

KEITH BULLING  
VICE PRESIDENT / HUMAN RESOURCES

August 20, 2012

Kathy Maybriar  
Office of Workforce Development  
Ohio Department of Job & Family Services  
4020 East Fifth Avenue  
P.O. Box 1618  
Columbus, OH 43216

Dear Ms. Maybriar:

We write to inform you that The Cincinnati Enquirer (the "Company") will be shutting down its entire facility located at 1531 Western Avenue, Cincinnati, OH 45214. This shutdown will affect all employees working at the facility and is expected to be permanent. At this time, we anticipate that affected employees will have their employment terminate on October 8, 2012 or sometime during a 14-day period thereafter.

On January 8, 2012, the Company sent written notifications to affected union-represented employees. Prior to that notification, the Company negotiated severance terms with their union representatives. The severance terms include severance pay which employees were given the option of receiving as a lump sum without benefits continuation or as salary continuation with on-going benefits. The severance terms include outplacement and training through Gateway Community and Technical College or Cincinnati State Technical and Community College. A list of union representatives accompanies this letter as Attachment A.

On April 12, 2012, the Company sent written notifications to affected non-union employees. These employees will receive severance pay in the form of salary continuation and benefits.

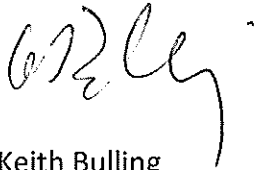
Affected employees will not have any right to bump or displace other employees working for the Company. Approximately 217 employees will be affected by the closure. A list of job titles and the number of employees currently holding affected positions accompanies this letter as Attachment B.

This announcement and the above timetable are based upon the information currently available. We will inform you of any changes in these plans or if additional information becomes available.

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OHIO DEPARTMENT  
OF JOB & FAMILY SERVICES  
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WORKFORCE DEVELOPMENT

If you have any questions about this announcement or would like additional information, please contact me, Keith Bulling, Vice President of Human Resources, Enquirer Media, 312 Elm Street, Suite 1400, Cincinnati, OH 45202, (513) 768-8213.

Very truly yours,

A handwritten signature in black ink, appearing to read 'KBulling', with a stylized flourish at the end.

Keith Bulling  
Vice President of Human Resources

cc: Union representatives  
Vincent P. Floyd

The Cincinnati Enquirer

**ATTACHMENT A**

List of Union Representatives:

Anthony Rapp  
President  
Midwest Newspaper Printing Pressmen &  
Assistants Union, Local No. 128N  
District Council 3  
Graphic Communications Conference  
International Brotherhood of Teamsters  
2351 W. McMicken Avenue  
Cincinnati, OH 45214

Gerald Burbrink  
President  
Local 508M  
District Council 3  
Graphic Communications Conference  
International Brotherhood of Teamsters  
2351 W. McMicken Avenue  
Cincinnati, OH 45214

Janice Bates  
President  
Cincinnati Mailers Union, Local 1717  
International Brotherhood of Teamsters  
2100 Oak Road  
Cincinnati, OH 45241

Larry Brashear  
President  
Local Lodge No. 162  
International Association of Machinists  
22118 Ester Ridge Road  
Sunman, IN 47041

The Cincinnati Enquirer

**ATTACHMENT B**

As explained in the accompanying letter, we anticipate that the job titles and the number of employees listed below will be affected by the shutdown of the Company's facility located at 1531 Western Avenue, Cincinnati, OH 45214.

1. Job Positions Scheduled To Be Eliminated During A 14-Day Period Commencing On October 8, 2012.

Job Titles	Quantity
Engraver	3
Assistant Manager / Engraving	1
Electrician	7
Machinist	6
Press Operator	45
Press Apprentice	2
Mailer	61
Regular Mailer Assistant	16
On-call Mailer	36
VP Operations	1
General Manager / Pressroom	1
Production Director	1
Manager Pressroom Shift	1
Manager Building Newsprint	1
Manager Pressroom Shift	1
Manager Night Operations	1
Manager Mailroom Shift	2
Manager Press Crew	4
Manager Mailroom Crew	5
Senior Manager Paper Storage	1
Manager Maintenance	1
Mailroom Preprint Manager	1
Manager Paper Storage	1
Janitor	5
Plant Attendant - Leader	2
Press Wiper	3
Security Guard	2
Receiving / Distribution Coordinator	1
Paperhandler	6
Administrative Assistant	1