

## Q5MP Summary of the situation

Last week, we invited Quackity and other Quackity Studios executives to engage in negotiations with their workers. As far as we know, **no contact has been attempted**, either directly or via us. In fact, most of them saw all their communication media cut off without prior notice nor any further explanation.

A wide range of positions are illustrated in the testimonials we have received: egg actors, translators for various languages, community managers, artists, builders, developers, etc.

We have been made aware of several **defamatory messages**, some of which being public, towards people we defend, in order to sideline them and discredit criticism. Several staff members have been expelled from their positions in an attempt to cover up serious offences committed by the individuals they worked with.

This is sadly usual: just like with Ubisoft or Quantic Dream, **Quackity Studios silences those who speak up to protect its upper management**.

The pattern is well-rounded:

- Hiring "volunteer" workers. Some of them are promised a salary (without announcing any amount) following a one-week free "trial period", which is extended over months.
- After this trial, a surprise: budget is restricted, meaning this salary will be no more than \$200 or \$300.
- Of course, no written employment contract is provided. Even worse, workers are compelled to sign an abusive, badly-written NDA, which is to be their sole legal basis, so as to "keep the role-play surprise".
- This NDA is hijacked to deny workers the right to protest about their working conditions. Their personal social media accounts are watched, they are asked to take screenshots of their private messages (with threats to those who dare to resist), they are reminded about how "lucky" they are to work for Quackity, although for free, 70 hours a week, without any time off (no vacation, nor even weekends)...
- To drain away any energy to stand up for their rights, burnouts are induced and planned: undersized "volunteer" teams, massive amounts of work to be delivered yesterday, then thrown away because no longer needed. When someone refuses this urgency, pressure to "just do an hour or two", to make them feel guilty.
- Dismissal of those considered not sufficiently productive (on vacation, because of personal impediments, having technical problems, etc.).
- When social media are involved and expose the truth, scapegoats are sought to, again, protect the perpetrators.
- In the end, following the revelation of the case, all the French workers, regardless their contribution to it, have been fired in violation of all applicable legal procedures.

Four recurring aspects appear in the reports: disguised work, frenetic work rhythm, invasive surveillance of workers (including illegal intrusions into their privacy), and moral harassment.

**We reiterate our call**, to Quackity and other executives at Quackity Studios, to take action immediately. A **full internal review**, unanimously requested by the workers, is urgent. It must contribute to social dialogue, in order to achieve a fair and equitable outcome for **all affected people** (both in France and other countries), **with appropriate** (and retroactive) **compensation**.

If Quackity is unable to address the problems internally, **we will sue the company** to defend the workers.

PRESS RELEASE