

Colleagues:

Today is another hard day across Scripps. As part of our enterprise-wide transformation, we're eliminating 431 positions across the company, affecting teammates who have contributed to Scripps and served our audiences in meaningful ways. We are deeply grateful for their work, and I want to acknowledge the impact of these decisions on those leaving, their colleagues and their teams.

Our goal is to ensure Scripps remains a strong media company that serves our audiences by adapting to how they consume news and information. As part of today's announcements, we are also creating over 100 new positions, including local reporting roles and new community connection roles. These roles are designed to produce more reporting from the field, deepen our community reach and expand our local journalism to audiences across broadcast, streaming and digital platforms. I recognize it can be difficult to see positions eliminated while we are also creating new roles. Both are part of the significant changes we're making to position Scripps for the future. We aim to fill as many of these new roles as possible with colleagues whose positions have been affected.

With today's announcements, the majority of the significant restructuring needed to establish our future operating model has now taken place, especially in our local newsrooms. As we continue to move through our three-year transformation, we do expect additional role eliminations across the company, but not at the scale of those in 2026. With much of that difficult work behind us, our focus for the coming year turns to growing audiences across our local stations and national networks and building up new company revenue streams.

In recent Scripps Voice surveys, many of you indicated that you understand the reasons for these changes, and [my message to you last week](#) [\[iicyvofab.cc.rs6.net\]](https://iicyvofab.cc.rs6.net) discussed early successes with our new strategy. However, the news today is difficult. Please support one another and treat departing colleagues with the care and respect they deserve. Leaders have been meeting with affected teams, and we will answer questions about what these changes mean for your team and your work as directly and promptly as we can.

Thank you for your continued dedication to our audiences, our communities and one another.

Adam Symson
President and CEO