

Dear colleagues:

Many companies are resetting their benefits in reaction to the economic challenges of the moment. Dow Jones has felt these same challenges and our business is far from immune to them. Unlike other media companies we have been able to avoid making changes driven by short-term necessity.

What we have done over the past year-and-a-half is to undertake a deep review of our entire benefits program. That review is complete, and today we are announcing a major change in our retirement programs. We are modernizing our approach to retirement savings and aligning our program with the market, News Corp. and our view of the future for Dow Jones.

Key changes include:

The Money Purchase Plan will be frozen as of July 3, 2009. The 401(k) Savings Plan will be enhanced. The net effect will be a lower rate of company contributions.

The retiree healthcare subsidy will be curtailed for most employees effective Jan. 1, 2010. Current retirees or those employees who on Jan. 1, 2010, will be age 50 with at least 5 years of service or have 20 years of service regardless of age will continue to be eligible for a subsidy in a revised retiree healthcare plan.

The new retirement plans will apply to all non-IAPE staff in the U.S. We intend to seek the same programs when we enter collective-bargaining negotiations with IAPE this year.

This change allows us to continue to provide a valuable benefit while managing expenses prudently. At the same time, we intend to reinvest some of the savings we achieve in new health and wellness benefits to be introduced this year. We want to give Dow Jones employees – whose ages, family situations, and career profiles are more varied than ever before – increased choice and enhanced coverage while providing individuals with better ways to manage healthcare costs. You will receive more information about the new health and wellness benefits later in 2009.

These changes strengthen this company. Comprehensive, competitive and up-to-date, our benefits programs now position us well for the future. That is our focus.

Best,
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