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**From:** Thomas Jr., Landon [REDACTED]  
**Sent:** Friday, November 3, 2017 3:10 PM  
**To:** Jeffrey Epstein  
**Subject:** Fwd: A Note from Ellen: Taking the Next Step for Our Culture

----- Forwarded message -----

From: NYT Company=Mail <nyt.companymail@nytimes.com <mailto:nyt.companymail@nytimes.c=m> >  
Date: Fri, Nov 3, 2017 at=8:15 AM  
Subject: A Note from Ellen: Taking the Next Step for Our Cultur=  
To:

Dear Colleagues,

Arthur and I recently shared a note <<https://insite.nyt.n=t/2017/10/16/our-values-a-note-from-arthur-and-ellen/>> about the values of The Times with links to resources to use=if you experience or witness harassment or any other interaction that cont=adicts or falls short of those values. The numbers to our confidential Emp=oyee Hotline, and links to other resources are at the bottom of this memo.=/span>

Beginning this month and continuing on an ongoing basis, Training will be led by Marci Kraft, vi=e president and assistant general counsel. Because our commitment to each =ther is integral to our commitment to The Times, this training will be man=atory for all managers, and will also be made available to everyone. Dates=for training will be shared soon.

<= dir="ltr" style="font-size:12.8px;line-height:1.656;margin-top:0pt;ma=gin-bottom:0pt">Together=we can ensure that The Times offers a culture of fairness, integrity and r=spect.

-- Ellen

Health Advocate

Standards and Ethics <<https://www.nytimes.com/who-we-are/culture/standards-and-ethics/>>

Talent and Inclusion

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Landon Thomas, Jr.  
Financial Reporter  
New York Times  
212 556-3821  
2</=ont>  
[http://topics.nytimes.com/top/referen=e/timestopics/people/t/landon\\_jr\\_thomas/index.html](http://topics.nytimes.com/top/referen=e/timestopics/people/t/landon_jr_thomas/index.html)