

**Congress of the United States**  
**Washington, DC 20515**

April 2, 2014

President Ann Weaver Hart  
University of Arizona  
Administration Building, Room 712  
1401 East University Boulevard  
P.O. Box 210066  
Tucson, Arizona 85721-0066

President Michael M. Crow  
Arizona State University  
Mail Code 7705  
PO Box 877705  
Tempe, Arizona 85287-7705

Dear President Hart and President Crow:

As Members of Congress from Arizona, with great personal affection for, and pride in, the University of Arizona and Arizona State University, we are deeply concerned about the Pac-12 Network's unfair treatment of the men and women who work as technicians on its sports broadcasts. It has come to our attention that Pac-12 Networks refuses to pay area standard wages and benefits to these workers, thus undermining their ability to qualify for health and pension benefits and to provide a middle class existence for their families. We urge you, as members of the Board of Directors of Pac-12 Networks and public servants with a demonstrated history of working in the public interest, to remedy this situation.

ESPN and Fox have agreed to pay Pac-12 Networks \$3 billion over 12 years (or an average of \$250 million per year) for the rights to televise a modest number of Pac-12 football, basketball, championship, and Olympics' sports events. Media reports have referred to the Pac-12 television rights licensing agreement as the most valuable college sports conference agreement ever made. Pac-12 Networks also has profitable deals with a number of cable and satellite TV providers to carry Pac-12 national and regional sports networks. By the Pac-12 Networks' own admission, the first year's financial performance was nothing short of remarkable.

The financial windfall from Pac-12 Network's TV licensing deals has enabled the Pac-12 Conference to pay its commissioner, Larry Scott, an annual salary of \$3.1 million, thus making him the highest paid conference commissioner in college sports. This financial windfall has also enabled Pac-12 colleges to pay multimillion dollar salaries to many men's football and basketball coaches, and to construct new football stadiums worth hundreds of millions of dollars. While not publicly disclosed, we also assume Pac-12 Networks pays highly competitive salaries to its executives, whom it has attracted from the executive ranks of major, for-profit sports networks.

Despite the financial windfall from Pac-12 Networks' licensing deals generating multimillion dollar salaries for some coaches and executives, Pac-12 Networks has cut wages and refused to contribute to the health and retirement plans of its highly skilled broadcast technicians who have been providing services to conference schools for decades. We are deeply troubled by this situation. The University of Arizona and Arizona State University should not allow Pac-12 Networks to build a multibillion dollar business on the backs of the middle class men and women who produce their quality broadcasts. Many of these people are Arizona residents whose taxes support your universities. Yet Pac-12 Networks is forcing these hard-working Arizona citizens to take a pay cut and forgo health and pension benefits.

As Board Members with the vested responsibility and authority to control the actions of Pac-12 Networks, and as Presidents of public institutions serving a public mission, you should right this wrong. Fortunately, we understand that, in the next few weeks, you may have an opportunity to do so. Representatives of IATSE, the union to which many broadcast technicians belong, have informed us that Pac-12 Networks may present its Board with a proposal regarding health and retirement benefits for broadcast technicians working on "Tier 1" Pac-12 sports events. We urge you to ensure this proposal enables the Pac-12 Networks to make area standard contributions to the multi-employer health and retirement plans through which broadcast technicians have chosen to provide for their families' health care and retirement security. If the proposal does so, we urge you to vote in favor of this plan, and thus do right by the working men and women who contribute so much to the success of your sports broadcasts.

Sincerely,



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Raul M. Grijalva  
Member of Congress



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Ann Kirkpatrick  
Member of Congress