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BRYAN BEHAR

8 SUPERIOR COURT OF THE STATE OF CALIFORNIA  
9 IN AND FOR THE COUNTY OF LOS ANGELES

11 JEFF FRANKLIN, an individual; and MOOSE  
12 PRODUCTIONS, INC., a California  
corporation,

14 Plaintiffs,

16 v.

17 BRYAN BEHAR, an individual; and DOES 1-  
18 50, inclusive,

19 Defendant.

Case No. 19SMCV00721

Assigned to: Hon. Craig D. Karlan,  
Dept. N

**DECLARATION OF SILISHA  
PLATON IN SUPPORT OF  
DEFENDANT BRYAN BEHAR'S  
MOTION TO STRIKE COMPLAINT  
PURSUANT TO SECTION 425.16**

Action Filed: April 16, 2019  
Trial Date: None Set

*[Notice of Motion & Motion, Declarations  
of Bryan Behar and Michael J. O'Connor  
and [Proposed] Order Filed Concurrently  
Herewith]*

Date: December 5, 2019  
Time: 8:30 a.m.  
Dept.: N

**Reservation ID: 035850192374**

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1 I, Silisha Platon, formerly Silisha Sidell, declare as follows:

2 1. I am employed by Warner Bros. Studio Enterprises Inc. as the Vice President of  
3 Labor Relations. I have worked at Warner Bros. since February 2000. If called as a witness, I  
4 could and would competently testify to the matters stated herein.

5 2. In 2016, Warner Bros. conducted an investigation into Jeff Franklin's conduct in  
6 the workplace after a complaint was made about Franklin's onset behavior. During the  
7 investigation concerns were raised regarding Franklin's handling of pregnancy-related requests  
8 for time off for doctor appointments, as well as concerns about equal treatment of male and  
9 female writers in the writer's room on *Fuller House*. The investigation was concluded and  
10 Franklin received verbal counseling as to the necessity of appropriate, business-like behavior and  
11 equal treatment. While I was not personally involved in the 2016 investigation into Franklin's  
12 workplace behavior, I reviewed the facts related to that investigation, in connection with the  
13 investigation I conducted into Franklin's workplace behavior starting at the end of 2017 and  
14 continuing into 2018.

15 3. In November 2017, Warner Bros. received a complaint by a woman who had been  
16 a writer on *Fuller House*, claiming that Jeff Franklin, the *Fuller House* showrunner at the time,  
17 had created a toxic and inappropriate work environment in the writer's room. Shortly after  
18 learning of this complaint, it came to Warner Bros.' attention that another female writer on *Fuller*  
19 *House* was making similar claims about Franklin's conduct. Based on these complaints, Warner  
20 Bros. initiated an investigation into Franklin's workplace behavior.

21 4. I headed up Warner Bros.' investigation into Franklin's workplace behavior and  
22 conducted the investigation along with Kenzie Levine, a Warner Bros.' employee in the Labor  
23 Relations Department, who was under my supervision. Warner Bros. Studio Enterprises Inc. was  
24 the entity that handled the investigation because it has a service agreement with Horizon Scripted  
25 Television Inc. to perform its Labor Relations functions, which includes handling complaints by  
26 or about the union-represented production population.

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1           5.       Specifically, as part of Warner Bros.' investigation, eight (8) individuals consisting  
2 of current and former staffers on *Fuller House*, were interviewed. These interviews were  
3 conducted between January 31, 2018 and February 22, 2018. I personally conducted the first  
4 interviews of four separate women. These women were selected by me, based on my review of  
5 which women writers on *Fuller House* did not come back and did not have a known reason for  
6 not coming back to *Fuller House*.

7           6.       After I conducted the initial four interviews of former and current women staffers  
8 on *Fuller House*, I selected an additional four people to interview who could potentially confirm  
9 or deny the claims about Franklin that had been made by the first four women interviewed. Bryan  
10 Behar was one of the four people I selected to be interviewed as a witness and was interviewed at  
11 the end of the investigation, on February 21 and February 22, 2018. Behar did not approach me  
12 or any of the executives at Warner Bros. to be interviewed, rather, we approached him. Behar  
13 was reluctant to participate in the investigation.

14           7.       All of the statements made during the investigation by the eight interviewees were  
15 reviewed by me. To protect the identity of the women who were interviewed, I will refer to them  
16 as Jane Does 1 through 7.

