

Dear Tony Lyons and Skyhorse management,

As Skyhorse employees, we are everything that you and our colleagues have taught us to be: passionate, hardworking, innovative, and always willing to roll up our sleeves and pitch in to make a difference. We are committed to and motivated by the strong teams we've built together; our mission to create well-made and meaningful literature; and our excitement over the unique opportunities Skyhorse has offered to each of us to learn, grow, and meaningfully contribute to the company's products and culture.

It is because of our commitment to Skyhorse that we feel motivated to act when we see opportunities to make the company, and the industry as a whole, stronger. And in recent years, we've been saddened as some of our most exemplary colleagues have left the company—often attributing their moves to policies they felt they had little say in. It's in light of these concerns, and especially as we navigate the stress of rapid changes to rules and to our work environment, that we feel called to address these issues so that all of Skyhorse's employees can build long-lasting and productive careers within the company.

For much of Skyhorse's history, it's fallen on management to do the hard work of improving policy. But we feel that, given the power to bring our ideas and energy to the table and act collectively, we can make a huge difference—and lighten the load on senior staff. It's for that reason that we have decided to join a union and ensure that our voice plays an integral role in the company's success.

We would like to call on our colleagues at Skyhorse to join with us to help build our collective strength. And in order to allow us to speak openly, we ask that Tony Lyons and the company's executives and shareholders agree to a fair process, free of interference, as we organize.

We know that when employees feel valued in their roles they are more hardworking, efficient, and creative. With that in mind, we look forward to the work ahead and to the promise of building stronger and more committed teams to contribute to Skyhorse's long-term growth and success.

Sincerely,
Skyhorse Publishing Workers Union

These are just some of our colleagues who support a stronger Skyhorse

Employees who have signed this letter have done so with the knowledge that management is prohibited by law from firing or retaliating against employees who choose to form, support, or participate in a union.

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