

Dec. 11, 2019

To the Tribune Publishing Board of Directors:

We, the undersigned employees of Tribune Publishing, urge you to take immediate steps to reaffirm your commitment to journalism — the engine that powers this company — and to fair economic investment in newsroom staffing and resources.

We ask this in light of the board's expansion to include representatives of a hedge fund with a troubling record of diminishing newspapers' abilities to cover their communities. Alden Global Capital has been described as a "destroyer of newspapers," with a well-documented history of extracting short-term profits from already-lean operations by cutting newsroom jobs and denying fair wages and benefits.

To follow Alden's path would not only undermine employee morale and foment labor conflict but would violate your fiduciary responsibility to shareholders and your duty to maximize the company's value, to both its customers and to its shareholders, over the long term.

That's why we are asking you to take the following specific steps to help preserve our institutions:

- Commit to increased staffing and investments in news and business opportunities;
- Consider in good faith any offers from outside entities that would return Tribune Publishing papers to civic-minded and/or local ownership;
- Continue contract negotiations with your unionized employees in an efficient and respectful manner, and voluntarily recognize any new unions that file for recognition;
- Support a shareholder resolution filed this month on behalf of members of Tribune Publishing's bargaining units that requests an annual sustainability report on your core product: journalism.

Such a report is a routine and established way for companies to report on the economic, environmental and societal impacts of its business decisions. This is crucial information for investors, particularly as the number of seats on the board expands to include two Alden representatives.

We urge you to present this shareholder resolution for a vote and to consider what you would like your first sustainability report to say about Tribune Publishing.

This first report could note the board's success in growing digital subscription and advertising revenue because of their strategic investments in journalism, user experience and advertising capabilities.

Or, it could document the destruction of our storied and vital institutions and the end of our ability to serve our communities, both at the hands of disinterested hedge-fund operators.

We urge you to take these steps and to consider your legacy here with Tribune Publishing.

Respectfully,

Scott Dance
WONNE WENGER

Talia Richman

Liz Bowie

Pete Jones

KEVIN RECTOR

HALLIE MILLER

Lillian Reed

Pamela WOOD

Alison Gille

Cheryl Giffitt

Christie Zhang

Sue Brantwater

Meredith Cohn

Mckenna Oxenden

Paul Melardell

Amy Davis

Jessica Anderson

Tim Prudente

Barbara H. Taylor

Nathan Ruiz

Chris Kelly

Mary Conde McCarty

Wynn Marshall

Jonathan M. P. H.

Lynne Marshall

Philip

Joseph Bell

Malia Washington-Cole

Laura Shifflet

Morgan Ann

J. V. Chit

Glenn Markman

Paul A. Wright

Sheila

Allison Burrell

John

Patricia (Carmichael)

Arthur L. Hale

The following Sun employees asked that their names be added to this petition:

