

Memorandum Of Agreement

between

Philadelphia Media Network Digital, LLC
and

The Newspaper Guild
of Greater Philadelphia



Sector of Communications Workers of America

TNG Local 38010 AFL-CIO, CLC



Effective February 8, 2013 through February 8, 2015

PHILLY.COM MEMORANDUM OF AGREEMENT

This Memorandum of Agreement (this "Agreement") entered into by and between Philadelphia Media Network Digital, publisher of Philly.Com, (hereinafter referred to as the "Employer"), and the Newspaper Guild /CWA Local 38010, (hereinafter referred to as the "Guild"), acting for and on behalf of itself and of those members, present or future, covered by this Agreement, shall be valid and binding effective February 8, 2013 and expires on February 8, 2015.

Article 1. The Employer will recognize the Guild as the sole collective bargaining agent for Editorial and Advertising employees employed at Philly.com subject to the conditions herein. The Guild will not use the work assignments resulting from this Agreement as a means to attempt to represent or claim jurisdiction over any individuals not covered by this Agreement, through any means such as unit clarification procedures or contract grievance procedures. Nothing in this Agreement limits the Guild's right to organize.

Article 2. The provisions set forth in the Agreement shall apply to all present and future Editorial and Advertising employees of Philly.com. For the purpose of the Agreement, Editorial and Advertising employees shall consist of all employees with the following job titles: Multi Media Content Producers, Sales Support, Ad Trafficking, Local Reps, Recruitment Sales, Real Estate Reps, Automotive Reps, and Graphic Designer; but shall not include Executive Producer, VP & Editor, Managing Producer, Social Media Coordinator, Interactive Web Designer, Creative Services Manager, Director Ad Ops, Local Sales Manager, Senior Data Analyst, Classified Sales Manager, VP of Advertising, and Executive Producer – Video.

Article 3. All full-time employees covered by this Agreement shall have a regular forty (40) hour workweek. The regular workweek for part-time employees shall be set by the Employer. All employees shall be entitled to one hour of unpaid lunch a day. All employees shall receive pay only for hours actually worked. Overtime shall be paid at a rate of one and half times the employee's regular rate of pay. Overtime shall be earned only on hours actually worked in excess of forty (40) hours in a workweek.

Article 4. Work schedules shall be set by the Employer for all employees. The Employer can change any schedule upon twenty-four (24) hours advance notice.

Article 5. Except as modified herein, all employees covered by the Agreement shall be subject to the following Articles of the main contract between the Employer and the Guild dated February 8, 2013:

Article 4 - GUILD AND AGENCY SHOP

The Employer agrees that it will not, without the written consent of the Guild, employ or retain as an employee, any person covered by this contract unless he/she is a member in good standing

of the Guild, or becomes a member within 30 days after beginning employment and remains a member in good standing. The Guild agrees that it will admit to membership and retain in good standing any such employee who complies with the constitution and by-laws of the Guild, provided he/she shall not have been previously expelled or suspended from any unit of the Newspaper Guild.

The Employer shall not be required to discharge any employee because of his/her failure to become or remain a member of the Guild, except for such reasons as are lawful under the Labor-Management Relations Act of 1947, until repeal, amendment or declaration of invalidity thereof.

It is the Guild's practice, two weeks prior to making such request, to send notice to a delinquent member of the Guild's intention to request the Employer to dismiss such member. The Guild will in every instance send to the employer a copy of such notice simultaneously with its transmission to the Employee.

(Note: The interpretation of the Guild Shop Clause as set forth in the minutes of the negotiating committee of October 17, 1940, and which shall constitute a clarification of the Guild Shop Clause is:

"The Guild could bar an employee from membership who is under expulsion or suspension from the Guild or a person who had never been a member but who had worked on a paper during a Guild strike, but the Guild could not refuse to accept into its membership a person who had been a bona fide executive on a paper during the time the Guild engaged in a strike against that paper."

