



Dear colleagues,

Yesterday was an incredibly tragic day for our colleagues in Annapolis—a tragedy felt deeply by all of us at our papers across the country. Our hearts go out to the families, friends and co-workers of Gerald Fischman, Robert Hiaasen, John McNamara, Rebecca Smith and Wendi Winters, who died Thursday in the shooting at the *Capital Gazette*. This painful loss of our esteemed colleagues will be remembered forever. They were outstanding people and journalists who we will continue to honor. We extend our deepest sympathy and wish a successful recovery to Janel Cooley and Rachael Pacella, who were injured yesterday.

We have received an overwhelming number of requests from people across the country who want to support the families, victims and the survivors. To facilitate this process, we have created The Capital Gazette Families Fund, managed through The Community Foundation of Anne Arundel County (CFAAC). The Anne Arundel Foundation is a long-established community foundation based in Annapolis. The Michael and Jacky Ferro Family Foundation will match up to \$1 million of amounts raised.

We are currently providing confidential in-person crisis and grief counseling and have 24-hour counseling services provided by phone to our colleagues at the *Capital Gazette* and their families. Counseling services are also available to all employees at the company by contacting the Employee Assistance Program at (866) 695-6327.

We are extremely focused on enhancing the safety and security for all employees across the organization. While we believe this was an isolated event, perpetrated by an unstable individual who had a past dispute with the *Capital Gazette*, we are nonetheless enhancing security for all employees across the organization.

I want to extend a heartfelt thank you to the courageous journalists who stepped up to cover such a difficult and personal news story. We appreciate all of our dedicated employees who have provided support and resources to the *Capital Gazette* and Baltimore Sun Media Group.

To make a donation please use this link: [The Capital Gazette Families Fund](#).

Sincerely,

A handwritten signature in black ink, appearing to read "Justin Dearborn". The signature is fluid and cursive, with a long horizontal stroke extending to the right.

Justin Dearborn  
Chairman and CEO