Jeff Barker

Dan Rodricks

Mike Klingaman

Childs Walker

Wilborn Nobles

Glenn Graham

Jonas Shaffer

Edward Michael Preston

Daniel Oyefusi

Peter Schmuck

Ulysses Muñoz

Phil Davis

Justin Fenton

Petition to Tribune Publishing's Board of Directors

- Todd Lighty, Chicago Tribune investigative reporter
- Megan Crepeau, Chicago Tribune reporter
- Elvia Malagón, Chicago Tribune reporter
- Peter Nickeas, Chicago Tribune reporter
- Charles Fieldman, Pioneer Press reporter
- Bob Beamesderfer, DPS print production specialist
- Charles J. Johnson, Chicago Tribune homepage editor
- Mary Wisniewski, Chicago Tribune transportation reporter
- Jemal R. Brinson, Chicago Tribune Visual Journalist
- Jeff Cercone, Chicago Tribune audience team content editor
- Darcel Rockett, Chicago Tribune features reporter
- Erin Hegarty, Naperville Sun reporter
- Elise De Los Santos, Chicago Tribune metro desk content editor
- Sara Harvey, DPS print production specialist
- Dan Hinkel, Chicago Tribune reporter
- Hannah Leone, Chicago Tribune reporter
- Wendy Fox Weber, suburban entertainment editor
- Stacy St. Clair, Chicago Tribune reporter
- Paul Day, suburban digital editor
- Joe Ruppel, Chicago Tribune engagement editor
- Zak Koeske, Daily Southtown reporter
- Alexia Elejalde-Ruiz, Chicago Tribune reporter
- Teresa Budasi, DPS print production specialist
- Jennifer Day, Chicago Tribune books editor
- Jimmy Greenfield, Chicago Tribune reporter
- Kim Geiger, Chicago Tribune reporter
- Steve Schering, Pioneer Press reporter
- Michelle Rowan, Chicago Tribune metro editor
- Chris Sosa, Chicago Tribune content editor
- Colleen Kujawa, Chicago Tribune content editor
- Jeremy Mikula, Chicago Tribune content editor
- Ben Meyerson, Chicago Tribune audience content editor
- David Heinzmann, Chicago Tribune reporter
- Brian Cassella, Chicago Tribune visual journalist
- Kyle Betts, Chicago Tribune audience editor
- Dawn Rhodes, Chicago Tribune reporter and editor
- Andy Lefkowitz, DPS print production specialist
- Kori Rumore, Chicago Tribune visual journalist
- Juliette Beaulieu, DPS print production specialist
- Steve Johnson, Chicago Tribune features reporter
- Eric Zorn, Chicago Tribune op-ed columnist
- Jeff Coen, Chicago Tribune reporter
- Rex Huppke, Chicago Tribune columnist
- Teddy Greenstein, Chicago Tribune sportswriter
- Blair Kamin, Chicago Tribune architecture critic
- Alison Bowen, Chicago Tribune features reporter
- Nina Metz, Chicago Tribune entertainment reporter
- Ron Grossman, Chicago Tribune reporter
- Mary Schmich, Chicago Tribune columnist
- Jose M Osorio, Chicago Tribune Visual journalist
- Carmél Carrillo, editor
- Nate Bloomquist, DPS print production specialist
- Daniel Johnson, DPS print production specialist
- Jason Armstrong, DPS print production specialist

Petition to Tribune Publishing's Board of Directors

- Dahleen Glanton, Chicago Tribune columnist
- Shannon Ryan, Chicago Tribune reporter
- Megan Jones, Aurora Beacon News reporter
- Denise Crosby, Aurora Beacon News columnist
- Daniel Riordan, DPS print production specialist
- Tony Puricelli, Chicago Tribune audience content editor
- Lolly Bowean, Chicago Tribune staff writer
- Lisa Burns, DPS
- Abdel Jimenez, Chicago Tribune reporter
- Dave Roknic, DPS
- Travis Marmon, DPS print production specialist
- Char Searl, DPS print production specialist
- Genevieve Bookwalter, suburban/Pioneer Press reporter
- Chad Yoder, Chicago Tribune visual journalist
- Howard Reich, arts critic
- Joe Mahr, Chicago Tribune reporter
- Chris Boghossian, Chicago Tribune content editor
- Mitchell May, DPS print production specialist
- Christy Gutowski, Chicago Tribune journalist
- Madeline Buckley, Chicago Tribune reporter
- Grace Wong, Chicago Tribune reporter
- Andy Neumann, DPS print production specialist
- Dan Haar, Chicago Tribune editor
- Saleema Syed, Chicago Tribune features content editor
- Susan Moskop, Chicago Tribune features content editor
- Kris Karnopp, DPS print production specialist
- Stephanie Sokol, DPS print production specialist
- Christopher Luchene, DPS print production specialist
- Angie Leventis Lourgous, Chicago Tribune reporter
- Matt O'Connor, Chicago Tribune deputy senior content editor
- Jennifer Smith Richards, Chicago Tribune reporter
- Sylvia Masuda, DPS print production specialist
- Joel Boyd, Chicago Tribune deputy senior content editor
- Paige Wagenknecht, DPS print production specialist
- Kayla Byler, DPS print production specialist
- Gary Marx, Chicago Tribune reporter
- Calvin Scott, DPS print production specialist
- Nausheen Husain, Chicago Tribune reporter
- Ray Long, Chicago Tribune reporter
- Rodolfo Jiménez, DPS print production specialist
- Dariush Azmoudeh, DPS print production specialist
- Kris Powers, DPS print production specialist
- Fernando Deida, DPS print production specialist
- Patrick O'Connell, Chicago Tribune reporter
- Garrett Evans, DPS
- Tony Briscoe, Chicago Tribune reporter
- Eric Krol, Chicago Tribune senior content editor
- Raquel Zaldívar, Chicago Tribune visual journalist
- Chris Borrelli, Chicago Tribune reporter
- Rick Kogan, Chicago Tribune
- Annie Sweeney, Chicago Tribune
- Cecilia Reyes, Chicago Tribune reporter
- Douglas George, Chicago Tribune
- Trevor Jensen, Chicago Tribune
- Michael Phillips, Chicago Tribune
- Jamie Munks, Chicago Tribune reporter
- Jason Meisner, Chicago Tribune reporter

