

Ljubljana, 2. 11. 2020

No: 01-775/2020

Dear Mrs. Romana Tomc!

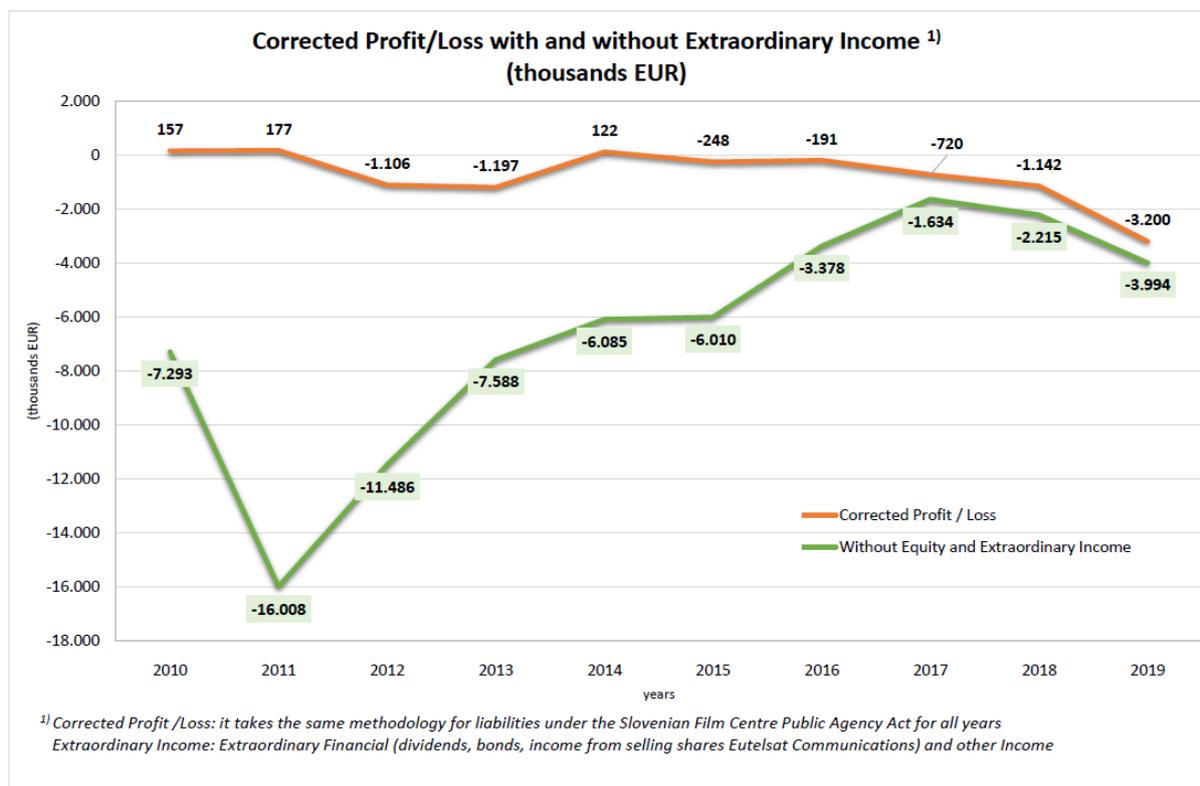
I simply do not understand that people who are expected to have the ability of critical thinking and emotional intelligence can give false and offensive labels – obviously led by some political reason - to people who they do not know and who are committed to doing their job as best as possible, in my case managing the public service media RTV Slovenia.

In your letter to UNI (Global Union) you claim that I am "incompetent"! Since the grounds for your conclusion are not true, I expect you to repair the damage that your defamatory statement had caused.

I wonder if you are aware that what you wrote is simply not true? I also allow the possibility that you are not familiar with the actual situation although that is hard to believe after all of our efforts to transparently present reliable and true facts about operation and business of RTV Slovenia (see <https://www.rtvlo.si/rtv/kontakti-in-informacije/pogosta-vprasanja/preveritve-dejstva/502350>).

