

From: Disney Television Studios - Craig Hunegs <WDT.-Craig.Hunegs@disney.com>

Date: March 12, 2020 at 3:18:42 PM PDT

Subject: Responding to the COVID-19 Crisis

Dear Disney Television Studios cast and crew member,

I know the barrage of news concerning the COVID-19 crisis can be overwhelming, and even frightening. We want you to know that we are doing our very best to ensure your safety and that we deeply appreciate your talent, your work and your partnership.

It's important in times like these to both take appropriate measures to protect us all while not allowing fear and misinformation to guide our choices. For that reason, we've been in direct consultation with on-staff medical experts and local and global public health organizations. We are committed to creating the safest environment in which you can do your best work, while the country and the world deals with this pandemic.

Here's what we are doing:

- We've assembled a Taskforce across our studios and the company to ensure the safety of all of our people and the continuity of our business. They are planning for a range of next steps to safeguard your well-being and the well-being of all of those on our shows.
- Given the directive from the Governor of California and other leaders, we're avoiding gatherings of 250 people or more, being mindful that production by definition requires large numbers of crewmembers working together, and that our storytelling sometimes necessitates filming scenes with large numbers of people.
- We're paying special attention to a high standard of cleanliness in our common areas and workspaces, following all health and safety protocols including extra cleansings as necessary.
- We're looking at all aspects of our creative, production and business operations through the prism of "Is this both essential and prudent given the health crisis at hand?"

We want you to know that much of what we are dealing with is unfolding in real time and we will make the best decisions we can based on what we know when we know it, and always act on the advice and in consultation with health and medical experts.

We will communicate with you as quickly and thoroughly as possible as new information becomes available and is assessed and confirmed.

You may have heard that we learned of a crew member on *neXt* who tested positive for COVID-19 several days after we wrapped. That individual was quarantined at a private Chicago residence and we worked closely with the Chicago Department of Public Health (CDPH) to identify and contact all individuals who came in close contact. The CDPH advised us that exposure risk was limited to those who came in close contact with the individual when symptoms were present and those personnel were notified directly and have been self-quarantining. While this situation is still evolving, so far we do not

know of a single transmission of COVID-19 to members of the neXt team or to anyone else. We have been advised by the CDPH that cast and crew members who were not in direct contact with the individual and are not exhibiting symptoms are deemed safe to return to work.

This is a difficult and uncertain time and I'd like to thank you for your cooperation and professionalism. We all want to feel safe at work. I promise that your health and welfare are our top priority. As always, please reach out to your department heads or producers if you need support. Let's keep an open dialogue and let's take care of each other. You are extraordinarily talented and we are lucky to have you working for DTS. Should you personally have any further questions, please reach out to Craig Davidson in Disney Human Resources at craig.r.davidson@disney.com.

With respect and admiration,

Craig