

AGREEMENT

between

Dow Jones & Company

and

**The Independent Association of Publishers' Employees, The NewsGuild-CWA
Local 1096, AFL-CIO, CLC**

July 1, 2019 to June 30, 2022

THIS AGREEMENT is entered into at New York, New York, as of November 17, 2019, between Dow Jones & Company, Inc., a Delaware corporation ("Dow Jones" or the "Company"), having its main office at 1211 Avenue of the Americas, New York, New York, and, The Independent Association of Publishers' Employees, The NewsGuild-CWA Local 1096, AFL-CIO, CLC (the "Union" or "IAPE"), having its office at 116 Village Boulevard, Suite 200 Princeton, NJ 08540, representing the Company's Employees as hereinafter defined.

Nothing in this contract shall be construed to abridge the editorial and news independence of the Company's publications and services, and the full editorial authority and responsibility of the Company are hereby fully recognized.

The Company reserves all rights customarily exercised by management except insofar as any such right may be specifically surrendered or abridged by express provision of this contract.

ARTICLE I – SCOPE OF AGREEMENT

A. **Covered Locations.** This contract is applicable to each of the following offices and locations. This contract will be extended to employees of Dow Jones & Company at each other separate office or location of the Company, including one-person offices, that existed as of October 12, 2007 (the date of the ratification of the 2007-2010 Agreement) and at which the Union may hereafter during the term of this contract demonstrate, either through representation cards or representation election, at the Union's discretion, that it represents a majority of employees other than those employed in the typographical, stereotyping, press, mailing, paperhandling, delivery and machinist departments. This provision shall not apply to offices or employees of parent companies of Dow Jones and their subsidiaries or affiliates, or to companies that were acquired after October 12, 2007.

Atlanta, Georgia: Pursuant to a demonstration of majority status as of June 4, 1969, those Employees of the Company in Atlanta, Georgia;

Boston, Massachusetts: Pursuant to a demonstration of majority status as of January 31, 1963, those Employees of the Company employed in Boston, Massachusetts;

Bowling Green, Ohio: Pursuant to a demonstration of majority support and following a unit clarification ruling by Region 8 of the NLRB dated May 22, 2001, Employees only in the Technical Services Department employed at the printing plant in Bowling Green, Ohio.

Chicago, Illinois: Those Employees of the Company employed in Chicago, Illinois, except those employed in certain mechanical departments as set forth in a certification of the National Labor Relations Board establishing the bargaining unit in Chicago, Illinois, for representation by the Union;

Dallas, Texas: Pursuant to a demonstration of majority status as of March 12, 1963, Employees of the Company employed in Dallas, Texas, except those employed in the typographical, stereotyping, press, mailing, paperhandling, delivery and machinists departments which the Company may now have or hereafter establish;

Detroit, Michigan: Pursuant to a demonstration of majority status as of January 31, 1963, covering those Employees of the Company employed in Detroit, Michigan;

Federal Way, Washington: Pursuant to a demonstration of majority status as of June 1, 1978, those Employees of the Company in Federal Way, Washington;

Highland, Illinois: Pursuant to a demonstration of majority status as of October 15, 1968, those Employees of the Company in Highland, Illinois, except those employed in the typographical, stereotyping, press, mailing, paperhandling, delivery and machinists departments which the Company may now have or hereafter establish;

Houston, Texas: Pursuant to a demonstration of majority status as of March 4, 1970, those Employees of the Company in Houston, Texas;

Los Angeles, California: Pursuant to a demonstration of majority status as of January 7, 1966, those Employees of the Company employed in Los Angeles, California;

Miami, Florida: Pursuant to a demonstration of majority status as of February 22, 1971, those Employees of the Company in Miami, Florida;

Montreal, Quebec, Canada: Pursuant to a demonstration of majority status as of November 1, 1976, those Employees of the Company in Montreal, Quebec, Canada;

New York, New York: Those Employees of the Company employed in New York, New York, for whom the Union has been recognized as bargaining agent by the National Labor Relations Board;

Ottawa, Ontario, Canada: Pursuant to a demonstration of majority status as of November 1, 1976, those Employees of the Company in Ottawa, Ontario, Canada;

Pittsburgh, Pennsylvania: Pursuant to a demonstration of majority status as of January 31, 1963, those Employees of the Company employed in Pittsburgh, Pennsylvania;

Princeton, New Jersey: Pursuant to a demonstration of majority status as of April 15, 1966, those Employees of the Company in Princeton (South Brunswick), New Jersey, except those employed in the typographical, stereotyping, press, mailing, paperhandling, delivery and machinists departments which the Company may now have or hereafter establish;

San Francisco, California: Pursuant to a demonstration of majority status as of March 22, 1963, those Employees of the Company employed in San Francisco, California;

Toronto, Ontario, Canada: Pursuant to a demonstration of majority status as of November 1, 1976, those Employees of the Company in Toronto, Ontario, Canada;

Washington, D.C.: Pursuant to a demonstration of majority status as of January 31, 1963, those Employees of the Company employed in Washington, D.C.;

White Oak, Maryland: Pursuant to a demonstration of majority status as of January 31, 1963, those Employees of the Company employed in White Oak, Maryland, except those hereinafter excluded and those employed in the typographical, stereotyping, press, mailing, paperhandling, delivery and machinists departments which the Company may now have or hereafter establish.

B. Excluded Personnel.

1. Every currently excluded job title will remain excluded, as long as its job functions remain essentially the same.
2. All Employees in the following departments will be excluded:
 - (a) Executive;
 - (b) Legal and Labor Relations;
 - (c) Human Resources/People (including IT personnel exclusively supporting the HR/People Department);
 - (d) Information Security;
 - (e) Internal Audit.
3. Student interns, defined as students enrolled in an accredited college or university who are hired with a fixed termination date falling within 120 days of their start date, will be excluded.
4. Additional Exclusions. In addition to the specific exclusions from the bargaining unit noted above, the parties recognize that certain other positions are excluded from the bargaining unit because: (1) the employees are not eligible to be included in the unit under the standards of the National Labor Relations Act; or (2) the parties have mutually agreed that certain positions should be excluded from the unit. Any employees occupying such jobs will be excluded from the unit as described below, subject to the union's right to challenge, on an individual basis, whether an employee occupying an excluded title is actually performing the job functions that make the position excluded. Any such challenge shall be raised in the Classification Committee

and, if not resolved there, may be raised as a grievance. For those job classifications that have been historically excluded from the unit, employees occupying those jobs will remain excluded provided that the substantial functions of the job remain unchanged.

For any newly created jobs that do not fall within any of the categories listed below, the Company shall determine in the first instance whether the job should be excluded from the unit and shall provide the union with an exclusion memo explaining the reasons for the exclusion. It is understood that an Employee in a newly created job title shall be covered by this Agreement unless the job duties meet the National Labor Relations Act's test for exclusion of supervisory, managerial or confidential Employees and/or the standards set forth in this section. The Union may challenge the Company's exclusion determination by raising the issue in the Classification Committee and, if not resolved there, through the grievance process.

(a) Exclusions Not Specific to the News Department. The parties agree that employees in the following types of jobs or departments are excluded, based on the general descriptions included below.

(i). Executive Positions. Jobs with titles such as Director, Vice-President, "Head" of a unit, and Bureau Chief are excluded.

(ii). Supervisors and Managers. Jobs with titles that include "supervisor," "manager," "superintendent," and "Chief" or similar titles are excluded if the job duties meet the National Labor Relations Act's test for exclusion of supervisory, managerial or confidential Employees.

(iii). Assistant managers, associate managers, deputies, and similar jobs. Employees with titles that include assistant manager, deputy, associate manager, assistant director, and similar titles are excluded where the employees serve in a secondary supervisory role – where they act as the supervisor in the supervisor's absence and where they handle supervisory or quasi-supervisory functions within the group that may include scheduling, work assignments, direction of work, direction of groups of employees, management and direction of non-employee contractors or vendors, managing time-off requests, participating in salary reviews and performance reviews, participating in disciplinary investigations, interviewing prospective hires or applicants for promotion, and similar types of work. Although such employees do not have other

employees reporting directly to them, their occasional supervisory or quasi-supervisory duties make them excluded from the unit.

(iv). Team leaders, project managers, and similar jobs.

Employees with titles such as Project Manager, Team Leader, Lead, and similar titles (“Leader”) are excluded from the bargaining unit where their duties include the coordination, direction, or monitoring of groups of other employees (teams) and where the leader is acting partly in a quasi-supervisory capacity or where the leader reports back to higher-level managers concerning the progress of the project and/or the performance of the employees under his/her leadership. The Leader exercises discretion over the team/group that is akin to authority normally exercised by a supervisor, and has input into management’s evaluation of the work performance of the members of the team/group. The Leader may or may not perform duties similar to an assistant manager, but any such duties would further support the leader’s exclusion from the unit.

(v). Trainers. Employees with titles such as “Trainer”

or who otherwise function in a role where they are responsible for training bargaining unit members for their jobs, and who in the process would normally be evaluating the progress of such unit employees in their training and reporting to management about the success or failure of employees in their training are excluded from the unit.

(vi). Executive Assistants. Employees in titles such as

Management Secretary, Administrative Assistant, Executive Assistant, Executive Secretary, or similar titles are excluded from the bargaining unit if their role is to be the direct confidential assistant to an executive-level manager (Director-level or Department Head or higher) or the administrative assistant for a work group, and their work includes the handling of confidential communications and information that affect bargaining unit members, such as financial projections, discussions about reductions in force, compensation decisions, strategic planning, disciplinary actions, performance reviews, and the like.

