

PEACOCK

From: Scott, Sharon (NBCUniversal)
Sent: Friday, May 10, 2013 10:46 AM
To: @NBC Uni Peacock Productions
Subject: WGA/Peacock

Hi everyone,

After months of waiting, last week the NLRB finally issued a decision and ordered an election to determine if you want to be represented by the WGA, here at Peacock. As we move forward, you're going to be provided a lot of information and it's incredibly important to separate fact from fiction.

Ultimately we want you to make an informed decision, so we ask that you keep an open mind and carefully consider to what we have to say. I truly believe that if you make a decision on the facts before you and not promises the Guild might be making, you'll agree that voting "no" is the way to go.

Peacock is a great place to work. We've tried to put practices in place to ensure you feel good about your jobs, your career paths and the overall community here at Peacock. And we've done it without a contract requiring us to do so or a third party hovering over us. I think all of you have shown a tremendous amount of pride in what we do and I know that many of you, like me, feel great about where we're heading. We continue to grow and that's meant more work and more career enhancement opportunities for producers and APs. We're building upon our strong relationships with existing clients and gaining new ones to expand our base. We're looking to add new content genres and international markets to diversify our clients, expand our opportunities and minimize risk for all of us who are a part of this business. This is a very exciting time for all of us.

While even the Guild agrees that Peacock is a good place to work, it wants you to ignore that. Instead, organizers want you to focus on "the industry." Regardless of what they tell you, this election is about you and Peacock Productions. It will affect how our business operates and limit some of the interaction we would normally have directly with one another. This petition was filed against Peacock Productions, not the non-fiction production industry. When deciding how to vote, you should make your decision based on what it will mean for you at Peacock, not the industry at large.

As for the Guild's invitation to be part of an industry-wide movement, it's just not accurate. Employees at Atlas went for WGA representation BUT after lengthy negotiations decided they no longer wanted to be represented by the WGA and now they are not. While the Guild may be making you promises about what can be achieved in negotiations, it can't make any guarantees. While our company would bargain in good faith, we are not required to agree to any particular proposal the Guild might make.

There are many things you need to understand to make a good decision. Take this time to gather the information you need. Please ask questions! Knute, Ben, Aretha, Ann, Jonathan, Mary and all of our

Executive Producers will be available to answer all the questions you may have. This process is something that will affect each and every one of us so let's remember that we all need to get through it together.

Thank you,

Sharon

From: "Scott, Sharon (NBCUniversal)"

Date: May 30, 2013, 6:09:53 PM EDT

To: Undisclosed recipients: ;

Subject: Peacock vote

Hi everyone,

I just wanted to take a minute to remind you about how the NLRB election will work from here on out. Today, the NLRB is sending out ballots to all eligible voters who are not currently working on a Peacock project. If you do not receive a ballot, you should notify the Maria Belonis of the NLRB Region 2 at 212-264-6079 or at maria.belonis@nlrb.gov by June 4, and she will help arrange for a replacement. To be counted, mail ballots have to be received by the NLRB by June 13, so please be sure to send them back with some time to spare.

Some of you may be planning not to vote because you don't feel like the election affects you. We believe Peacock is a special place with opportunities to do interesting work and get great experience. Frankly, I am worried that having the WGA here would change that. So, whether it is for the next time you take a project with us or for your colleagues and friends who are here now and in the future, please take a couple of minutes to vote "no" and send in your ballot.

Thank you very much for taking the time

Sharon

> From: Scott, Sharon (NBCUniversal)
> Sent: Monday, May 20, 2013 7:16 PM
> To: @NBC Uni Peacock Productions

> Subject: Vote latest

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>

> Hi everyone,

> Hopefully you have seen the invite for a staff meeting on Wednesday at 2.

> We will devote the entire meeting to the upcoming WGA vote will welcome

> all questions as always.

> In the meantime, here are some of the logistical headlines including

> dates, times and elements of the process.

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> The balloting will take place on June 14 in the 27th floor kitchen area.

> The polls will be open from 9:30-10:30 am and from 5:30-6:30 pm. Voting

> takes only a few moments, the process is simple and your vote is secret.

> Your colleagues who are eligible to vote but are no longer here at Peacock

> will be casting their ballots by mail. The NLRB will combine all ballots

> and count them on the 14th.

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> The election results will be determined by a majority of those who cast

> ballots, not of the entire eligible group. So, PLEASE BE SURE TO VOTE -

> otherwise, you are leaving the decision up to others.

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> Over the next few weeks, we will have the chance to continue to talk with

> you about the election and why we believe you should vote against Guild

> representation. In the meantime, I know there have been many good

> conversations between you and the seniors and that several of you have

> raised important issues about working for Peacock. While I strongly

> believe we can best build on an environment that encourages flexibility,

> opportunity and growth for our employees without the union's involvement,

> I hope that you will keep sharing your views and get all the information

> you need to make the best decision.

