

RON FRIEDMAN

The Honorable Emilie H. Elias
Superior Court of the State of California
For the County of Los Angeles
Central Civil West
600 South Commonwealth Avenue
Los Angeles, CA 90005

July 1, 2009

Dear Judge Elias:

I Ron Friedman, a lead named plaintiff and member of the Plaintiff's Liaison Committee wholeheartedly endorse and approve the settlement reached by our Chief Counsel, Paul Sprenger, and the members of his legal team.

Based on my soon to be 49 years as a professional writer during which I was frequently and intimately involved in personal contract negotiations, mediations, arbitrations, and some litigations with their resultant settlements along with many similar experiences as a union member of the Writers Guild in Guild contract negotiations, and other non industry legal experiences during my years as a practicing architect, I believe this settlement to be both fair and equitable.

The settlement was negotiated and arrived at through a regular, rigorous and continuous process of my meeting and conferencing with the other members of the Plaintiff's Liaison Committee, and with Paul and his team, and I state without reservation that I believe it represents our class's best interests, and accurately reflects my input, comments, convictions, arguments and concerns.

I am deeply grateful to Paul Sprenger, Sprenger & Lang, Kator Parks, Maia Caplan, Dolly Gee, Daniel Wolf, Barbara Jones and AARP Foundation and all of their fellow lawyers and their support staffs. I salute them for their integrity, empathy, tenacity, expertise and extraordinary humanity, and unflagging efforts on my behalf, and on behalf of all members of our class.

Sincerely,

Ron Friedman

July 21, 2009

The Honorable Emilie H. Elias
Superior Court of the State of California
For the County of Los Angeles
Central Civil West
600 South Commonwealth Avenue
Los Angeles, CA 90005

Dear Judge Elias:

My name is Arthur M. Eisenson. I have been a professional writer, as defined by the Minimum Basic Agreement between the Writers Guild of America, west, and the various collective bargaining units with which the Guild made those agreements for approximately 36 years. I was, for a while, a member of the Writers Guild's Age Discrimination Committee. I came to believe that only a class action age discrimination suit could address the civil rights issues resulting from the illegal practices of ageism which infected the TV industry in the 1980's. So I sought attorneys to file such a civil rights suit, and was one of the original plaintiffs in these actions. I am a member of the Plaintiff's Liaison Committee. Given my experiences in the Television industry and the experiences of my colleagues, I unequivocally endorse and support the settlement reached by our legal team, of which Paul Sprenger is Chief Counsel.

In my experience in motion picture and TV, I was involved in individual contract negotiations, and arbitrations. As a Guild activist and member of the strike committees of 1973, 1981, 1985, 1988, and 2008 I followed the MBA negotiations in each contract year. As a member of the Guild's Waivers Committee since 1985, I am aware of some of the bargaining history behind the contract language in our MBA. To quote the late Joan Crawford, this settlement "...ain't my first time at the rodeo" in "industry" negotiations. Additionally, I have had life-experience in mediation, as a juror in a civil trial, and as a witness in a criminal trial. Those other experiences with the legal process validate my belief that this settlement is both fair and equitable.

Our legal team kept members of the Liaison Committee fully informed by teleconferences, e-mails and face to face meetings. As a Liaison Committee, we exercised our responsibilities to make sure the interests of the class were negotiated for and articulated by our Legal Team. Hence the settlement represents our class's best interests, and accurately reflects our input, comments, convictions, arguments and concerns.

(more)

I have learned a great deal about the legal system or legal profession or law business, call it what you will, during the years since our suits were filed. Some of it is "wish I didn't know now what I didn't know then." One of the axioms of fiction is that character is action. So I have the greatest respect for Paul Sprenger, Sprenger & Lang, Kator Parks, Maia Caplan, Dolly Gee, Daniel Wolf, Barbara Jones and AARP Foundation and all of their support staffs. They put the interests of the people in a civil rights case for the class first, with courage, integrity, skill, and will.

Respectfully submitted,

Arthur M. Eisenson

July 21, 2009

The Honorable Emilie H. Elias
Superior Court of the State of California
For the County of Los Angeles
Central Civil West
600 South Commonwealth Avenue
Los Angeles, CA 90005

Dear Judge Elias:

I'm a member of the Plaintiff's Liaison Committee of older writer-members of the class, and I endorse and support the settlement reached by our Chief Counsel Paul Sprenger and the members of his legal team.

During the settlement talks, Paul regularly consulted with and reported to our committee and asked for our input, and we were kept up to date on the ongoing talks and many issues to be resolved.

