



RANDOM HOUSE

BERTELSMANN

MARKUS DOHLE
CHAIRMAN AND CHIEF EXECUTIVE OFFICER
MEMBER OF THE EXECUTIVE BOARD OF BERTELSMANN AG

December 3, 2008

TO EVERYONE AT RANDOM HOUSE, INC.

It is with great regret that I inform you that **IRWYN APPLEBAUM**, President and Publisher of the Bantam Dell Publishing Group, will step down from his position, effective immediately, and will leave the company.

Irwyn has been one of the most successful publishers in our industry. He is widely regarded as a champion of great storytelling, with marketing acumen to match. He has guided many a writer's career from mass market paperback to hardcover bestsellerdom, earning the dedication and loyalty of both his authors and his staff and the respect of booksellers and distributors across the country. Since 1992, Irwyn and the Bantam Dell team have published hundreds of New York Times hardcover and paperback bestsellers including multiple bestsellers by such leading authors as Dean Koontz, Danielle Steel, Louis L'Amour, Lee Child, Sophie Kinsella, Luanne Rice, and the paperbacks of John Grisham. Recent #1 New York Times nonfiction bestsellers published by Bantam Dell have included **FLAGS OF OUR FATHERS** by James Bradley with Ron Powers; **THE WISDOM OF MENOPAUSE** by Christiane Northrup M.D.; and **THE SNOWBALL: WARREN BUFFETT AND THE BUSINESS OF LIFE** by Alice Schroeder.

Irwyn leaves with my utmost gratitude for his extraordinary 25 years of service and for all he has accomplished at Bantam Dell. I know you will join me in wishing him all good fortune.