



California  
Newspapers  
Partnership

Marshall W. Anstandig  
Senior Vice President/General Counsel

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## FACSIMILE TRANSMITTAL SHEET

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**To:** Carl Hall, Doug Cuthbertson      **From:** Marshall Anstandig

**Company:** San Jose Mercury News      **Date:** August 10, 2007

**Fax Number:**      **Total No. of Pages Including Cover**  
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**Phone Number:**      **Sender's Reference Number:**  
408 920-5784

**Re:**      **Your Reference Number:**

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**Notes/Comments:**



Marshall W. Anstandig  
Senior Vice President/General Counsel

August 10, 2007

**Certified Mail**  
**Return Receipt Requested**

Mr. Doug Cuthbertson  
Northern California Media Workers Guild  
433 Natoma Street, 3<sup>rd</sup> Floor  
San Francisco, CA 94103

Mr. Carl T. Hall  
Northern California Media Workers Guild  
433 Natoma Street, 3<sup>rd</sup> Floor  
San Francisco, CA 94103

Dear Doug and Carl:

CNP begins its consolidation of ANG, Contra Costa and Hills Newspapers into one editorial group known as Bay Area News Group – East Bay (BANG – East Bay) on Monday, August 13, 2007. As we have discussed in effects bargaining, the integration of the three (3) entities into a single operational group will allow the Company to maximize our East Bay Area News Resources.

We have carefully considered the impact of the consolidation on your bargaining unit. As we have discussed, the ANG bargaining unit constitutes significantly less than 50% of the newly consolidated editorial group of BANG – East Bay. Because of this and the fact that your ANG bargaining unit is being completely integrated into BANG – East Bay, we can no longer recognize the Guild as the representative of “[a]ll full-time and regular part-time employees of the Employer employed at its Editorial Department at its Alameda, Hayward, Fremont, Dublin, Danville, Tracy, Martinez, Livermore, Pleasanton, Oakland and San Mateo locations . . . .”

The Company hereby withdraws recognition of your union, effective August 13, 2007.

Sincerely,

Marshall W. Anstandig  
Senior VP/General Counsel