Petition to Tribune Publishing's Board of Directors

- Stephanie Reynolds, Chicago Tribune senior content editor
- Ian Mitchell, Chicago Tribune content editor
- Paige Fry, Chicago Tribune reporter
- Paul Sullivan, Chicago Tribune reporter
- Kasondra Van Treeck, Chicago Tribune Visual Editor
- Marianne Mather, Chicago Tribune
- Erin Hooley, Chicago Tribune photojournalist
- Morgan Greene, Chicago Tribune reporter
- Margaret Curry, DPS editorial assistant
- Sandra V. Rodriguez, DPS print production specialist
- Cameron Love, DPS print production specialist
- Tonia Howerton, DPS print production specialist
- Dan Petrella, Chicago Tribune reporter
- Javonte Anderson, Chicago Tribune
- Armando L. Sanchez, Chicago Tribune photojournalist
- Andrew Johnston, Chicago Tribune photo editor
- Heather Stone, DPS Print Production Specialist
- Kurt Ludke, DPS print production specialist
- Alice Yin, Chicago Tribune overnight reporter
- Ralph Greenslade, DPS print production specialist
- Will Larkin, Chicago Tribune content editor
- Jessica Villagomez, Chicago Tribune reporter
- Ryan Ori, Chicago Tribune
- Kate Thayer, Chicago Tribune reporter
- John Keilman, Chicago Tribune reporter
- Heidi Stevens, Chicago Tribune columnist
- Corilyn Shropshire, Chicago Tribune reporter
- John Hector, Chicago Tribune senior content editor
- Liam T.A. Ford, Chicago Tribune quick response editor
- Tom Palmer, Chicago Tribune homepage editor
- Scott L. Powers, entertainment editor
- Kaarin Tissue, senior content editor
- Cindy Dampier, writer/editor
- Ally Marotti, Chicago Tribune reporter
- Grace Miserocchi, DPS print production specialist
- Emily Rosenbaum, Tribune Content Agency associate editor
- Ted Slowik, Daily Southtown columnist
- Mike Sansone, Chicago Tribune content editor
- Christen A. Johnson, Chicago Tribune features reporter
- Kathleen O'Malley, Chicago Tribune senior content editor
- Angela Rozas O'Toole, Chicago Tribune deputy metro editor
- Darcel Rockett, Chicago Tribune features reporter
- Tracy Van Moorlehem, Chicago Tribune deputy metro editor
- Lori Rackl, Tribune travel editor
- Tim Bannon, Chicago Tribune editor
- Jeremy Gerner, Chicago Tribune reporter
- Alexa Matthews, Print Production Editorial Assistant
- Linda Horton, DPS Print Production Specialist
- Sarah Freishtat, Aurora Beacon-News reporter
- Ray Hochgesang, DPS print production specialist
- Elyssa Cherney, Chicago Tribune reporter
- Arthur Masyuk, DPS print production editorial assistant
- Diana Wallace, Chicago Tribune senior content editor
- Gregory Pratt, Chicago Tribune City Hall reporter

Petition to Tribune Publishing's Board of Directors

- Ricardo Lopez, DPS print production specialist
- Nick Kindelsperger, Chicago Tribune food reporter
- Mark Gonzales, Chicago Tribune reporter
- Phil Lueck, DPS print production specialist
- Laura Rodríguez, HOY
- Rick Armstrong, Aurora Beacon-News sportswriter
- Damien Dennis, DPS Print Production Specialist
- DeAntae Prince, Chicago Tribune content editor
- Leticia Espinosa, HOY
- Steve Zimmeran, DPS Senior Print Production Specialist
- Ken Karrson, DPS Print Production Specialist
- Jeff Bowen. DPS, Senior Print Production Specialist
- E. Jason Wambsgans, Chicago Tribune photojournalist
- Steven Rosenberg, Chicago Tribune Senior Photo Editor
- Lisa Schencker, Chicago Tribune reporter
- Peter Tsai, Chicago Tribune photography technology coordinator
- Terrence Antonio James, Chicago Tribune photojournalist
- Colleen Kane, Chicago Tribune reporter
- John J. Kim, Chicago Tribune photographer
- Stacey Wescott, Chicago Tribune photographer
- Abel Uribe, Chicago Tribune staff photographer
- David Jackson, Chicago Tribune reporter
- Bill Ruthhart, Chicago Tribune
- Frank Abderholden, Lake County News-Sun reporter
- Mike Nieto, DPS editorial assistant
- Zbigniew Bzdak, Chicago Tribune photojournalist
- Hal Dardick, Chicago Tribune investigative reporter
- Phil Rosenthal, Chicago Tribune reporter
- Phil Thompson, Chicago Tribune reporter
- William Lee, Chicago Tribune reporter
- Robert McCoppin, Chicago Tribune reporter
- Louisa Chu, Chicago Tribune reporter
- John Byrne, Chicago Tribune reporter
- Michael Hawthorne, Chicago Tribune reporter
- Chris Jones, Tribune critic
- Josh Noel, Chicago Tribune reporter
- Andrea Hanis, Chicago Tribune
- Chris Sweda, Chicago Tribune photojournalist

