

Journal Communications
Code of Ethics for Financial Executives

In addition to compliance with the Code of Ethics of Journal Communications and my company's ethics policies, in my role as a finance executive of _____, I certify to you that I adhere to and advocate the following principles and responsibilities governing my professional and ethical conduct.

To the best of my knowledge and ability:

1. I act with honesty and integrity, avoiding actual or apparent conflicts of interest in personal and professional relationships.
2. I provide information that is accurate, complete, objective, relevant, timely and understandable.
3. I comply with rules and regulations of federal, state, and local governments, and other appropriate private and public regulatory agencies.
4. I act in good faith, responsibly, with due care, competence and diligence, without misrepresenting facts or allowing my independent judgment to be subordinated.
5. I respect the confidentiality of information acquired in the course of my work except when authorized or otherwise legally obligated to disclose it. Confidential information acquired in the course of my work is never used for personal advantage.
6. I maintain skills important and relevant to my responsibilities.
7. I proactively promote ethical behavior and promptly report violations of the Code of Ethics of Journal Communications or my company's ethics policies.
8. I achieve responsible use of and control over all assets and resources employed by or entrusted to me.
9. I assure the existence of an effective internal control environment.
10. I acknowledge that I am responsible and accountable for adherence to the Code of Ethics of Journal Communications as well as my company's ethics policies.

No waiver of any provision of the Code of Ethics applicable to all employees, the Code of Ethics for Financial Executives, or the Code of Conduct and Ethics for Members of the Board of Directors shall be granted for any Executive Officer or Director except by the Nominating and Corporate Governance Committee of the Board of Directors. In the event that a waiver is granted, disclosure of such waiver shall be promptly made to the Company's shareholders.

(Signature)