(b) News Department Exclusions. In addition to the above general exclusions, certain positions in the News Department that might not otherwise qualify for a general exclusion shall be excluded from the unit as follows:

(i). News Editor. A News Editor is excluded from the bargaining unit because the job includes the direction, coordination, assignment, approval or rejection of copy, and the evaluation of the work of bargaining unit employees, which may include reporters, graphics/visuals employees, news assistants, pre-production staff, and others. News Editors may have direct reports. However, even in the absence of direct reports, a News Editor, in the course of the editing of news stories, will be criticizing, evaluating, and providing feedback to bargaining unit writers and may participate in management-level discussions about the performance of such unit employees. News Editors may also participate in discussions concerning disciplinary matters, may provide input into performance evaluations for unit employees, and may be charged with the monitoring of employees who are subject to performance improvement plans. News Editors may also direct the work of employees in other departments related to the production of a new story, such as photographers, graphic artists, and pre-publication support staff. News Editors may also perform management tasks such as scheduling and assigning work, granting time-off requests, approving expense requests and requests for comp time or premium pay, interviewing candidates for hiring or promotion, and similar functions. Even if a News Editor does not have direct-line reports, the position is excluded if the News Editor exercises management-level functions and has discretion over matters of significance within the News Department.

(ii). Assistant News Editor. An Assistant News Editor is excluded from the bargaining unit if the position includes duties similar to that of an assistant manager described above (subparagraph (a)). In addition, the position is excluded if the Assistant News Editor regularly performs any of the management-level functions of a News Editor described above.

(iii). Photo Editor. Even in the absence of direct reports, a Photo Editor is excluded from the unit because the Photo Editor is responsible for significant decisions regarding the content of the Company's publications and has significant authority to direct and evaluate the work of others. Photo Editors may participate in editorial-level decisions concerning whether certain stories should be accompanied by visual supplements, and may exercise management-level authority regarding assigning work to staff or freelance photographers, approving or rejecting work

product submitted to the Company, scheduling and supervising photo shoots, directing and evaluating employees or freelancers who are charged with the editing and preparation of visuals, and establishing direction and procedures for the area under the Photo Editor's control.

(iv). Columnist/Editorial Writer. A Columnist whose columns appear in the editorial/opinion section of a Dow Jones publication is excluded from the bargaining unit where the subject matter of the employees' writing is primarily opinion and policy issues. Editorial Writers and all other employees writing editorials for the Editorial page of The Wall Street Journal are excluded from the unit because the employees' writing is primarily opinion and policy issues and requires interaction with senior level News managers who establish the policy and positions about which the writer will be writing.

(c) Miscellaneous Additional Exclusions. The following jobs are excluded from the bargaining unit by agreement of the parties. Even if the duties of these jobs do not otherwise fall within any of the above general exclusions, these job classifications will be excluded from the unit provided that the substantial functions of the jobs remain substantially unchanged:

Anchor/Editor
Art Director
Contracts Administrator
Design Director

Film Editor
Internal Consultant, Senior
Office Manager
Principal Architect

News Titles:
Assistant Editor

Associate Editor

Deputy Editor
Deputy Graphics Chief
Deputy Managing Editor
Deputy National Editor
Editorial Features Editor

ARTICLE II – HOURS AND OVERTIME

A. The work week for regular, full-time Employees shall be a five-day, 35-hour week, except that the Company, upon giving two weeks' written notice, may assign Employees to a four-day 36-hour workweek. In addition, the Company may continue to require Employees in Network Communications Services and Network Operations to work a three-day, 36-hour workweek. The Company shall schedule a one-hour lunch period at reasonable times during the work day to permit the normal functioning of the activities of the Company's business, and such lunch periods shall not be counted as time worked.

B. Overtime-eligible Employees working a 35- or 36-hour week (including part-time Employees who are paid on the basis of a 35-hour week) shall have any overtime payments due computed on the basis of a 35- or 36-hour week. An Employee working overtime is entitled to be paid for it in cash on the basis of time and one-half straight time pay. An Employee who takes a paid day off (i.e. paid vacation days, holidays, sick days and jury duty days) will be credited with the number of hours he or she is regularly scheduled to work.

C. Overtime shall be worked only when authorized by a Supervisor or when reasonably required to complete work assigned by a supervisor. Any Employee claiming overtime pay must submit the overtime hours through the Company's time entry system and have said overtime approved by his or her immediate supervisor.

D. The Company will grant consecutive days off where practicable and where the normal functioning of the activities of the Company's business is not impaired.

E. Overtime shall be paid only to those Employees to whom the overtime provisions of the Fair Labor Standards Act apply.

F. If overtime is worked, it shall be paid for in intervals of fifteen (15) minutes.

G. Work on a Scheduled Day Off ("SDO" as defined in H, below), whether from home or in the office, will be treated as overtime for a full-time overtime eligible

(non-exempt) Employee unless the Employee's work schedule for that week has been altered in anticipation of an unusual work schedule. If an overtime eligible Employee is assigned to come into the office or report to another location on an SDO, time worked for the day will include travel to and from the office or the other location.

H. **Compensatory Time Off.** This Section applies to certain situations where overtime exempt Employees are assigned to work on a Scheduled Day Off ("SDO"). SDOs include the days of the week when the Employee is not scheduled to work (e.g., Saturday and Sunday for an Employee normally scheduled to work Monday through Friday), and also any scheduled vacation day or floating holiday. An assignment to work on an SDO means that an authorized manager has instructed the Employee to report for work, or to perform work from home. Overtime exempt Employees may, in some circumstances, take it upon themselves to perform work on their day off, but such work will not be subject to the provisions of this Section (H) unless the work was assigned by a supervisor to be done on the SDO.

1. **Assignments at Home.** When an overtime exempt Employee is assigned by his or her supervisor to work on a Scheduled Day Off and such assignment involves more than two hours of work, the Employee will be granted Compensatory Time ("Comp Time") as provided below. In addition, if the day is a previously scheduled floater or vacation day, and if the assignment involves more than two hours of work, the Employee will not be charged with having used the floater or vacation day and will be permitted to use that day off on a future day.

2. **Assignments away from Home.** If an overtime exempt Employee is required to come into the office to work (or is assigned to report to a location away from home) on an SDO, he or she shall receive Comp Time for all hours worked (in quarter-hour increments), including travel time to and from the office (or other location away from home).

3. **Maximum Comp Time Hours and Calculation.** Employees will earn Comp Time at the rate of 1.5 hours of Comp Time for every hours worked. Employees may earn up to a maximum of 12 Comp Time hours in a single calendar day (8 hours of work).

4. **Compensatory Time Procedures.**

(a) Employees should confirm with their assigning manager that the work assignment will qualify for Comp Time before work is performed.

(b) Employees will enter all hours worked that qualify for Comp Time into the time entry system and designate the time as “Comp Time.”¹

(c) All Comp Time hours shall be scheduled with the approval of management in the same manner as personal holidays (floaters). Employees may select “Comp Time” hours to be used when scheduling paid time off. Comp Time hours do not expire. All unused Comp Time hours carry forward to the next calendar year. However, unused Comp Time hours are not paid out upon termination of employment.

(d) **Cashing Out Comp Time.** Employees are encouraged to schedule paid time off using their available Comp Time hours. However, unused Comp Time may be cashed out as follows:

(i) Employees may cash out unused Comp Time hours beginning 30 days after the Comp Time was earned.

(ii) An Employee’s manager may approve an earlier Comp Time cash-out.

(iii) An Employee wishing to cash out unused Comp Time will submit a request form (available via a Google Form or a Word document posted on the HR Portal) to the People Department’s designated email address (to be posted on the HR Portal and included in the request form). A People Department representative will forward the request to Payroll for processing and will reduce the Employee’s bank of available Comp Time hours accordingly.

I. **Travel Time.** When Employees travel for business during hours that qualify as “work time” under Department of Labor regulations (“Work Hours”): (a)

¹ As of 11.17.19, the current time entry system requires that employees enter 1.5-times the actual hours worked in order to be credited with the correct number of Comp Time hours. The Company will program the time entry system (currently Workday) as soon as practicable to allow Employees to enter actual hours worked and have the time entry system automatically multiple the hours by 1.5 to calculate the number of earned Comp Time hours.

overtime eligible Employees shall be credited with all such Work Hours for purposes of their hours worked in the payroll week; (b) overtime exempt Employees who could travel on their normal work day, but who choose to travel on their scheduled day off shall not receive any additional compensation; (c) for overtime exempt Employees who are required to travel on their scheduled day off, any such Work Hours shall be treated as assignments away from home under Article II(H) and will qualify for Comp Time.

ARTICLE III – JOB CLASSIFICATIONS AND WAGES

A. **Classification and Experience Rating.** The determination of the classification and experience rating within a classification of any person covered by this contract is the responsibility of the Company. It is also mutually agreed that the job definitions contained in this contract, or those definitions incorporated herein by reference, do not limit the work to be performed, nor do they restrict the right of the Company to assign duties which may fall into job definitions other than the one in which the Employee is classified.

Nothing in this Article, however, shall limit the right of the Union to bring any questions concerning classification and experience rating to the attention of the Company through the grievance procedure established in Article XI of this contract. In any such classification grievance, the wording of the relevant job descriptions and duties performed by the Employee shall determine the proper classification of the Employee's work. An Employee who is assigned to perform the significant functions of a job classification on a regular and continuous basis for a period exceeding 30 days shall be paid at the rates set forth in the wage scale for the higher classification during the period exceeding thirty days (unless the Employee's pay is already higher). If such assignment is for training or a tryout opportunity in a higher job classification, a reasonable period related to the purposes of such training or tryout, not to exceed 45 days, may be allowed without additional pay.

