



December 11, 2024

Jennifer Salke
Head of Amazon MGM Studios
9300 Culver Blvd.
Culver City, CA 90232

Dear Jennifer,

The November 18 *Atlantic* article “There’s No Longer Any Doubt That Hollywood Writing is Powering AI” confirms what was already clear to so many: tech companies have looted the studios’ intellectual property—a vast reserve of works created by generations of union labor—to train their artificial intelligence systems. Having amassed billions in capital on this foundation of wholesale theft, these tech companies now seek to sell back to the studios highly-priced services that plagiarize stolen works created by WGA members and Hollywood labor.

The studios, as copyright holders of works written by WGA members, have done nothing to stop this theft. They have allowed tech companies to plunder entire libraries without permission or compensation. The studios’ inaction has harmed WGA members.

The Guild’s collective bargaining agreement—the MBA—expressly requires the studios to defend their copyrights on behalf of writers. MBA Article 50 provides that the studios hold “in trust” rights reserved to certain writers of original works. Writers who have separated rights in those works under Article 16.B retain *all other rights* in the material, including the right to use the works to train AI systems. As holders of those rights in trust, the studios have a fiduciary obligation to protect against the unauthorized use of the works for AI training purposes.

It’s time for the studios to come off the sidelines. After this industry has spent decades fighting piracy, it cannot stand idly by while tech companies steal full libraries of content for their own financial gain. The studios should take immediate legal action against any company that has used our members’ works to train AI systems.

Sincerely,

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Michele Mulroney, Vice President
Betsy Thomas, Secretary-Treasurer

WGAE Officers

Lisa Takeuchi Cullen, President
Christopher Kyle, Secretary-Treasurer
Erica Saleh, Vice President, Film/TV/Streaming

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Sasha Stewart
Suzanne Weber



December 11, 2024

Robert A. Iger
Chief Executive Officer
The Walt Disney Company
500 South Buena Vista Street
Burbank, CA 91521

Dear Bob,

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Donna Langley
Chairman
NBCUniversal Studios & Entertainment
100 Universal City Plaza
Universal City, CA 91608

Dear Donna,

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Ted Sarandos
Co-Chief Executive Officer and President
Netflix
121 Albright Way
Los Gatos, CA 95032

Dear Ted,

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George Cheeks
Co-Chief Executive Officer
Paramount Global
1515 Broadway
New York, NY 10036

Chris McCarthy
Co-Chief Executive Officer
Paramount Global
1515 Broadway
New York, NY 10036

Brian Robbins
Co-Chief Executive Officer
Paramount Global
1515 Broadway
New York, NY 10036

Dear George, Chris and Brian,

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Ravi Ahuja
Chief Executive Officer
Sony Pictures Entertainment
10202 W. Washington Blvd.
Culver City, CA 90232

Dear Ravi,

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David M. Zaslav
President and Chief Executive Officer
Warner Bros. Discovery
230 Park Avenue South
New York, NY 10003

Dear David,

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