

The San Diego
Union-Tribune.

December 3, 2007

Today we are announcing a Voluntary Separation Program ("VSP") for non-union employees in certain divisions who would be interested in leaving the company by year-end.

As you know, we have taken a number of cost-cutting steps in response to the economic challenges facing our industry. We have eliminated non-critical expenses and limited hiring to only those positions essential to the efficient operation of our business. Still, it is clear that we must cut costs further. The VSP is one of the several steps we will take to reach that goal.

Attached are two lists; the first list spells out specific divisions of the company, and identifies the kinds of jobs (called "Focus Areas") that will be reduced in that particular division. While a minimum number of positions have been identified as Focus Areas, positions not included on the list may still be considered based on operational needs (e.g. would the Company need to replace the position?) Therefore, anyone not identified in the "Focus Area" is still welcome to apply (see "Next Steps" below).

The second list identifies certain work groups and specialized employees who are excluded from the VSP. Exclusions are based on a variety of business reasons. It makes no sense, for example, to offer the program to an employee whose essential expertise could only be replaced by hiring from outside the company.

Please note, that the level of employee participation in the voluntary program will determine the extent of future involuntary separations, and that the categories and numbers shown here are relevant only to the current situation.

What exactly is the Voluntary Separation Program?

In addition to any vested benefits to which you are entitled under the Copley Press Retirement Plan and the Copley Press Savings & Investment Plan (401(k)), the following is being offered:

- A lump sum payment equal to 1.25 weeks of base pay for every 6 months of continuous employment up to 52 weeks (part time employees' weekly rate will be based on average weekly straight time hours worked over last 12 months)
- Company-paid COBRA for Medical, Dental and Vision insurance for eligible employees, spouse and dependents for a period of
 - 6 months for employees who have 5 years or more of service, and
 - 3 months for employees who have been here less than 5 years.
- Company-paid "Early Retiree" Medical Insurance for eligible employees (age 55 and older with 10 years of continuous service, or 25 years of continuous service), spouse and dependents for a period of 6 months in lieu of COBRA Medical insurance. (Employees and dependents over 65 will be provided Company-paid COBRA Medical Insurance until Medicare medical coverage becomes effective.)
- Employee Assistance Program for eligible employees, spouse and dependents for a period of 3 months
- Career Transition Workshop

What does this mean to you?

Employees who meet the requirements, are being provided the opportunity to participate in the VSP. In addition to the Separation Incentives being offered above, information pertaining to any vested benefit you have under the Copley Retirement Plan and/or the Copley Savings & Investment Plan is available to you online at (www.vanguard.com). Our Retirement plan # is 020170, and our Savings and Investment Plan # is 090181. This information may be valuable in helping you make this very important decision.

Next Steps:

If you elect to participate in this VSP, you will need to complete the *VSP Participation Form* which will be located on UTNET on Wednesday, December 5th @ 9:00a.m. (go to *Headlines* on the left-hand side and click on *VSP Participation Form*). Complete and submit to HR (either personally delivered, or faxed - 619/299-3488).

- Completed Participation Forms will not be accepted prior to that time, and any form received before 9:00a.m. on December 5th will be returned.
- Note, on Wednesday, Thursday, and Friday, 12/5th –7th, HR will be accepting these forms in the Mission Valley Auditorium; the following week, forms will be accepted in the HR office.
- Individuals in other locations are welcome to fax their completed forms to the HR office.
- Hard copies of the VSP Participation form will also be available in HR as well as at each Vice President's office.

The completed form must be received in HR, by Wednesday, December 12, 2007, at 5:00 p.m. All requests will be date/time stamped upon arrival in the Human Resources department. (Affected employees will be contacted to arrange a follow-up appointment where the Separation Paperwork can be provided.)

If there are more than the target numbers of employees who apply for the Voluntary Separation, all requests will be considered, however if the Company is unable to accommodate all those who apply, requests will be considered on a first-come, first-served basis.

If the VSP is undersubscribed, or future reductions are necessary, we will consider an involuntary separation program. The standard Copley severance policy will apply at that time (1 week base pay for each 6 months of employment, up to 35 weeks).

Should you have questions relating to the benefits being offered under this plan, please contact Ann Radosevich (ext. 2014), or leave any question or concern on the VSP Hotline (619/293-2100). All calls will receive a response no later than the following business day.

Included in this Voluntary Separation Program:

<u>DIVISION</u>	<u>FOCUS AREAS</u>
ADVERTISING	2 Team Supervisors 8 Call Center Classified Employees
OPERATIONS	8 Custodians 2 Community Relations Managers 1 Pressroom Manager
CIRCULATION	3 Customer Service Rep 1 Sr. Customer Service Rep 2 Sr. Clerks 1 Single Copy Div Sales Manager 6 DC Ops Reps 2 Circ Acct Mgr 1 Job Scheduler
NEWSROOM	2 Photo Managers/Supervisors 1 Business Manager/Supervisor 2 Features Managers/Supervisor 3 News/Metro Editors (mgrs) 1 Copy Desk Chief 3 Columnists 3 Critics 1 News Editor (non supervisor) 9 News & Metro Reporters 1 Business Reporter 2 Sports Reporters 2 Page Designers 2 Photo Editors (non supervisor) 2 Photographers 2 Librarians 3 Features Reporters 2 Sr. News Assistants/Features 1 Sr. News Assistant/Metro 1 General Pool News Assistant
FINANCE	1 Manager 1 Supervisor 1 Sr Acct Clerk/Acct Clerk/Buyer

Included in this Voluntary Separation Program cont.:

ADMINISTRATIVE
(company-wide to
include "Excluded"
Departments)

Confidential Secretaries
Clerks/Admin Coordinators
Receptionists

Excluded from this Voluntary Separation Program offer:

- Union-covered employees
- Advertising sales positions (except call center and Admin)
- Enlace positions (except Admin)
- Marketing/Research positions
- SOSD positions (except Admin)
- HR positions (except Admin)
- Newsroom:
 - Photo Lab Tech
 - News Artists
 - Environmental Reporter
 - Politics Reporter
 - Computer Assisted Reporting Specialists:
 - Database Development Specialist
 - Computer Assisted Reporting Specialist
 - Newsroom Research Analyst
 - CAR Investigative Reporter
 - Sports Columnists
 - Scoreboard Editor
 - Systems Editors
 - News Assistant Supervisor
 - Today's Local News Staff
 - Copy Editors
 - Wheels Editor
 - Editorial Cartoonist
 - Breaking News Team
- OPERATIONS:
 - IT Positions (excluding Admin and Telecom)
 - Community and PR Relations Manager
 - Distribution positions
 - Building Engineer positions
 - Production Maintenance positions