



## SAFE HARBOR

### FORWARD LOOKING STATEMENTS

The Private Securities Litigation Reform Act of 1995 provides a "safe harbor" for forward-looking statements. This annual report ("Annual Report") contains information that may be deemed forward-looking that is based largely on our current expectations, and is subject to certain risks, trends and uncertainties that could cause actual results to differ materially from those anticipated. Among such risks, trends and other uncertainties, which in some instances are beyond our control, are:

- Our ability to generate cash flows and maintain liquidity sufficient to service our debt;
- Our ability to comply with the financial covenants in our credit facilities;
- Our ability to refinance our debt as it comes due;
- Our ability to manage declining print revenue;
- That the warrants issued in our refinancing will not be exercised;
- The impact and duration of adverse conditions in certain aspects of the economy affecting our business;
- Change in advertising and subscription demand;
- Changes in technology that impact our ability to deliver digital advertising;
- Potential changes in newsprint, other commodities and energy costs;
- Interest rates;
- Labor costs;
- Legislative and regulatory rulings;
- Our ability to achieve planned expense reductions;
- Our ability to maintain employee and customer relationships;
- Our ability to manage increased capital costs;
- Our ability to maintain our listing status on the NYSE;
- Competition; and
- Other risks detailed from time to time in our publicly filed documents, including this Annual Report and particularly in "Risk Factors", Part I, Item 1A herein.

Any statements that are not statements of historical fact (including statements containing the words "may", "will", "would", "could", "believes", "expects", "anticipates", "intends", "plans", "projects", "considers" and similar expressions) generally should be considered forward-looking statements. Readers are cautioned not to place undue reliance on such forward-looking statements, which are made as of the date of this Annual Report. We do not undertake to publicly update or revise our forward-looking statements, except as required by law.



## ANNUAL MEETING AGENDA

- **Introductions**
- Meeting Procedures
- Business Update
- Results of Voting
- Questions
- Adjournment



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Good morning! Welcome to Lee's Annual Meeting of Stockholders. I'm Mary Junck, executive chairman, and I'm pleased you could join us.

I'll begin by introducing Kevin Mowbray, our President and Chief Executive Officer. Kevin, please stand.

Let me introduce the other Lee officers who are with us today. Please stand as I call your name:

Nathan Bekke, Vice President – Consumer Sales and Marketing

Paul Farrell, Vice President – Sales

Suzanna Frank, Vice President – Research and Metrics

Astrid Garcia, Vice President – Human Resources and Legal

James Green, Vice President – Digital

Ron Mayo, Vice President, Chief Financial Officer and Treasurer

Michele White, Vice President – Information Technology and Chief Information Officer

Also, Debbie Anselm, publisher of the Quad-City Times and the Dispatch-Argus is here with us today, and Tim Millage, Lee's corporate controller, who you'll hear from later in the program.

Would other Lee employees also please stand? We're glad you've joined the meeting today.

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Now I will introduce Lee's board of directors.

Lee has a history of strong governance by independent directors. Six of the nine directors are independent, including all members of the Audit, Executive Compensation and Nominating and Corporate Governance committees.

Directors who are nominated for terms continuing to 2021 are:

Richard Cole, a director since 2006 (Would you please stand?)  
Bill Mayer, a director since 1998  
Greg Schermer, a director since 1999

Other directors with us today are:

Kevin Mowbray, our president and CEO.  
Herb Moloney, our lead outside director  
Nancy Donovan,  
And Brent Magid

Director Len Elmore was unable to be here today.

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Also, please welcome representatives of KPMG, our independent auditors:

Greg Ryan and Paul Dobroveau [da – **BRA** – van – o].

Will you please stand?

They will be available for questions later in the program.

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Now, Dana Waterman, secretary and general counsel of the company, will review our meeting procedures.

Thank you, Mary.

As the first order of business, we have received an Affidavit of Mailing from our stock registrar and transfer agent, Equiniti Shareowner Services, confirming timely mailing to the Common Stockholders of the Company as of the record date of December 29, 2017, of the Notice of Internet Availability of Proxy Materials, or of the Notice of Annual Meeting of Stockholders and Proxy Statement, Form of Proxy and Return Envelope and Form 10-K, to stockholders who previously requested those documents in printed form.

Delaware law requires that the Company appoint an inspector to supervise the voting process and tabulation of votes. The Company has appointed Tim Millage, the Company's Corporate Controller, to that position. Also present to assist are Daisy Kuhn and Chris Ward of Equiniti Shareowner Services, our stock registrar and transfer agent. Daisy and Chris, would you please stand?

Of the 57,069,058 shares outstanding at the stock-of-record date, Mr. Millage reports that \_\_\_\_\_ shares are represented at the meeting, [\_\_\_\_\_][all] by proxy, [and \_\_\_\_\_ in person,] or over \_\_\_\_\_% of the total eligible shares. Therefore, we have a quorum represented and may lawfully conduct business.

Under Delaware law, polls must stay open to allow stockholders present to vote in person. If anyone wants to do so, we have written ballots available from Mr. Millage for that purpose. Stockholders whose shares are registered in their own names, and who wish to cast or change their votes in person, may do so while the polls are open, which will continue during management's presentation and until the Chairman declares the polls closed. You should complete your ballot and deliver it to Mr. Millage, who will record it as part of his report.

After the polls are closed, all votes represented by proxies will be cast by the designated proxies as instructed, and the preliminary results will be announced by Mr. Millage. Under Delaware law and our by-laws, directors are elected if they receive a plurality of the votes cast. Under Delaware law and the rules of The New York Stock Exchange, approval of the remaining proposal requires a majority of the votes cast.

