

October 23, 2019

Dear Ronan:

We watched with great interest your recent appearance on Brett Baier's program, where you lavishly praised Fox News for doing a great job "confronting some of the issues here, including the use of secret settlements" in conjunction with allegations of sexual harassment against several of its executives and on-air personalities.

While we appreciate the work you have done to expose and explore sexual assault, harassment and retaliation in the news and entertainment industries, we are curious as to the basis of your effusive praise of Fox News for its response to the revelations by women who described the toxic work environment they faced.

As you surely know, many of those women could not be interviewed for your book about the abuses they experienced and continue to experience because they are bound by onerous non-disclosure agreements that media companies demand in connection with settlements. These agreements, which have been the subject of recent investigative reports and legislation, impose gag orders that exist purely to silence women and forever sweep their stories under the rug. Many of these women, who did nothing wrong, are also bound by no-rehire provisions, which prohibit them from even re-applying for work with their former employers.

Shouldn't you be publicly calling for these companies to waive such provisions before reporting that progress is being made? Shouldn't you be investigating why women who had flourishing careers at major networks before speaking up about harassment, assault or retaliation now find themselves unable to work in the industry again? The fact that women who sue find their career paths blocked sends a clear and chilling message to all women: speak up, tell the truth and you will be drummed out of the industry. Talent agents won't work with you, for fear that their existing clients will be adversely affected. Your on-air or on-camera skills will be called into question, though you didn't suddenly lose your talent the moment you filed a lawsuit. Other networks or production companies will not want to work with you, for fear that you may expose wrongdoing that may be going on under their roofs, even though some of those companies may have been vying to hire you before you sued. That is not progress, nor is it emblematic of a "great job" confronting the issues that force women to demand that they be treated with respect.

A company that has done a great job confronting these issues would not prohibit women from speaking the truth. A company that has done a great job confronting these issues would not punish women who call out unacceptable behavior by permanently banning them from employment with the company or its affiliates, while allowing many of the people who committed or covered up egregious wrongdoing to remain gainfully employed, promoted, or given multi-million dollar severance arrangements. A company that has done a great job confronting these issues would have initiated an independent investigation of the pervasive

culture of sexual harassment, discrimination and retaliation against women. A company that has done a great job confronting these issues would restore the jobs and careers of women who were deprived of them simply because they refused to stay silent about what they experienced and witnessed.

We would like to know how and why you came to conclude that Fox News has done a “great job” confronting some of these issues. With whom did you speak? With whom did you *not* speak, because non-disclosure agreements prevented you from gaining the insight necessary to more fully form an opinion about whether progress has truly been made?

You have done important work in exposing the toxicity women face at the hands of powerful men and their enablers at major networks and other prominent outlets. Nevertheless, because many women continue to be silenced and blackballed from the industry simply for having the courage to demand that they be treated professionally and with respect, your backslapping of Fox News seems more like backsliding.

Sincerely,

Diana Falzone

Tamara Holder

Juliet Huddy

Julie Roginsky