1. The separate document titled "2019 Job Descriptions, Tiers, and Minimum Pay Scales" as agreed between the Company and the Union, which shall be

updated from time to time by mutual agreement of the parties, is hereby incorporated by reference in this contract.

2. The Company agrees to supply to the Union's Secretary or another officer designated by the Union, on a monthly basis, information on newly employed individuals and transferred and terminated Employees in the office and location units or one-person offices represented by the Union as follows:

- Name
- Company email address
- Date of employment or transfer into a contract-covered unit
- City where employed
- Classification
- Date of termination of employment or transfer out of a contract-covered job

3. Quarterly, the Company will provide to the Union changes of address for Employees in locations represented by the Union.

4. The Company shall continue its policy of informing an Employee at the time of hiring whether or not credit for experience is to be granted, and if so, how much.

5. In determining an Employee's experience rating the following formula shall be used: The number of full years, if any, of continuous experience (including credited experience) in his or her current classification in the Dow Jones organization on July 1, of any contract year, to which shall be added pro rata credit for additional experience of less than a full year as follows:

- Employed on or after January 1 of any applicable year -- no credit;
- Employed on December 31 or prior of any applicable year -- one year's experience credit.

B. The schedule of minimum wage scales contained in this contract and the accompanying job description document is not intended to limit the weekly salary of any Employee.

C. Salaries in excess of the scales herein established shall be determined by the Company, but this shall not be construed as limiting any Employee's right of representation by the Union.

D. The Company agrees that any Employee hired over the minimum scales set forth herein will be informed in writing at the time of employment of the amount of experience, if any, to be recognized by the Company in the application of the foregoing minimum scales. The amount of experience, if any, to be recognized shall be in the sole discretion of the Company and shall apply only to the provisions of this Article.

E. Effective July 1, 2019, all scales except for IT and Reporter scales shall be increased by 1%. Effective July 1, 2020, all scales shall be increased by the greater of 1.125% or ½ of the applicable compensatory increase. Effective July 1, 2021, all scales shall be increased by the greater of 1.25% or ½ of the applicable compensatory increase.

F. Minimum weekly wage scales for Employees, effective July 1, 2019 through June 30, 2022:

1. National minimum wage scales for Employees are set forth in the 2019 Job Descriptions, Tiers and Minimum Pay Scales document. It is understood that no Employees, other than those hereinafter excepted, shall receive less than the minimum scheduled compensatory increase plus any applicable cost-of-living increase.

2. The following symbols, when used in reference to the Minimum Weekly Wage Scales, mean experience in the classification as follows:

- A – less than one year's experience
- B – after one year's experience
- C – after two years' experience
- D – after three years' experience
- E – after four years' experience
- F – after five years' experience

G. **Shift Differentials.** Effective November 17, 2019, regular full-time Employees whose shifts start between 5:00 p.m. and 5 a.m., or who work at least 50% of their scheduled shifts between said hours ("night shift"), shall receive shift differential payments of \$140 per week.

Regular full-time Employees who work fewer than their regularly scheduled number of shifts in a payroll week shall receive a pro-rata share of the weekly amount. Shift differential pay shall be included in an Employee's base salary rate for the following purposes only: (i) To compute all overtime pay, and holiday pay for those who are working such shifts during a week in which a holiday falls; and (ii) To compute vacation pay, leave of absence pay, and severance pay under provisions of this contract, for persons who have received such shift differential pay during 14 of the 16 weeks preceding such vacation, leave, or severance.

H. **Schedule Changes.** The Company has the sole discretion to establish work schedules for all Employees. An Employee's schedule may be modified (a change in the days of work and/or a change in start time of more than one hour) at the Company's discretion, provided that not less than 7 days' advance notice shall be provided to an Employee before a temporary change, and not less than 30 days' advance notice shall be provided in the case of a permanent change. This provision shall not apply to changes necessitated by the unexpected absence of another Employee (because of illness, disability leave, or other reason) or due to a business emergency (such as a data breach, service interruption, or other circumstance requiring extraordinary and immediate action).

I. **Stand-By Pay.**

1. Stand-by compensation shall apply to all members of the bargaining unit, including overtime-exempt Employees as provided below, except for newsroom Employees whose duties to report and write breaking news stories may require them to respond to news events whenever they occur. Stand-by pay applies to Employees who are required to immediately respond to calls on a 24-hour basis.

2. **Overtime eligible Employees.** Upon ratification, stand-by pay shall be \$205 per week. An Employee required to be on stand-by on weekends or holidays only, will be paid \$61.50 per day. Stand-by pay for an individual weekday, or any portion thereof, shall be \$41. Stand-by pay for a full week in which a holiday occurs shall be \$225.50. Effective 7/1/21, stand-by pay shall increase to \$215 per week. An Employee required to be on stand-by on weekends or holidays only, will be paid \$64.50

per day. Stand-by pay for an individual weekday, or any portion thereof, shall be \$43. Stand-by pay for a full week in which a holiday occurs shall be \$236.50.

3. **Overtime exempt Employees.** Upon ratification, stand-by pay shall be \$245 per week. An Employee required to be on stand-by on weekends or holidays only, will be paid \$73.50 per day. Stand-by pay for an individual weekday, or any portion thereof, shall be \$49. Stand-by pay for a full week in which a holiday occurs shall be \$269.50. Effective 7/1/21, stand-by pay shall be \$255. An Employee required to be on stand-by on weekends or holidays only, will be paid \$76.50 per day. Stand-by pay for an individual weekday, or any portion thereof, shall be \$51. Stand-by pay for a full week in which a holiday occurs shall be \$280.50.

4. Unless the Employee is receiving stand-by pay, the Employee will not be required to respond to calls, provided, however, that nothing herein shall restrict the right of the Company to require an Employee to respond to an emergency breakdown of Dow Jones' or its subsidiaries' equipment or systems.

5. An Employee called out while on stand-by and required to come to the office or report to another location away from home outside of his or her normal working hours shall be credited with a minimum of 2 hours of work time, or, for overtime exempt Employees, 2 hours of Comp Time. Calls occurring on an overtime exempt Employee's Scheduled Day Off (SDO) shall be compensated under the terms of Article II, subsection H (Compensatory Time Off).

6. Stand-by compensation will be paid only for weeks when the Employee is actually on stand-by coverage and shall not be included in an Employee's base salary rate for the purpose of calculating overtime, vacation, holiday or other Employee benefits. A schedule for such coverage will be posted at least two weeks in advance, except that stand-by coverage required to cover operational needs that cannot be regularly scheduled may be required on reasonable notice. Employees may exchange stand-by assignments with other Employees with their supervisor's permission.

ARTICLE IV – COMPENSATORY INCREASE

A. It is understood that no Employees, other than those hereinafter excepted, shall receive less than the minimum scheduled compensatory increase plus any applicable cost-of-living increase. Employees for whom the scale increase or the minimum increase is larger than the general compensatory increase shall receive the larger increase amount. Employees for whom the compensatory increase is the largest applicable wage increase under the Agreement shall receive the following increase amounts:

- effective upon ratification: 2%, retroactive to July 1, 2019, for all Employees active on payroll on the date of ratification plus a one-time lump sum payment in the gross amount of \$700 or, in the case of part-time Employees, a pro-rated payment based on the average number of hours worked in the 14 weeks preceding ratification.
- effective July 1, 2020: 2.25% plus a lump sum payment targeted at 0.5% of base wage rate as of June 30, 2020. The actual lump sum payment will track the funding level of the Company's management bonus ("AIP") plan, as determined by the Company, from 0% to 200% funded. For example, funding of the AIP at 90% would result in a lump sum of .45%. Funding of the AIP at 110% would result in a lump sum of .55%.
- effective July 1, 2021: 2.5% plus a lump sum payment targeted at .5% of base wage rate as of June 30, 2021 with the actual payment calculated as described above.

In the event the standard merit increase guidance for non-IAPE corporate staff exceeds 2.25% for FY2020 or 2.5% for FY2021 (increases on July 1, 2020 and July 1, 2021), the Company will agree to increase the minimum compensatory increase for IAPE-covered staff to match the non-union guidance for that fiscal year, provided that any such increase to the compensatory increase will reduce the amount of any scheduled lump sum payment by the same additional percentage. For example, if the scheduled percentage increase is 2.25% plus a target lump sum of .5% and the salary guidance for that year is for 2.5%, the compensatory percentage increase shall increase to 2.5% and the target lump sum shall be

reduced to .25%. Any adjustment based on guidance for non-union staff would not affect any other wage rate in this Agreement, such as scales, minimums, shift differentials, and stand-by pay.

B. The compensatory increase shall apply to all Employees, including temporary and non-regular part-time Employees, subject to the hire date requirements otherwise applicable to full-time Employees.

C. **Minimum Increase:** Notwithstanding the above provision or those found in Article III, each full-time Employee shall receive a minimum increase of \$20/wk in the first year of the contract (retroactive to July 1, 2019 for Employees on payroll on the date of ratification.) Effective July 1, 2020, the minimum increase will be \$22.50. Effective July 1, 2021, the minimum increase will be \$25.