As you will note in the program, time has been scheduled for questions from stockholders. In the interest of making the opportunity available to as many people as possible, we ask that your questions be brief and to the point of your inquiry.

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Thank you, Dana.

Kevin, Ron and I would like to provide a brief business update.

**HEADLINES**  
LEE... ON A POSITIVE TRANSFORMATIONAL PATH

- Leading source of news, information and advertising in our communities
- Huge local audiences with strength across all age groups; growing digital audiences
- Continued gains in digital revenue
- Successful transformation of our business
- Best performance in the publishing industry



**Mary Junck**  
Executive Chairman

**Kevin Mowbray**  
President and Chief Executive Officer

**Ron Mayo**  
Vice President, Chief Financial Officer and Treasurer



The headlines we'll be discussing today are:

We are the leading source of news, information and advertising in the communities we serve.

Audiences are strong across all age groups and markets, and our digital audiences are growing.

Digital revenue continues to increase at a rapid clip.

We are successfully transforming our business. We have proven ourselves to be flexible and nimble at rethinking, repositioning and redeveloping all aspects of our business. And, we see a bright future for Lee.

Our margins and other key performance measures are the best in the publishing industry.

We are operating with improved efficiency and continue to produce strong Adjusted EBITDA<sup>1</sup> year after year, allowing us to significantly reduce our debt.

And, we're focused on delivering top quality local news, information and advertising to our huge audiences.

(1) Adjusted EBITDA is a non-GAAP financial measure. See appendix.

**LEADING SOURCE OF LOCAL NEWS**  
 WE PROVIDE HIGHLY-VALUED LOCAL NEWS, INFORMATION AND ADVERTISING IN THE COMMUNITIES WE SERVE

Arizona Daily Sun • Arizona Daily Star • Santa Maria Times • The Lompoc Record • The Sentinel • Napa Valley Register • The Times-News  
 Elko Daily Free Press • The Pantagraph • The Southern Illinoisan • Herald & Review • Journal Gazette & Times-Courier • The Times • Globe Gazette  
 Quad-City Times • Muscatine Journal • Dispatch-Argus • Sioux City Journal • The Courier • Daily Journal • St. Louis Post Dispatch • Billings Gazette  
 The Montana Standard • Independent Record • Missoulian • Ravalli Republic • The Bismarck Tribune • Lincoln Journal Star • Beatrice Daily Sun  
 Columbus Telegram • Fremont Tribune • The Citizen • The Post-Star • The World • Albany Democrat-Herald • Corvallis Gazette-Times  
 The Sentinel • The Times and Democrat • Rapid City Journal • The Daily News • Wisconsin State Journal • Daily Citizen • Baraboo News-Republic  
 Portage Daily Register • The Journal Times • La Crosse Tribune • Winona Daily News • The Chippewa Herald • Casper Star-Tribune

We are — by far — the dominant source of local news and information in the communities we serve. We have more reporters and photographers on the street than all of our local competitors.

Every day, our reporters and photographers cover events, big and small: from the Bettendorf high school basketball game, to the spirited St. Patrick’s Day parade in Butte, Montana, to the development of the new history museum in Madison, Wisconsin, our reporters and photographers are there. Every day, we publish over 700 local stories and over 700 photographs.

That’s about 275,000 local stories and 275,000 photos annually. Impressive numbers to be sure. And not included in the count are sports box scores, obituaries, maps, infographics, and letters to the editor. And, on the topic of letters to the editor, we estimate that across Lee last year, we received over 100,000 letters to the editor, evidence of our engaged local audience.

I should stress that our stories and photographs are published in our print editions and on our web and mobile sites. Also, stories are rewritten and expanded online throughout the day, especially breaking local news.

Our reporters also shine a light on critical issues through watchdog and investigative journalism, using Freedom of Information and Open Meeting laws to advance their work. Two examples:

The Southern Illinoisan exposed issues plaguing the Alexander County Housing Authority. The newsroom published stories and editorials outlining mismanagement that led to families living in substandard and unsanitary conditions. As a result, the U.S. Department of Housing and Urban Development acted to address many of the issues.

## Supplemental text from previous slide



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In St. Louis, the Post-Dispatch exposed a cover-up on the St. Louis Public Transit line. Columnist Tony Messenger filed Sunshine requests to get to the bottom of a rise in crime reports on the Metro. His reporting uncovered video that showed county police officers covering up cameras in police substations and other video that appeared to show officers sleeping in the office.

Messenger's columns triggered a St. Louis County internal affairs investigation that resulted in 11 reprimands against the officers involved. Also, the various departments that work across state lines have increased patrols to address crime on the MetroLink.

Lee journalists in markets large and small expose news that matters. Some examples of stories:

- how worker shortages can send a state on a path to crisis
- how jail overcrowding creates a waterfall of political and social problems
- how the quality of drinking water can put children in harm's way
- how an opioid overdose epidemic is destroying families
- how mismanagement at a veteran home goes unchallenged
- how an acute shortage in foster families leaves a growing number of children waiting for placement

We also tell stories that bring smiles and hope: the moments of joy, triumph, sense of place, local people and heroes from all walks of life.



