

ORW " MEDIA

From: Daniel Laikind

Date: Mon, Jun 9, 2014 at 9:21 AM

Subject: WGA Election

Good Morning,

As most of you know, I have had the privilege of working here at Original Media for the past 5 months and I can truly say that the best thing about this company is the people that work on all of our shows. Our staff from top to bottom is populated with some of the best and hardest working people in this business. I have gotten to know some of you in depth, and others I hope to get to know better in the coming months.

My first few months have been focused on getting to know the shows, the staff and trying to sell more shows, but some of my time has been spent dealing with the issue I am writing you about today: The WGA East's recent petition to represent producers (Story, Field, Post, Casting and Coordinating) and Associate Producers at Original Media. Whether this is the first time you are hearing about this, or you are intimately familiar with the WGA's actions and their process, as a member of the Original Media family, this is a matter that greatly impacts us all.

As a result of the WGA's petition, an election will be held in a few weeks to determine whether producers and AP's want to be represented by the WGA. If you currently are working here, you will vote in person here at Original on June 26th. If you will not be working here on June 26th or are working outside the office on June 26th, you will receive a mail ballot and instructions for returning the mail ballot from the National Labor Relations Board ("NLRB") later this month. If you worked as a producer or an AP in the last year and are receiving this e-mail, you likely are eligible to vote – and it's important that you do so because no matter how many people are eligible to vote, the majority of those who actually vote will determine whether the WGA will represent ALL producers and AP's at Original.

So, your vote counts, and for many reasons, some of which I will lay out below, I think it's in your and the company's best interests that you vote "No" to union representation. But please come talk to me if you have any questions.

The reason I will continue to focus my attention on this matter until the election and spend as much time as I need to, is for one simple reason: If Original Media becomes a union company, in my opinion, it will not be in your best interests, it will not be good for this company, or for the non-fiction industry in general. The WGA does not have your interests at heart. Its main goal is to try to increase its membership and get you to pay dues (1.5% of your gross wages, plus \$40/quarter, plus up to a \$1500 initiation fee. To start. But good luck finding any details about that on the WGA's website). And in order to get your money, the WGA undoubtedly has, and will, make promises to you.

The fact is that the WGA has been making promises to you and people at other companies in order to get them to unionize, but it has not delivered on its promises. In every instance, the union has either failed to get a contract, or signed a contract that gives its members very little, if anything, better than what they already have.

I urge you to take a look at any of the contracts that the WGA has signed in this industry. There is no portable health care, there are no work or hours restrictions, or additional overtime pay, there are no

residuals. The guaranteed minimum rates are less than you currently make. The union can promise whatever it wants. But, it has no power to deliver on anything and most of the time has failed in every aspect. Ask them to show you any industry contract and see what the deal looks like. You have the right to ask for the contracts that the WGA has signed. Take a look at them and see what they contain and if they resemble what you are being promised.

One thing the contracts do include is a provision that states that once 6 companies have agreed to a mandatory union dues provision, the WGA can force members to pay dues to remain employed. You should have no doubt that the major reason the WGA is attempting to unionize Original is to help reach that threshold.

Many of our employees here at Original Media have been with the company for years and often grow from junior positions into senior ones. We pride ourselves on providing opportunities for our employees such as giving AP's the opportunity to produce, learn different areas of production and develop their careers. If the WGA is voted in, we may not be able to provide these growth opportunities without the union's approval. Because we will have to negotiate with the WGA about all working conditions, you may not be able to deal directly with your manager about growth opportunities, salary increases or learning new positions. The Showrunners and Supervising Producers who work here are some of the best in this industry; in my opinion, they should be the only people making the decisions about the staffing of the shows. Instead, you will have people who have never worked in our business speaking on your behalf, people whose motivation is to sign up more paying members.

It is no secret that the vast majority of the production companies in this industry are non-union. It is also no secret that the networks scrutinize every company and every budget. If the WGA is voted in and Original becomes one of the few unionized production companies, it could negatively impact our ability to remain competitive in this industry. Right now Original Media has a stellar reputation with networks and that is due to each and every one of you. But we work in a difficult market and if the networks believe that our shows will be more expensive because the WGA is making unrealistic contract demands, they could simply find other companies to produce our shows or just not buy shows from us anymore.

How we can best work with the networks is at the forefront of our mind at all times, and we are always working to improve all aspects of our relationship and our standing in the entertainment community. Any suggestion by the WGA that they are better positioned than Original to obtain more favorable conditions for you from the networks is, in my opinion and experience, seriously misguided.

This vote is crucially important so I urge you to consider the facts, look at the results that the WGA has delivered at other companies and talk to people who work at the companies the WGA has represented.

Please know that my door is always open, and you have my email address. I will make time to meet with each of you individually. I am still getting to know the ins and outs of this company, but I have worked in this industry for 16 years, so if you have specific concerns about the industry, the WGA or Original Media and our practices here, I urge you to speak with me, or your manager. I am committed to continuing to make Original Media a great place to work.

Like most of you, I have worked at other companies and I can safely say that Original Media is a fantastic company to work at, but we are always trying to improve. In my few months here I have taken a fresh look at how things run at our company. I have already implemented some changes and have started the process on others—your interests are paramount in my thinking. I ask for the opportunity to continue to give us a chance to make the best decisions for the company and for its future without interference from a third party that has its interests, not yours, at heart.

Once again, I apologize that my first email to all of you isn't an announcement about a hot new show of ours, or an invitation to a Summer BBQ, a love letter to Derek Jeter that you were accidentally CC'd on, or a viral video of kittens (all of which I am likely to send to you at some point).

I promise not to clutter up your inbox with talks about this vote, but I assure you if it wasn't of such vital importance to you, the health of our industry or Original Media, I wouldn't waste any of our time.

Thank you,

Daniel