

Thank you Chairwoman Maloney and members of the Committee for holding this important roundtable. My name is Brad Baker and I worked for the Washington Football Team from 2007 to 2009 in the video production department.

I grew up a die hard Redskins fan. DIE HARD. Getting hired to work as a video producer for my favorite sports team was, literally, a dream job... until I actually started the job. I quickly learned that the Washington Football Team was a place where male executives regularly harassed, demeaned, and bullied women in the workplace and they got away with it, for decades. I'm testifying today asking that you don't let them get away with it anymore. The Washington Football Team must be held accountable for the toxic workplace it created and the harm it has caused to so many people.

On my first day at what I thought was a dream job, other employees pulled me aside and gave me the lay of the land: Never make eye contact with Dan Snyder; never speak to him; if you must speak about him, he is to be referred to as "Mr. Snyder" or "The Owner"; if he's walking toward you, duck into the nearest office; under no circumstances should you interact with him.

Things only got worse from there. In the early summer of 2008, a normal production meeting with the video department was wrapping up when Larry Michael, then Executive Producer of Media and one of Snyder's top lieutenants, asked me and two other male producers to stay behind and shut the door. The female members of the department were dismissed. Larry Michael told us that The Owner had a special project for us, and needed us to edit together a video of the "good bits" from our Beauties on the Beach video shoot. Beauties on the Beach was an annual television special we produced that documented the Washington cheerleaders' calendar shoot.

I didn't know immediately what the request was, but it wasn't hard to put two and two together. Larry Michael, one of Snyder's top confidants, had tasked us with producing a video for Snyder of sexually suggestive footage of cheerleaders, obviously unbeknownst to any of the women involved. After an awkward moment in the room, one of the senior producers said he'd take care of it. On that day, the doors to the editing suite were closed, which was rare. Later on, I had to walk through the editing suite, and saw several images on both the editing monitor and the monitor of our tape deck that featured the cheerleaders posing for their photo shoot, but it was more like outtakes ... and their breasts and pubic areas were exposed. It became crystal clear that my worst suspicions were true: We had been told to edit together lewd footage of the cheerleaders at the request of Dan Snyder.

So why did I speak up and share this story with The Washington Post? I was inspired by Emily Applegate and her story. I was inspired by the stories of so many other women who were now speaking up themselves. I listened to my former colleague, Megan Imbert, tell me about things she heard and saw and experienced herself, and I felt compelled to come forward. I was still working in Sports at the time, and it's a notoriously hostile, abusive, and sexually harassing industry in which to work. I felt like if we all spoke up, told the truth, and believed in the process that we could make a positive impact and inspire some change in workplace cultures all over the country, especially in the world of Sports.

But now here we are. Because the National Football League swept the findings of the Wilkinson investigation under the rug.

The NFL has refused to release the report of the Wilkinson investigation, even though it had asked me and over 100 other employees to speak to the Wilkinson firm. I was interviewed for over an hour, and I know many other former employees gave hours and hours of their time to investigators. We all

participated because we thought the NFL wanted to know the truth. We believed that the toxic workplace culture and the serious harm it caused would finally become public and that the investigation would end with some kind of report. I mean, they were able to write and release a report that was 243 pages long – TWO HUNDRED AND FORTY-THREE PAGES LONG – on the PSI of footballs. The Pounds per Square Inch of FOOTBALLS. Surely – SURELY - women being sexually harassed and lewd outtakes videos of female employees created without their consent would muster up some kind of written document, right?

Even as employees came forward, Dan Snyder still tried to control them and intimidate them, by hiring private investigators to contact various employees during the Wilkinson investigation. Snyder had private investigators digging around in my past. Do you know what it feels like to have someone dig into your personal life? To worry that a friend or family member is going to be called by a PI? Even with threats of intimidation, I and many other former employees came forward to speak with the NFL investigators because we believed that the NFL would finally take action against Snyder and the Washington Football Team.

And you know what? The NFL does. Not. Care. If they cared, they'd have held up their end of the bargain by meeting the smallest and most basic expectation any of us ever had of them: To be transparent and release a report.

At a press conference not long ago, NFL Commissioner Roger Goodell said, unequivocally, that he felt Dan Snyder had been held accountable with a monetary fine and placing his wife in charge for a while.

The problem is that Roger Goodell doesn't get to decide that. He doesn't get to tell US if Snyder has been held accountable. Only the VICTIMS can decide if there's been accountability. But no one can determine that unless there's transparency. Maybe \$10 million dollars IS actually a perfectly appropriate punishment. But we don't know because there's been zero transparency which means there can be zero accountability.

All we want is transparency. That's all we've ever wanted. Once the horrors of working at the Washington Football Team are exposed, accountability will undoubtedly follow. But we can't determine accountability without transparency, and that's why I'm begging you – the United States congress and our elected officials – to compel the National Football League to do the absolute bare minimum... and Release the Report.