



December 21, 2017

The Wisconsin Department of Workforce Development
Dislocated Worker Unit
P.O. Box 7972
Madison, WI 53707
RE: Notice of Outsourcing Employees at F+ W Media

Dear Members of the Dislocated Worker Unit:

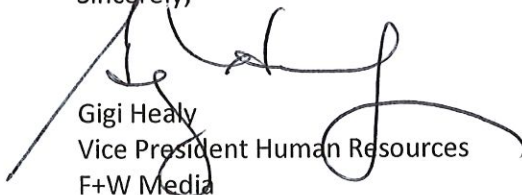
This communication is to advise you that F + W will experience a reduction in its workforce at our facility located at 715 East State Street in Iola while we outsource Digital Asset Technologies, Production, Digital Imaging, Ad Services and Ad Design. This action is expected to result in F + W Media reducing 41 positions, with approximately 20 of these positions assumed by the outsourcer R.R .Donnelley here in Wisconsin.

The company expects to begin eliminating positions in these areas as our employees accept new opportunities with the outsourcer, and will continue in phases until transition of these departments is completed by February 26, 2018. The departments impacted are Digital Asset Technologies, Production, Digital Imaging, Ad Services and Ad Design. Though it is impossible to predict with certainty which employees will ultimately be affected or the exact order in which individual employees will be separated, each employee will be given an opportunity to interview with the outsourcer.

The company will ensure that employees will be paid all earned wages and agreed upon benefits at the time of their termination.

If you need additional information regarding this action on the part of F + W Media, please contact Gigi Healy, Vice President of Human Resources at 970-613-4618, or gigi.healy@fwmedia.com.

Sincerely,



Gigi Healy
Vice President Human Resources
F+W Media