TENTATIVE AGREEMENT

BETWEEN

NewsGuild of Greater Philadelphia and Media News Group

The Norristown Times-Herald

For The Norristown Times-Herald, The NewsGuild of Greater Philadelphia and Media News Group agree to the following tentative agreements reached on May 30, 2025 as follows:

1. Duration: Two (2) year contract beginning on the date of ratification.
2. Reduction in Force: During the length of this Agreement, voluntary buyouts will be offered first prior to layoffs. The terms of the voluntary buyout to be determined by the Company. Any voluntary buyouts do not change management rights to reduce the workforce.
3. Wage Increases: Upon ratification a 3.0% increase for active full-time employees in 2025. Following the first anniversary of ratification, active full-time employees will receive a 3.0% increase. Increase effective date will be the first full period following ratification and the one-year anniversary.
4. Signing Bonus: Upon date of ratification, a $250.00 bonus for each active part-time employee per list of current employees at time of ratification that will be provided by Management.
5. Mileage Reimbursement: An increase of $0.02 per mile to the mileage rates currently in place.

AGREED TO:

FOR MEDIA NEWS GROUP:

Marshall D Anstandig _____ Date: May 30, 2025

Marshall Anstandig, Senior Vice President, General Counsel and Secretary

FOR NEWSGUILD OF GREATER PHILADELPHIA:

William Ross _____ Date: May 30, 2025

William Ross, Executive Director