

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

The NewsGuild of Greater Philadelphia hereby agrees to the proposal made by the MediaNews Group, Inc. for The Trentonian 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.

Night Differential

The actual night differential earned from May 24, 2022 through May 24, 2023 will be rolled into the hourly rate for the named individuals per Attachment A. Night differential summary will no longer apply upon ratification.

Pay Schedule

The Trentonian pay schedule will be moved to a Monday-Sunday pay schedule, aligning with Delaware County Times and Norristown Times Herald. 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 W Anstandig

DATE: 5/26/2023

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Marsahl Anstandig, Senior Vice President,
General Counsel, and Secretary

FOR NEWSGUILD OF GREATER PHILADELPHIA:

William Ross

DATE: 5/26/23

William Ross, Executive Director

ATTACHMENT A

**INDIVIDUALS ELIGIBLE FOR
NIGHT DIFFERENTIAL HOURLY RATE ADJUSTMENT**

THE TRENTONIAN

**EDWARD BIRCH
RICHARD FORTENBAUGH
KYLE FRANKO
GREGORY JOHNSON
LARRY PARKER**