Article 5 – CHECK OFF

When so authorized by the individual employee, in writing, the Employer agrees to deduct weekly from the salary or wages due each employee (including part-time employees or space writers paid by voucher who are members of the Guild and who have signed such authorization) the amount which the Guild shall by written notice certify to the Employer as due from such employee on account of membership dues and/or assessments owing to the Guild by said employee, and within eight days thereafter to transmit said amount or amounts to the Treasurer of the Guild. An employee's voluntary written assignment shall remain effective in accordance with the terms of such assignment. The form of the check-off authorization shall be as follows:

"I hereby assign to the Guild, in payment of my membership dues thereto, as from time to time established by the Constitution of The Newspaper Guild and by-laws of the Guild, a portion of such sums hereafter payable to me as salary by the Employer during each month after the date hereof, equal to said membership dues for said month, and I hereby authorize said Employer in accordance with any applicable collective bargaining agreement between the Guild and the Employer each month to deduct the said amount from the salary payable to me by the Employer and to transmit the same to the Guild.

I intend to be legally bound by this assignment which shall be irrevocable for the period of one year from the date hereof, or for the period from the date hereof until the termination date of said

applicable agreement, whichever occurs sooner. Should I not give to the Guild and to the Employer notice in writing (not less than five or more than fourteen days before any anniversary date hereof or before the termination date of any applicable collective bargaining agreement, whichever occurs sooner) of my desire to revoke this assignment, on such anniversary date or on such termination date, then this assignment is to remain irrevocable until the next such anniversary date or termination date, as the case may be, whichever occurs sooner.”

Date (date must be entered)

Month Day Year

Name (Print)

Name (Signature)

Address

Number, Street or Avenue

Zone

City or Town

Article 16 - HOLIDAYS

New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving and Christmas Day will be paid holidays. If a paid holiday falls on a Sunday, the following Monday will be considered as the holiday.

An employee will be permitted to be absent from work with pay on Rosh Hashana, Yom Kippur, Good Friday, and Martin Luther King Jr. Day, provided the employee has notified his/her immediate superior at least two (2) weeks in advance. The employee may be required to make up the absence by working on a regular day off or on one of the other holidays, as may be agreed on by the employee and superior.

If any of the paid holidays falls during an employee's vacation, or on an employee's regular day off, the employee will receive a compensating paid day off within thirty (30) days following the holiday.

If an employee is required to work upon a holiday, or upon a day on which the employee is entitled to be free from work for having worked upon a paid holiday, in addition to holiday pay, the employee will be paid, at the employee's then current regular rate of pay for all hours worked

on the holiday. Holiday pay will not count toward overtime. Only hours actually worked will count toward overtime.

Article 17 - PERSONAL DAYS

Full-time employees on the payroll as of January 1 of any year will receive four paid personal days per year. Part-time employees on the payroll as of January 1 of any year will receive three paid personal days per year. The dates on which these personal days are taken will be mutually agreed upon between the employee and the department head. Employees shall designate prior to October 1 the dates for their personal days for the remainder of the calendar year. If an employee fails to make such designation by October 1, the Employer may assign the days to be taken within the calendar year.

Article 18 - BEREAVEMENT LEAVE

In the event of a death in the employee's immediate family, the employee will be given a reasonable amount of time off with pay. "Immediate family" is defined as parents, children, siblings, spouse, declared domestic partner, mother-in-law, father-in-law, daughter-in-law, son-in-law, grandparents, grandchildren, guardians, step-parents, step-children, step-brothers, step-sisters, brothers-in-law, sisters-in-law, foster parents and relatives residing in the employee's household.

In special circumstances, consideration will be given for relatives not enumerated above.

Article 22 - SICK LEAVE PAY

22.1 An employee absent due to illness shall be entitled to sick pay during the illness, up to the limits in the following schedule:

The number of 100% paid sick days will be six (6) during each year of this Agreement.

Unused sick days cannot be carried over or banked from one calendar year to the next calendar year.

Benefits to begin on the 1st day of absence.

Conversion Option of 65% Sick Pay Entitlement to 100% Sick Pay Entitlement: The employee will receive six (6) 100% pay sick days per calendar year and then will begin to receive 65% pay. It is agreed that employees who has used all six (6) 100% sick pay days, but are continuously absent because of illness for more than three (3) weeks and have provided the required HIPAA release and attending physician documentation to the Employer's medical department may opt to convert 65% sick pay under the sick pay schedule to 100% sick pay days retroactive to the beginning of such absence. Notwithstanding the foregoing, converted 100% sick pay days may not be greater than the remaining duration of their disability per "The Medical Disability Advisor – The Industry Standard for Disability and Worker's Compensation Duration Guidelines" by Dr. Presley Reed. Any authorized but unused converted 100% sick pay days will be converted back to 65% sick pay days. After three (3) weeks of continuous absence because of

an illness and upon receipt by the Employer of all required documentation, the employee will then receive restoration of 35% pay retroactive to the date 65% sick pay began. The Employer and the Guild agree that the determination of the number of allowable converted 100% sick pay days will be made by the Employer utilizing The Medical Disability Advisor – The Industry Standard for Disability and Worker’s Compensation Duration Guidelines” by Dr. Presley Reed and such determination cannot be subject to the grievance or arbitration procedure.