D. **Cost of Living Adjustment (COLA).**

1. For Compensatory increases due on July 1, 2020 and July 1, 2021, if the cost-of-living index (COL), as computed below, exceeds the percentage of the compensatory increase for the next contract year by more than a quarter-percent (0.25%), then the compensatory increase for the next contract year will be adjusted to match the COL (to two decimal places) on a point-for-point basis up to a maximum adjustment of one-half percent (0.5%). If the COL exceeds the scheduled compensatory increase by more than a half-percent (0.5%), then the compensatory increase will be further adjusted by one-half of the amount by which the COL exceeds the scheduled compensatory increase by more than 0.5%, up to a total maximum cost-of-living adjustment of 0.75%, with all numbers rounded to two decimal places. The cost-of-living increase described herein shall not apply to the compensatory increase effective July 1, 2019, but shall apply effective with the July 1, 2020 and July 1, 2021 scheduled increases.

2. Computation of the cost-of-living. The cost-of-living shall be computed based on a comparison of the annual average of the Consumer Price Index for all urban consumers (CPI-U) as reported by the U.S. Department of Labor – Average Price Data for All Urban Consumers (current series), U.S. all items, 1982-84=100 (CUUR0000SA0) where the 2005 average index is 195. To calculate the cost of living, take the annual average CPI index for the calendar year ending immediately prior to the

scheduled wage increase (e.g., the 2011 annual index for the wage increase due on July 1, 2012), divide by the annual index for the prior year, and subtract 1. Convert this number to a percentage and compare to the compensatory percentage increase due the following July 1st.

Example: the cost-of-living index for calendar year 2004 was 188.9 and for 2005 was 195.3, making the increase in the cost-of-living 3.39%: $\{(195.3/188.9)-1 = 3.39\%$ }

3. Effect of lump sum payments. Lump sums paid in any year of the contract, and any “guidance” adjustments to the percentage increase, shall be added to the minimum percentage increase to establish the contract’s effective percentage increase. The COLA trigger is .25% above the effective percentage increase. For example, in 2020 when the minimum percentage is 2.25% and there is a target lump sum of 0.5%, the effective percentage increase is 2.75% and the trigger for COLA application would be 0.25% above 2.75% (3.00%). The effective percentage increase will be adjusted up or down based on the actual lump sum payment amount if the AIP funding for that year is higher or lower than 100%.

If a COLA adjustment is triggered, the amount of the triggered adjustment will be added to the compensatory percentage. For example, for the increase scheduled for July 1, 2021, if there is no guidance adjustment and the AIP is funded at 100%, the COLA trigger will be 3.25. If the actual CPI increase is 3.35, then the COLA adjustment (.35) will be added to the compensatory percentage (2.5) making the compensatory percentage 2.85, and the 0.5% lump sum will be paid on top of the 2.85% minimum increase, for a total effective wage increase of 3.35%.

4. For Canadian Employees the cost-of-living clause will be based on the Canadian cost-of-living index.

- F. Persons excepted from the above compensatory increases shall be:
1. Employees hired on or after May 1, so far as any compensatory increase effective July 1 is concerned.
 2. Employees of Dow Jones transferring into the bargaining unit on or after May 1 of the contract year shall receive a pro-rated compensatory increase effective July 1 (if a general Compensatory increase is due that July 1) equal to the fraction represented by the number of full months since their last pay increase at Dow Jones divided by 12, up to a maximum equal to the full compensatory increase. As an example, such an individual receiving an increase in December of 2011 would receive one-half (six divided by 12) of the negotiated increase effective July 1, 2012. This provision does not apply to new hires hired into the bargaining unit. For the avoidance of doubt, Employees who are promoted or change assignments within the bargaining unit after May 1 shall receive the full increase as set forth in section A above.

ARTICLE V – TRANSFERS

A. **Transfer of jobs between Departments within the same work location.** If a job is transferred to a different Department within the same work location, and where there is no reduction in staff or effect on other Employees, the Employee holding the job will transfer to the new Department without any posting or application process. If multiple jobs are transferred out of a Department (due to the closing of the Department or other restructuring), and where there will be a resulting reduction in the number of jobs in any classification, the selection of Employees to transfer with the job(s) to a new Department in the same work location will follow the contractual procedure applicable to a reduction in force.

B. **Transfer of jobs to a different work location.** If a job is transferred to a different work location:

1. **Transfer within 100 Miles.** If one or more jobs are relocated to another work location within 100 miles of the original location, then Employees will have the right to move with the job(s). If fewer than all current jobs in the same Department and classification are relocated, then incumbent Employees will be given the option to transfer with the jobs according to the seniority rules that apply to reductions in staff.

Employees eligible for relocation benefits (described below) would receive relocation assistance.

2. **Eligibility for Severance Pay.** If an Employee chooses not to transfer with the job to a different work location, then the Employee will be eligible for full Severance Pay and other benefits applicable to Employees whose jobs are eliminated.

C. **Reimbursement of Certain Relocation Expenses (Relocation Assistance).**

1. The Company will provide Relocation Assistance to any Employee who transfers to a new location at the convenience and request of the Company where: (a) either the Employee is eligible for Relocation Assistance, or the Company in its discretion makes the Employee eligible for Relocation Assistance; and (b) where the Employee changes residence where the distance from the Employee's residence at the time of transfer to the new place of work is at least 50 miles more than the distance from the Employee's residence at the time of transfer to the former place of work.

2. Relocation Assistance means the benefits provided for in the Company's Relocation Guidelines applicable to corporate employees, which are incorporated herein by reference and, are found on the Dow Jones website or will be provided on request to the People Department.

3. The Company shall not be required to pay any Relocation Assistance benefits if the transfer is being made at the request of the Employee.

[Note: During 2019 bargaining, the union proposed that transfer/seniority rights would attach if the same job or a job that is "substantially similar" is relocated. The Company proposed that transfer rights would attach if the "same job" is relocated. The parties have agreed that the language above referencing the "job" being relocated is subject to future definition either by agreement of the parties or through interpretation by an arbitrator on a case-by-case basis.]

ARTICLE VI – JOB SECURITY

A. There shall be no discharge or other disciplinary action except for just and sufficient cause. Just and sufficient cause shall include, but not be limited to, insubordination, infractions of generally recognized and approved standards of business conduct or journalistic ethics, incompetence, or a decision by the Company to reduce the size of its staff or eliminate a job function. Notwithstanding the above, the Company shall have the right to discharge any Employee, for any reason, during his or her first nine months of employment (excluding any periods of disability), and any such decision shall not be subject to the grievance and arbitration procedure.

B. Upon discharge, an Employee making a written request within two (2) weeks from the date of discharge shall receive in writing from the Company or its representative a statement of the cause of discharge. Such written statement shall be sent by the Company within ten (10) days after receiving the Employee's written request. In the event the Union files a grievance concerning the discharge, if the Union requests, the Company will provide a written statement of the cause of discharge within ten (10) days after receiving the grievance.

C. 1. If a regular full-time Employee is to be laid off for reasons qualifying the Employee for Severance Pay in accordance with Article VII, the Employee and the Union shall be given 30 calendar days' notice. Notwithstanding the above, where the layoff is due to outsourcing, the Employee and the Union shall be given at least forty-five (45) days' notice. The notice requirements of this Article shall require that a layoff shall not be effective until the start of the work shift on the date 30 (or 45) calendar days from the date of the notice to the Union, including the date of the notice.

2. **Extended Medical Coverage/COBRA.** Employees laid off and eligible for Severance Pay under Article VII will be eligible for a Company-provided subsidy of their medical and dental coverage provided under COBRA, at the same premium cost as if they were still active Employees, until they become eligible for medical coverage under another employer's plan or for such additional coverage period as defined below, whichever comes first. Probationary Employees laid off within nine (9) months of hire and eligible for Severance Pay under Article VII shall receive full notice required by this Article and COBRA premium subsidy until the end of the month after

the month in which the layoff occurs. For Employees past their probationary period, extended medical benefits shall be equal to one month of extended benefits per year of service, with a minimum of three (3) months and a maximum of twelve (12) months.

3. The Employee's right to severance pay will vest on the layoff date included in the original notice (except as provided below) unless the Employee accepts another full-time or regular part-time position within the Company. Notwithstanding the above, the Company may modify a noticed layoff date by (a) accelerating the date to an earlier date without penalty provided that the new date is more than 45 days from the originally-noticed date and provided the Employee consents to this acceleration; or (b) extending the layoff date to a date at least 30 days later than the originally-noticed date, provided that the Company gives notice of the modified layoff date not more than 45 days after the original notice date and not less than 60 days before the modified layoff date. IAPE will receive copies of all notices described in this provision.

D. In the event the Company decides to reduce the force, Employees in the affected job classification(s) in the affected Department(s) at the affected Location(s) who are not noticed for layoff (hereinafter "Eligible Employees"), shall have the opportunity to resign. Employees who resign under this provision shall be entitled to severance pay calculated under Article VII, medical and dental coverage pursuant to Article VI(C), and a retraining allowance under Article VI(H) where eligible.

1. When the Company gives notice to the Union of any layoffs, the Company shall notify the Union whether there are any Eligible Employees who have the opportunity to resign. This notice shall be given at least thirty (30) days before the reduction in force is to become effective. Eligible Employees shall have twenty (20) days after the notice to the Union to resign under this provision.

2. The Company shall make every reasonable effort to accept as many resignations as possible, but the Company may, in its reasonable discretion, reject the resignation of any Employee. The Company may consider any such resignations as irrevocable in effectuating its reduction in force.

3. Should there not be as many resignations by Eligible Employees under this provision as there are positions to be eliminated, the Company may commence layoffs under this Article. If there are more volunteers for layoff (whose resignations

have not been rejected by the Company) than are needed for the reduction in staff, the Company shall accept the resignation(s) in seniority order (most senior first).

