



*Memorandum*

To: News Channel Employees

From: Steve Paulus

Date: May 25, 2005

Re: New York State News Channels

Over the past several months I have been working with the upper management of our three New York State news channels to come up with a plan to tie together our local news organizations. We've been working on a structure to make our existing operations more efficient and to take advantage of the fiber network that has been built connecting our cable systems throughout the State. We now have a plan that Barry Rosenblum and I believe will result in greater coordination of local news channel resources and content in New York State.

The plan calls for the creation of two production hubs. Albany will be the news production hub for eastern and central New York State and Syracuse will be the weather hub for the entire upstate region. Construction begins this weekend on a second control room, a second studio and an expanded master control in Albany.

While we are regionalizing production, both Syracuse and Albany will retain their local identity, their individual look, their local bureaus and coverage. The same will be true of weather. While Rochester will not be tied in on the news production side, it will be served out of the Syracuse weather hub. We believe that by maximizing our resources, we will end up with broader coverage of news throughout New York State, including New York City and ultimately, if the deal gets completed, throughout the neighboring cable systems acquired from Adelphia. This will be an improvement in the way we cover our state and we will be perfectly positioned for expansion.

Unfortunately, because of the new structure, there will be some consolidation of staff in areas such as weather, anchors and technical production. We will be talking individually to those who will be affected, letting them know about opportunities for other jobs as well as what payments and benefits they would be entitled to if they leave the company.

For several there will be opportunities to transfer to positions in Albany or Syracuse. We will also help look for opportunities at our other local news channels as well as options outside of news. Our goal is to be fair to those who will be affected by this reorganization and give them ample time to understand their options.

As I mentioned before, the changeover won't take place for several months and until that time those who will be laid off will be asked to continue in their current jobs until that time. Those who do, will be paid severance as well as a bonus if they stay through the transition.