

# GANNETT

## Publishing Services

April 29, 2014

**Workforce Development Agency, State of Michigan**  
Workforce Investment Act (WIA) Section  
201 N. Washington Sq., 5th Floor  
Lansing, Michigan 48913  
Fax: (517) 373-7794

Dear Sir/Madam:

We write to inform you that Gannett Publishing Services/Lansing (the "Company") will be shutting down its production facility located at 2960 Ena Dr. Lansing, MI 48917. This shutdown will result in layoffs for the vast majority of 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 June 23, 2014, or sometime during a 22-day period thereafter.

On April 29, 2014, the Company sent written notifications to affected employees. There are both represented and non-represented employees at this facility. The union employees are represented by the International Typographical Union (ITU) and the Graphic Communications Conference International Brotherhood of Teamsters Union (GCC/IBT). Affected non-represented employees will be eligible to receive transition pay. The company is contacting the chief elected union officers to discuss separation pay for the represented employees affected. Their contact information is attached.

Affected employees will receive the Company's Transition Pay Plan (TPP) which provides continuation of an individual's full rate of pay through a combination of unemployment compensation and supplemental payments from the company. The duration of the TPP benefit is determined by an employee's length of service with the company and eligibility for unemployment insurance.

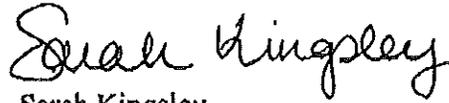
Also, affected employees will not have any right to bump or displace other employees working for the Company. Approximately 103 employees will be affected by the closure. A list of job titles and the number of employees currently holding affected positions accompanies this letter as Attachment A.

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.

If you have any questions about this announcement or would like additional

information, please contact Sarah Kingsley, Principal HR Business Partner, Gannett Publishing Services, 120 E. Lenawee St. Lansing, MI 48919 (517) 267-1345.

Very truly yours,

A handwritten signature in cursive script that reads "Sarah Kingsley".

Sarah Kingsley  
Principal HR Business Partner

**Tony Valvona**  
President GCC/IBT Local 13-N  
11420 East Nine Mile Rd.  
Warren, MI 48089  
(586)-755-8041

**Thomas Grenfell**  
President Detroit Typographical Union No. 18  
11420 East Nine Mile Rd.  
Warren, MI 48089  
(586)-755-7741

## Gannett Publishing Services/Lansing

ATTACHMENT A

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 2960 Ena Dr. Lansing, MI 48917.

1. Job Positions Scheduled To Be Eliminated During A 22-Day Period Commencing On June 23, 2014.

Dock Supervisor	1 employee
Driver - Day	1 employee
Driver - Night	6 employees
Product Handler	10 employees
Assistant Mailroom Supervisor	1 employee
Assistant Pressroom Manager	3 employees
Asst Foreman/Machinist	2 employees
Asst Packaging Manager	1 employee
Day Supervisor	1 employee
DC Office Sup & Preprint Speci	1 employee
Electrical-Mechanical Tech	2 employees
GM/Production	1 employee
Insertor II	17 employees
Insertor III	26 employees
Mailer	5 employees
Operations Manager	1 employee
Plate Technician	4 employees

Press Operator	10 employees
Utility Crew Leader	1 employee
Utility Inserter	8 employees
Utility Inserter II	1 employee