

DOW JONES & COMPANY

PROPOSAL 14

February 15, 2024

Any union proposals not specifically addressed here are rejected except for items the parties have withdrawn and those on which the parties have previously reached tentative agreements.

2. **Benefits**

Coordination of other benefits (excluding physical fitness) Company 2-B

Contrary to recent statements by the union, this proposal never included changes to the contractual severance pay terms. To avoid any confusion, the Company **WITHDRAWS** this proposal.

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