

June 26, 2012

SAG-AFTRA, Washington-Baltimore Local

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SAG-AFTRA, NY Local

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RE: Notice of Reductions in Expenses and Force

Greetings All,

Per our current union contracts, with your organizations, we are required to provide notice (of at least thirty days in some contracts) of the Foundation's intention to make economic layoffs and reduce staff or to make reductions in pay at our stations in Washington, D.C., Los Angeles, Berkeley and New York. "This letter will serve as required notice that layoffs, reduction in staff and reductions in pay will take place."

The Foundation fully intends to abide by our contracts, which may call for additional steps or criteria to be met. Finally, the Foundation will comply with all other provisions in the individual contracts relating to severance pay and recall.

For your information, General Managers have been advised of this. A similar notice will be given to all our non-union staff.

On behalf of the Pacifica Foundation,



Arlene Engelhardt, Executive Director

Cc: Summer Reese, Pacifica National Board Chair
Tracy Rosenberg, Pacifica National Board Finance Committee Chair
LaVarn Williams, CFO
Andrew Gold, General Counsel
William Corman, Employment Counsel