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> I will be sending out a similar note to the voting pool outside of

> Peacock. And, as I have done in the past, I will soon set up informal

> information sessions so that I can personally answer any of your

> questions. Of course I am also more than happy to have individual

> conversations at any time.

>

> Thanks

> Sharon

From: Scott, Sharon (NBCUniversal)

Date: Tue, May 21, 2013 at 4:39 PM

Subject: Peacock Vote

To:

Hi everyone,

I hope all is well with each of you in your various projects. I assume you have heard about the upcoming WGA election here at Peacock but in case you have not, I have included details below.

I know our vote may not be top-of-mind for you, but it's obviously extraordinarily important to Peacock and I am asking that you please take a few minutes to fill out your ballots when you get them.

Of course I am hoping that you decide in favor of Peacock's position and vote "no" to union representation.

To recap, the upcoming NLRB election will decide whether freelance producers and associate producers at Peacock Productions will be represented by the Writers Guild of America. Because you worked for us recently, you are eligible to vote. You will be receiving a mail ballot from the NLRB with instructions on how it should be marked and returned. The ballot packets will be sent out on May 30, 2013 and will be due back to the NLRB no later than June 13, 2013. Your colleagues who currently are working at Peacock will cast their ballots in person on June 14, which is also when the vote count will occur.

You may feel that this election does not have much to do with you because you are not working with us at the moment. But, for those of you who may take on another project with us in the future, it is critically important. If the Guild wins the election it gets the exclusive right to represent freelance producers and APs in all their dealing with Peacock. So, they (instead of you) would negotiate terms and conditions with us that would cover any of your future projects.

At first, it may sound attractive to not have to worry about dealing with those details. But, what if the Guild negotiates an obligation that you join the union and pay dues as a condition of working at Peacock? To be sure they get those dues, what if the Guild agrees to lower minimum salaries or to give away the health and retirement benefits that Peacock has started to provide to freelancers? The reality is that you may not appreciate the kind of representation you get with the Guild. In fact, after more than a year of seeing the Guild's approach at the bargaining table, your counterparts at Atlas decided they no longer wanted WGA representation.

The election results will be determined by a majority of those who cast ballots, not of the entire eligible group. So, please be sure to vote – otherwise, you are leaving the decision up to others.

With the ballots going out so soon, there is not much time to get you all the information you need to make an informed decision. But the whole Peacock management team is here to answer any questions you have and to explain why we think you should vote "No." In the meantime, I hope you will keep an open mind and don't hesitate to call us

Thank you very much for your support!

Sharon

From: "Palumbo, Caitlin (NBCUniversal)"

Date: November 14, 2012 5:28:56 PM EST

Subject: Message from Sharon Scott

Hi everyone,

I am reaching out to you as a group who has been a part of Peacock Productions since the end of the summer of this year. As I am sure you know, the WGA has petitioned to organize the freelance and run-of-show producers and aps who are currently at Peacock and who were part of the staff from 8/26 on. Since you don't currently receive NBCU email, I wanted to give you an opportunity to see my first written communication to the staff on the subject of union representation (copied below, plus attachment). I hope you will take a look, pay close attention to the new company-wide benefits package that will be implemented on 1/1/13, and please feel free to ask me any and all questions you may have. I sincerely hope that you will consider both sides of this story, consider your INDIVIDUAL career path, and see why I would strongly suggest you vote NO in the union election.

Thank you,

Sharon

Sent: Mon 11/12/2012

Hi everyone,

Many of you have been asking questions since our staff meeting last week about the recent WGA petition, what it means for Peacock and what we can expect in the coming weeks.

I have attached the first in a series of written communications which should answer your immediate questions and, more importantly, provide a guideline for meetings and one-on-one conversations to help you fully understand all the issues. As I said in the meeting, I cannot urge you strongly enough to gather the facts, listen to the whole story and consider very carefully what's best for you as an individual. And please look at all of this in the context of what Peacock stands for. We pride ourselves on being one of the best places to work in this industry with the very highest quality of production. We value and nurture each person on our team, we care deeply about individual growth and we consider ourselves a family.

So, when you investigate the promises made to you by the WGA, ask yourself how the union would want to change our culture. Take a close look at each promise made and I believe you will find the union cannot guarantee you any of the key issues that matter. Also, please look at the details of the new NBCU payroll system we discussed last week. As you will see, it's a company-wide initiative which will convert YOH freelancers into NBCU employees. I think you will find the new system solves some of the issues that are important to you. I am here to answer any and all questions as is the Peacock executive team.

I sincerely hope you will conclude that the best way to manage your career here at Peacock and beyond, is to keep it in YOUR control.