17           8.       The following statements are just some of the statements that were made about Jeff  
18 Franklin's conduct in the workplace by the interviewees in the course of the investigation, none  
19 of which were made by Mr. Behar:

- 20                   a. Dismissive / Hostile Environment
- 21                       i.        "It's important that I say the environment is hostile." (Jane Doe 7)
- 22                       ii.       "I don't recall one other show where I felt—women weren't  
23                                   particular liked here." (Jane Doe 7)
- 24                       iii.       "He would be angry towards women and not interested in their  
25                                   opinions." (Jane Doe 7)
- 26                       iv.       "I felt emotionally and mentally abused because I was a woman."  
27                                   (Jane Doe 3)
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b. Sexualized Comments / Work Environment

- i. "She is probably going to be pregnant next season. I wish I could make all the women on my staff get hysterectomies." (Jane Doe 5)
- ii. "She's one nose job away from a good f\*\*\*" about one of the underage girls." (Jane Doe 6)
- iii. Franklin would talk about orgies he had over the weekend. (Jane Doe 6)

c. Harassment / Discrimination Based on Protected Class

- i. He had his assistant request all the writers come to his mansion for a week to write and they were reminded multiple times to bring their bikinis. (Jane Doe 3; confirmed by Jane Doe 4)
- ii. When complaining about a female director he was told, "you could have hired another female director," to which Franklin replied, "please, they're all the same." (Jane Doe 3)
- iii. He told the writer's room that he does not date Jewish women, and then said, "Sorry to all the Jewish women in the room." (Jane Doe 3)
- iv. Franklin preferred male writers over female writers. (Jane Doe 7)
- v. Franklin complained about having to hire directors that were women or people of color. (Jane Doe 7)

9. At the conclusion of the investigation, and based upon my review of the testimony of all of the witnesses who had been interviewed, I concluded that there was sufficient evidence to find that Jeff Franklin's conduct had created a toxic work environment that impacted female writers and persons of color.

10. Mr. Behar's testimony given during the course of this investigation was not a substantial factor in my concluding that Franklin had created a toxic and inappropriate work environment. Rather, Mr. Behar's statements only corroborated some of the less serious statements made by the other witnesses, including Jane Does 1 through 7, about Jeff Franklin's



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workplace conduct.

11. On February 22, 2018, I reported the results of the workplace investigation and my findings of gender bias, inappropriate and offensive comments about women and persons of color, and sexualizing the workplace, all by Franklin, to executives at Horizon Scripted Television Inc. I conveyed my opinion that, in substance, based on the results of the workplace investigations and my findings, Horizon Scripted Television Inc. should not renew Franklin's contract to continue as showrunner for season 4 of *Fuller House*.

I declare under penalty of perjury under the laws of the State of California that the foregoing is true and correct.

Executed on June 1, 2019 at Burbank, California.



Silisha Platon

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**PROOF OF SERVICE**

STATE OF CALIFORNIA            )  
  )    ss.  
COUNTY OF LOS ANGELES    )

I am employed in the County of Los Angeles, State of California. I am over the age of 18 and not a party to the within action; my business address is 2049 Century Park East, Suite 2300, Los Angeles, CA 90067.

On June 7, 2019, I served a copy of the foregoing documents described as **DECLARATION OF SILISHA PLATON IN SUPPORT OF DEFENDANT BRYAN BEHAR'S MOTION TO STRIKE COMPLAINT PURSUANT TO SECTION 425.16** on the interested parties in this action addressed as follows:

Stanton L. Stein, Esq.  
Diana A. Sanders, Esq.  
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- By placing true copies thereof enclosed in a sealed envelope(s) addressed as stated above.
- BY MAIL (CCP §1013(a)&(b)):** I am readily familiar with the firm's practice of collection and processing correspondence for mailing with the U.S. Postal Service. Under that practice such envelope(s) is deposited with the U.S. Postal Service on the same day this declaration was executed, with postage thereon fully prepaid at 2049 Century Park East, Suite 2300, Los Angeles, California, in the ordinary course of business.

I declare under penalty of perjury under the laws of the State of California that the above is true and correct.

Executed on June 7, 2019 at Los Angeles, California.

  
\_\_\_\_\_  
Karen M. Tjaden