Pittsburgh Symphony, Berlin Philharmonic
Julia Bogorad	Saint Paul Chamber Orchestra
Kam-Lung Cheng	North Netherlands Philharmonic
Vesko Eshkenazy	Royal Concertgebouw Orchestra
Jorja Fleezanis	Minnesota Orchestra (1989-2009)
Sarah Kapustin	North Netherlands Philharmonic
William Hill	Colorado Symphony
Alex Kerr	Royal Concertgebouw Orchestra; Dallas Symphony
John Kinzie	Colorado Symphony
Vera Laporeva	Metropole Orchestra
Carla Leurs	Orkest van het Oosten (Het Orkest; Phion)
Daniel Majeske	Cleveland Orchestra
Olga Martinova	Netherlands Philharmonic Orchestra
Cordelia Paw	Sinfonia Rotterdam
Evelien Prakke	Het Balletorkest (Netherlands Ballet Orchestra)
René Pagan	Hague Philharmonic and Saint Paul Chamber Orchestra
Cordelia Paw	Sinfonia Rotterdam
Sarah Oates	Associate Leader, Philharmonia Orchestra
Quirine Scheffers	Rotterdam Philharmonic Orchestra
Michel Schwalbé	Berlin Philharmonic Orchestra
Jan Spronk	Royal Concertgebouw Orchestra
Radoslav Szulc	Bavarian Radio Orchestra
Dimitër Tchernookov	Netherlands Radio Philharmonic (formerly, RKF)
Quirijn van Regteren Altena	Hague Philharmonic

I.III.II Section Players (selection)²³⁰⁴

Orsze Adam	Holland Symfonia
Andrew Faughnan	Holland Symfonia
Nitzan Laster	Netherlands Philharmonic Orchestra
Carol Harte	Royal Concertgebouw Orchestra
Julia Tom	Royal Concertgebouw Orchestra
Rachel Browne	Rotterdam Philharmonic Orchestra
Itamar Shimeon	Rotterdam Philharmonic Orchestra

I.III.III Freelance musicians (Europe/Netherlands/U.S.)

With special thanks to the musicians of Sinfonia Rotterdam and many members of the Dutch radio orchestras, pre-2012-2013 reorganization

I.IV Musician members of the PvFM Orkest remplaçanten

Platform for orchestral freelancers: Caroline Cartens, Dorine Schoon, and Casper Donker, Helmke Jansen, Tinneke de Jong, Daan Kortekaas, Saskia Rekké

Special inspiration from conversations with:

Eve Adamopoulos
Martin Bungeroth
Leendert Booyens
Norma Brooks
Vanessa Damanet
Susanne Degerfors
Krisanthy Desby
Katja Dirven Didychenko
Anne van Eck
Rafaella Engelsberg
Marta Ephrat-Lemanska
Ephraim Feves
Frank van Kooten
John van Lierop
Kristen Linfante
Ewoud Mahler
Annemieke Marinkovic
Paul Medeiros

²³⁰⁴ Anonymity assured to others.

Florin Negreanu
Matthias Naegele
Gideon Nelissen
Ingrid Nissen
James Oesi
Steuart Pincombe
Ivana Poparic
Emi Ohi Resnick
Wendy Rijken
Magrita Rondeel
Naomi Rubenstein
Stefano Sancassan
Cyril Scheepmaker
Stamatis Sachas
Ikuko Takahashi
Samuel Tamarit Otero
Maximiano Vera Vera
Bernadette Verhagen
Inger van Vliet
Coleman Willis
Katya Woloshyn

I.V Freelance musicians USA

Special thanks from the ranks of musicians at the Grand Teton Music Festival (GTMF); New York freelance musicians, members AFM local 802, Graduating seniors, the Juilliard School of Music 2017