Successful Return to Work/Sick Pay Renewal: It is agreed that employees who exhaust their sick time entitlement either in a given calendar year or due to continuous absence due to an illness that extends from one service year into the next service year, must have a successful return to work 180 days in order for their full sick time to renew. If a new calendar year begins during the 180 day wait period for renewal of the full sick time benefit, the employee may be eligible for renewal of six (6) 100% paid sick days.

Vacation time will not accrue during an employee’s continuous absence due to an illness.

Auto allowance provided pursuant to Article 15 will not be paid to a regular car user for any week that the employee has been absent for a full five (5) days.

When an employee has been continuously absent because of an illness for more than twenty-six (26) weeks, the employee may then elect to terminate employment.

When an employee has been continuously absent because of an illness for thirty-eight (38) weeks or more, the Employer may at that time elect to terminate such employee.

If neither the employee nor the Employer elects to terminate employment, the employee shall, upon recovery from illness, be reinstated in his/her regular position.

Maximum benefit will be twenty-six (26) weeks of pay at 65% of the employee’s regular straight time rate. The specific number of weeks an employee will receive will be based on the following chart:

Employed More Than:	And Less Than:	Amount:
A total of 6 months	1 year	2 weeks’ pay
1 year	1 1/2 years	3 weeks’ pay
1 1/2 years	2 years	4 weeks’ pay
2 years	2 1/2 years	5 weeks’ pay
2 1/2 years	3 years	6 weeks’ pay
3 years	3 1/2 years	7 weeks’ pay
3 1/2 years	4 years	8 weeks’ pay
4 years	4 1/2 years	9 weeks’ pay

4 1/2 years	5 years	10 weeks' pay
5 years	5 1/2 years	11 weeks' pay
5 1/2 years	6 years	14 weeks' pay
6 years	6 1/2 years	15 weeks' pay
6 1/2 years	7 years	17 weeks' pay
7 years	7 1/2 years	18 weeks' pay
7 1/2 years	8 years	19 weeks' pay
8 years	8 1/2 years	20 weeks' pay
8 1/2 years	9 years	21 weeks' pay
9 years	9 1/2 years	23 weeks' pay
9 1/2 years	10 years	25 weeks' pay
10 years or more	26 weeks' pay

An employee will not be entitled to sick pay until the employee is notified in writing by the Employer that he/she will be retained in his/her position, or until the employee completes three (3) months of employment, whichever occurs earlier.

The minimum allowance for an employee with less than one (1) year's continuous service will be two (2) weeks' pay, subject to the preceding paragraph.

If the illness of an employee extends from one service year into the next service year, the employee is not entitled to receive sick leave pay for such absence in excess of the amount indicated on the Schedule in Article 22.1.

"Service Year" is defined as the period of 365 days beginning on January 1, for those employees hired during the period from January 1 through June 30; or July 1, for those employees hired during the period from July 1 through December 31. If an employee's sick leave absence is not continuous from one service year into the next, the employee's full sick leave will be renewed at the beginning of each service year.

The length of service mentioned in Article 22.1 shall include the employee's total length of continuous service for the Daily News or The Inquirer in any capacity under the present Employer and all predecessor Employers.

When an employee has been continuously absent because of illness for more than 26 weeks, the employee may then elect to terminate employment. His/her employment will then cease entirely

and the Employer will have no further obligation to such employee. Pursuant to the terms of the Guild-United Independent Pension Plan, the employee may be eligible for an illness termination benefit provided by the Guild-United Independent Pension Plan. The Employer does not have and will not have an obligation to the Guild-United Independent Pension Plan, including without limitation, that the Employer will not participate, fund, contribute or otherwise be involved in any way in the Guild-United Independent Pension Plan.