4. In addition to Eligible Employees, as defined above, the Company shall extend the voluntary layoff opportunity to Employees outside the specific job classification noticed for layoff, but in the same Department and location as the noticed classification. Notwithstanding the provisions of this subsection 4, the Company may, in its reasonable discretion, reject the application to resign of any Employee under this subsection 4.

E. The Company agrees to make all reasonable efforts to provide Employees with retraining and with the opportunity to assume other job functions for which they may qualify in the event their original job function is eliminated by reason of automation or the installation of new equipment. If there is a job opening, it is understood that the intent of this clause is not to limit an Employee to applying for a job requiring lesser skills than his or her current job.

F. Seniority is defined as the length of continuous employment at Dow Jones. The rule of seniority, for the purpose of this Article VI, except as provided below, is that the Employee having the least seniority in the affected job classification in his or her department at his or her location shall be the first dismissed; except that, for lay-off purposes only, the job classifications of reporter, special writer and senior special writer shall be considered to be the same classification. In the event of dismissal to reduce the force, the Company agrees to follow the rule of seniority wherever possible and practicable, which means among other things that the rule of seniority shall not apply if a position is eliminated and where the less senior Employee(s) in the same job classification perform functions that are substantially different and where the more senior Employee(s) lack the necessary skills and abilities to perform the remaining work at a satisfactory level of proficiency and cannot reasonably be expected to acquire the necessary skills and abilities through available training and/or on-the-job experience within a time frame that would allow the Company to both continue uninterrupted operations and also effect the planned reduction in staff by the date the job elimination is scheduled to occur.

1. For the purpose of this subsection F of Article VI, part-timers and full-timers shall have seniority rights within their respective categories in the event of layoffs. The Company will determine the category of Employee, or any combinations thereof, that is to be laid off. The President and the Grievance Committee Chair of the Union shall have superseniority for layoff purposes as long as they are involved in the administration of this Agreement.

2. For the purpose of this subsection F, all Employees having less than two (2) years of service shall be deemed to have the same seniority status, and among such Employees, the Company shall follow the rule of seniority based on length of service only where all other relevant factors are equal.

3. For the purpose of this subsection F, any Employee(s) having two years or more of service shall be deemed to have the same seniority status as any other Employee(s) whose hire date is within one (1) year, and among such Employees the Company shall follow the rule of seniority based on length of service only where all other relevant factors are equal, provided that all Employees with less than two years of service will be laid off before any Employees with more than two years of service unless it is not possible or practicable.

G. Where the introduction of new technology, computer systems, or similar advancements has an impact on an Employee's work or job assignment, supervisory instruction or on-the-job or other training appropriate to the circumstances will be offered with sufficient time to allow the Employee to remain qualified to perform his or her job, or transition to a modified job. When the introduction of new equipment or automation, or the elimination of a job function will result in the loss of jobs, the Company will give a minimum of thirty (30) days' notice to the Union. The Union will have the right to discuss the impact of the change during this 30-day period. However, it is understood that this clause will not be subject to the grievance procedure spelled out in Article XI. The Company will make good faith efforts to provide reasonable training opportunities to affected Employees in order to allow them to apply for available job openings.

H. Retraining Allowance and Outplacement Services.

1. If an Employee who has completed at least nine months of employment is terminated for reasons qualifying the Employee for Severance Pay under Article VII, the Company will provide a retraining education allowance and/or outplacement assistance as provided below. To use a retraining education allowance, the Employee must apply for admission to the school within six (6) months from the date of termination and must have completed the courses for which he or she has enrolled within two (2) years from the date of enrollment. Payments for educational assistance will be paid directly to the educational institution selected by the Employee. If the Employee withdraws from the program, any refund for tuition, up to the amount of the allowance paid by Dow Jones, will be paid to the Company.

2. In cases of outsourcing or replacement by automation:

- 9-18 months -- \$3,000 retraining allowance + Level 1 outplacement
- 18 months-3 years -- \$6,000 retraining allowance + Level 1 outplacement
- 3-5 years -- \$9,000 retraining allowance + Level 2 outplacement
- 5+ years -- \$12,000 retraining allowance + Level 2 outplacement

3. In cases of reductions in force or job elimination:

- 9-18 months -- Level 1 outplacement
- 18 months-3 years -- Level 2 outplacement
- 3-5 years -- \$3,500 retraining allowance + Level 1 outplacement
- 5+ years -- \$5,000 retraining allowance + Level 2 outplacement

I. **Rehire.** Any laid-off Employee who is rehired by the Company within one (1) month of the layoff date shall be granted the seniority he or she had when he or she was dismissed, except that his or her period of employment for severance pay purposes shall start from date of rehire if he or she received a severance payment prior to the date of rehire.

J. Employees while on notice of layoff and for thirty (30) days following their effective termination date shall have priority over non-employees for any job

opening for which they are qualified, provided their performance in their job held at the time of termination is satisfactory. Employees eligible for priority under this Section must apply for the job opening in question and must indicate in their application that they are eligible for priority. The Employee's qualifications for the job shall be determined by the hiring manager.

The Company shall determine whether, and to what extent, relocation expenses will be provided to Employees referenced in the preceding Section, except in the case of a transfer to which Article V of this Agreement applies.

K. "Department" for purposes of this Article means the area of the Company in which the Employee in question works and which is supervised by a Department Head who reports to a Manager at a level equivalent to a Vice President or a Deputy to a Vice President. A list of such departments and Department Heads will be provided to the Union annually at its request, as well as in advance of any layoffs. The department list provided to the Union most immediately prior to the notice of reduction in force shall govern all layoffs.

L. "Location" for purposes of this Article means one of the locations of the Company specified in the "Scope of Agreement" clause, as may be amended. In addition, the location of an Employee assigned to work out of his or her residence, or a News Employee who is assigned to report to a manager located in a bureau different from that in which the Employee is physically located (a "telecommuter") shall be the location of the manager who supervises the telecommuter's work, except for telecommuters whose assignment to cover a specific geographical area requires them to maintain a residence in that area. In such cases, the Employee's location for purposes of this Article shall be his or her residence and the Employee will be notified that his or her residence is his or her location for the exercise of seniority.

1. It is understood that a telecommuter exercising his or her seniority rights to avoid a layoff may have to relocate. Such a telecommuter, other than an Employee assigned to cover a specific geographical area, will be deemed an Employee "transferred to a location or office at the convenience and request of the Company" for purposes of eligibility for relocation benefits according to the terms and requirements of Article V (Transfers). The prior sentence shall not apply to a telecommuter who was

permitted to transfer to a remote work location for personal (non-business) reasons. Notice will be given to such a telecommuter of a requirement that he or she relocate and of his or her eligibility, if any, for relocation benefits. The telecommuter will have thirty (30) days in which to advise the Company whether he or she intends to exercise his or her seniority to retain a position, and sixty (60) days thereafter to report to the new location. If a telecommuter declines to relocate, he or she will not be permitted to exercise seniority to prevent his or her layoff.

2. Annually, at the Union's request, the Company shall provide a list of Employees who have become telecommuters within the meaning of this section during the prior year. The list shall include, at a minimum, each telecommuter's job classification, department and work location.

M. **Notice and Consultation Regarding Outsourcing.** In the event of layoffs of more than ten (10) Employees due to outsourcing, the Company will notify the union not less than fourteen days before the beginning of any notice period required by this contract and will consult with the union concerning the outsourcing decision and effects on Employees, provided that the Company will retain the sole right to determine whether to outsource jobs and whether to lay off Employees.

ARTICLE VII – SEVERANCE PAY

A. In the event of a layoff, including a dismissal of an Employee resulting from:

- A decision by the Company to reduce the size of its staff (including reductions resulting from the transfer of work to a different Department or Location), or
 - Elimination of a job function, or
 - An Employee's refusal to relocate pursuant to Article V, or
 - The outsourcing of work, or
 - Replacing a job function with new technology ("automation")
- the Company agrees that such Employee shall be paid a sum of money ("Severance Pay") determined on the following basis:

1. If the period of employment is:
 - (a) Less than nine months: three weeks' wages.
 - (b) Nine months but less than eighteen months: six weeks' wages.
 - (c) Eighteen months but less than three years: eight weeks' wages.
 - (d) Three years but less than five years: ten weeks' wages.
 - (e) Five years but less than twenty years: two weeks' wages for each full year of service, with a minimum of twelve weeks.
 - (f) One and one-half weeks' additional wages for each six months of employment over twenty years up to a maximum in the aggregate, of fifty-two weeks' wages.
2. If the dismissal is a layoff due to outsourcing, the Employee will receive full severance pay as provided above, plus an additional four (4) weeks' wages.
3. "Employment" means continuous employment by Dow Jones & Company, Inc. or any of its subsidiary or affiliated companies, in any and all departments as set forth in the employment records of the Company.
4. "Wages" means the Employee's base wage rate as of the date of termination, and shall include shift differentials if shift differential would be included in the calculation of vacation pay pursuant to Article III(G)(ii). For part-time Employees eligible for severance pay, hours per week shall be determined based on the Employee's fourteen week average as of the date of separation.

B. Sale of business unit or transfer to new Employer. In all cases where an Employee is offered a substantially comparable position with a purchaser or outsourcer, no severance pay shall be due if the Employee accepts the position. If the Employee declines the position, then half-severance will be paid, along with full benefits, retraining and outplacement.

