

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

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

**AGREED TO:**

**FOR MEDIANEWS GROUP, INC.:**

DocuSigned by:

*Marshall W Anstandig*

DATE: 5/26/2023

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Marsahll 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**

**POTTSTOWN MERCURY NEWS**

**WILLIAM BOYER  
KELLEY GRANT  
WILLIAM HOLLOWAY  
BRIAN HOLMS**