



RANDOM HOUSE

BERTELSMANN

MARKUS DOHLE
CHAIRMAN AND CHIEF EXECUTIVE OFFICER
MEMBER OF THE EXECUTIVE BOARD OF BERTELSMANN AG

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TO EVERYONE AT RANDOM HOUSE, INC.

As a result of the reorganization of the adult trade publishing groups at Random House Inc., announced today, the position of President and Publisher of the Doubleday Publishing Group has been eliminated. I am currently in discussions with **STEPHEN RUBIN** about creating a new role for him at Random House, Inc., working directly with me. As you know, Steve has successfully led Doubleday for almost two decades and is universally respected and admired throughout the industry for both his publishing expertise and management skills.

I know you will join me in expressing appreciation to Steve for his leadership of Doubleday.