

Memo

To: WDBJ7 Colleagues

From: Jeff

Date: January 4, 2016

Re: Leadership

Before the sale was announced, I confided in the leadership of SCI that I would be retiring (or semi-retiring) early in 2016. I am very proud of the work of the WDBJ7 team since I had the privilege of joining you in 2007, and I felt that the time would be right for a new set of eyes here and something new for me to try.

Once the sale was announced, I let the leadership team at Gray know that I would be keeping with my plan and would leave the position of general manager at or shortly after the transition.

The Gray team asked me not to retire but instead to move into the position of director of talent development for the Gray station group. I have accepted that role to begin when my successor is in place at or shortly after the ownership transition. As you know, the target date is now February 1, pending final approval from the Federal Communications Commission.

As director of talent development, I will serve as the in-house newsroom consultant to all of Gray's stations to help Gray maintain and expand news leadership across its fifty television markets.

You and I have come a long way, asserting digital dominance and maintaining the strongest position in broadcasting in the 26 counties and hundreds of hometowns we serve. The support we have received from SCI has been incredible. Based on everything I know, I believe that WDBJ7 will continue to enjoy tremendous support for our mission from Gray.

I won't be a stranger. I look forward to assisting you in my new role.

Nick Waller, senior vice president for our region, has told me that Gray will post for the position of general manager shortly.