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Personal & Confidential

Kane, Michael G. (Rochester) <mgkane@gannett.com>
To: "rlba404040@gmail.com" <rlba404040@gmail.com>

Fri, Oct 5, 2018 at 11:42 AM



Michael G. Kane
Chief Operating Officer
Local Markets

October 5, 2018

Dear Mr. Bates,

Thank you for your communications in this matter. We commend you for your courage in sharing this painful experience. As a newspaper that has proudly served the greater Rochester community for so many years, we are horrified that something like this might have happened so close to home.

Unfortunately, while we have no reason to doubt your honesty, the passage of nearly four decades makes it impossible to independently verify your claims. Mr. Lazeroff is deceased, and despite diligent inquiry, we have not been able to find any record of any complaints or allegations of this nature against him, including by anyone related to you.

We were able to contact several people who worked at the paper during the time when the incidents you describe allegedly occurred, including circulation department managers. However, none of these individuals recalls any complaints or allegations of the kind that you describe, either against Mr. Lazeroff, or any other person. There is also no indication that anyone in management was independently aware of Mr. Lazeroff's alleged conduct, and the circumstances suggest that management would not have had any reason to suspect anything without someone reporting it.

Finally, as a newspaper and an employer, we take all complaints of harassment by our employees or contractors very seriously, and we have policies in place which we vigorously

enforce. We have no reason to believe that management would not have taken prompt and decisive action had it been made aware of your situation at that time, including reporting it to the proper authorities.

Please be assured that we take your claims very seriously. Unfortunately, absent any corroborating evidence, and given the passage of time, there is simply no basis for liability on the part of the company, or for a financial settlement merely to avoid possible adverse publicity. Accordingly, while we remain deeply sympathetic, there's nothing more that we can do, and are therefore closing-out this matter.

Sincerely,

A handwritten signature in black ink that reads "Michael G. Kane". The signature is written in a cursive style with a long horizontal line extending from the end of the name.

Michael G. Kane

Chief Operating Officer, Local Markets



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