

As you all know, Weigel has grown dramatically in recent years, significant changes in the economy and broadcasting notwithstanding. We are fortunate to have been able to do so. One of the key reasons we have been able to is the quality of our staff: your creativity, passion, work ethic and grit.

We are pleased to tell you that as a result of our growth, we are announcing some corporate management changes that will position us for continued growth and strength.

First, Neal Sabin has been promoted to Vice Chairman, Weigel Broadcasting. Neal will continue his current creative and management responsibilities for all our networks, as well as, with me, the strategic growth of all the properties of Weigel Broadcasting. Neal has a nationally recognized reputation as a brilliant, creative programmer and broadcaster. He has been a leader and a partner of mine now for almost two decades. His contributions are legendary. We are enormously fortunate to have his passion and efforts to count on and to continue to lead us forward in ways that have revolutionized not just Weigel but an industry. We, and I, are all deeply indebted to Neal for all he has accomplished.

In order for Neal to focus on the networks and overall corporate strategy, Bob Ramsey is becoming Executive Vice President, Local Media, Weigel Broadcasting assuming direct responsibility for all local broadcast operations across all Weigel properties. In addition to broadcast operations for the 7 local program streams in Chicago and soon to be 9 streams in South Bend, Bob will now also be responsible for our Milwaukee facilities. Bob is well suited for these responsibilities with his background in all levels of management at stations throughout the country, his deep knowledge and experience, his enormous skill set as a manager who is both sensitive to human resources and financial ones, and the respect he has garnered from all of us who have worked with him at Weigel these past couple of years.

Jim Hall will also be assuming new responsibilities. Jim will become Vice President of Business Development, Weigel Broadcasting. Jim will assist Neal and me in developing and executing strategies as we continue to navigate the exponential changes in broadcasting. We have done our best to meet these changes to date but will need additional effort and skill to identify and take advantage of the business opportunities ahead. We are fortunate to have an individual like Jim, with his business, and management background along with his creative intellect and understanding of Weigel Broadcasting. Neal and I look forward to working with Jim as we all work toward mapping and implementing Weigel's future and Bob will begin immediately to search for a new General Manager for Weigel Milwaukee.

Kyle Walker has also seen his responsibilities increase, and he now assumes the new role of Vice President, Technology, Weigel Broadcasting. As technology has revolutionized our industry, so has it changed our way of thinking about and using engineering and information technology. These two areas are no longer separate but are intricately linked. Kyle has proven himself to be an exceptionally rare individual who combines technological expertise with creativity, strategic and entrepreneurial thinking. He has been at Weigel for over 10 years and his contributions span across many disciplines and have enabled us to work in ways that have routinely put us at the forefront of our industry in terms of both innovations and efficiencies. His larger role in pursuing these advancements will be critical going forward.

Molly Kelly will become the Corporate Director of Media Strategy, Weigel Broadcasting, helping Neal and Bob develop our media strategy across all of our properties and helping to implement that strategy in our operations. Molly has worn many hats over her years with Weigel and has stepped up at each turn, managing her responsibilities with creativity, a great attitude and work ethic as she achieves the goals established, often under seemingly impossible timeframes. Her strengths and dedicated professionalism make her well suited for this new position needed in the face of market and corporate change.

All these changes are possible only because of the work all of you do. We look forward to these changes and our growth as we congratulate Neal, Bob, Jim, Kyle and Molly on their new positions. Thank you for supporting them and enabling us to strive for ongoing success.