C. Release Requirement. As a condition of receiving severance benefits provided for anywhere in this Agreement, the Employee must execute a general Release of claims against the Company (the "Release"). The Union will retain all rights to file grievances and proceed to arbitration according to the terms of this Agreement regarding any claimed Agreement violation. The Employee's Release will specifically exclude claims arising under any IAPE collective bargaining agreement with the Company as

well as claims relating to the validity of the Release and the waivers contained in the Release; claims to enforce the Release; claims for benefits granted by applicable Company policy or contract (including this Agreement or the Release); claims for workers' compensation benefits and unemployment benefits; claims that may arise after the date of the Release; and claims that cannot be waived by law.

ARTICLE VIII-A – HOLIDAYS

A. Regular Holidays.

1. The following shall be considered holidays: New Year's Day, Martin Luther King, Jr. Day, President's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving and Christmas, or the days celebrated by the United States federal government as such.

2. When an Employee is required to work on any of the above-mentioned holidays, he or she shall be paid at the rate of 1 1/2 times the regular straight time rate for his or her regularly assigned daily hours and at double the regular straight time for hours worked in excess of that time. Also, he or she shall be given another day off or an additional day's pay at straight time rates, at the discretion of the Company, except that the Employee may elect to receive the day's pay for working on any holiday after July 3 in any calendar year. In no event will the Company assign to any Employee as such an additional holiday a day which falls on either Saturday or Sunday, unless the Employee is regularly scheduled to work Saturday or Sunday.

B. Personal Days (Floating Holidays).

1. Employees on five- and four-day workweeks also shall be eligible for six additional holidays per year, or six days of pay at straight time rates, or any combination thereof, at the discretion of the Company; Employees on three-day workweeks shall be eligible for four additional holidays per year. If the Company selects that days off will be granted in lieu of pay, the date or dates shall be selected by the Employee, except that the Company may limit the number of persons absent, if any, from any department on a given day if it is necessary, in the opinion of the Company, to permit the normal functioning of business. An Employee must submit a request for such time off

at least ten days in advance, except that a request for time off for dependent care or family emergencies may be made upon reasonable notice.

2. During the first year of employment, an Employee shall be entitled to the aforementioned floating holidays, as follows, depending on the date of hire:

January 1 to March 31	6 holidays
April 1 to June 30	4.5 holidays
July 1 to September 30	3 holidays
October 1 to December 31	1.5 holidays

C. An Employee whose regular day off falls on a holiday shall receive another day off to be granted in accordance with Section B of this Article. For Employees on a three (3) or four (4) day work week, when the day of a holiday falls on the Employee's regularly scheduled day off, the Employee shall receive either one day's pay (based on the Employee's then-current schedule) or another day off, at the discretion of management. This provision shall apply to both overtime exempt and non-exempt Employees.

D. Part-time Employees who qualify as "regular" part-time Employees shall be entitled to holiday pay based on their average work day in the preceding fourteen weeks. A "day" for part-time Employee paid days off is defined as the average weekly hours divided by the scheduled number of days per week.

ARTICLE VIII-B – HOLIDAYS – CANADIAN EMPLOYEES

A. Regular Holidays.

1. The following shall be considered holidays: New Year's Day, Family Day (for Ontario Employees only), Good Friday, Victoria Day, Canada Day, Labor Day, Thanksgiving, Christmas, Boxing Day, St. Jean Baptiste (Quebec Province) and Civic Day (Ontario Province) or the days celebrated by the Canadian federal government as such.

2. When an Employee is required to work on any of the above-mentioned holidays he or she shall be paid at the rate of 1 1/2 the regular straight time rate for his or her regularly assigned daily hours and at double the regular straight time rate for hours worked in excess of that time. Also, he or she shall be given another day off, or an additional day's pay at the straight time rates, at the discretion of the Company, except that the Employee may elect to receive the day's pay for working on any holiday after July 3 in any calendar year.

3. In no event will the Company assign to any Employee as such an additional holiday a day which falls on either Saturday or Sunday, unless the Employee is regularly scheduled to work Saturday or Sunday.

B. Personal Days (Floating Holidays).

1. Six other holidays, or instead six days' pay at straight time rates, or any combination thereof, at the discretion of the Company, shall be granted. If the Company selects that one or more days will be granted, the date or dates shall be selected by the Employee, except that the Company may limit the number of persons absent, if any, from any department on a given day if it is necessary, in the opinion of the Company, to permit the normal functioning of business. An Employee must submit a request for such time off at least ten days in advance, except that a request for time off for dependent care or family emergencies may be made upon reasonable notice.

2. During the first year of employment, an Employee shall be entitled to the aforementioned floating holidays as follows, depending on the date of hire:

January 1 to March 31	6 holidays
April 1 to June 30	4.5 holidays
July 1 to September 30	3 holidays
October 1 to December 31	1.5 holidays

C. An Employee whose regular day off falls on a holiday shall receive another day off to be granted in accordance with Section B of this Article.

D. Part-time Employees who qualify as “regular” part-time Employees shall be entitled to holiday pay based on their average work day in the preceding fourteen weeks. A “day” for part-time Employee paid days off is defined as the average weekly hours divided by the scheduled number of days per week.

ARTICLE IX – VACATIONS

A. For the purpose of this Article, “current vacation year” is defined as the calendar period January 1 through December 31.

B. The Company will grant vacation with pay to regular full-time Employees based on the Employee achieving the specified length of continuous service at any time during the current vacation year as follows:

Length of Continuous Service Attained During Current Vacation Year	<u>Weeks of Paid Vacation</u>
Less than 3 years	3 weeks
3 years	4 weeks
6 years	5 weeks

During the first year of employment (if hired after January 31), vacation time is prorated by month until the start of the new calendar year. For example, an

Employee hired in May would work eight (8) months of the year, and would be entitled to eight twelfths ($\frac{2}{3}$) of the minimum three (3) weeks of vacation which would be ten (10) vacation days for full-time Employees working a 5-day week.

C. Vacation time shall be scheduled at the mutual convenience of the Company and the Employee, pursuant to past practice. Managers should approve or deny Employee requests for vacation as quickly as practicable, which should be no later than two weeks after the request, subject to any departmental practices regarding deadlines for submitting requests (including practices that may set later deadlines for requesting vacation days for dates in the later part of the calendar year). Provided that an Employee's manager has approved a vacation request based on mutual convenience, and provided that departments may establish limits on the number of Employees who may take vacation time simultaneously, Employees are not responsible for arranging coverage for work assignments during periods of vacation.

D. Any Employee who leaves the employ of the Company during the current applicable vacation year without taking his or her vacation shall be entitled to receive a cash settlement corresponding to the Employee's vested unused vacation time if the Employee is eligible for severance pay under Article VII. Vacation time shall vest monthly (pro rata). Employees whose employment terminates on or before the first working day of a month do not accrue unused vacation pay for that month.

E. An Employee who is entitled to at least three weeks of vacation and whose compensation is \$1,250 per week or less will be granted one week's pay in lieu of one week's vacation at the request of the Employee.

F. Regular part-time Employees shall be entitled to paid vacation based upon attaining the anniversary of their employment at any time during the current vacation year as follows:

Length of Continuous Service	Weeks of Paid Vacation
1 year	2 weeks
4 years	3 weeks
7 years	4 weeks

G. Vacation time may not be carried forward into a new calendar year unless required by local law or as provided in the Company's published vacation policy or employee handbook.

H. An Employee who has a change in status during a calendar year reducing his or her vacation eligibility (e.g. regular full time to part-time, or regular part-time to part-time) shall retain, for that calendar year only, the number of unused weeks of vacation granted in the Employee's prior status. Such retained weeks shall be granted based upon the Employee's current weekly schedule and shall be paid based on the Employee's average hours worked over the fourteen weeks immediately preceding the vacation.

I. California Vacation and Personal Day Accrual Cap. Employees in California shall be subject to an annual cap on accrual of vacation and personal days set at 175% of the Employee's single-year annual allotment as set forth in this Article and Article VIII. Employees at the cap shall not accrue additional vacation or personal days until their total accrual falls below the cap.

ARTICLE X – UNION MEMBERSHIP

A. It shall be a condition of employment that any Employee, within thirty (30) days after beginning employment or within thirty (30) days after the effective date of this Agreement, whichever is later, shall satisfy his or her financial obligation to the Union by (i) becoming and remaining a member of the Union pursuant to the rules and regulations established by the Union, or (ii) paying an agency fee to the Union which represents that portion of the dues and fees routinely charged to Union members which is related to collective bargaining and contract administration and which is lawfully

chargeable to non-members. The Union shall establish the amount of the fee in accordance with applicable law. The Company shall, upon thirty days' notice from the Union, discharge any Employee who is not in compliance with this section, provided that any Employee shall have the right to terminate his/her Union membership and elect to become a fee payer. Neither the Company nor the Union shall discriminate against any Employee based on the Employee's union membership or fee payer status.

B. The Company agrees that it will not retain in employment any bargaining unit member for a period of longer than thirty (30) days after he or she has been certified by the Union to the Company as having not timely paid dues, assessment or agency fees, as applicable, provided this shall not be contrary to the law at that time. It is mutually agreed that this period of thirty (30) days may be utilized by such Employee to reinstate himself or herself by paying his/her outstanding dues or fees. An Employee discharged for such reasons shall not be entitled to severance pay.

C. Each Employee hired will be made aware of the Union security provisions of this contract at the time of hire. To implement this provision the Company shall distribute a Union membership form, a voluntary dues check-off form, and an introductory letter from the Union (all to be furnished by the Union) to each Employee who joins the bargaining unit.

