

**Severt, Adam T**

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**From:** Kent Martin [kentshouse@gmail.com]  
**Sent:** Wednesday, February 16, 2011 9:22 PM  
**To:** ATR-Antitrust - Internet; Severt, Adam T  
**Subject:** United States of America vs. LucasFilm LTD

Greetings Department of Justice,

As a member of the digital film community some of my co-workers made me aware of the case being brought against LucasFilm and the proposed settlement. After reading the proposed settlement I was rather disappointed. If I may oversimplify the proposal, simply giving a directive to stop the practice or practices being questioned is unenforceable. The Human Resources and Recruiting staffs will continue to operate as they have for many years. Attempts to control wages is not limited to the agreement uncovered between Pixar and LucasFilm. The major players in the LA area, including The Walt Disney Company, DreamWorks Animation, and Sony Pictures Imageworks all engage, in one form or another, in practices intended to limit wages as employees move between studios. And moving between studios is becoming ever more common as many studios are executing layoffs to minimize their full time staff and will rely on what effectively become temporary staff to complete the work.

Lowering or controlling wages is all about saving money. Any settlement to this case that does not involve financial penalties will fall short of having any effective impact. But how would financial penalties, if any be disbursed? To union pension plans? Not all studios are union. Payments to only those employees affected? In some way the entire industry has been affected, except for the few that seem to have secured lifetime positions at some outrageous hourly rate. Some form of payment to employees of the companies involved during the time period the practices were determined to have been in effect? Maybe. That would be a start.

A very good mess indeed. So a slap on the wrist will be administered, and I will watch my hourly rate continue to plummet as wage control techniques continue on.

Thought I would submit a few comments on this matter, even though it is shortly before the deadline. I am hoping that many more of my colleagues have taken the time to submit even a short comment on the matter.

Thank You for your time,

Kent Martin

Digital Film employee for over 15 years.