

LEGAL NOTICE**If you are age 40 or over and are or were a member of the Writers Guild of America, a proposed settlement may affect your rights.**

The Irv Schechter Company has agreed, subject to Court approval, to settle age discrimination allegations in connection with the representation of WGA members age 40 and older to obtain television positions. The talent agency virtually ceased operations five years ago for the personal reasons of its owner, Irv Schechter. Plaintiffs' Class Counsel are convinced, after reviewing personal financial records and conducting an investigation, that neither the agency nor its owner could pay a meaningful settlement and thus there is no monetary payment for plaintiffs, class members, or the lawyers. Nevertheless, Schechter has agreed to substantial changes in its practices if it resumes talent agency work doing business at a significant level. If you do not want to be part of the settlement, you can exclude yourself. If you remain in the class, you may comment on the proposed settlement.

WHO'S INCLUDED?

The settlement class is defined as "all members of the Writers Guild of America who at any time since October 22, 1997 were at least age 40." If you believe that you may be a settlement class member, you can get more information, including detailed questions and answers about the settlement, at www.writerscase.com or by calling 1-877-518-7090.

WHAT'S THIS ABOUT?

This lawsuit, like the lawsuits against several other talent agencies, claims that the Irv Schechter agency discriminated on the basis of age in its representation decisions. The defendant denied that it discriminated, but the parties believe it makes sense to end the litigation, which has been pending since 2000. The Court did not decide which side was right.

WHAT DOES THE SETTLEMENT PROVIDE?

Although the settlement does not provide for any payment of money, it does provide that if Irv Schechter gets back into the business of representing writers during the five years after the settlement becomes effective by either engaging five or more talent agents or earning more than \$1,000,000 in net commissions from representing writers, he will change his practices in several ways, including:

- Schechter will respond in writing within 30 days to writers' requests for representation.
- Semi-annually, Schechter will notify its writer clients of every television writing opportunity for which they were referred and of any responses to the referral.
- Schechter will not use with potential employers any words intended to identify the age of any candidate for television writing opportunities, such as "fresh," "young," or "recent grad."
- In response to any request that Schechter discriminate against or identify writing candidates based on age, Schechter will inform a prospective employer that both it and he may not and that Schechter will not discriminate against candidates on any protected basis, including age.
- Schechter will try in good faith to represent and obtain pitch meetings, staff positions, and freelance opportunities for writers age 40 and older at increasing rates set forth in the Consent Decree.

WHAT ARE YOUR OTHER OPTIONS?

If you stay in the class, you may comment on the settlement by **August 28, 2010**. To preserve your right to sue Schechter for past alleged age discrimination, you must exclude yourself by **August 3, 2010**. The Q&A on the www.writerscase.com website explains how to exclude yourself or comment.

The Court will hold a hearing in these cases at the Superior Court Building, 600 South Commonwealth Avenue, Los Angeles, California, which is currently scheduled for **September 17, 2010 at 10:45 AM** (but which may be rescheduled), to consider whether to finally approve the settlement. You may ask to speak at the hearing.

CAN I CONSULT WITH CLASS COUNSEL?

Yes. To consult with Class Counsel (led by Paul Sprenger of Washington DC), at no charge, contact them at the number or website below, or email them at questions@TVWritersCounsel.com. All communications with Class Counsel are confidential and privileged.