D. Voluntary Dues Deduction, Assessment or Agency Fee Amounts

1. After the filing with the Company of an Employee's voluntary written assignment, the Company shall deduct from the earnings of such Employee and pay to the Union each month all lawful membership dues, Union assessments or agency fee amounts (see paragraph A) for the current month. Such membership dues, assessments or agency fee amounts shall be deducted in accordance with a schedule furnished to the Company by the Union on the first day of each month. An Employee's voluntary written assignment shall remain in effect in accordance with the terms of such assignment.

2. The voluntary deduction of dues, assessments or agency fees shall be made upon the following form:

To: Dow Jones & Company, Inc.

I hereby assign to the Independent Association of Publishers' Employees, and authorize you to deduct from any salary earned or to be earned by me, as your Employee, an amount equal to all membership dues, Union assessments or agency fees lawfully levied against me by the Independent Association of Publishers' Employees, for each calendar month following the date of this assignment, as certified by the Treasurer of the Independent Association of Publishers' Employees.

I hereby authorize and request you to check off and deduct such amounts during the months for which such amounts are lawfully levied, and the Independent Association of Publishers' Employees so notifies you, from any salary then standing to my credit as your Employee, and to remit the amount deducted to the Independent Association of Publishers' Employees.

This assignment and authorization shall remain in effect until revoked by me, but shall be irrevocable for a period of one year from the date of this assignment or the termination date of the current collective bargaining agreement, whichever is sooner. If I want to revoke this agreement, then during the thirty (30) day period following the annual anniversary of the date of this assignment or following termination of the collective bargaining agreement, I must notify the Independent Association of Publishers' Employees, and the Company by registered mail of my intention to revoke this voluntary dues/assessment/fee deduction. Unless such notification is given during this thirty (30) day period, this authorization and assignment shall be irrevocable for a further period of one year or the termination date of the then current agreement between the Company and the Independent Association of Publishers' Employees.

The within assignment shall, where applicable, apply to the sums required to be paid to the Union under Article X.

This assignment and authorization supersedes all previous assignments and authorizations heretofore given to you by me in relation to my Independent Association of Publishers' Employees dues, assessments or fees.

Dated _____, 20____
s/ _____

3. All refunds of dues, assessments or fees which may be required to be made to any Employee shall be made by the Union and the Union shall settle all questions and disputes between the Company and its Employees with reference to voluntary dues, assessments or fees, deductions or refunds without recourse to the Company as long as the Company has remitted all related payments to the Union for the Employee and time period involved.

ARTICLE XI – GRIEVANCE PROCEDURE

The following procedure shall be followed in adjusting disputes or grievances involving questions of interpretation of any provision of this contract.

A. A grievance arising from the interpretation or application of this contract shall be submitted promptly in writing, but in no case later than forty-five (45) days after the occurrence of the alleged grievance, by the party claiming to be aggrieved to the other party.

B. There shall be a grievance committee in New York, New York or in Princeton, New Jersey composed of Union members appointed by the President of the Union and management members appointed by the Company. The grievance committee shall meet monthly unless there are no active grievances.

C. If a grievance is not resolved within twenty (20) days from the date of submission to the grievance committee, the unadjusted dispute may, at the option of either party, be referred to an arbitrator mutually agreed upon for determination.

1. Arbitrations over disputes arising in the New York Metropolitan area (including New Jersey) shall be heard by an arbitrator selected from a five-person panel. The arbitrators on this panel shall be selected and agreed upon by both parties. Either party shall have the right, at the beginning of each contract year, to demand that an arbitrator be removed from the panel and replaced by an arbitrator agreed upon by both parties. Disputes shall be heard by the arbitrators on the panel on a rotating basis. However, if the first arbitrator in the rotation is unable to schedule a hearing date within a reasonable time, the parties may agree to select another arbitrator from the panel.

2. Arbitrators for disputes arising at locations other than those listed above shall be selected from a panel furnished by the American Arbitration Association.

3. Expenses of the arbitration shall be borne equally by the Union and the Company. The decision of such arbitrator shall be final and binding on both parties and may be enforced by appropriate proceedings in a court of competent jurisdiction. Where an arbitration is held involving a matter arising in any city other than New York, New York, the arbitration shall be held in the city in which the grievance occurs, unless

otherwise agreed upon by the Company and the Union. Nothing in the contract shall be construed as obligating the parties to arbitrate the terms of a new contract at the expiration of the present one.

4. The Union must file a written request for arbitration within three (3) months of receipt by the President or Grievance Chair of the Company's written decision to deny the grievance, provided that, if the affected Employee seeks to appeal the Union's decision not to proceed to arbitration to the Communications Workers of America, the three (3) month period is tolled until ten (10) days after the CWA issues a determination directing the Union to pursue arbitration. The three (3) month period is also tolled in the event of excusable neglect by the Union. Written notice must be filed either directly with a panel arbitrator (for disputes arising in the New York Metropolitan area), or with the American Arbitration Association.

5. In any arbitration under this contract, the Arbitrator may hear and decide any issues arising out of this Agreement, including any claims of unfair labor practices under the National Labor Relation Act. The parties agree that this section is intended to comply with the deferral requirements announced by the National Labor Relations Board (NLRB) in Babcock & Wilcox Construction Co., 361 NLRB 132 (2014) and provided further that nothing in this section precludes either party from filing charges of unfair labor practices with the NLRB.

D. Whenever a written warning is given to an Employee, an extra copy shall be enclosed so that he or she may send a copy to the Union, if he or she so desires. The extra copy shall include the following statement: "This extra copy is provided should you desire to send it to a representative of your Union (IAPE TNG-CWA Local 1096). You may contact your Union by emailing union@iape1096.org." Failure to enclose an extra copy with the prescribed statement under this provision shall be considered evidence that this was not a warning, subject to rebuttal by the Company.

E. An Employee shall be informed no less than three (3) hours in advance of any disciplinary or investigative meetings to which the Employee is called to attend. Notice to the Employee will clearly identify the subject matter of the meeting as either disciplinary or investigatory and will include a written statement that the Employee has the right to request from the Union that a Union representative may be present for the

meeting. Notice to the Employee shall also include the following contact information for the Union: union@iape1096.org, 609-275-6020. Notwithstanding the prior sentences in this section E, in the event of exigent circumstances, the Company may schedule a disciplinary or investigative meeting with fewer than three (3) hours' notice and shall make a good faith effort to provide the Union with sufficient notice before the meeting so as to permit the Union to attend.

F. 1. Employees designated by the Union to meet with the Company on joint committees recognized under this agreement or any *ad hoc* committee formed by the Union and the Company shall not be docked for such attendance. Employees who attend arbitration hearings as grievants shall not be docked; and Employees who testify at an arbitration hearing shall not be docked.

2. An Employee shall give reasonable notice to his or her supervisor of an absence contemplated by the preceding Section. Employees so excused for this purpose are expected to return to work when their attendance is no longer required, if reasonably possible.

3. Representatives and stewards designated by the Union to investigate grievances or attend disciplinary meetings shall be allowed to do so on working time when such activities cannot reasonably be performed on non-working time.

ARTICLE XII – HEALTH INSURANCE AND BENEFITS

A. The Company agrees to provide health insurance consistent with the details found in the Open Enrollment materials distributed by the Company annually, and the documents provided to the Union during bargaining, including the Side Letter attached to this Agreement. Except as expressly provided by this Agreement, the plans applicable to bargaining unit Employees will be the same plans applicable to non-union corporate employees of the Company generally in the US or Canada consistent with the following:

1. **Commitment to maintain comprehensive benefits plans.** For the duration of the Agreement, the Company will continue to provide a comprehensive package of employee benefits including medical, dental, vision, prescription drug

coverage, life insurance, disability and wellness benefits. The Company will provide multiple medical plan options similar in design to the current plans offered to non-union employees through Aetna as of 2019 and Employee options will not be limited solely to a high deductible consumer driven health plan/health savings account.

2. **Current (2019) medical plan design and premium structure for 2019 will be maintained through 2020.** The Company will make no change in medical plan design, and will make no change in the premium structure in place for plan year 2019 through the end of calendar year 2020.

3. **Cap on future Employee premium increases.** Beginning calendar year 2021 through the term of this Agreement, in the event the Company determines to increase employee premiums or alter plan design elements, the Company will not increase employee costs beyond the caps set forth in the attached Side Letter.

4. **Company will not substantially reduce benefits.** It is understood by the Parties that, except as provided for above, the Company will have the discretion and flexibility to change and modify its benefit plan design and coverages, and that such modifications will apply to members of the bargaining unit as they apply to all non-union and management employees. The Company agrees that it will not substantially reduce the totality of the benefits package. The parties agree that the following factors shall be considered in determining whether a reduction in the totality of the benefits package is substantial: (a) the specific benefit changes; (b) the reasonableness of the Company's business judgment in making the benefit change(s) in light of prevailing business and market conditions; and (c) costs to Employees.

5. The Company will have the discretion to change and modify plans as a consequence of legislative action, subject to the notice and consultation obligations of #6 below.

6. **Obligation to notify and consult with the Union concerning future changes.** The Company further agrees that in the event of any contemplated material plan changes, it will provide the Union with sixty (60) days advance notice wherever possible, and give the Union the opportunity to consult with the Company regarding the impact of changes on bargaining unit Employees.

7. **Retiree Medical Benefits.** Unit members will be subject to the same retiree medical plan as non-union employees as of ratification of the contract.

8. **Canadian Medical Plan.** The Canadian medical plan design shall be the same as for non-union staff.

B. The Company will reimburse 100% of membership fees for Employees who join a physical fitness center up to a maximum payment of \$600 per year. The reimbursement provided herein does not apply to membership fees for the Dow Jones Health Club or to the News Corporation Health Club at 1211 Avenue of the Americas in New York.