I.VI Management team/ Board members

David Bazen	Director of Media and Marketing, Royal Concertgebouw Orchestra
Peter Benoliel	Board Chairman emeritus, The Philadelphia Orchestra, Life Board member Grand Teton Music Festival
Ella Broekstra	HRM Director, Dutch Broadcasting Music Center (MCO)
Bruce Coppock	Managing Director, St. Paul Chamber Orchestra (1999-2008 and 2013-2015), former Executive Director, St. Louis Symphony (1992-1997)

Chris Dingjan	Secretary General, Vereniging van Nederlandse Orkesten (VvNO) Association of Dutch Orchestras
Kees Dijk	former Manager, Netherlands Radio Philharmonic Orchestra, Netherlands Radio Chamber Philharmonic
Arthur van Dijk	General Manager, Brabant Symphony Orchestra (2009-2013)
Joel Fried	Director, Artistic Administration, Royal Concertgebouw Orchestra
Angela Garland	Artistic affairs coordinator, Netherlands Philharmonic Orchestra
Piet van Gennip	Director, Het Balletorkest
Hein Glaubitz	former Manager, Radio Philharmonic, Radio Chamber Philharmonic (2006-2008)
Maurits Haenen	Interim director, Dutch Broadcasting Music Center (MCO Hilversum)
Ben Janssen	Former Director, MCO (1995-2004)
Wim van Loon	Personnel manager (former) Netherlands Chamber Orchestra
Jan Willem Loot	former Director, Amsterdam Philharmonic Orchestra; Netherlands Philharmonic Orchestra; Royal Concertgebouw Orchestra
Roland Kieft	Former Artistic Director, The Hague Philharmonic; Director Stichting Omroep Muziek (SOM) Foundation for Broadcasting Music
Anton Kok	Director, Dutch Broadcasting Music Center (2005-2013)
Jonathan Martin	CEO Dallas Symphony
Robert Massey	President & CEO, Jacksonville Symphony, USA
Stan Paardekooper	Former Director, Brabants Orchestra; Holland Symfonia; Netherlands Broadcasting Music Center
Stefan Rosu	Intendant, South Netherlands Philharmonic
Senator Alan K. Simpson	Lifetime board member, Grand Teton Music Festival
Henk Swinnen	former General Manager, L'orchestre de la Suisse Romande, Artistic Director De Filharmonie
Rob Streevelaar	General Manager, Netherlands Philharmonic Orchestra
Jean-Marc Vogt	German Orchestra Foundation (DOV) Executive Board and Frankfurt Opera Orchestra Board; professional violist
Margot Walk	Founder and past President, Grand Teton Music Festival
Simon Woods	CEO League of American Orchestras; former CEO Los Angeles Philharmonic; former CEO Seattle Symphony

Jeff Woodruff General Manager, Harrisburg Symphony, former Executive Director, Houston Symphony

I.VII Board members several top-tier U.S. orchestras, board members Grand Teton Music Festival

I.VIII Additional Experts (including lawyers, mediators, publicists, union advisors)

Allison Beck	former Deputy Director Federal Mediation and Conciliation Service, Washington D.C.
Jan Bastiani	Trombone; Legal and Policy advisor, Metropole Orchestra
Naomi Bendorf Frisch	Regional Orchestra Players Association (ROPA) American Federation of Musicians Delegate-at-Large
Cathrien van Bunningen	Commercial litigation specialist Stibbe; violist
Max Bonecutter	Attorney; former bass trombonist, Metropolitan Orchestra; the Minnesota Orchestra
Mark Bruwel	President, Symphony Orchestra Musicians' Association Australia
Iain Burnside	BBC London music commentator, music publicist, professional pianist
Kevin Case	Musicians employment lawyer, founder, Case Arts Law LLC
Sara Cutler	Executive Board, Associated Musicians of New York, AFM local 802, professional harpist
Charles Daval	Trumpet, lawyer, and expert on orchestral relations
Harrald Eggebrecht	Senior music critic, publicist Süddeutschen Zeitung, Munich, Germany
Deborah Cheyne	former vice-president FIM; VP SindMusi Rio de Janeiro musicians union; violist
Rick Finlay	Executive Committee The Musicians' Union U.K., drummer and percussionist
Tino Gagliardi	President, Associated Musicians of New York, AFM Local 802.
Mark Gerrits	Executive, Kunstenbond (Netherlands)
Monica Germino	Performance artist; violinist
Lord John Hendy QC	Trade union rights expert

