

We have made great progress in transforming from a newspaper, to a multi-media Company. However, the media business continues to face the challenges of a difficult economic recovery. The Company also has experienced significant additional expense due to Obamacare.

Our 401k plan match is a discretionary match. Recently, it has been the Company's practice to match 50% of your contribution, up to the first 6% of your salary. With that in mind, please be advised that we will temporarily suspend the Company match on the 401k effective 1/1/2014.

As our business stabilizes, we will readdress the match. Additionally, the Company will reserve the right to make an annual matching contribution, at the end of the year, if the Company is successful in meeting our 2014 financial goals.

Despite this temporary change, please remember that saving for your retirement through the Company's 401k plan should remain a priority. If you have any questions about your investment options, or would like to speak to a Wells Fargo professional regarding your retirement, please reach out to them at [www.wellsfargo.com/retirementplan](http://www.wellsfargo.com/retirementplan) or by phone at 800-728-3123

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