



**NETWORKS**

WHERE CHAMPIONS PLAY

WARN NO.  
4381

April 3, 2020

John Asher, Rapid Response Coordinator  
Oregon Dislocated Worker Unit  
Oregon HECC – Office of Workforce Investments  
875 Union Street NE  
Salem, OR 97311  
john.e.asher@oregon.gov

**Re: WARN Act notification regarding temporary suspension of productions**

Dear Mr. Asher:

Pac-12 Enterprises, d/b/a as Pac-12 Networks (the "Networks"), is providing this notice to comply with potential WARN Act notification obligations even though the Networks may not be triggering WARN given that the individuals described in this notice are not being laid off and they are primarily part-time and/or seasonal employees.

The Networks is the television and multimedia company of the Pac-12 Conference. The Pac-12 Conference is a non-profit athletic conference responsible for sponsoring, supervising and regulating the intercollegiate athletics of its twelve member institutions, listed below.

The Networks employs freelancers who work both out of its San Francisco headquarters and on Pac-12 member institutions campuses to carry out remote and studio television productions of college sporting events, and related assignments. The Networks offers live coverage of 850 sporting events each year.

Accordingly, the temporary suspension of Networks productions will impact freelancers working at the following locations:

- Networks headquarters; 360 3<sup>rd</sup> St., San Francisco, CA 94925.
- University of Arizona; Tucson, AZ 85721
- Arizona State University; Tempe, AZ 85281
- University of California; Berkeley, CA 94720.
- University of California Los Angeles; Los Angeles, CA 90095
- University of Colorado; Boulder, CO 80309
- University of Oregon; 1585 East 13th Avenue, Eugene, OR 97403
- Oregon State University; Corvallis, OR 97331
- University of Southern California; Los Angeles, CA 90089
- Stanford University; 450 Jane Stanford Way Stanford, CA 94305–2004
- University of Utah; 201 Presidents' Cir, Salt Lake City, UT 84112
- University of Washington; 1410 NE Campus Parkway, Seattle, WA 98195
- Washington State University; Pullman, WA 99164



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On March 14, 2020, the Pac-12 Conference announced that it was cancelling all sport competitions and championships through the end of the academic year because of the COVID-19 pandemic. For this reason, the Networks will not be using freelancers through at least that time-frame (i.e., March 14 through May 23, 2020) as there will be no productions of live Pac-12 sporting events. Given the uncertainties about how long the COVID-19 pandemic will last, the Networks does not have an estimate at this time regarding when it will resume productions, but we have committed to updating our freelancers when we have more information. We were unable to provide this notification before our recent communications to freelancers on this subject as the COVID-19 outbreak and the suspension of Pac-12 Networks productions was not reasonably foreseeable prior to that time.

The Networks has informed freelancers that we will be keeping them on our active roster and their Pac-12 Networks employment is not being terminated. 531 freelancers were scheduled to work between March 14, 2020 and May 23, 2020 and therefore have been impacted by the temporary suspension of productions.

Though not required by law, to help lessen the impact that this global pandemic will have on freelancers, the Networks is paying all freelancers for events or shifts they were scheduled to work from March 14, 2020 through April 5, 2020, and is applying a relaxed and flexible standard regarding paid sick time usage allowing freelancers to use any accrued and unused paid sick time towards any day they were scheduled to work between April 6, 2020 and May 23, 2020.

Because all freelancers are impacted, we do not have a job bumping system, that is, freelancers will not be able to displace more junior freelancers out of their job positions as a result of this temporary suspension of productions.

We have informed freelancers that if they are temporary out of work they may be eligible for unemployment insurance and that more information on unemployment insurance and other resources available for workers is available at [labor.ca.gov/coronavirus2019](http://labor.ca.gov/coronavirus2019) and/or from their applicable state agency.

The Pac-12 Networks is not a party to a collective bargaining agreement with a union.

If you have any questions or want additional information concerning this matter, please contact me at [SPetersmeyer@pac-12.org](mailto:SPetersmeyer@pac-12.org) or 415-580-4335.

Sincerely,

*Scott Petersmeyer*

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Scott Petersmeyer  
Associate General Counsel,  
Employment and Legal Affairs