

DOW JONES & COMPANY

Proposal #13 (Wages)

October 18, 2016

*The Company hereby withdraws its previous wage proposal as set forth in Company Proposal #12 and replaces it with the following:*

A. Scheduled Wage Increases.

Year 1 (retroactive to July 1, 2016 for all employees active on payroll on the date of ratification) — 2% compensatory increase.

Year 2 (Effective July 1, 2017) — 2% compensatory increase (subject to paragraph B)

Year 3 (Effective July 1, 2018) — 2% compensatory increase (subject to paragraph B)

B. Duration and Option to Terminate

The contract term shall run from July 1, 2016 through and including June 30, 2019, provided that either party may terminate the contract in its entirety by giving written notice to the other party on or before March 15, 2017 (to terminate the contract as of July 1, 2017) or March 15, 2018 (to terminate the contract as of July 1, 2018). In the event of early termination of this Agreement by either party, the parties shall meet and negotiate toward a new agreement under the same procedures that would apply in the absence of an early termination.