Eileen Barkas Hoffman	Commissioner ADR and International Services, Federal Mediation & Conciliation Service, Washington D.C.
Miles Hoffman	Violist; founder American Chamber Players, National Public Radio (NPR) commentator <i>Morning Edition</i>
Todd Jelen	Negotiator, AFM, New York
Catharina Kat	Lawyer, Catlaw Amsterdam
Soye Kim	Attorney, National Relations Labor Board (NLRB)
Martin Kothman	Senior Director, FNV Media Culture/orchestral division
Boris Kuschnir	International violin pedagogue; member Koppelman Quartet
Glen Kwok	Executive Director, International Violin Competition of Indianapolis; President, World Federation of International Music Competitions (2009-2015)
Janine Jansen	Concert violinist
Vanessa Lann	Composer
Anders Laursen	Vice-President FIM; President Dansk Musiker Forbund, Denmark
Benoît Machuel	Secretary General, International Federation of Musicians (FIM)
Sylvia Marcovici	Concert violinist
Harvey Mars	Legal consul, AFM Local 802
Gerald Mertens	Managing Director, German Musicians Union (DOV)
Michel-Etienne Van NESTE	Secretary-General, Queen Elisabeth Competition
Garrick Ohlsson	Concert pianist
Karan O'Loughlin	Services, Industrial, Professional and Technical Union (SIPTU) Sectoral organizer, Arts and Culture
Tara Persaud	Associate director, Solea Concert Management
Maciej Pacula	ZZ PAMO Polish Orchestral Musicians trade union
Leonard Paduret	FAIR-Media Sind Romanian trade union
Javier Ramirez	Director, Field Programs & Innovation, Federal Mediation and Conciliation Service, USA
Marco Riaskoff	Founder and CEO, Riaskoff Concert Management
Bruce Ridge	Chair, International Conference Symphony and Opera Musicians (ICSOM)
Loris Rossi	Slc-CGIL, Italy
Yves Sapir	President, SNAM, France
Ab Sengupta	Director Artistic Planning Carnegie Hall; former Artistic Director, Baltimore Symphony; professional violist

Pauline Sick	Labor and employment lawyer, Boontje Advocaten Amsterdam
Morris Shanker	Professor of Law, Case Western Reserve School of Law
Holly Slocum	Community activist, Minnesota Orchestra Nadja Salerno-Sonnenberg Concert violinist
Meredith Snow	Chair, ICSOM; violist Los Angeles Philharmonic
Karlheinz Stockhausen	Composer
Ariane Todes	Editor (former) <i>The Strad</i> , London; Elbow Music
Jean-Marc Vogt	President, German Musicians Union (DOV); violist Frankfurt Opera orchestra
Bart de Vroe	Labor and employment lawyer, Vestius Advocaten Amsterdam
Krzysztof Wegrzyn	Professor, Hochschule für Musik, Hannover; former director Joseph Joachim International Competition
Eric Wen	Senior lecturer, Juilliard School of Music; the Curtis Institute, Editor (former) <i>The Strad</i>
Randy Whatley	President, Cypress Media Group
Ronald Wilford	President, Columbia Arts Management Inc. (CAMI)
Nikolaj Szeps-Znaider	Concert violinist; Music Director Orchestre national de Lyon

I.IX With special gratitude to these exceptional colleagues, the musician members of the Players Committee, Grand Teton Music Festival

Kristin Linfante, Chair
 Martin Andersen
 Juan de Gomar
 Jennifer Marotta
 Gabby Mulcahy
 Mick Mulcahy
 Greg Raden
 Bill Ritchie
 Greg Raden