

**From: Allen Williams**

Date: 1 October 2013 09:12

Subject: Message from Allen Williams, Managing Director, APM

To: <>

To all News, Life and Business staff:

As you know, there is a lot of work being done to transform the Australian Publishing Media (APM) division. I want to thank you all for your exceptional work and commitment over recent months. Your professionalism and dedication is greatly appreciated.

The current revenue environment remains challenging. While we are satisfied with the actions we are taking to address these challenges, we must also find cost reductions across our business. And amongst other things, this will involve more changes in staffing levels in the News, Life and Business publishing units.

### **Business Media**

Over the past couple of months, we have consulted extensively with Business Media staff about the integration of Business Day. The new structure will produce new efficiencies and remove duplication. We also plan to change *Financial Review Capital* from a quarterly magazine to a run-of-book quarterly newspaper section. As a result, we are proposing a reduction in Business Media staff of approximately 25 employees through a redundancy program.

### **News and Life Media**

As you know, we have been reviewing our product mix in APM over the past four months. The results of the initial phase of the review have led to the clear decision to close two monthly insert magazines, *the(sydney)magazine* and *the(melbourne)magazine*, finishing with the November 2013 issues.

It's no secret to anyone in the media business that magazines have been an increasingly challenged platform. The *sydney/melbourne* titles have been great magazines, but it makes commercial sense to make these changes.

Closing *the(sydney)magazine* and *the(melbourne)magazine* will impact approximately 10 employees in the News publishing unit. We will explore redeployment opportunities for affected individuals. But the current revenue challenges we face requires us to pursue further cost reduction. As a result, we propose redundancies of approximately 20 employees across News Media and Life Media.

We remain committed to our other newspaper-inserted magazines and have already begun exploring new digital opportunities in the luxury category.

### **Consultation**

Garry Linnell, Sean Aylmer, Melina Cruickshank and myself will be consulting with you, including holding staff Question and Answer sessions today.

We have already been in contact with the MEAA about today's announcement and will continue to consult with them.

Question and Answer sessions will take place today in Sydney and Melbourne as follows:

- **News Media/Life Media:**

- 10:30am (Newsroom at the wheel, ODI)
- 4pm (Newsroom at the wheel, Media House)

- **Business Media:**

- 10:30am (Business Media area, Media House)
- 4pm (Business Media, North plate, ODI)

There will be further information sessions and discussions ahead of making any final decisions. We will take your feedback into account.

We anticipate being in a position to communicate our decision about next steps by 14 October 2013.

We understand that this time may be unsettling. I would like to remind everyone that Fairfax staff and their immediate family can access an Employee Assistance Program on 1300 361 008 for confidential support and advice at no cost to them.

Regards,

**Allen Williams**

Managing Director – Australian Publishing Media  
Fairfax Media