

Testimony of Sam Clover
June 10, 2021

Good morning. My name is Sam Clover: I am a radio broadcaster in Philadelphia and the President of the Philadelphia SAG-AFTRA Local. I am here today on behalf of myself but also the hundred and literally thousands of radio, digital, and television broadcasters that stand strongly behind me to support this very important, literally life-changing legislation.

I was born and raised in the Philadelphia area and fell in love with music and radio. I am incredibly fortunate to have been able to combine those two loves by becoming a radio dj and now, thirty years later, finishing my career as a traffic announcer. Along the way as the business side of things became clear to me I realized that I had a talent for this work and that stations were eager to have my skills. This allowed me to negotiate what we call a "Personal Service Contract" which was an employment contract that laid out how many years I would work there and what I would be paid. **With few exceptions almost anyone who you hear or see on radio or television has one of these contracts.** Not only in the bigger markets in Philadelphia and Pittsburgh but Harrisburg, Altoona, Reading....throughout our state and regardless of salary.

The reason we are here today is to address the dark side of these contracts called: non-compete provisions. These provisions stipulate that when the contract expires, even if the company decides not to renew me, I cannot work in Philadelphia for a period of three months, six months, sometimes as long as a year. Let that sink in. When it comes time to renegotiate my deal, the station knows that if I don't say yes, I can't work in television or radio in my market. As someone born and raised in the Philadelphia area I was never leaving Philadelphia and they knew that. Which means contract after contract I had to either agree to their contract or not work for six months. No one in America should have to be forced to not work.

Many people think of the people on TV and Radio as highly compensated "stars" like Howard Stern or Stephen Colbert, but the reality is that most television and radio announcers are much more likely to be middle class and are held back from getting any raises because of these unfair restrictions. Many of the people you see and hear have families they have to support and the idea that they would not work for three months or six months is simply not possible. And many broadcasters have kids in the local system or spouses working in the area and the idea of picking up and moving hundreds of miles away is just not realistic. These employees do not have any special knowledge that would somehow harm the company but they do have special skills and they should be able to compete using those skills - that's the American way.

Thank you so much for hearing about this issue and for helping to level the playing field for hard working Pennsylvanians.