Socrates Ueber

~~Amelia~~

John A. Jacobs

D. Reim Jr.

~~Emily Holter~~

~~[Signature]~~

Pete P.V. Dujardin

Nff Jerni

maria Pata

~~[Signature]~~

~~Richard M. Dwyer~~

Clyde Whitman Jr.

~~[Signature]~~

Mike Hultsch

Brian Kim

Anna Pernecko

Tim Clerly

Sam A. Thi

~~[Signature]~~

Sharon Skyles

Brock Vergatis

~~[Signature]~~

Ryan Murphy

~~[Signature]~~

Moira Allen

Matthew Kothman

~~[Signature]~~

Margaret Matting

Dennis Watson

~~[Signature]~~

Paul Barna

Erica Jane Smith -

Joseph Koebel

~~[Signature]~~

Jana Gregory

~~[Signature]~~

Ann Ly

Kathleen Powell

~~[Signature]~~

John Hayes

Saleen Menn


Rolyn Sidersky

Kathie Hutter

Ken G

~~[Signature]~~

~~[Signature]~~



Peter P. V. Dujardin

Neil Ferris

Justin Rales

Richard M. Dwyer

Clyde Whiteman Jr.



Mike Hultebus



Janet

My William

Edgar G. Dearstall III



Jane E. M...

R. AW

The following Virginia
Media employees
asked to be added to this

Johanna Somers

Dave Johnson

Marty O'Brien

Matt Logan

Tara Bozick

Tamara Dietrich

Lisa Vernon Sparks

Dave Ress

Mary Anne Keller
Catherine Rojas
Jon Kelly
Michael
Anna Kye
Dylan R

Locky Bole
Tayshad Miller
Jus Mar
Drew Fogarty
Jonathan m. Potts

Danielle Ohl
Jesha McKenna
~~_____~~
E.B. J
Bobby D. Bole
Olivia Sanchez
Alex Mann
Rachael Pacella
Delene Saffelnee

John G. Curran

The following Chesapeake news guild members asked for their names to be included:

Kyle Andrews
Jack Chavez
Katherine Fominykh
Jacob Calvin Meyer
Lillian Price
Tim Schwartz
Bill Wagner
Mike Morea
Allana Haynes

Petition to Tribune Publishing's Board of Directors

Rebecca Boyce
Christine Dempsey
Stephens Single

~~Janice~~
Daniela Altman
K. McWilliam
Liam Finn
Loree Altman
Joe Lammert
Dan Pitt

Chris
Dan
Ben
Emilia
Zack
Eliza

Amel
Mike
Zack
Katie

Leah
Della
Mike
Katie

Gregory Kelly
Steve Moore

Kenneth E. Gosselin
Jan Lader
Chris
Chris
Ruth

The following people have asked for their names to be added to this petition:

Sarah Vukalovic
Dominique Douglas
Mike Anthony
Melanie Savage
Don Stacom
Michael Walsh
Steve Smith
Lindsay Bukowinski

Josh Kovner
Jordan Otero Sisson
Tim Reck

Chris

Rued

Pamela de

Andrew Scott

Stephanie DeGroot

Binghui Huang

Christina Tate

Nick Koff

Janis M. Holden

Marbelle Marley

Marl

Mark D. Wozniak

Riley Yates (Riley Yates)

Alex Shukan

John J. Ma

James Grey

Brian J. Lambert

Stephen A. Miller 12/9/19

Thomas J. Skated

April Booth Jones (GAMIZ)

Angela Wilson

Budley Hill

Julia (Tig) Kirk

Amy Shortell

Kang Sun

Nam Suckan

Paul Murchak

Jessica G

Elizabeth

Lyne C. Miller

Erin Taylor

Joy

Alvin

Halley

Gregory S. Suman

Thom M. Hill

The following Morning Call employee asked that his name be added to this petition:

Nick Fierro