Although the settlement does not contain everything I would like to have achieved from this lawsuit, it is a settlement and so I understand that we, as well as they (the defendants), have to settle for what we are able to achieve and receive. And in that spirit, and considering the many years of untiring work by our attorneys it took, and the unprecedented amount of money involved in the final settlement, I think Paul and his team have achieved an important breakthrough in the entertainment industry.

I am deeply grateful to Paul Sprenger, Sprenger & Lang, Kator Parks, Maia Caplan, Dolly Gee, Daniel Wolf, Barbara Jones and AARP Foundation and all of their support staffs. We on the committee have come to admire them for their integrity, empathy, tenacity, expertise and humanity.

Sincerely,

Bob Shayne

Allan Leicht

June 29, 2009

The Honorable Emile H. Elias
Superior Court of the State of California
For the County of Los Angeles
Central Civil West
600 South Commonwealth Avenue
Los Angeles, CA 90005

Dear Judge Elias:

As a member of the Plaintiffs' Liaison Committee (PLC) on the TV Writers' Class Action Age Discrimination Cases, I am pleased to inform you that I completely and without reservation approve and support the settlement reached by our Lead Counsel, Paul Sprenger and our team of lawyers. I know others on the Liaison Committee and myself have discussed this in group and individual meetings and have no adverse comment and all have supported the settlement. (I base my observations on communications with over 100 named plaintiffs and/or class members.)

The terms of the proposed settlement were explained and discussed at Liaison Committee meetings for over a year and the positions of both the plaintiffs and the defendants were clearly communicated to us. I am confident that the final terms as agreed upon are a fair and reasonable compromise for the class as a whole.

My fellow PLC members and I have discussed this settlement via telephone conference calls, in person and in emails with and without counsel present. We unanimously approve the final agreement and the extraordinary work of our attorneys.

Under sometimes-emotional circumstances in this long and complex process, our lawyers have been mindful of the human component of this litigation. It was not only our professions and livelihoods that were under scrutiny, but our very worth and dignity. Therefore, it is doubly gratifying that our well-being has always been our lawyers' first consideration. They have been sensitive and have kept us well informed every step of the way. Our representation has been entirely professional and of the highest quality.

There is no question in my mind that this most recent settlement is good and equitable, that it honestly represents our class's best interests and accurately reflects our input, comments, convictions, arguments and concerns.

Thank you, too, for your patience, wisdom and expertise over these long proceedings.

Sincerely yours,

Allan Leicht

Stephen Gellar

July 23, 2009

The Honorable Emilie H. Elias
Superior Court of the State of California
For the County of Los Angeles
Central Civil West
600 South Commonwealth Avenue
Los Angeles, CA 90005

Dear Judge Elias:

I write as a lead plaintiff to request your approval of the proposed settlements of the Television Writers age discrimination cases you have been charged to adjudicate.

I am a member of the Plaintiffs' Liaison Committee and have shared every aspect of the settlement developments in regular communications with Class Counsel the over two years of mediation leading to this global settlement with the 17 major networks and production studios. I am familiar with the terms of the settlement, having been consulted during the entire process. In my opinion, the offers made by the defendants, as ultimately negotiated in the complex settlement agreements and related settlement papers, are fair to the class of older writers.

I have personally experienced the inability to be hired and represented * -- having successfully written for these employers for 25 years prior to reaching age 51 years. The details of my personal claims are now history -- for over ten years I have responded to extensive interrogatories, provided documents and texts to the lawyers of both plaintiffs and defendants, and I have spent six days of my life in deposition: one out-of-work writer facing fifteen working lawyers. *

It has been this class action suit, however, with plaintiffs from all over the United States, that has kept me both hopeful *

Sprenger & Lang and all the plaintiffs' lawyers have worked tirelessly to see justice for all of us in this suit. They have devoted their time and energy to keeping our hope alive; to seeing that the truth of our claims would be heard in courts of law; to ensuring that nothing like this could happen again - without fear of grave consequence.

At the beginning of the suit I already respected the writers. But as the lawsuit progressed, I have grown to respect our lawyers for their compassion, their honesty, and their ability to deal with the issue of ageism that no one in a position of power in the film studios, networks, talent agencies or unions actively has addressed.

To this end, I am ever grateful to Paul Sprenger, Jane Lang, Maia Caplan, Steve Sprenger, Daniel Wolf, and all the literally hundreds of other helpful lawyers and legal assistants who know that "never again" means just that, and who have worked to see justice for older writers - which is nothing less than the capacity and possibility to work professionally, now, and in the future.

Sincerely,

Stephen Gellar

* Redacted by Paul C. Sprenger, Lead Class Counsel, pursuant to Section XXI.B of the Settlement Agreement.