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February 3, 2021

TO: Disney/NE&O Employees
FROM: Steve Ross, PRESIDENT
SUBJECT: Transitional Service Agreement (TSA) Ends March 31, 2021

The TSA covering Disney employees working in TOC, Network and Cable operations at the Pico lot is ending. For those of you who are eligible for the Retention Bonus, please be advised that the Company is using three formulas for calculating the bonus. The first is what your gross salary was in 2018. The second is what you grossed from March 20, 2018 to March 20, 2019. The third is what you will gross from March 31, 2020 to March 31, 2021. It's advisable that you take the time now to gather your pay stubs, to calculate what formula will yield you the largest gross amount. The Company will provide the Union with a list of what each employee will receive, prior to the employee receiving them. This way, we can make sure that everyone receives the correct amount. Also, please be advised that there were errors in calculating the PTO you received on January 1, 2021. The Company is currently redoing the calculations on PTO. If you feel that you did not receive the correct amount of PTO, please contact me at 805-559-2220 ASAP.

Thank you.

Fraternally,

Steve Ross
PRESIDENT

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