

## EMPLOYEE NOTICE

As you are aware, on January 21, 2008, Quebecor World (USA) Inc. and 52 of its affiliated subsidiaries (collectively, the "Debtors" or the "Company") filed their petitions for relief under Chapter 11 of the Bankruptcy Code in the U.S. Bankruptcy Court for the Southern District of New York (the "Bankruptcy Court").

To date, the Company believes that its restructuring efforts have been proceeding towards a successful reorganization and emergence from bankruptcy. In this regard, another milestone in the process is now approaching - the date by which all creditors holding claims against the Debtors must file proofs of such claims in the Bankruptcy Case. Specifically, by order of the Bankruptcy Court all creditors holding claims against the Debtors must file proofs of claims by December 5, 2008 (the "Bar Date") or such claims will be forever barred from recovery from the Debtors. It is important to the Company's successful reorganization that it is able to ascertain with certainty the nature and amount of all claims asserted against the Debtors in order to insure that all claims are considered by the Debtors in formulating their plan or plans of reorganization. Thus, the Bankruptcy Court established a deadline - the Bar Date - for the filing of such claims.

Pursuant to the order setting the Bar Date, the Bankruptcy Court directed that the Debtors mail to each creditor potentially holding a claim against the Debtors a "Bar Package" containing a formal notice of the Bar Date, with instructions for the completion and delivery of the applicable proof of claim forms, together with a copy of the actual proof of claim forms for use by each creditor in filing claims.

Although the Bankruptcy Code requires that a Bar Package be delivered to each of the Debtors' current employees, it will not, in most instances, be necessary for an employee to complete and return a proof of claim form. As you may recall, upon the commencement of the Bankruptcy Case the Company took immediate action to insure that all current employees would continue to receive their wages and benefits, uninterrupted, throughout the duration of the Bankruptcy Case, by securing the entry of a Wages and Benefits Order by the Bankruptcy Court. Thus, employee wages and benefits (including vacation, health benefits, severance benefits and sick leave), whether accruing pre-petition or post-petition, have and will continue to be paid as and when due, and there is no need for you to file any proof of claim on account of such wage and benefits claims. There is also no need to file a proof of claim form with respect to any qualified pension plan maintained by the Company.

However, there are certain claims that employees could potentially have against the Debtors that are not covered under the Wage and Benefits Order. These include litigation claims, unapproved disability or leave claims, personal injury or property damage claims, workers' compensation claims, and any claim under a supplemental executive retirement plan or any other non-qualified retirement plan (i.e., SERPs). With respect to these claims, you must file a proof of claim on or before the Bar Date.

Accordingly, enclosed herewith is a copy of the bar date notice and proof of claim form. The bar date notice provides specific information regarding the filing of a proof of claim. Once again, the deadline for filing proofs of claim against the Company is December 5, 2008 at 5:00 p.m. (Eastern Time), and if you have a claim against the Company but fail to file a proof of claim before the deadline, you will be forever barred from asserting such claim against the Company.

Once again, we thank you for your continued contributions to the Company.