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March 31, 2021

Simon Allen
CEO, McGraw-Hill

David Stafford
General Counsel, McGraw-Hill

Dear Mr. Allen and Mr. Stafford:

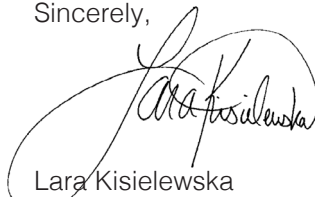
It has come to our attention that McGraw-Hill is charging the freelancers it hires a fee of 2.2% of every invoice submitted. On behalf of the graphic artists – illustrators, infographic designers, graphic designers, and other visual artists – who create the works which are integral to McGraw-Hill's publications, we protest this onerous policy.

Your reported email to your freelancers claims that this "Small Supplier Fee" supports "labor market compliance, administrative tasks, and the Vendor Management System (VMS) associated with payment processes." We have heard from graphic artists who work with clients utilizing Fieldglass, the same invoicing software as McGraw-Hill, and they are not charged for submitting invoices. That leads us to ask why one of the largest educational publishers in the world finds this fee necessary.

Your own 2020 Annual Report describes McGraw Hill's strategy of generating significant free cash flow by, in part, making significant cuts in operating expenses. The invoicing fee imposed on freelancers supports this strategy. However, the company's financial growth and stability should not be secured at the expense of the freelance creative professionals on which you rely.

What makes this policy particularly appalling is that McGraw-Hill has elected to foist an invoicing charge in a year in which the freelance workforce has experienced an unprecedented loss of income and opportunity, and often faces barriers to unemployment benefits. Publishers like McGraw-Hill would not succeed without the work of freelance writers, illustrators, graphic artists, and photographers; this policy is a poor way to treat these vital partners in your success. We ask that McGraw-Hill rescind this invoicing policy, and that you reimburse the freelancers who have paid this unfair fee.

Sincerely,



Lara Kisielewska
National President