

# Book Arrangements for ESPN Fulltime Staff and Contract Employees

All proposals to write or edit books must be approved in writing from your supervisor. That approval must be brought to the attention of the talent office by both the supervisor and the employee. The absence of approval constitutes a violation and will subject the author to disciplinary action up to and including termination.

Permission will be granted or withheld based on two potential conflicts: 1) potential interference with effective performance of the core job; 2) the creation or perception of a conflict for the individual or ESPN. Additionally, content of an ESPN staffer's book must not include material that the writer should be offering first to one of ESPN's broadcast, magazine or digital entities as part of his or her ESPN job; newsworthy material in an ESPN staffer's book must first be offered to ESPN outlets before being publicized elsewhere; ESPN has right of first refusal on pre-publication excerpts from an ESPN staffer's book.

As a matter of policy, we will not grant permission for "as told to" books with sports personalities. The very nature of such an arrangement creates potential of conflict.

While the employee is at work on a book, the employee is responsible for ongoing communications with the supervisor about all vital developments pertinent to your project and ESPN.

We appreciate your understanding that we must ALL contribute to the continuing success of ESPN by creating superior content for fans and by minimizing events which undermine our standing with the fans and consequently the status of our brand.