

**TENTATIVE AGREEMENT  
BETWEEN  
NEWSGUILD OF GREATER PHILADELPHIA AND MEDIANEWS GROUP, INC.**

**NORRISTOWN TIMES-HERALD**

The NewsGuild of Greater Philadelphia hereby agrees to the proposal made by the MediaNews Group, Inc. for Norristown Times-Herald on May 24, 2023.

**Duration**

Two (2) year contract beginning on the date of ratification.

**Signing Bonus**

Upon the date of ratification, \$1,250 bonus for active full-time employees, less applicable taxes; \$500 bonus for each part-time employee, less applicable taxes per current employee list provided by Management.

Effective one year from the date of ratification \$1,250 bonus for active full-time employees, less applicable taxes; \$500 bonus, less applicable taxes, for each active part-time employee.

**Reduction in Force**

During the first year of this Agreement, management may reduce up to four (4) full time employees total across all units. Voluntary buyouts may be offered first prior to layoffs at management’s discretion. Any voluntary buyouts do not change management rights to reduce the workforce by up to four (4) involuntary layoffs, across all units, during the first year of the Agreement.

**401(k) Employer Contribution**

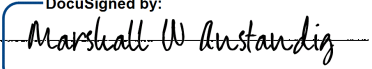
New employees hired following the date of ratification are not eligible for the employer contribution.

**Pay Schedule**

The Norristown Times-Herald pay schedule will be moved to a Monday-Sunday pay schedule. The timing of transition and alignment of the new pay schedule will be agreed upon by mutual consent upon ratification of the contract.

**AGREED TO:**

**FOR MEDIANEWS GROUP, INC.:**

DocuSigned by:  
  
Marshall Anstendig, Senior Vice President,  
General Counsel, and Secretary

DATE: 5/26/2023

**FOR NEWSGUILD OF GREATER PHILADELPHIA:**

  
William Ross, Executive Director

DATE: 5/26/23