



August 6, 2007

Mr. Louis Mieczko
President, Local #34022
220 Bagley, Suite 1000
Detroit, MI 48226

Re: Political Policy Grievance

Dear Mr. Mieczko:

This letter will address your grievance filed on July 2nd that the Free Press policy regarding political contributions is improper and a violation of employees' First Amendment rights.

} Not what you said

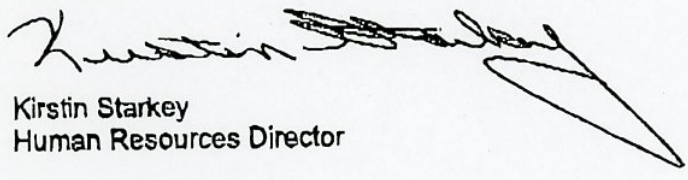
The reasons you state in support of the Union's grievance must be rejected. With regard to your assertion that employees' First Amendment rights are being violated, please be aware that First Amendment rights are limited to public institutions. The Free Press, a private employer, is not held to this standard.

Furthermore, the Free Press has had a long-standing policy regarding workplace ethics. As I am sure you can appreciate, it is crucial to our integrity and to our public credibility as a newspaper to maintain editorial independence and to establish impartiality with respect to our news coverage. Any attempt to jeopardize such integrity and credibility must be rejected as such efforts clearly impinge upon the Free Press's entrepreneurial efforts. We view political contributions by our employees as such a threat and violation.

Thus, for all of the foregoing reasons, the Union's grievance in this matter must be denied.

Regarding your assertion that Free Press executives donated political money to Republican candidates via the PAC, it is our position that the money was an attendance fee for the bi-partisan Mackinac Policy Conference.

Sincerely,



Kirstin Starkey
Human Resources Director

Copy: Caesar Andrews
Paul Anger
Kristi Bowden
Joe Michnuk