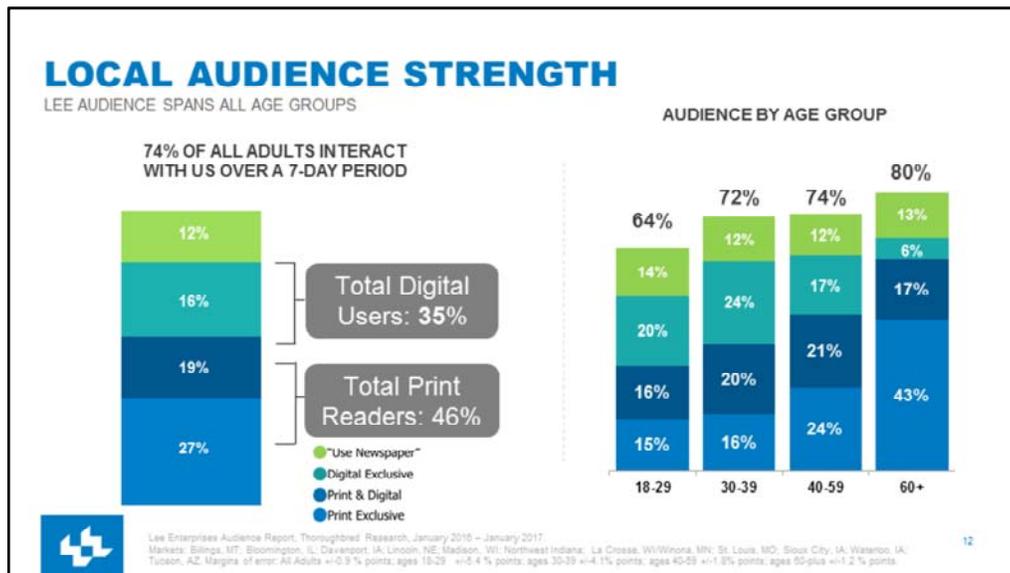
Along with our award winning local content, we produce news for our readers through Lee's National Desk.

Every night, the nation and world team creates comprehensive pages of national and world news for publication in our newspapers. They also create news packages related to current events such as the Olympics. By sharing content across the company, newsrooms have more time and resources to cover local news.

The digital content center provides similar services for our digital sites. Our digital specialists continuously monitor breaking news and trending topics and publish this content to our web and mobile sites.

We also have developed partnerships with publishers such as Meredith, Tribune, NTVB Media, and American Media, which significantly increases our content offerings.

In digital and print, our readers devour our coverage, especially breaking news, sports and business news, and information about things to do and places to go. Also, readers rely on our advertising to find jobs and homes, and the best deals on groceries, electronics, autos, and almost everything else.



Consequently, our audiences are huge with strength across all age groups.

The column at the left shows our seven-day reach in our largest markets. We reach 74 percent of adults. Of those, 46 percent are print readers and 35 percent access our digital products. Twelve percent say they “use” the newspaper for advertising, entertainment listings and sports scores.

We are highly relevant to all age groups, including millennials, and we reach 64 percent of that group.

Our digital audiences and audience engagement continue to grow at a steady pace. In our most recent quarter, average monthly digital visits were up 6.1% and totaled 72.5 million, and page views per session also increased in the low-single digits.

Now, I’d like to turn the presentation over to Kevin Mowbray, our CEO, to discuss how we’re driving revenue using our large local audiences.



Our audiences and expansive suite of digital products is driving digital revenue growth across all platforms.

Last year, we introduced Digital Connect, a digital services package aimed at small and mid-sized businesses. Digital Connect is a rapidly growing category, and we expect it to be a significant contributor to digital revenue growth this year.

In addition to Digital Connect, we've expanded our video content and added native advertising on our sites. We also offer high impact display advertising, giving advertisers a dominant ad position on our web and mobile sites.

In order to develop and deliver new products to our customers, we need a solid technology platform with a robust set of tools, which we have in our digital services company, TownNews.com.

**TOWNNEWS.COM**  
DIGITAL SERVICES AND CONTENT MANAGEMENT PROVIDER

CREATE CONTENT & BOOST EFFICIENCY

**The ultimate media CMS**  
One unified, state-of-the-art platform for creating, distributing and monetizing your multimedia content.

**Easy drag-and-drop content creation**  
The TownNews digital media is easy to create by form and responsive style layouts, complete with rich, photos and multimedia galleries. It provides rich elements throughout the body of your articles, helping readers engage as they scroll.

**Fully integrated**  
With everything—articles, photos, classifieds, calendar events, business directory listings, and more—in one place, it's simple to create multi-step and content relationships that drive traffic and user engagement.

**Mobile optimized**  
Modern responsive design ensures that your site looks like, and feels like, a native mobile app on every device. Our built-in layout editor lets you preview your site at a variety of resolutions, so you know what you're getting before you go "live."

**Robust video support**  
Embed videos from YouTube and support for a wide variety of third party providers like iFrame, YouTube and YouTube. Short and global videos from your smartphone or smartphone are shown directly on your website and social media pages.

**Customizable workflows**  
The editorial and manager workflow with automatic, easy-to-use workflow tools.

**Cutting-edge content analysis**  
Advanced machine learning and artificial intelligence use all of your page views automatically add structured semantic data to your articles, making it easier to categorize content and match users with content that interests them.

**Flexible membership and subscription**  
Choose the model that's right for you. Monthly, All Access, seasonal, meeting, Single Computer, Family, and more. The flexibility to meet your needs using simple but sophisticated solutions.