When an employee has been continuously absent because of an illness for 38 weeks, the Employer may at that time elect to terminate such employee's employment. Thereupon his/her employment will then cease entirely and the Employer will have no further obligation to such employee. Pursuant to the terms of the Guild-United Independent Pension Plan, the employee may be eligible for an illness termination benefit provided by the Guild-United Independent Pension Plan. The Employer does not have and will not have an obligation to the Guild-United Independent Pension Plan, including without limitation, that the Employer will not participate, fund, contribute or otherwise be involved in any way in the Guild-United Independent Pension Plan.

If neither the employee nor the Employer elects to terminate employment under this Article 22.5, but the employee dies during his/her absence because of an illness, his/her employment shall then cease entirely and the Employer will have no further obligation to such employee. Pursuant to the terms of the Guild-United Independent Pension Plan, the employee may be eligible for a death benefit provided by the Guild-United Independent Pension Plan. The Employer does not have and will not have an obligation to the Guild-United Independent Pension Plan, including without limitation, that the Employer will not participate, fund, contribute or otherwise be involved in any way in the Guild-United Independent Pension Plan.

22.6 For the purpose of this Article, the employee's effort to return to work when not in suitable physical condition to perform his/her normal duties on a full-time basis shall not operate to interrupt continuity of absence.

22.7 The Employer may require an employee absent because of illness to submit a physician's certificate or may have him/her examined by a physician selected by the Employer.

(NOTE: The practice of regularly requiring a doctor's certificate in cases involving illness of three (3) days' duration or less will be relaxed, provided the employee notifies his/her immediate superior of such illness at least one-half hour (1/2) before the time he/she is scheduled to report to work, and provided there is no indication of malingering. In the latter case, a doctor's certificate may be required before sick pay is allowed. In the case of employees who are scheduled to report for work in the afternoon or early evening the call to report illness shall continue to be made in accordance with past practice, before the scheduled time for actually reporting for work. In the case of an employee who has no telephone, notice at the earliest opportunity (by mail, if necessary) shall be considered compliance with the requirement of reporting the illness.)

22.8 The provisions of the Article shall in no way affect, modify or waive the Employer's right and liabilities or the employee's right under the Workers' Compensation Laws.

22.9 Employees on such leave are expected, to the extent possible, to notify the Employer of the probable date of their return.

22.10 In case of payment of sick leave pay to an employee under this Article 22, the Employer shall be subrogated to the extent of such payment to all rights of the employee for lost wages against any third party, who or which by act of commission or omission caused the absence of the employee, which required the payment of sick leave pay by the Employer. Such rights shall be assigned to the Employer by the employee immediately upon receiving the first week's sick leave pay. The Employer shall be authorized to sue, compromise, or settle in the employee's name and the employee will, when requested by the Employer, execute any and all documents pertaining to such litigation. Any action taken by the Employer shall be without cost to the employee. Amounts recovered shall be used as offsets against sick time charged to the employee.

Where the pattern of an employee's absences allegedly due to illness, or other circumstances surrounding an absence alleged by an employee to be due to illness, indicates, in the Employer's opinion that an employee may be malingering, the Employer shall promptly send a letter to the employee, and a copy to the Guild, (1) describing such pattern or circumstance and why, in the Employer's opinion, such pattern or circumstance indicates to the Employer that an employee may be malingering, and (2) notifying the employee a physician's certificate will be required of him/her on the next occasion of his/her absence by reason of illness.

Article 24 - HEALTH AND WELFARE FUND

The Employer will continue to contribute to The Newspaper Guild Health and Welfare Fund, established under an Agreement and Declaration of Trust, executed on May 17, 1968 at the following contribution rates: \$5.123 per hour for each eight (8) hour shift for all active Guild employees with Family, Employee and Spouse, or Employee and Child(ren) coverage. \$1.70 per hour for each eight (8) hour shift for all active Guild employees with Single coverage and opt-outs. Contributions will be made for furlough hours.

24.2 For all part-time employees, the Employer's payment shall be computed on a pro-rata basis in proportion to the time worked.

