

Douglas H. Wigdor
dwigdor@wigdorlaw.com

May 22, 2017

VIA EMAIL AND FEDERAL EXPRESS

Ms. Sharon White
Chief Executive, Ofcom
Riverside House
2a Southwark Bridge Road
London SE1 9HA

Re: Claims Against Twenty-First Century Fox, Inc., et al.

Dear Ms. White:

I write to follow up on my letters of May 3 and 8, 2017, as well as our meeting on May 11, 2017, to provide additional information that may be relevant to your review of Twenty-First Century Fox, Inc.'s ("21st Century Fox" or the "Company") potential takeover of Sky plc.

I. 21st Century Fox Has Refused To Release Our Clients From Confidentiality Agreements

Following our meeting on May 11, 2017, our Firm wrote to counsel for 21st Century Fox regarding confidentiality clauses and policies applicable to certain 21st Century Fox employees, as well as the confidentiality clauses currently applicable to two of our clients. As to the latter, on May 17, 2017, we sent letters to counsel for 21st Century Fox and requested that the Company remove the confidential gag orders that would prevent certain individuals from speaking with Ofcom. On May 19, 2017, we received a response from 21st Century Fox. The response was a resounding "no." Specifically, counsel for 21st Century Fox wrote: "I assume [] that your request does not arise from Ofcom, which I am confident understands that 21CF is committed to providing Ofcom with all information that Ofcom requires to conduct its review . . . [I]f Ofcom requires additional information, we are confident they will ask for it."

This response is disingenuous for various reasons. First, given that 21st Century Fox is requiring that certain individuals remain silent as to the specifics of their experiences, there is no way for Ofcom to know what information it should request. Second, the response demonstrates that 21st Century Fox's purported desire to be transparent is a farce. 21st Century Fox has the ability to remove roadblocks to transparency and make sure that Ofcom has all of the relevant information. It has chosen not to do that. Third, while Ofcom can request "additional information," that request, without a waiver of the confidential gag order, will not permit certain individuals to speak with Ofcom. We have no confidence that 21st Century Fox would provide to you a complete and

unbiased version of the facts alleged by certain individuals; and thus a waiver of confidentiality for all employees subject to gag orders is the only way to ensure transparency and a full and complete record of the facts for your consideration.

II. Kathleen Lee

Kathleen Lee is a Shift Editor at Fox News Radio Network (“Fox News Radio”) where she has worked for over a decade. In 2013, soon after Fox News Radio hired Ron Flatter as an anchor, he began subjecting Ms. Lee to egregious sexist and sexually harassing conduct, including:

- Mr. Flatter openly called female employees, including Ms. Lee, “sluts” and “whores;”
- Mr. Flatter openly and regularly criticized female anchors and loudly disparaged their physiques, body shapes, attractiveness, including their hair;
- Intending to impersonate and disparage Vice President of Fox News Radio, Mitch Davis, Mr. Flatter yelled throughout the newsroom, “I am such an important *cog* in the operation rather, such an important *Cock* in the operation.;
- Mr. Flatter referred to Hilary Clinton as Hillary “Clit-on;”
- Mr. Flatter repeatedly called Ms. Lee “useless;”
- Mr. Flatter referred to Director of News Programming for Fox News Radio, Hank Weinbloom, as a “pussy;” and
- Mr. Flatter engaged in raunchy commentary on female anchor Andrea Tantaros.

These are only a small number of the discriminatory behaviors in which Mr. Flatter engaged.

Ms. Lee reported Mr. Flatter’s sexist and sexually harassing conduct to Mr. Davis and Bernie Pigott, the two executives leading Fox News Radio. Mr. Davis and Mr. Pigott ignored Ms. Lee and told her to “deal with it.” Mr. Flatter’s abuse continued and he physically threatened Ms. Lee. Ms. Lee sought help from Denise Collins (currently employed), the former Head of Human Resources (“HR”), and Dianne Brandi (currently employed), General Counsel for Fox News Network LLC (“Fox News”). Again, Ms. Lee was ignored by Ms. Brandi and HR, while Fox News continued to protect Mr. Flatter. In July 2015, only after Mr. Flatter physically threatened Ms. Lee a second time and referred to Hillary Clinton as Hillary “Clit-on” throughout the newsroom, did Fox tell Mr.

Flatter to cease working. Shamelessly, Fox continued to pay Mr. Flatter the remainder of his contract. Thereafter, because Ms. Lee dared speak out about the sexually hostile work environment, Fox subjected Ms. Lee to unceasing retaliation that continues through the present. See Lee v. Twenty-First Century Fox, Inc., et al., Civil Action No. 17 Civ. 3835 (S.D.N.Y. 2017), attached as Exhibit A.