**TOWNNEWS.COM COMPOSITION**

- Content management (BLOX, TCMS)
- Web hosting
- Ad services

**AUDIENCE REVENUE OPPORTUNITIES**

- Growth in existing services
- Contextual and targeted digital advertising
- + 16.1% Growth in page views

**TOTAL REVENUE GROWTH**

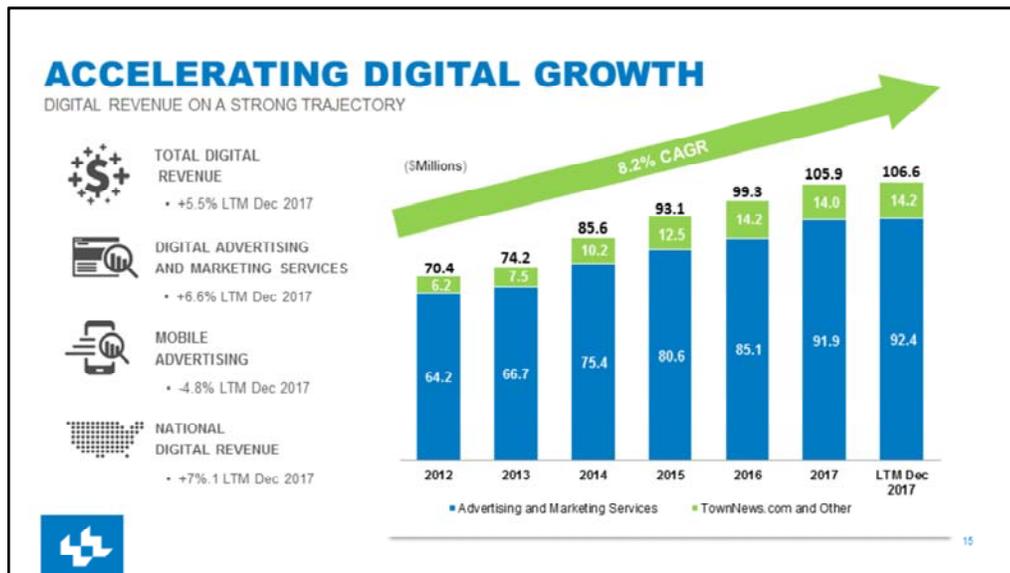
- + 6.6% LTM December 2017
- + 8.2% CAGR since 2012
- + 12.7% in December 2017 Quarter

TownNews.com

Lee owns 82.5% of TownNews.com, which provides digital services, including web hosting and content management for web, print and mobile products to Lee properties as well as 1,600 other newspapers and some broadcast entities.

TownNews revenue is growing rapidly and has a compound annual growth rate of 8.2% since 2012. And while its primary source of revenue is content management, its advertising business is expanding and contributed to the 12.7% revenue gain posted in the December quarter.

To meet the evolving needs of existing customers and increase its customer base, TownNews is adding new technologies. Since October, TownNews has acquired new OTT technology, added an improved mobile app platform, and entered into a new strategic partnership with Brainworks Software. These strategic additions will allow TownNews to strengthen its market share and grow revenue.



Our digital growth trajectory is very strong. Since 2012, digital revenue, including TownNews, has increased by over 50%, with an 8.2% compound annual growth rate.

Digital ad revenue continues to increase as percentage of total advertising revenue. In the December 2017 quarter, digital advertising revenue represented 28.9% of total advertising revenue for the company as compared to 24.7% in December of 2016.

Our digital audiences and audience engagement also are growing. Monthly average page views totaled nearly 244 million in the December 2017 quarter — up 16.1% from the same quarter in the prior year. Pages per session, one metric used to monitor audience engagement, also increased in the December 2017 quarter.

We are proud of the consistent track record in growing digital revenue and audience. These digital gains are a key element of our transformation, and action plans have been implemented to maintain and increase the digital momentum.



Over the past several years, we have transformed our business. As Mary noted, we've proven ourselves to be flexible and nimble at rethinking, repositioning and redesigning all aspects of our business. Some quick examples:

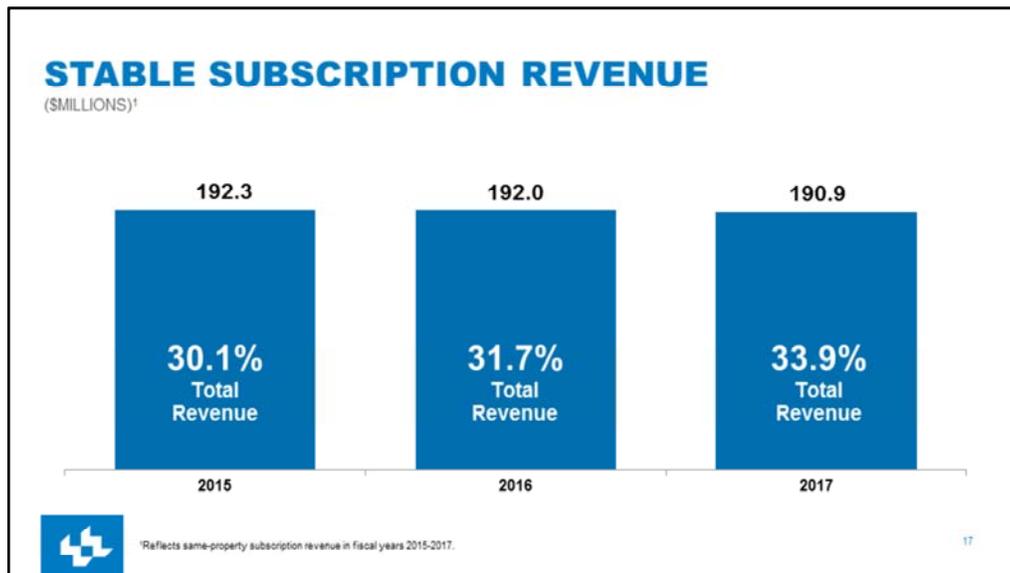
To more innovatively and effectively serve our advertising customers and gain new ones, we've launched Amplified Digital, Digital Connect, Amplified Local, and a digital fulfillment center. We've added the Bull Pen, a creative services group, and reshaped the way we sell local advertising with the Edison initiative and our digital elite sales teams, which sell more sophisticated digital offerings.

