

July 29, 2008

Richard Robinson, Chief Executive Officer
County of Stanislaus
1010 10th Street, Suite 6800
Modesto, CA 95354

Dear Mr. Robinson:

This letter is being provided to you in compliance with California Labor Code Section 1400-1408 and/or the federal WARN Act (Worker Adjustment and Retraining Notification Act). The information in this letter is based on the best information currently available to us, but may change due to subsequent events beyond our control or current knowledge.

The Modesto Bee has made the decision to relocate its printing services and a majority of its packaging services to The Sacramento Bee. These functions are currently performed internally at The Modesto Bee's, 1325 H Street, Modesto, CA 95354 location. As a result of this change, the Company will need to reduce its operations at this location. At this time, we anticipate that we will be eliminating the jobs of approximately 33 full-time employees and 127 part-time employees. We expect this change to be permanent.

The following is a list of all positions within The Modesto Bee that will be eliminated, along with the number of full-time and part-time employees currently in each category:

VP of Operations:	1 full-time employees	0 part-time employees
Dock Supervisor:	2 full-time employees	0 part-time employees
Assistant Dock Supervisor:	0 full-time employees	2 part-time employees
Transportation Driver:	0 full-time employees	39 part-time employees
Maintenance Supervisor:	1 full-time employees	0 part-time employees
Electrician:	2 full-time employees	0 part-time employees
Machinist:	1 full-time employees	0 part-time employees
Platemaker:	1 full-time employees	0 part-time employees
Platemaker 1:	2 full-time employees	0 part-time employees
Inserter :	0 full-time employees	77 part-time employees
Packaging Supervisor:	3 full-time employees	0 part-time employees
Press Operator:	15 full-time employees	9 part-time employees
Operational Service Administrator:	1 full-time employees	0 part-time employees
Pre-Print Supervisor:	1 full-time employees	0 part-time employees
Packaging Manager:	1 full-time employees	0 part-time employees
Pressroom Manager:	1 full-time employees	0 part-time employees
Lead Mechanic:	1 full-time employee	0 part-time employees

Employees working in the positions of press operators are represented by Teamsters District Council No. 2, 230 Grand Avenue, Oakland, CA 94610 and Fred Correll, Secretary/Treasurer and their terms and conditions of employment are governed by Agreement Between McClatchy Newspapers, Inc., Publishers of The Modesto Bee and San Francisco Web Pressmen and Prepress Workers' Union No. 4. Employees

working in the positions of maintenance machinist and electrician are represented by Teamsters District Council No. 2, and Fred Correll, Secretary/Treasurer and their terms and conditions of employment are governed by Agreement between The McClatchy Company, Inc. Publisher of The Modesto Bee and San Francisco Web Pressmen and Prepress Workers' Union No. 4. Union representatives have been notified of this action. Employees working in the Packaging, Transportation and Operations department (inserters, transportation drivers, managers/supervisors, platemakers, and lead mechanic) are not represented by a union. There are no bumping rights relevant to any of these job eliminations.


The expected date for the transition of the above-described functions to The Sacramento Bee is September 29, 2008. The expected date of the job eliminations is September 28, 2008 for all but 5 of the positions listed above. Employees in the positions of Pressroom Manager, Packaging Manager, VP of Operations and Maintenance Supervisor are expected to depart on 10/27/08 through 11/10/08. The employee holding the position of Operational Service Administrator is expected to depart on 11/03/08 through 11/17/08.

All affected employees were notified of this action on Monday, July 28, 29 and 30th.

The Modesto Bee intends to offer severance benefits to employees who are not offered alternative continued employment.

If you have any questions, please contact Cathy Allison, VP of Human Resources, the Modesto Bee, 1325 H Street, Modesto, CA 95354, telephone (209) 578-2003.

Sincerely,


Cathy Allison
Vice President Human Resources