As previously disclosed, on May 4, 2017, our Firm filed a case naming the conduct of Mr. Davis, in connection with claims of gender discrimination and retaliation by Jessica Golloher, the Middle East correspondent for Fox News Radio. Curiously, Mr. Davis announced “his decision” last week to retire from Fox News Radio. In a conference call with staff, in which Ms. Golloher was omitted from the “roll-call”, Mr. Davis feebly said that he planned his retirement months before all of the “recent craziness.”

III. Bob Beckel

Our Firm now represents a current employee in Fox News’s Internet Technology Department who is Black. On Tuesday, May 16, 2017, our client was called to perform work on the computer of Bob Beckel, co-host of “The Five,” which airs during prime time on Fox News. Mr. Beckel has a history of making racially insensitive remarks on the air, including stating that he is an “Islamaphobe,” referring to the Chinese as “Chinamen” and claiming that his eyes looked “Oriental” after taking a swim one afternoon, among many other discriminatory comments. When our client arrived in Mr. Beckel’s office to assist him, Mr. Beckel immediately rushed out. Our client asked Mr. Beckel why he was leaving the office, to which Mr. Beckel replied that he was leaving because our client is Black. Our client immediately complained to Kevin Lord, the Head of HR for Fox News.

Three days later, on Friday, May 19, 2017, our client was called into a meeting with Human Resources. When he arrived, he learned that Mr. Beckel would be part of the meeting along with Mr. Lord and another HR representative. During the meeting, while Mr. Lord sat silent, Mr. Beckel repeatedly pressured our client to drop his complaint. Our client refused, and the meeting ended. Shortly thereafter, Mr. Lord told our client that he was powerless to do anything to Mr. Beckel, and that management would determine whether he would be terminated. It is telling that Mr. Lord, who is tasked with investigating complaints of discrimination, has not been provided any authority to actually do anything in response to such complaints. Fox News then terminated Mr. Beckel and leaked that fact to the media. However, even after terminating Mr. Beckel, 21st Century Fox tried to downplay the situation. 21st Century Fox did not tell the media what Mr. Beckel actually said (instead vaguely stating that Mr. Beckel made an “insensitive remark”), nor did the Company tell the media that Mr. Beckel was permitted to pressure our client to withdraw his complaint. Additionally, 21st Century Fox claimed that Mr. Beckel had been terminated prior to the meeting, which is clearly at odds with Mr. Beckel’s attempts to persuade our client to withdraw his complaint to save his job, as well as Mr. Lord’s comment to our client subsequent to the meeting that he didn’t have the power to terminate Mr. Beckel.

IV. Naima Farrow

Naima Farrow worked for Fox News as an Accounts Payable Coordinator from July 2014 to November 2015. Despite her impeccable performance, Ms. Farrow was terminated less than 72 hours after disclosing her pregnancy to her supervisor, Fox News Special Projects Manager Kim Jacobson. Ms. Farrow, who is Black, was also subjected to a racially hostile work environment at the hands of Fox News's former Controller, Judith Slater, who also discriminated against 13 of our other clients (as described in my prior letters). Among other discriminatory conduct, Ms. Slater often opened conversations with Ms. Farrow by stating, "hey girlfriend" in a mocking and stereotypical impersonation of a Black woman. Ms. Farrow has filed suit in the Federal District Court for the Southern District of New York. See Farrow v. Twenty-First Century Fox, Inc., et al., Civil Action No. 17 Civ. 3836 (S.D.N.Y. 2017), attached as Exhibit B.

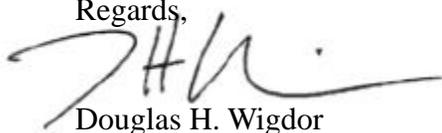
V. Vidya Mann

Ms. Mann is brown-skinned and Guyanese, and was hired by Fox News as an Accounts Receivables ("AR") Specialist in April 2009. Ms. Mann obtained her employment at Fox News through an agency and was not classified as a "permanent" employee, despite the fact that Ms. Mann worked in exactly the same position, and performed the same work, as other employees in AR. As such, Ms. Mann was not provided health insurance benefits. Over the years, Ms. Mann repeatedly requested a promotion to a "permanent" position. Her requests were ignored, and she was told to "hang in there." However, Ms. Slater went on to offer permanent positions to White applicants. Shortly after Ms. Mann became pregnant and gave birth to her child, Fox News terminated her employment. In addition to these allegations, Ms. Mann was subjected to myriad racially discriminatory remarks by Ms. Slater throughout her employment. Ms. Mann has joined a lawsuit previously filed by Adasa Blanco, a former Fox News employee represented by our Firm. See Blanco, et al., v. Twenty-First Century Fox, Inc., et al., Civil Action No. 17 Civ. 3017 (ALC) (S.D.N.Y. 2017), attached as Exhibit C.

VI. Conclusion

I hope that this information is helpful to you.

Regards,



Douglas H. Wigdor

Enc.

cc: Ms. Rebecca Taylor (via email and Federal Express)