We've implemented the full access subscription model as well as digital-only subscription options. We've added premium day content and published historical books.

We've launched a highly innovative design center and a digital content center, and formed innovative content partnerships with Meredith and other publishers. We've instituted a Lee-wide program, called "Sweeps," to aggressively drive digital audience, which we monetize through programmatic advertising.

Furthermore, we've centralized finance, human resources, procurement, and circulation marketing and management. We've outsourced ad production, the circulation call center, and some of our printing and distribution.

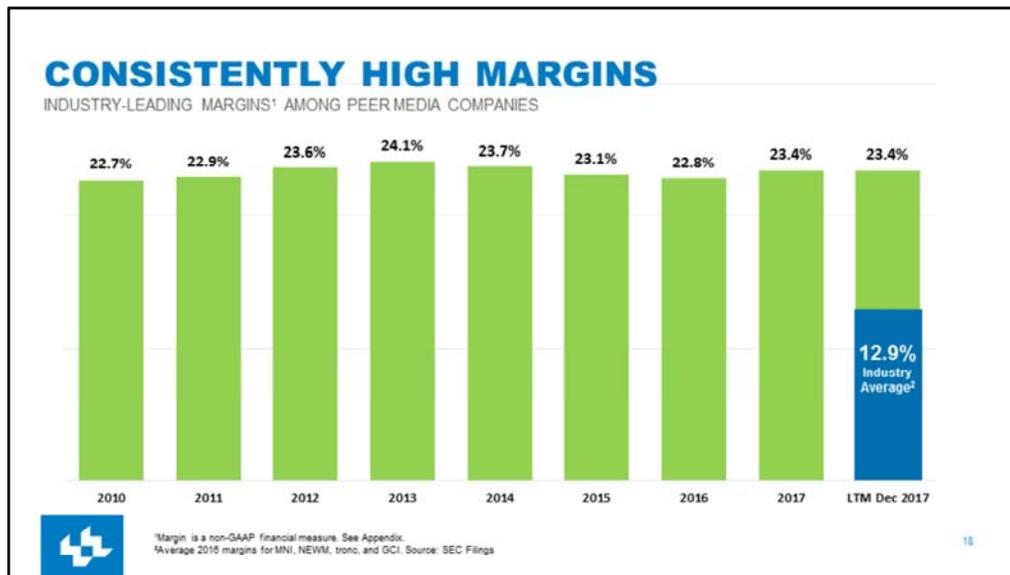
With our proven track record of transformation, we are well-positioned and experienced to seize new opportunities and thrive in the future.



Like digital advertising, subscription revenue has become a larger share of our total revenue.

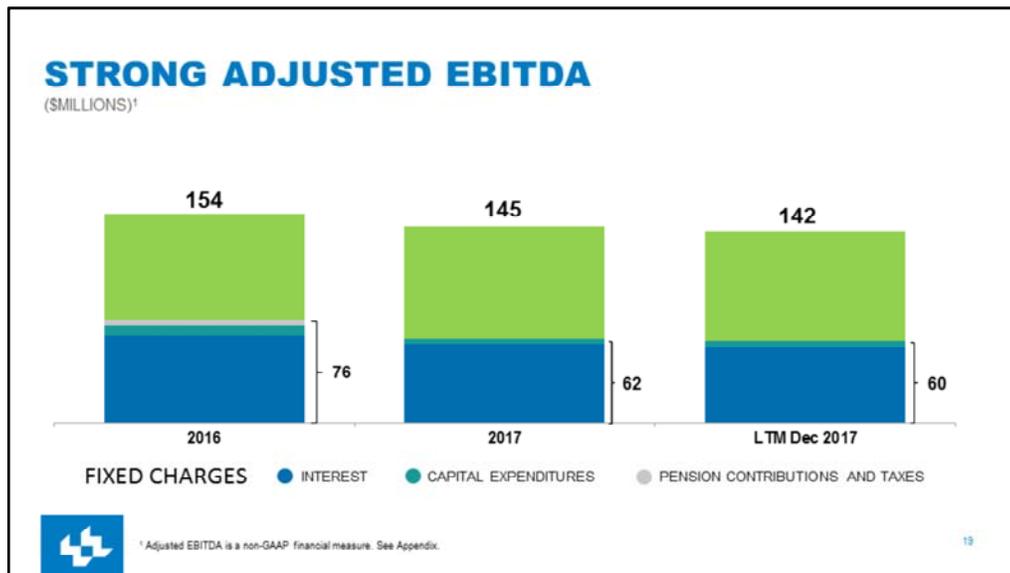
In recent years, subscription revenue has been a strong and stable performer. On a same-property basis, subscription revenue is down less than 1% since 2015.

With our sound pricing strategies, growing digital subscription revenue, and additional premium content, we expect subscription revenue will continue to be a growing percentage of our total revenue.



