

**AGREEMENT FOR THE 2014-2016 EXTENSION OF THE COLLECTIVE BARGAINING  
AGREEMENT between THE BALTIMORE SUN COMPANY, LLC and the  
WASHINGTON-BALTIMORE NEWSPAPER GUILD**

The Baltimore Sun Company, LLC (“the Publisher”) and the Washington-Baltimore Newspaper Guild (“the Guild”) are parties to a 2007 – 2011 collective bargaining agreement which was extended to June 29, 2014 by written agreement signed March 11, 2011 (hereinafter referred to as the “CBA”). They have hereby agreed to further extend the CBA until June 26, 2016 (hereinafter referred to as the “2014-2016 Extension Agreement”)

Except as specifically modified by the provisions of this 2014-2016 Extension Agreement listed below, the CBA shall remain in full force and effect. In the event there is any conflict between the provisions listed below and the CBA, the terms of this 2014-2016 Extension Agreement shall prevail.

**1. Replace “Tribune Company” with “Tribune Publishing Company” Throughout**

The parties have discussed the anticipated spin-off of the newly formed Tribune Publishing Company, LLC from Tribune Company, as a consequence of which it is anticipated that The Baltimore Sun will no longer be affiliated with Tribune Company and will instead be affiliated with Tribune Publishing Company. For that reason and to avoid any confusion regarding the corporate reorganization, whenever “Tribune Company” is referenced in the CBA, it shall be replaced by the term “Tribune Publishing Company”.

**2. Duration of Agreement (Article 21)**

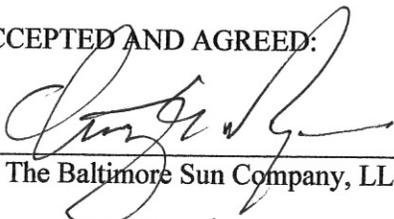
The CBA shall continue in full force and effect until June 26, 2016.

**3. Unit Clarification Provision**

In consideration of this 2014-2016 Extension Agreement, the Guild agrees that it will waive any right that it might have to file a petition for clarification of the bargaining unit for a period that begins upon execution of this 2014-2016 Extension Agreement and continues for six months after June 29, 2014. The Guild’s waiver does not apply to positions newly created after the date that this 2014-2016 Extension Agreement is signed, as well as existing positions significantly changed after the date that this 2014-2016 Extension Agreement is signed. Notwithstanding the terms of this understanding, the Publisher expressly reserves its right to challenge as inappropriate any petition to challenge the composition of the contractually agreed-upon unit, including a petition filed after the expiration of the waiver period.

This 2014-2016 Extension Agreement is conditioned upon execution by the parties no later than 11:59p.m. on June 29, 2014. If the parties fail to mutually execute this 2014-2016 Extension Agreement by that time, this 2014-2016 Extension Agreement shall be null and void.

ACCEPTED AND AGREED:

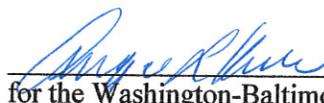


for The Baltimore Sun Company, LLC

6/24/14

date

ACCEPTED AND AGREED:



for the Washington-Baltimore Newspaper Guild

06-24-14

date