24.3 The Employer will have no obligation to make such payments for any temporary hires.

Article 31 - LEAVE FOR UNITED STATES SERVICE

(a) Any employee with three (3) months or more of service with the Employer who is required under act of Congress to enter the Service of the United States, or of any State, or who, if the United States is at war, voluntarily enters the armed forces of the United States, or of any State, or the United States Merchant Marine, or any employee who in the future may be conscripted by a Manpower-Draft under an Act of Congress to enter the service of any employer other than the Employer, and who furnished Management such documentary proof that he/she was to be conscripted, shall be considered as on leave of absence, and shall have the time spent by him/her in such services (hereinafter sometimes referred to as "war service") added to the length of

his/her service for the Employer for all purposes. Any such employee who within ninety (90) days plus reasonable travel time of his/her release from war service applies for reinstatement, shall within two (2) weeks after the Employer receives such application be returned to his former position, if he/she is capable physically of filling it, at the rate of pay then applicable thereto (but in no event shall it be less than the pay he/she received upon taking his/her leave of absence) and with all the benefits accorded to employees under the then existing contract between the Employer and the Guild. If the employee is physically incapable of performing the work of his/her former position, the Employer shall do everything reasonably possible to find a position for him/her which he/she can fill, which position shall be held under the terms of the then existing contract between the Employer and the Guild. In attempting to make such a position available the Employer may, if necessary, dismiss upon the payment of two (2) weeks' severance pay for one (1) year or less work for the Employer, or three (3) weeks' severance pay for more than one (1) year's work for the Employer, an employee who was hired subsequent to the entry into service of the returning employee.

(b) Regardless of any other seemingly conflicting provisions of this Agreement when an employee who has been on leave of absence, because of having been in the service of the United States, or of any State, or of the United States Merchant Marine, or an employer other than the Employer, as herein defined, applies for reinstatement, any other employee who was hired because of such first employee's absence may, upon the payment of two (2) weeks' severance pay for one (1) year or less work for the Employer, or three (3) weeks' severance pay for more than one (1) year's work for the Employer, be dismissed by the Employer, and any employee who was transferred to a different position because of such first employee's absence may be returned to his/her former position and to his/her former pay, or the scale then applicable to his/her former position, if that then be higher than his former pay. An employee hired or transferred to substitute for an employee on leave of absence under the provisions of subsection (a) of this Article 31 shall be notified in writing, at the time of his/her hiring or transfer, as the case may be, of the fact that his/her employment or transfer is subject to the provisions of this subsection (b) and of the name of the absent employee for whom he is substituting.

(c) The benefits of this Article 31 shall be extended to include such employees as, being subject to induction under the Selective Service Act, voluntarily enlist, and to employees in the reserve of any service who enter active service.

Article 33 - NO STRIKE/NO LOCKOUT

It is mutually agreed that there shall be no strikes, lockouts, sit-downs, sit-ins, slowdowns, sympathy strikes, picketing, stoppage or interruption of work, or direct or indirect interference or disruption of the operations of the Employer during the term of this Agreement. The Guild shall use every reasonable effort to prevent the above actions by any of its members employed by the Employer.

Article 39 - GRIEVANCE PROCEDURE

Any dispute over the interpretation of any clause of this Agreement, or over the carrying out of any of its terms, shall be settled by negotiations between a committee representing the Employer or its authorized representative, and a committee chosen by the Guild. If the parties fail to reach an agreement acceptable to the Representative Assembly of the Guild within twelve (12) days, the matter will be referred to a local Joint Board.

Joint Board: The local Joint Board shall be comprised of two representatives of the Guild and two representatives of the Employer, all of whom shall be selected and convene within five (5) days after the serving of a detailed and written complaint by the aggrieved party upon the other party. Within one week after it convenes, the Joint Board shall hold any necessary hearings, and render a decision of the majority in writing. The decision shall be final and binding upon the Guild and the Employer.

Article 40 - ARBITRATION

If the Joint Board is unable to arrive at a majority decision within seven (7) days of its first meeting, the dispute shall, upon written demand of either party, be submitted to arbitration by an impartial arbitrator to be designated in accordance with the current rules of the American Arbitration Association.

The arbitrator shall render a decision in writing as soon as possible. This decision will be final and binding upon the Employer and the Guild. The fee of the arbitrator, including expenses, and the American Arbitration Association's bill for administrative costs, shall be borne equally by the parties. Neither party shall be required to pay any part of the cost of a stenographic transcript without express consent.

Expedited Arbitration: Upon mutual agreement, the parties will meet and consider such steps as may be appropriate to expedite the arbitration of a given grievance. Such steps may include waiving transcripts, waiving briefs, stipulating facts and issues in advance of the hearing, requesting bench decisions or taking other such steps as the parties may find acceptable.