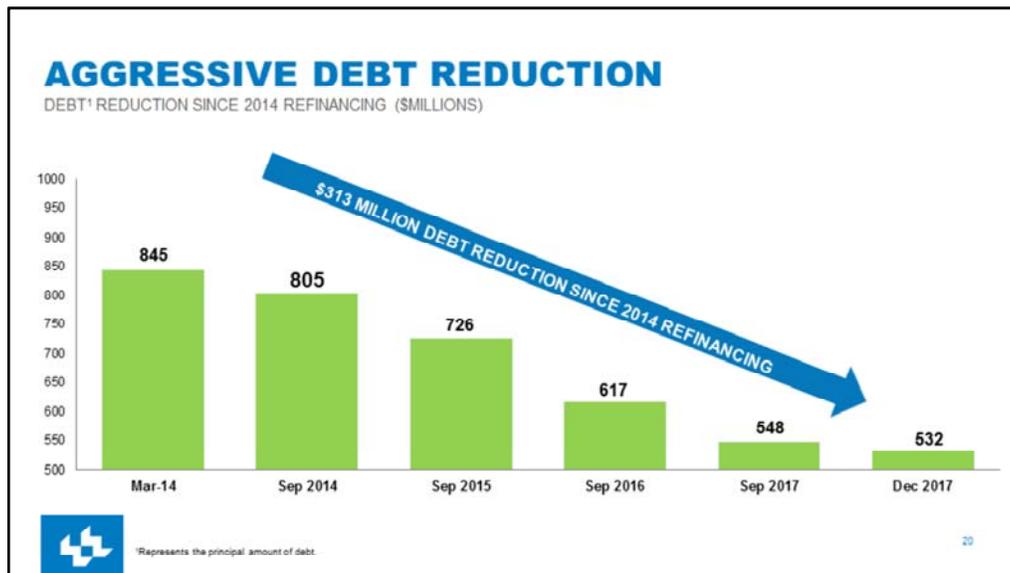
As Mary noted, we are leaders in the publishing industry on performance measures, and operating margin is an excellent example. Our margins have averaged over 23% for the last six years, significantly outpacing the industry. Our trailing twelve months margin is 23.4%, while the industry is 12.9%.

And now, I will turn it over to Ron Mayo, our CFO, to discuss Adjusted EBITDA and our debt.



Our industry-leading margins along with solid revenue and cost performance have produced strong Adjusted EBITDA for the past several years, and it continues to be a top priority for management. For the last twelve months ended December 2017, Adjusted EBITDA totaled \$141.7 million.

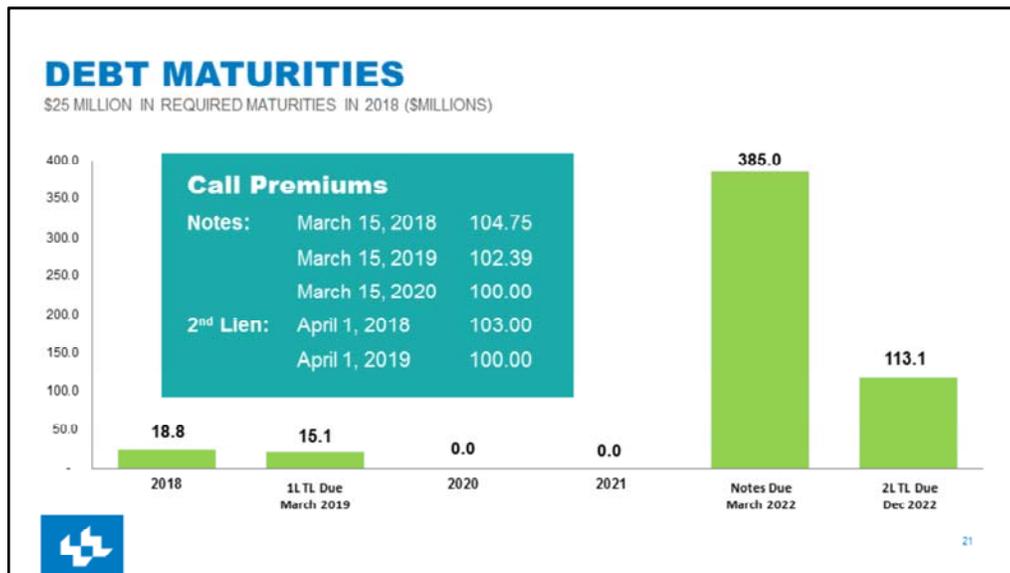
Total fixed charges — or cash interest, capital expenditures and pension contributions — have declined steadily since 2015, which we expect to continue as cash interest expense declines, leaving additional Adjusted EBITDA available to repay debt and invest in other opportunities to increase shareholder value. Interest expense has fallen \$6.2 million in the last 12 months ended December 2017, due to our substantial quarterly debt payments.



Driven by strong Adjusted EBITDA, we have aggressively reduced the company’s debt each year, and as a result, the company’s leverage, net of cash, is 3.66 times the last 12 months Adjusted EBITDA at December 2017, as compared to 4.92 times in March of 2014.

Since our March 2014 refinancing, debt has been reduced by \$313 million, or 37% in just 15 quarters.

For the 12-month period ended December 2017, we reduced debt \$67.5 million and ended the quarter with total debt of \$532 million. We’ve made additional debt reductions in the current quarter and expect to continue to aggressively reduce the company’s debt in the future.



