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May 1, 2025

VIA REGULAR MAIL AND EMAIL

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Sterling Heights, Michigan 48313
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Re: NOTICE OF LAYOFFS PURSUANT TO THE WORKER ADJUSTMENT AND RETRAINING NOTIFICATION (WARN) ACT

Dear Government Officials:

Gannett Publishing Services has decided to permanently close the entire production operation at its facility located at 6200 Metropolitan Pkwy, Sterling Heights, Michigan 48312. This notice, which is issued in compliance with the Worker Adjustment and Retraining Notification (WARN) Act, 29 U.S.C. § 2101, *et seq.*, is to inform you that 109 of the production employees working at that location will be permanently laid off as a result of the closing of the production operation. The Company expects layoffs to begin as early as July 7, 2025, and continue through January 1, 2026, with most employees separating on August 4, 2025, or on a date within the 13-day period immediately following August 4, 2025. There is not any contractual bumping

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rights system that exists for union employees, and there is also no bumping rights system for non-union employees.

Some of the affected employees are represented by unions. The union representatives of the affected union-represented employees are:

Israel Castro
GCC/IBT District Council 3
11420 E. Nine Mile Rd.
Warren, MI 48089

Philip Terrill
IBEW, Local 58
1358 Abbott St.
Detroit, MI 48226

Anthony Robbins
IAM. Local Lodge 698
841 N. Wayne Rd.
Westland, MI 48185

Kevin Besonen
IUOE 324
500 Hulet Dr.
Bloomfield Twp, MI 48302

Stephen Urbaniak
Detroit Typographical Union No. 18
11420 E. Nine Mile Rd.
Warren, MI 48089

Greg Nowak
Detroit Mailers Union, Local No. 1038
2741 Trumbull St.
Detroit, MI 48216

A list of the affected job titles, the number of employees currently holding those affected positions, and a schedule of separations accompanies this letter as Attachment A.

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The information contained in this letter, including Attachment A, is based upon the best information currently available. We will inform you of any changes or if additional information becomes available. For further information regarding this layoff and closing, contact me at mferguson@gannett.com.

Very truly yours,

Michelle Ferguson
Sr. Director Labor Relations

Attachment

ATTACHMENT A

As explained in the accompanying letter, Gannett Production Services at Sterling Heights anticipates that the job titles and the number of employees listed below will be affected by the permanent shutdown of the Company's production operation located at 6200 Metropolitan Pkwy, Sterling Heights, Michigan 48312 commencing for employees as early as July 7, 2025 and continuing through August 4, 2025 (or on a date within the 13-day period immediately following August 4, 2025).

Business Title	Number of Affected Employees	Date of Separation
Press Operator I	1	8/4/2025
Journeyman Machinist	1	8/4/2025
Macintosh Operator	1	8/4/2025
Analyst	1	8/4/2025
Associate Manager Press	1	8/4/2025
Packaging Coordinator	1	8/4/2025
Pre-Press Supervisor	1	8/4/2025
Press Manager	1	8/4/2025
Warehouse Supervisor	1	8/4/2025
Manager, Manufacturing Support	1	10/1/2025
Foreman	1	1/1/2026
Journeyman Electrician	1	1/1/2026
Chief Engineer	1	1/1/2026
Engineer	1	1/1/2026
Operating Engineer	2	8/4/2025
Administrative Assistant II	2	8/4/2025
Associate Manager, Packaging	2	8/4/2025
Associate Manager, Press	2	8/4/2025
Custodian II	2	8/4/2025
IT Operations Analyst III	2	8/4/2025
Manager, Packaging	2	8/4/2025
Journeyman Machinist	2	10/1/2025
Manager, Press	2	10/1/2025
Journeyman Electrician	3	8/4/2025
Packaging Coordinator I	3	8/4/2025
Press Operator	4	10/1/2025

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Paper & Plate Employee/Operator	5	8/4/2025
Distribution Center Operator	6	8/4/2025
PT Material Handler	17	7/7/2025
Press Operator	19	8/4/2025
Material Handler	20	8/4/2025