



**RANDOM HOUSE**

BERTELSMANN

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

November 2, 2009

Dear Random House, Inc. Colleagues,

These busy days we all have many workplace priorities, but for our company none is more imperative than the challenge to respond even more rapidly, creatively, and collaboratively to daily and long-range publishing and technology opportunities, as well as to marketplace change. I believe we are meeting many of these challenges very effectively. Now we are going to be even better with the addition to our senior management team of an exceptionally qualified leader with an unparalleled background as a print and online sales director, a publisher, and a digital-publishing and online-retailing executive.

It gives me great pleasure to announce that our former colleague **MADELINE McINTOSH** will return to Random House, Inc. in the newly created position of President, Sales, Operations, and Digital, reporting to me. She begins with us on December 1.

In her new capacity, Madeline will work with colleagues throughout our U.S. company and with our retail and distribution partners to ensure future growth for Random House, and for our authors. Unifying our physical and digital sales efforts for our adult, children's, and international titles, distribution, publishing operations, IT, and our corporate digital-publishing capabilities in an interconnected team under a single leader is a key step in building our future success.

Madeline's direct reports will include Andrew Weber, Senior Vice President, Operations & Technology; Jaci Updike, Senior Vice President, Director, Random House Adult Sales; Joan DeMayo, Senior Vice President, Director, Children's Sales, Director, Special Markets Sales; and Bonnie Ammer, Executive Vice President, International Sales.

In addition to her U.S. responsibilities, Madeline will join the Random House International Executive Board, where she will work in partnership with its members and me on Random House's future global development, including our worldwide digital strategy.

Madeline will relocate to New York with her family from Luxembourg, where since leaving us in mid-2008, she has been Amazon's Director of Kindle Content Acquisition for Europe. She has been responsible for leading Amazon's efforts to expand Kindle's catalogue selection in Europe prior to their recent international launch. Prior to Amazon, she had an enormously successful fourteen-year career at Random House and Bantam Doubleday Dell. Most recently, she was the publisher of our market-leading Audio Publishing Division, where she oversaw the increasing shift of audio sales to the digital format. For the preceding ten years, Madeline held a variety of sales positions – including in the late nineties having been the first major trade publishing sales manager totally focused on online bookselling – rising to Senior Vice President, Director, Adult Sales. Her broad-based customer and marketplace knowledge and keen publishing intelligence is matched with great team-leading, solutions-minded, and service-oriented capabilities. A great former colleague and good friend to many of you, she is both highly respected and well-liked by our publishers, our customers, and our sales teams.

You may remember how very sorry we were to lose Madeline last year, and as you can tell, I am thrilled she's returning to help us be even better at what we do. I know you join me in welcoming her back next month.