The First Lien Term Loan, due in March of 2019, has a balance of \$33.9 million at December 2017 and is amortizing quickly. In addition, on March 15, 2018, the Notes become callable at 104.75, and on April 1, 2018, the call premium on the Second Lien Term Loan reduces to 103. Because of these factors, we are actively engaged in discussions and analysis with our advisors regarding the timing and economics of refinancing all or a portion of our long-term debt.

Since the majority of our long-term debt is not due until 2022, the decision and timing of any refinancing will be based on our ability to reduce our total cost of debt capital, extend the maturities of our debt beyond 2022, and maximize the deductibility of interest under the new tax law.

Now, here's Mary to close out our business update.

**SUMMARY**  
CONFIDENT ABOUT LEE'S FUTURE

- ✓ Leading source of news, information and advertising in our communities
- ✓ Huge local audiences with strength across all age groups; growing digital audiences
- ✓ Continued gains in digital revenue
- ✓ Successful transformation of our business
- ✓ Best performance in the publishing industry

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Thank you, Ron.

We have great confidence in Lee's future and the strategies we have in place.

We are the leading source of news, information and advertising in the communities we serve, and audiences in our markets are strong.

Our digital audiences are growing and digital revenue continues to increase at a steady pace.

We are successfully transforming our business.

Our margins and other key performance measures are the best in the industry.

Now it's time to declare the polls closed and announce results of the voting. Tim, would you please report the preliminary results?

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**TIM:** Thank you, Mary.

Concerning Proposal 1, election of directors – Richard Cole, Bill Mayer and Greg Schermer: These directors have been elected.

Concerning Proposal 2, ratification of selection of KPMG as the Company's independent registered public accounting firm for 2018: The proposal passes.

**MARY:** Thank you, Tim.

On behalf of the board, let me thank stockholders for joining us and – more importantly - for your support.

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Now, we'll be glad to take questions from stockholders.

When I call on you, please introduce yourself and let us know where you're from.

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If there are no further questions, our meeting is adjourned.

## APPENDIX

### RELEVANT BACKGROUND

- Lee has a fiscal year ending the last Sunday in September.
- Reported revenue, expenses and results exclude 50% owned ventures in Tucson, AZ ("TNI") and Madison, WI ("MNI"), which are accounted for using the equity method.
- All information has been restated to exclude divestitures in 2013.
- Results in 2014 and 2015 include the impact of a subscription-related expense reclassification as a result of moving to fee-for-service delivery contracts at several of our newspapers. This reclassification increased both print subscription revenue and operating expenses with no impact on adjusted EBITDA or operating income. Certain delivery expenses were previously reported as a reduction of revenue.



## APPENDIX

### NON-GAAP FINANCIAL MEASURES

No non-GAAP financial measure should be considered as a substitute for any related GAAP financial measure. However, we believe the use of non-GAAP financial measures provides meaningful supplemental information with which to evaluate our financial performance, or assist in forecasting and analyzing future periods. We also believe such non-GAAP financial measures are alternative indicators of performance used by investors, lenders, rating agencies and financial analysts to estimate the value of a publishing business and its ability to meet debt service requirements.

The non-GAAP financial measures utilized by us are defined as follows:

*Adjusted EBITDA* is a non-GAAP financial performance measure that enhances financial statement users' overall understanding of the operating performance of the Company. The measure isolates unusual, infrequent or non-cash transactions from the operating performance of the business. This allows users to easily compare operating performance among various fiscal periods and how management measures the performance of the business. This measure also provides users with a benchmark that can be used when forecasting future operating performance of the Company that excludes unusual, nonrecurring or one-time transactions. Adjusted EBITDA is also a component of the calculation used by stockholders and analysts to determine the value of our business when using the market approach, which applies a market multiple to financial metrics. It is also a measure used to calculate the leverage ratio of the Company, which is a key financial ratio monitored and used by the Company and its investors. Adjusted EBITDA is defined as net income (loss), plus non-operating expenses, income tax expense (benefit), depreciation, amortization, loss (gain) on sale of assets, impairment charges, workforce adjustment costs, stock compensation and our 50% share of EBITDA from TII and MN, minus equity in earnings of TII and MN and curtailment gains. Net income is the most directly comparable GAAP measure.

*Cash Costs* is a non-GAAP financial performance measure of operating expenses that are settled in cash and is useful to investors in understanding the components of the Company's cash operating costs. Generally, the Company provides forward-looking guidance of Cash Costs, which can be used by financial statement users to assess the Company's ability to manage and control its operating cost structure. Cash Costs is defined as compensation, newsprint and ink, other operating expenses and certain unusual matters, such as workforce adjustment costs. Depreciation, amortization, impairment charges, other non-cash operating expenses and other unusual matters are excluded. Cash Costs are also presented excluding workforce adjustments, which are paid in cash. Operating expenses is the most directly comparable GAAP measure.

*Margin* is a non-GAAP financial performance measure that enhances financial statement users' overall understanding of the operating performance of the Company as a percentage of revenue. The measure allows financial statement users to compare the operating performance of the Company to others in the publishing industry. Margin is defined as total revenue minus Cash Costs divided by total revenue.

A copy of this presentation is available at [www.lee.net](http://www.lee.net).



