



## PAC-12 NETWORKS: OUR CREATION AND OUR MISSION

A small group of union members continues to distort the truth about Pac-12 Networks and our financial agreements with freelance workers. This document outlines the full details and mission of Pac-12 Networks. We remain committed to an open dialogue with union leadership, but do insist in dealing in facts rather than distortions.

- Pac-12 Networks is a non-profit entity, wholly owned by the Pac-12 Conference's 12 universities.
- Pac-12 Networks is innovative and progressive, creating a unique model that does not exist anywhere else.
- Pac-12 Networks is the first-ever integrated media company owned by a collegiate conference. It delivers unprecedented exposure for all sports and student-athletes throughout the Conference.
- Pac-12 Networks has a mission to help create educational opportunities for students across all 12 universities.
- Pac-12 Networks launched on August 15, 2012 and produced more live sporting events (550) than any network in has in its inaugural year in operation.
- 80 percent of the events televised by Pac-12 Networks have rarely or never received TV exposure before.
- Pac-12 Networks is committed to creating an environment where all of its employees, freelancers, student interns and any other people involved with the Pac-12 Networks are treated fairly and with respect.

### THE TRUTH

- Pac-12 Networks pays AT LEAST area standards wages and benefits for all of its productions, especially when compared to all collegiate sports productions across the country.
- Pac-12 Networks has NOT cut wages nor have the Pac-12 Networks eliminated health and retirement benefits.
- Pac-12 Networks offers health insurance to its regular employees and bonus pay to freelancers which may be used for health insurance or other personal needs.
- Pac-12 Networks contracts directly and/or indirectly with companies that engage freelance camera and sound operators and other broadcast technicians. Many of those companies are signatories to collective bargaining agreements with unions. Pac-12 Networks directly or indirectly reimburses those companies for all payroll costs, including union-scale wages and benefits dictated by their collective bargaining agreements with the unions.
- With **550** televised events during the 2012-13 academic year, the Pac-12 Networks created more than **13,000** daily hire positions. This academic year, Pac-12 Networks will televise **750** events and create about **15,000** daily hire positions.

- The vast majority of these collegiate events have never been televised before (mostly Olympic and women's sports events). That means roughly **65%** of the daily hires were new positions. Those new positions will grow to nearly **84%** in 2013-14.
- Hundreds of members of the International Alliance of Theatrical and Stage Employees ("IATSE") union have worked and continue to work on Pac-12 Networks telecasts. Those IATSE members have been paid union-scale wages and benefits. But that's not what IATSE leadership has requested from the Pac-12 Networks. IATSE wants its members to receive ALL Pac-12 Networks work and does not want Pac-12 Networks to make work available to non-union freelance camera and sound operators and other broadcast technicians, or to Pac-12 students.
- Pac-12 Networks is committed to managing its own business model and hiring mixed crews, including union and non-union professionals and students, to produce Pac-12 university content.