Is it possible that you didn't read and analyze these facts? I strongly hope that your false conclusions come as a result of lack of information. Otherwise, thinking that you did it on purpose would lead me to a very poor conclusion that one can use all means to achieve its goals, including false statements and imputations.

You know or should have known that RTV had smaller losses in 2017 and 2018 (€ 0.7 million and € 1.2 million), which were easily covered because it had surpluses in previous years. However, it also had smaller losses in 2015 and 2016. It also had huge losses from ordinary activities since 2008, which were covered from extraordinary financial income from the sale of Eutelsat shares. Of course, if you were familiar with those facts you would have never had the grounds for your statement. I am enclosing a chart where you can see the extent of the losses without these extraordinary revenues which were the result of the investment in the intergovernmental organization EUTELSAT (total profit is around 125 million euros) from 1998 and 1999. We have not sold a single EUTELSAT share since I took over the management of RTV Slovenia. Why? Because our Supervisory Board was strongly opposing selling the shares for covering the higher labor costs under the Agreement on Resolving Strike Matters and Exempting the ZUJF in 2019! Although the Financial Plan for 2019 explicitly provided for this to be done, the Supervisory Board did not accept it when I proposed it! Thus, the demonstrated loss of 3.2 million is practically entirely caused by the decision made by the members of the Supervisory Board who prevented the implementation of our financial plan. It is also clear from the attached chart what the loss would be if we did not have these extraordinary financial revenues, for which, as you probably know, I am largely responsible for.



I also find it hard to believe that you don't know that the loss has been increasing in recent years only due to higher labor costs and due to rising wage bases, which we fail to compensate by more rational operations and reducing the number of employees and precarious workers. In 2019, compared to 2015, labor costs - due to external factors on which the management had no influence whatsoever! -, were higher for no less than 7.5 million euros! The loss was only 3 million euros higher! So when you are suggesting that I am an incompetent manager, what exactly do you mean by that? Are you familiar with the fact that in 2019 RTV Slovenija managed to operate with 6 million euros less revenue than in 2012, when the current amount of licence fee was determined?

Your statement that journalists and other employees are working in very poor conditions is also a complete fabrication. It is true, however, that individual members of the Programming council and Supervisory board have been against building new premises for the work of journalists, the project that I have always strongly supported. It is obvious that if the working conditions were as bad as you are claiming they are, my opponents would support my intention to build new and modern premises.

I am also wondering from where did you get the idea that RTV employees have low salaries. The current level of salaries of our employees is a direct consequence of the decision, that under the government of Janez Janša back in 2008, RTV Slovenia also joined the public service salary system. That caused us huge problems at the time of implementation as our specifics were not taken into account. It was only under my leadership that we resolved many of these anomalies. Are you really not aware of the fact that we have finally managed to regulate more than 400 non-compliant contracts inherited from poorly performed translation into the public service salary system?

Last but not least, are you not aware of the fact that it was under my leadership that we managed to complete the employment of precarious workers that started in 2016? In total, we hired more

than 530 of them! About half of them were employed under my leadership. It was not an easy task especially for those who did not have the appropriate education, but we did it and there are practically no more precarious workers at RTV Slovenia nowadays! So why such a defamatory statement?

Do you think that if I had not done all of the above that it would be possible for the Workers' Council to practically unanimously (10 in favor and one abstention) adopt the following statement:

" We urge the Programming councilors of RTV Slovenia not to support the proposal for the dismissal of the director general. In the Workers' Council, which is a body of co-management and represents employees in the public institution RTV Slovenia, we demand normal, predictable and financially stable working conditions for the operation of the public institution RTV Slovenia, without political, personal or any other unprofessional interests. "

In order to avoid making such a big mistake again in assessing the situation on RTV Slovenia, I invite you to visit us in person and make sure for yourself that your allegations are baseless. I also expect you to follow the saying that a man can be wrong, but it is important that he corrects his mistakes.

With respect,

Radiotelevizija Slovenija

Igor Kadunc, MBA

Director General