Article 44 - MANAGEMENT RIGHTS

Except as set forth in this Agreement, all statutory and inherent rights, prerogatives and functions to manage the business, to direct and control the business and workforce, to make any decisions affecting the business, and to take actions necessary to carry out its business, are retained and vested exclusively in the Employer, including, but not limited to the following: the right to plan, determine, direct and control the nature and extent of all its operations and commitments; to determine the methods, procedures, materials, and operations to be used or to discontinue or to modify their use; to determine which programs and contracts to enter; to expand the business operations by acquisition, merger or other means; to discontinue the operation of the Employer by sale or otherwise, in whole or in part, its stock or assets; and in all respects to carry out, in addition, the ordinary and customary functions of management, whether exercised or not.

Article 45 - SEPARABILITY

If any term or provision of this Agreement is adjudged by a court or administrative body of competent jurisdiction to be in conflict with any law, such term or provision shall become invalid and unenforceable, but such invalidity or unenforceability shall not impair or affect any other term or provision of this Agreement, which shall remain in full force and effect.

Article 6. The Editorial and Advertising employees covered by the Agreement will have a separate seniority list than the employees covered by the main contract between the Employer and the Guild dated September 24, 2010 based on the date of hire at the Employer, including all predecessors.

Article 7. The annual minimum wages for Editorial employees covered by the Agreement shall not be less than \$34,000. The annual minimum wages for Advertising employees covered by the Agreement shall not be less than \$40,000. All current Guild employees shall have their weekly wage rates reduced by 2.5% upon contract ratification.

Article 8. When Advertising employees covered by the Agreement sell advertising ~~that will be published, attached or inserted in The Philadelphia Inquirer or Daily News, or into~~ affiliated publications or enterprises (including online/New Media products and services), or through networks or independent agencies, such sales will count toward the employee's goals and the employee will receive revenue credit, including applicable incentives and/or commissions for the portion of the advertisement the employee sold. Incentives and/or commissions will be paid for such sales according to the applicable plan.

Article 9. All new hires will have a 270-day probationary period.

Article 10. The Employer may discharge an employee immediately upon giving to the Guild and to the employee written notice of the dismissal and of the reason therefore, in any case in which the cause for the discharge is the employee's financial dishonesty of a substantial nature, or the employee's threat or use of violence.

Article 11. The Employer reserves the right to establish and/or change reasonable goals for each sales employee. These goals are not subject to the grievance and arbitration procedures. The Employer will provide the goals for each sales employee prior to the start of each accounting period. The Employer reserves the right to impose discipline, including without limitation, discharge for good and reasonable cause. Any employee determined by the Employer to have not made their revenue goal and not completed their behavioral goals on the Advertising Sales Monthly Scorecard during the proceeding accounting period will be subject to progressive discipline.

Article 12. The Employer may use academic or paid interns. The minimum rate for paid interns will be \$10.00 per hour.

Article 13. The Employer may direct supervisors and managers to perform bargaining unit work under the following categories or circumstances:

- emergency situations;
- for product development, testing and advanced proficiency;
- work incidental to the training and direction of employees;
- installation of vendor-contracted equipment;
- material purchased or used from regional, state, national or international syndicates bureaus or services that are publicized to and utilized by the media industry;
- copy, graphics, or photography obtained from affiliated publications or services, including online;
- advertisements sold, including related billing, by affiliates publications or enterprises (including online services) or through networks or independent agencies;
- work previously performed by such persons consistent with past practice, including without limitation under previous employers; and/or
- by mutual agreement with the Union.

Article 14. Independent contractors and freelancers, celebrities, journalists, vendors, and/or any other persons not covered by this Agreement may be utilized when the Employer, in its sole discretion, determines coverage is required in the best interest of the business.


Article 15. All other terms and conditions of the Editorial and Advertising employees employed at Philly.com as defined herein shall be governed by the Philly.com Employee Handbook. In the event of a conflict between the Philly.com Employee Handbook and the terms of this Agreement, the terms of this Agreement shall govern.

Accepted and Agreed:

William Ross
Executive Director
Newspaper Guild of Greater Philadelphia


February 8, 2013

Christine Bonanducci
Senior Human Resources Director
Philadelphia Media Network Digital


February 8, 2013