

DOW JONES & COMPANY

Proposal #14 (Wages)

November 1, 2016

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.

C. Minimum Increase. \$20 per week in each year.

D. Scales. 1% increase each year.

E. Health Insurance.

1. United States. 2016 plans will remain in place through December 31, 2017. Premium rates will remain the same for IAPE-represented employees. Deductibles, co-payments, out of pocket maximums, and all other terms and conditions of the current 2016 plans will remain unchanged. Unit members will have the option to change plans during the upcoming open enrollment period.

2. Canada. 2017 plan as proposed with no premiums. 2018 plan as proposed with same premiums as for non-union employees.