

Subject: Message for Washington Post Colleagues

Dear Washington Post Colleagues,

Nine years ago, I was honored to be selected by Jeff Bezos to be Publisher and CEO of The Washington Post. Working with Jeff and the exceptional team at The Post has been an incredible experience and enormously gratifying.

Together, we have accomplished one of the most extraordinary transformations in modern media history. We have evolved from a primarily local print newspaper to become a global digital publication. We've added significantly to the tremendous team of journalists, engineers and business experts and have taken The Post through multiple years of profitability. We've launched an innovative new technology platform that is powering hundreds of other news sites around the world.

During this time, we have won multiple awards for exceptional journalism, including 13 Pulitzer Prizes, and we've twice been named "The World's Most Innovative Media Company" by Fast Company.

As I have shared in conversations with many of you, I have a deep and growing concern about the decline in civility and respectful dialogue in our political process, on social media platforms and more broadly across our society. Many of us can recall an era when people could disagree without being disagreeable. Political leaders on opposite sides of the aisle could find common ground for the good of the country. Today, the decline in civility has become a toxic and corrosive force that threatens our social interactions and weakens the underpinnings of our democracy. I feel a strong sense of urgency about this issue.

As a result, I have decided to leave my position at The Post to lead the nonpartisan [Center on Public Civility](#) that is being launched by the Ronald Reagan Presidential Foundation and Institute. Jeff is personally providing support for the planning and design phase of this new initiative and supports my decision to make this move.

In order to provide advice and counsel during this transition, I have agreed to remain as Publisher of The Washington Post until August 1. Jeff will announce a new interim CEO later today. It is an exceptional individual that I hold in the highest regard.

In the weeks and months ahead, I look forward to spending time with all of my friends and colleagues across The Post to convey my deep appreciation for your many impressive contributions to our success. I am committed to providing my full support as the interim CEO charts the course of this transition and the bright future ahead for The Post.

With my deepest appreciation to each of you,

Fred.