Thank you,

Sharon

11/12/12

Since our staff meeting last week, many of you have asked for more information about the WGA's election petition and what it would mean to be represented by the Guild. This is the first in a series of communications I plan to share with you prior to the election in order to address your questions and to explain why I believe you should choose to remain non-represented.

NLRB process

Right now, the Company is working with the National Labor Relations Board and the WGA to determine details about the election, including what positions will be included in the voting group, when and where the election will occur and who will be eligible to cast a ballot. We now know that the Guild is not seeking to represent any staff employees – only run-of-show and YOH employees will be included. It remains unclear whether producers will be excluded because they have supervisory responsibilities. The details of the election also are unsettled; although it appears that the election will take place in mid-December. The NLRB has set a hearing for this Thursday if we and the Guild cannot come to terms on the eligible voting group and other issues before then. We will update you when either an agreement has been reached or we know the hearing will take place.

Production Employee Payroll and Benefits

As I was very excited to share with you at last week's staff meeting, after months of effort, NBCUniversal is rolling out a new payroll and benefits platform to many operations around the company with production-related work, including Peacock Productions. Under this arrangement, as of January 2013, Peacock producers and APs who have been YOH will become NBCUniversal employees. And when working on a regular basis on a project, will be eligible for benefits. The benefits include:

- Medical, dental and vision insurance with up to 6 months of continued eligibility during periods between employment with Peacock
- Flexible health care spending and dependent care accounts

- A 401(k) plan with a company matching contributions up to 3.5% of employee's salary
- Life and AD&D insurance with a \$100,000 benefit payment

YOH employees who are working on a project that is continuing into 2013 will be part of this platform. In addition, those of you who are offered and accept a spot on a future Peacock project will be on it as well. We will be able to provide more written details on the benefits within the next week and the company is producing a benefit guide that will be available in December.

The Guild's Predictions

From what we have heard from you already, the Guild does not want you to listen to the Company's side of things at all. By "predicting" the Company's response to the WGA's organizing efforts, the Guild is implying that we are not being genuine with you. Presumably, this is the Guild's way of trying to get you to ignore everything we are saying.

The fact is that you owe it to yourself to give us a chance to explain our side of the story. You have been hearing only from the Guild so far without benefit of getting the whole picture so that you can make an informed decision. We sincerely care about what kind of place Peacock is to work at and the future success of this business. These are not made-up feelings in response to the Guild's organizing effort.

Bear in mind, we are not telling you to ignore the Guild's message or to refuse to listen to their representatives like they are instructing you to do with us. It seems to me that maybe the WGA is telling you not to listen to us because it is concerned we might say something valid that may make you change your mind and vote against the Guild.

The Guild's Promises

I encourage you to give thought to exactly how the Guild will make good on all its promises. First, you need to understand that if it wins an election, the promises like portable benefits, overtime and crediting rules will NOT automatically apply here. What the Guild gains if it becomes your representative is simply the right to NEGOTIATE with us over topics like these. The Guild may or may not involve you in these negotiations, and the proposals the Guild makes or agrees to may not be ones that are important to you. In the end, there is no guarantee what will happen in bargaining, other than you give up control over the discussion with us about your working conditions here.

To get a clearer picture of how much to rely on the WGA's promises, I would encourage you to do some investigation into the Guild's record at the bargaining table with other non-fiction producers in New York. To our knowledge, only two of them, out of more than 80, have reached agreements with the Guild, and many of things that the Guild has promised to you – including portable insurance benefits – are NOT to be found in those deals. The Guild's experience should underscore for you that its promises are aspirational and not at all guaranteed.

Ask Yourself...

We care deeply about the kind of place Peacock is to work and the future success of this business which is why I think it's important that everyone approach this topic with an open mind. It seems the Guild itself acknowledges that Peacock is a good place to work, and we are truly worried that the Guild's presence here could threaten that. This election is not about abstract principles applicable to the

industry generally, but about what it is like to work HERE. So, as you consider what the Guild is telling you, please ask yourself:

- Why is the Guild trying to convince you not to listen to us? Are they concerned that we have something valid to say about NOT being Guild-represented?
- The Guild's promises may sound attractive, but can they guarantee anything for you?
- Many of the Guild's promises, such as portable benefits, are contingent on WGA agreements throughout our industry segment. How strong is their organizing and negotiation track record with other non-fiction producers so far?
- Do you think NBCU would make a concession that would hurt Peacock's business?
- If Peacock Productions refused to agree to a Guild demand at the table, how would it go about trying to force us to change our minds?
- What would your WGA dues really get you?

The Guild has had many months to talk to you about why it thinks you should become WGA-represented. The next few weeks are your chance to get all the information you need to make the right choice for you. To that end, please continue coming to us with your questions and we will do our best to get you the answers.

Thank you,
Sharon