

From: "Kotzambasis, Sandra" <scjohnson@12NEWS.COM>
Date: March 8, 2016 at 11:13:32 AM EST
To: TEGNA Media News Directors
<TEGNAMediaNewsDirectors@tegnat.com>
Cc: "Dennis, Patti" <patti.dennis@9news.com>, "Valentine, Michael" <mvalentine@Tegna.com>, "Crooke, Ellen" <ecrooke@tegnat.com>
Subject: FW: 12 News Transitions

All,

I sent this note out to my Staff a short time ago. I want to say thank you for all the guidance and ideas you've shared. You are a group of truly amazing people-smart, passionate and ready to take this Company to the next level.

As I told my gang, I don't like distractions or shiny objects, and I certainly don't want to be one, so today is my day here.

Please don't be strangers, my contact information is below. I hope to be hearing from many of you.

Take care,
S.

SANDRA KOTZAMBASIS
News Director / 12News



From: Kotzambasis, Sandra
Sent: Tuesday, March 08, 2016 9:09 AM
To: ZZ KPNX-All
Subject: 12 News Transitions

All,

This isn't the typical "transition" note you get from me, which usually announces a new arrival to 12 News. This is about a departure- mine.

I have come to a life decision that it's time for a change. I love what we do, and how we help people every day, but I must also be true to myself and keep the most important people in my life at the top of the list, my family. It has become clear that my current role is not the right fit for me at this point, and especially not for my family.

I am sad to leave, you are an amazing group of journalists who handle every challenge and level of adversity with more determination than anyone could expect. I am most proud to say that I have been your co-worker, and will be proud to continue to support you from the other side.

Mark Casey will be acting in my place until further notice.

Thank you all for an amazing ride, I can't wait to see where you take 12 News next.

Please keep in touch, you can reach me at my personal email and cell:
(redacted)

Thanks,
S.

SANDRA KOTZAMBASIS
News Director / 12News