



Michael L. Tipsord
Chairman, President & CEO
State Farm Insurance
1 State Farm Plaza
Bloomington, IL 61701

Dear Mr. Tipsord,

As one of the top advertisers on Spanish Broadcasting System (SBS) and the radio stations that it owns and operates, we thought you would find it important to know that the company has repeatedly broken the law in its abuse and mistreatment of its on-air talent and other employees.

The National Labor Relations Board in July issued a second complaint against the company for its continued bad-faith, surface bargaining with no intention of getting an agreement, as well as numerous other egregious violations of federal labor laws.

The NLRB had earlier found that SBS violated the law and the company agreed to a nearly \$500,000 settlement with SAG-AFTRA that included back pay, offers of job re-instatement to all eight wrongfully terminated employees, as well as our union's bargaining expenses -- all due to SBS's egregious bad-faith surface bargaining.

In spite of this, SBS continues to violate the law with impunity and still refuses to negotiate fairly with SAG-AFTRA, which represents many SBS employees in collective bargaining.

Because we know that your company cares deeply about the Hispanic community, we wanted to inform you of these issues. Having State Farm Insurance associated with SBS and its demoralizing labor practices -- including exclusion from healthcare benefits, failure to give scheduled raises and threatening unionized employees with reprisals -- could damage the very good will you enjoy in the Hispanic community and that you seek to grow through advertising.

Over the next few months, we will intensify our efforts to engage SBS audiences and the broader Hispanic market to make them aware of the behind-the-scenes abuses that are inflicted daily on SBS talent and employees. We hope that you share our concern and, most importantly, our desire for a quick resolution to the situation.

To learn more about this pressing issue, please contact me directly by phone: (323) 634-6479, or email: PresidentCarteris@sagaftra.org

Sincerely,

A handwritten signature in black ink, appearing to read "Gabrielle Carteris", written in a cursive style.

Gabrielle Carteris