



RANDOM HOUSE

BERTELSMANN

GINA CENTRELLO
PRESIDENT AND PUBLISHER
THE RANDOM HOUSE PUBLISHING GROUP

April 15, 2003

TO EVERYONE AT RANDOM HOUSE, INC.

I am very pleased to present the senior management team of the newly renamed Random House Publishing Group, which will carry forward the great success and individuality of our diverse publishing programs and will complete our reorganization.

The Random House Publishing Group unites the two divisions formerly known as the Random House Trade Group and the Ballantine Books Group. It is the world's most recognized trade book publishing name, and it best expresses both the merging of our publishing efforts and the rich diversity of our division's many imprints.

In this most demanding of book publishing marketplaces, each of our titles must benefit from a creative and distinctive publishing effort enhanced by streamlined decision-making and implementation. To best achieve these goals, we are putting in place a structure built around experienced directors who have been given Group-wide responsibilities.

The Random House and Ballantine Editorial departments, under the respective leadership of Dan Menaker and Nancy Miller, remain autonomous, and all the imprints will retain their distinctive editorial identities. Almost all the major publishing support and service departments will now consist of members of the current Random House and Ballantine staffs united under one leader. Within each Group department, at the discretion of its leadership, the workload will be organized and allocated by imprints or editorial formats, with, in many cases, staff members continuing their long-held duties and associations.

LIBBY MCGUIRE has been promoted to Senior Vice President, Associate Publisher, Random House Publishing Group. Libby will oversee the day-to-day execution of our publishing plans and will work closely with me and with our editorial directors to help shape the lists of all our imprints. She was previously Associate Publisher and Director of Marketing for the Random House Trade Group. Libby has an intuitive and knowledgeable understanding of the marketplace and keen organizing abilities. She has an invaluable skill for team-building and a talent for creative ideas. She joined us three years ago from Simon & Schuster.

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Among Libby's new responsibilities will be overseeing the Random House and Ballantine Publicity departments, which will remain as separate entities. Reporting to her will be **TOM PERRY**, Director of Publicity for the Random House imprints, who has been named a Vice President; **KIM HOVEY**, Vice President, Director of Publicity for the Ballantine imprints; and **CAROL SCHNEIDER**, who will be the division's media spokesperson as well as carrying on her efforts on behalf of Random House and Ballantine titles, with the new title of Vice President, Executive Director, Publicity and Public Relations, Random House Publishing Group.

ANTHONY ZICCARDI has been appointed Senior Vice President, Director, Sales and Marketing, Random House Publishing Group, overseeing the Marketing, Advertising, and Promotion departments. He will be our principal sales strategist, working closely with the Random House Trade and B3D2 Sales departments to maximize the placement, position, and sell-through of our frontlist and backlist in all distribution channels. Anthony's customer savvy and experience encompass every kind of publishing we will do. He has been instrumental in launching and building many author careers at retail by effectively directing our marketing and promotional resources on their behalf. Anthony came to Ballantine in September 2000 from Pocket Books.

Reporting to Anthony will be **DEBORAH AIGES**, Vice President, Creative Director, Advertising and Promotion; **CHRISTINE CABELLO**, Marketing Manager; **KELLE RUDEN**, Sales Marketing Manager; **JOSEPH MONTI**, Manager, Sales Distribution; and **JENNIFER OSBORNE**, Director of Licensing. All will have Group-wide responsibilities. The staffs of Deborah's and Christine's departments will have ongoing specific imprint assignments.

GENE MYDLOWSKI has been appointed Senior Vice President, Creative Director, Random House Publishing Group. That rare Creative Director who is as effective an administrator as he is a brilliant designer, Gene will supervise all our jacket and cover designs in addition to creating his own for a wide range of books. The winner of numerous awards from the design and printing industries for his work, Gene joined Ballantine in August 1999 from HarperCollins.

Reporting to Gene will be **ROBBIN SCHIFF**, who has been promoted to Senior Director, Art and Design, for the Random House imprints; **BECK STVAN**, Senior Director, Art and Design, for Ballantine hardcovers and trade paperbacks; and **CARL GALIAN**, Senior Director, Art and Design, for mass market.

LISA FEUER has been appointed Senior Vice President, Director, Publishing Operations, Random House Publishing Group, supervising the day-to-day operations of the Production, Managing Editorial, and Interior Design departments. Lisa is an indefatigable and highly skilled contributor to the publishing team effort. Her superb management ability and passion for excellence are widely acknowledged and respected. Before joining Ballantine last year, she was Vice President, Production Operations, at Pocket Books.

Reporting to Lisa will be **KATHY ROSENBLOOM**, Director, Trade Production; **AMY EDELMAN**, Managing Editor; and **JIM LAMBERT**, Director, Interior Design, all of whom will have Group-wide responsibilities. Also reporting to Lisa will be **STEVE PALMER**, Director, Production, Mass Market.

BILL TAKES has been named Senior Vice President, Director, Business Operations, Random House Publishing Group. With his thorough understanding of the financial and business aspects of what we do, gained from his fourteen years in various positions throughout the company, Bill will be invaluable to the Group's future. Reporting to him will be **PATRICIA TUCKER**, formerly Senior Business Analyst, who will be Business Manager for the Group; **ANDREAS NOETZEL**, Business Analyst; and **SHAMSA KHAN**, Associate Business Analyst, all with Group-wide responsibilities.

Bill will also supervise the Group's Subsidiary Rights department, which will be led by **CLAIRE TISNE**, newly appointed Vice President, Director of Subsidiary Rights, Random House Publishing Group. Claire will oversee all subsidiary rights activity and will be responsible for the day-to-day operation and strategic direction of the department. Prior to joining Ballantine last year, Claire was Director, Adult Book Publishing, at the BBC Worldwide, and, previously, Rights Director at the Virginia Barber Literary Agency and Subsidiary Rights Manager at Grove Atlantic Inc.

Under Claire, **RACHEL BERNSTEIN** has been promoted to Associate Director, Domestic Rights, for the Group, responsible for book club, serial, audio, and large print for all imprints. **RACHEL KIND** continues as Manager, Foreign Rights, Ballantine. A Foreign Rights Manager for Random House will be announced shortly.

Libby, Anthony, Gene, Lisa and Bill will report to me.

With the restructuring, regrettably, we have had to eliminate a number of positions. Departing the company are former department heads Kathleen Spinelli, Dan Rembert, Howard Weill, and Susan Gilmer, and Barbara Greenberg. We thank them for their contributions to our publishing efforts and wish them well in their future endeavors.

Please join me in congratulating our new department heads on their promotions. As the Random House Publishing Group moves ahead, we look forward to combining our strengths to acquire great books for the widest variety of readers, and to publish them well.

A handwritten signature in black ink, reading "Lisa Centrella". The signature is written in a cursive, flowing style.