# APPENDIX

## NON-GAAP RECONCILIATION (\$MILLIONS)

	2010		2011		2012		2013		2014		2015		2016		2017		LTM Dec 2017	
	Amount	% of Revenue	Amount	% of Revenue														
Total operating revenue	746.7	100.0%	738.0	100.0%	759.8	100.0%	877.8	100.0%	888.8	100.0%	948.4	100.0%	814.8	100.0%	888.9	100.0%	888.7	100.0%
Operating expenses																		
- Compensation	296.7	39.8%	281.6	38.2%	274.4	36.1%	284.8	32.4%	243.1	27.3%	228.0	24.0%	228.8	27.9%	227.4%	25.6%	226.8	25.6%
- Non-personnel R&D	81.3	10.9%	88.0	11.9%	81.6	10.7%	43.8	5.0%	38.0	4.3%	30.3	3.2%	28.1	3.4%	24.9	2.8%	23.8	2.7%
- Other operating costs	22.6	3.0%	22.3	3.0%	21.8	2.9%	21.1	2.4%	22.9	2.6%	22.9	2.4%	21.7	2.6%	19.1	2.1%	19.7	2.2%
Total cash needs excluding workforce adjustments	379.7	50.9%	389.8	52.8%	376.8	49.6%	349.6	39.8%	304.0	34.2%	281.2	29.7%	278.6	34.1%	271.4	30.5%	270.3	30.4%
- Weight, including workforce adjustments	188.4	25.2%	188.4	25.5%	187.8	24.7%	188.4	21.5%	188.4	21.2%	188.1	19.8%	188.8	23.2%	182.8	20.6%	188.8	21.2%
- Workforce requirements	1.2	0.2%	3.9	0.5%	4.6	0.6%	2.7	0.3%	1.3	0.1%	0.3	0.0%	1.8	0.2%	7.8	0.9%	7.9	0.9%
- Weight	188.8	25.4%	188.8	25.6%	188.7	24.8%	188.7	21.5%	188.1	21.3%	188.8	19.9%	188.8	23.2%	186.1	20.9%	188.1	21.2%
- Depreciation, amortization and gain/loss on sale of assets	-	-	-	-	-	-	-	-	48.7	5.5%	40.3	4.2%	37.6	4.5%	36.2	4.1%	36.2	4.1%
- Impairment of intangible and other assets	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total operating expenses	647.4	86.7%	618.9	83.9%	622.0	81.9%	578.2	65.9%	524.1	59.1%	488.0	51.5%	456.3	55.9%	448.5	50.4%	456.3	51.4%
Gain in earnings of associated companies	8.0	1.1%	8.8	1.2%	7.8	1.0%	7.8	0.9%	8.0	0.9%	8.0	0.8%	7.8	0.9%	7.8	0.9%	7.8	0.9%
Operating income (loss)	158.8	21.3%	149.3	20.2%	155.4	20.5%	225.4	25.7%	243.7	27.4%	239.1	25.2%	208.4	25.6%	209.4	23.5%	210.6	23.7%
Total non-operating income, net	(71.6)	(9.6%)	(83.0)	(11.2%)	(82.3)	(10.8%)	(84.8)	(9.7%)	(84.8)	(9.5%)	(85.3)	(9.0%)	(85.3)	(10.5%)	(84.8)	(9.5%)	(84.8)	(9.5%)
Income tax expense	(13.0)	(1.7%)	(22.2)	(3.0%)	(11.0)	(1.4%)	(14.3)	(1.6%)	(14.3)	(1.6%)	(14.3)	(1.5%)	(14.3)	(1.7%)	(14.3)	(1.6%)	(14.3)	(1.6%)
Net income (loss)	24.2	3.2%	44.1	6.0%	62.1	8.2%	126.3	14.4%	144.6	16.3%	139.5	14.7%	104.8	12.8%	100.3	11.3%	101.5	11.4%
Adjusted to exclude:																		
- Income tax expense benefit	13.0	1.7%	22.2	3.0%	11.0	1.4%	14.3	1.6%	14.3	1.6%	14.3	1.5%	14.3	1.7%	14.3	1.6%	14.3	1.6%
- Non-operating expenses, net	71.6	9.6%	83.0	11.2%	82.3	10.8%	84.8	9.7%	84.8	9.5%	85.3	9.0%	85.3	10.5%	84.8	9.5%	84.8	9.5%
- Equity in earnings of affiliated companies	(8.0)	(1.1%)	(8.8)	(1.2%)	(7.8)	(1.0%)	(7.8)	(0.9%)	(8.0)	(0.9%)	(8.0)	(0.8%)	(7.8)	(0.9%)	(7.8)	(0.9%)	(7.8)	(0.9%)
- Depreciation, amortization and gain/loss on sale of assets	48.7	6.5%	40.3	5.4%	37.6	4.9%	36.2	4.1%	36.2	4.1%	36.2	4.2%	37.6	4.6%	36.2	4.1%	36.2	4.1%
- Stock compensation	2.0	0.3%	2.3	0.3%	2.1	0.3%	2.1	0.2%	2.3	0.3%	2.3	0.2%	2.1	0.2%	2.1	0.2%	2.1	0.2%
- Workforce requirements	3.9	0.5%	1.8	0.2%	7.8	1.0%	7.9	0.9%	7.9	0.9%	7.9	0.9%	7.9	0.9%	7.9	0.9%	7.9	0.9%
- Impairment of intangible and other assets	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Adjusted EBITDA	11.2	1.5%	11.7	1.6%	8.8	1.2%	8.8	1.0%	8.8	1.0%	8.8	0.9%	8.8	1.1%	8.8	1.0%	8.8	1.0%
Adjusted EBITDA	188.8	25.4%	188.8	25.6%	188.8	24.8%	188.8	21.5%	188.8	21.3%	188.8	19.9%	188.8	23.2%	188.8	21.2%	188.8	21.2%

