

The E. W. Scripps Company  
Compensation Committee Charter

**1. Purpose**

The Compensation Committee is appointed by the Board of Directors (the "Board") to discharge the Board's responsibilities relating to compensation of the Company's directors and officers. The Committee has overall responsibility for reviewing, and approving where appropriate, the director and officer compensation plans, policies and programs of the Company.

**2. Organization**

A. *Charter.* At least annually, this charter shall be reviewed and reassessed by the Committee and any proposed changes shall be submitted to the Board for approval.

B. *Members.* The members of the Committee shall be appointed and/or removed by the Board, upon the recommendation of the Nominating & Governance Committee, and shall meet the independence requirements of applicable law and the listing standards of the New York Stock Exchange, the requirements of an "outside director" for purposes of Section 162(m) of the Internal Revenue Code of 1986, as amended, and the requirements of a "non-employee director" for purposes of Section 16 of the Securities Exchange Act of 1934, as amended. The Committee shall be comprised of at least two members. The Board shall make a determination on the independence of each member and shall also designate a Committee Chair.

C. *Meetings.* In order to discharge its responsibilities, the Committee shall each year establish a schedule of meetings; additional meetings may be scheduled as required.

D. *Quorum; Action by Committee.* A quorum at any Committee meeting shall be fifty percent (50%) or more of those in office. All determinations of the Committee shall be made by a majority of its members present at a meeting duly called and held, except as specifically provided herein (or where the Committee consists of only two members, by unanimous vote). Any decision or determination of the Committee reduced to writing and signed by all of the members of the Committee shall be as effective as if it had been made at a meeting duly called and held.

E. *Agenda, Minutes and Reports.* The Chair of the Committee shall be responsible for establishing the agendas for meetings of the Committee. An agenda, together with materials relating to the subject matter of each meeting, shall be sent to members of the Committee prior to each meeting. Minutes for all meetings of the Committee shall be prepared to document the Committee's discharge of its responsibilities. The minutes shall be circulated in draft form to all Committee members to ensure an accurate final record, shall be approved at a subsequent meeting of the Committee and shall be distributed periodically to the full Board. The Committee shall make regular reports to the Board.

F. *Delegation.* The Committee may delegate any of its responsibilities to (i) a subcommittee comprised of one or more members of the Committee, or (ii) one or more directors (whether or not such directors serve on the Committee), in each case as it deems appropriate; provided, however, that the Committee shall not delegate any power or authority required by law, regulation or listing standard to be exercised by the Committee as a whole.

G. *Committee Performance Evaluation.* The Committee shall evaluate its performance on an annual basis based on criteria developed by the Nominating & Governance Committee.

**3. Responsibilities**

The Committee shall have the following responsibilities:

A. *Compensation Principles.* The Committee shall review and approve the compensation principles that apply generally to Company employees.

B. *Performance Goals and Objectives.* The Committee shall review and approve periodically, but no less frequently than annually, the Company's goals and objectives relevant to the compensation of the Chief Executive Officer (the "CEO") and the other executive officers, as defined in Rule 3b-7 under the Securities Exchange Act of 1934, who have the title of Senior Vice President or above ("Senior Executives"), including the balance between short-term compensation and long-term incentives, and shall evaluate the performance of the CEO and other Senior Executives in light of those goals and objectives.

C. *Compensation Levels.*

i. The Committee shall review and approve a peer group of companies against which to compare the Company's compensation programs and practices for the CEO, Senior Executives and directors.

ii. The Committee shall annually review the compensation level (including base salary, annual incentive opportunity and long-term incentive opportunity) of the CEO and make recommendations regarding his compensation level to the non-employee directors of the Company. The Chair of the Committee shall be responsible for communicating to the CEO the evaluation of the performance of the CEO conducted by the Committee and the level of compensation approved for the CEO.

iii. The Committee shall annually review and approve the compensation level (including base salary, annual incentive opportunity and long-term incentive opportunity) of the Senior Executives, along with newly hired or promoted non-Senior Executives who are covered by the Executive Recruitment Policy, as the same may be amended by the Committee from time to time.

iv. In determining compensation levels, the Committee shall consider, among other factors it deems appropriate from time to time, the Company's overall annual financial and operating performance as well as total shareholder return (or other measures), the overall role and responsibility of each covered executive, the impact of each individual's contributions as well as the compensation levels of comparable positions at other media companies.

D. *Compensation Plans, Agreements and Arrangements.* The Committee shall review and make recommendations to the Board regarding:

i. employment agreements, severance arrangements or plans, and change in control arrangements or plans, for the CEO and Senior Executives;

ii. cash-based incentive plans and equity-based incentive plans, and where appropriate or required, shall recommend for approval by the shareholders of the Company;

iii. employee benefit plans, including deferred compensation plans, retirement plans and welfare plans;

iv. perquisite arrangements for the CEO and Senior Executives;

v. the Incentive Compensation Recoupment Policy; and

vi. the stock ownership guidelines for the CEO, Senior Executives and directors, and shall monitor compliance with the guidelines.

E. *Administration.* The Committee shall have the authority to administer the following plans and arrangements, subject to the provisions of each plan or arrangement:

i. cash-based incentive plans covering the CEO and Senior Executives and equity-based incentive plans covering employees; provided that the authority to issue awards under equity-based incentive plans to non-Senior Executives may be delegated as described above; and

ii. severance arrangements or plans, and change in control arrangements or plans, covering the CEO and Senior Executives.

F. *Compliance and Oversight.* The Committee shall:

i. review the results of any shareholder advisory votes regarding the compensation of the Company's named executive officers and make recommendations to the Board how to respond to those votes;

ii. make recommendations to the Board whether the shareholder advisory votes regarding the compensation of the Company's named executive officers should occur every 1, 2 or 3 years;

iii. oversee the annual review of the Company's compensation policies and practices for all employees, including non-Senior Executives, to determine whether they create risks that are reasonably likely to have a material adverse effect on the Company, discuss at least annually the relationship between risk management policies and compensation practices, and, as appropriate, consider compensation policies and practices that could mitigate risk;

iv. review and discuss with management the Company's Compensation Discussion and Analysis (the "CD&A") and recommend to the Board whether, based on that review and discussion, the CD&A should be included in the Company's annual proxy statement and incorporated by reference into the Company's annual report on Form 10-K; and

v. approve the compensation committee report required to be included in the Company's annual proxy statement.

G. *Succession Planning.* The Committee shall review annually with the Chair of the Board and the CEO the succession plans relating to positions held by Senior Executives of the Company. The Committee shall make recommendations to the Board with respect to the selection of the president and CEO position.

H. *Appointment and Monitoring of Named Fiduciaries.* With respect to employee benefit plan covering employees of the Company subject to the fiduciary responsibility provisions of the Employee Retirement Income Security Act of 1974, the Committee shall have the definitive authority to appoint and terminate the named fiduciary or named fiduciaries of such plan. The Committee may appoint one or more committees and charge such committees with the responsibility of engaging, overseeing and monitoring the fiduciaries' performance and to report to the Committee any irregularities or material matters.

I. *Director Compensation and Perquisites.* The Committee shall review, not less frequently than bi-annually, and make recommendations to the Board regarding director compensation, including cash payments, equity awards and other benefits. In considering Director compensation and other benefits, the Committee may take into consideration the relative responsibilities of Directors in serving on the Board and its various Committees and the status of the Board's compensation in relation to similarly situated companies. Directors who are Company employees shall not be compensated for their services as Directors.

J. *Other Duties.* The Committee shall also carry out such other duties that may be delegated to it by the Board from time to time.

#### **4. Access to Consultants and Records**

In carrying out its responsibilities, the Compensation Committee shall have authority to appoint, oversee and terminate compensation consultants, legal counsel or other advisers as the Compensation Committee may deem appropriate in its sole discretion. The Compensation Committee shall receive appropriate funding from the Company, as determined by the Compensation Committee in its capacity as a committee of the Board, for the payment of reasonable compensation to its compensation consultants, legal counsel or other advisers. In selecting consultants, legal counsel and other advisers, the Compensation Committee shall take into consideration those factors determined by the Compensation Committee that affect the independence thereof, including, when adopted, factors identified by the Securities and Exchange Commission and the New York Stock Exchange. The Committee shall have full access to any relevant records of the Company and may also request that any officer or other employee of the Company, including the Company's senior compensation or human resources executives, the Company's outside counsel or any other person, meet with any members of, or consultants to, the Committee.

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For additional information, please refer to the following materials:

Executive Recruitment Policy

Compensation Committee Annualized Agenda