ARTICLE XIII — LEAVES OF ABSENCE

A. **Paid Leave for Union Official.** One Employee designated by the Union shall be permitted to take a leave of absence to allow that Employee to serve as an elected Union official on a full-time basis, or less than full-time with the consent of the Employee's manager, without loss of pay (including contractual pay increases), seniority, or benefits, and without being subject to discipline or termination by Dow Jones. At the expiration of his or her term of office, or upon the Union's request, the Employee shall resume his or her duties at Dow Jones in his or her job classification.

B. **Unpaid Leaves for Union Business.** The Union may request leaves of absence without pay for Union officers or representatives for the performance of Union business. Such leaves of absence shall not total more than three months in any one year for any one person, nor total more than thirty (30) non-consecutive days in a single year, nor be granted to more than three Employees from any one department at a given time. A request for a leave of absence shall be made upon ten (10) days' notice to the Employee's immediate supervisor or to the Director of Human Resources unless unanticipated circumstances makes ten (10) days' notice impossible, in which case reasonable notice to the Company shall suffice. Consent to requests for such leaves of absence shall not be unreasonably withheld. Upon request, and reasonable notice, members of the Union's Board of Directors, and a reasonable number of members invited to attend, shall be granted this leave for up to two days each to attend the Union's biennial Board of

Directors meetings, provided that any such requested leave may be withheld if it causes serious operational problems.

C. Bargaining Unit Employees participate in the Company's plans, policies, and programs that provide for paid and unpaid leaves of absence. Complete policy details, including eligibility rules, can be found in the Company's Employee Handbook and on the Company's HR and/or Benefits websites. These policies are subject to change at the Company's discretion, provided that Bargaining Unit Employees will be eligible for the same benefits as non-union employees. The Company will provide notice of any changes in the corporate plans applicable to IAPE-represented Employees and the Union will have an opportunity to consult about such changes before they become effective. As of the ratification of this Agreement, the Company's leave policies provide for the following benefits, which are subject to the terms of the published policies:

- Bereavement Leave
- Military Leave
- Jury and Witness Duty
- Personal Leave
- Paid Sick Leave
- Volunteer Day

D. **Benefits During Leaves.** Medical benefits provided to regular full-time Employees by this contract shall continue in effect during such Employee's authorized leave of absence, provided the Employee pays the premium cost of such coverage. As set forth in Article XVII(C)(3), Employees are not entitled to Short Term or Long Term Disability benefits if the disability occurs during an unpaid leave of absence. However, an Employee on unpaid leave whose return to work is prevented by a disability shall be eligible for Short Term or Long Term Disability benefits as of the date when the Employee would have otherwise returned to work, provided that all other requirements for coverage are satisfied. Employees will accrue service time for purposes of seniority rights and all benefit plans (e.g., vacation benefits, short term disability) during periods of authorized leave.

ARTICLE XIV – PARENTAL LEAVE

A. Bargaining Unit Employees participate in the Company’s Paid and Unpaid Parental Leave policies. Complete policy details, including eligibility rules, can be found in the Company’s Employee Handbook and on the Company’s Benefits website. These policies are subject to change at the Company’s discretion, provided that Bargaining Unit Employees will be eligible for the same benefits as non-union employees.

B. As of the ratification of this Agreement, the Company’s parental leave policies provide for the following benefits, which are subject to the terms of the published policies:

(1) Eligible Employees may take up to 20 weeks of paid parental leave. Leave may begin up to two weeks before the expected delivery date (or date of placement for adoption or foster care) and is typically taken over a continuous 20-week period. Leave may be taken in shorter segments (of at least one week) with management approval.

(2) Eligible full-time and regular part-time Employees may also take up to six months of unpaid child care leave, which runs concurrently with any period of paid leave. The Employee is permitted to return to the former job during the six month leave. With additional management approval, the unpaid leave may be extended to nine months (beginning on the date of birth or placement) without loss of seniority or benefits.

ARTICLE XV – PART-TIME AND TEMPORARY EMPLOYEES

A. All part-time Employees and “Covered Temporary Employees” shall be paid on an hourly basis determined by the weekly minimum salary provided for their classification and the equivalent full years of experience, unless provided otherwise in Articles III and IV of this contract.

B. For purposes of this contract, a “regular part-time Employee” shall be defined as an Employee with a fixed work schedule aggregating twenty (20) or more hours per week, but less than thirty-five (35) hours per week, and who on any February 1

or August 1 shall have been continuously employed twenty (20) or more hours per week for twenty-six (26) weeks; provided that the hours of a new hire will also be reviewed after the first six (6) months of employment to determine regular part-time status.

1. An Employee whose regular part-time status is established on any February 1 shall be deemed to be a regular part-time Employee until the next February 1. An Employee whose regular part-time status is established as of a date other than February 1 shall be deemed to be a regular part-time Employee until the next succeeding February 1 review.

2. In determining the average of hours worked under this provision, periods of maternity, paternity, or disability up to a maximum of twenty-six (26) weeks, will be excluded from the calculation.

3. For purposes of this contract, a "Covered Temporary Employee" shall be defined as an Employee on the Company's payroll and hired by the Company to work for a specified period of less than twelve (12) months or for a specified project expected to be completed in less than twelve (12) months. A Covered Temporary Employee who works beyond twelve (12) months to complete a specified project, and who has worked an average of twenty (20) or more hours per week during the preceding twelve (12) months, shall be considered a regular part-time Employee until completion of the project.

C. A regular part-time Employee who has worked an average of thirty-five (35) or more hours per week during the preceding nine (9) months shall have the option of becoming a full-time Employee at the Employee's request.

D. The Company agrees that part-time Employees will be permitted unpaid absences made necessary by illness of the Employee, spouse or children or emergency which requires absence from the office without losing continuity of employment in accordance with the following schedule:

- Employed one year or less – 5 days per calendar year;
- Employed more than one year – 10 days per calendar year.

However, those part-time Employees who had accumulated a greater number of unpaid absences as of May 1, 1999, shall retain throughout the contract term

their same respective number of unpaid absences permitted as of May 1, 1999, determined by length of employment as of May 1, 1999 as follows:

- Employed more than 2 years but less than 5– 15 days per calendar year;
- Employed 5 years or more – 15 days per calendar year, plus an additional 5 days during the same calendar year to be used only for Employee illness when supported by a doctor's certificate, and for which the Employee becomes eligible only after exhausting the aforementioned 15 days in any calendar year.

Regular part-time Employees may use any paid time off available to them in order to be paid for a sick day.

E. Regular part-time Employees shall be covered by all applicable and relevant provisions of this contract as modified by specific provisions in the individual applicable Articles. The Union and the Company mutually agree that the following Articles specifically are not applicable to regular part-time Employees:

- ARTICLE VI - Section H - (Retraining Allowance and Outplacement Services)
- ARTICLE XIV - (Maternity and Paternity Leave), except for the applicable provisions of Section B.

F. Covered Temporary Employees and part-time Employees not qualifying as regular part-time Employees shall not be covered by the following Articles:

- ARTICLE VI - Section H (Retraining Allowance and Outplacement Services)
- ARTICLE VIII - (Holidays)
- ARTICLE IX - (Vacations)
- ARTICLE XII - (Health Insurance and Benefits)
- ARTICLE XIV - (Maternity and Paternity Leave)
- ARTICLE XVII - (Disability Pay and Sick Leave), except for the applicable provisions of Section I

G. The Company retains the right to engage third-party vendors or consultants to perform work on behalf of the Company on a temporary or permanent basis. Employees of such vendors or consultants (“Contractor Staff”) may perform work

on the Company's premises and may perform work similar to work performed by members of the bargaining unit.

H. Temporary Employees

1. The Company from time to time retains temporary services through third-party staffing agencies ("temporary employees"). Such temporary services are retained in order, among other things, to fill job vacancies pending the hiring of full-time, or regular part-time Employees or to staff short-term projects or to provide specific expertise. For purposes of clarification, the definition of "temporary employees" does not include Covered Temporary Employees, Contractor Staff or freelancers. No temporary employee will work for the Company for more than 12 months. After 12 months, such temporary employees will be treated the same as Covered Temporary Employees, except that a temporary employee's work tenure may be extended by the Company for a period not more than six additional months for temporary employees who are working on projects that extend beyond 12 months, and for temporary employees who are filling in for regular Employees who are on leave, but not for more than an additional 6 months.

2. Individuals engaged as temporary employees more than six months prior to November 17, 2019 will be subject to the terms of this paragraph H as of May 17, 2020 (e.g., a temporary employee engaged in February 2019 must be converted to a Covered Temporary Employee on or before May 17, 2020, unless the temporary assignment as been extended for a maximum of another six months).

3. The Company will provide the Union each month with a list of temporary employees. This list will include (1) the name of the temporary employee; (2) the name of the third-party agency providing the temporary employee; (3) the Business Unit in which the temporary employee is providing services; (4) the name of the Dow Jones manager associated with the worker; (5) the date of engagement; and (6) the date when the Company expects that the assignment will terminate.

ARTICLE XVI – SPECIAL COMMITTEES

A. **Classification Committee.** A joint committee, consisting of two members to be named by the Company and two members to be named by the Union, shall be established and shall meet at least semi-annually to review any new jobs that have not been classified under this contract. A new job to be reviewed is one that has been established for at least one year and to which, from the date of the job's first establishment, there have been at any one time three or more persons assigned. The joint committee shall determine a mutually acceptable description, classification and wage scale for the job.

B. **Grievance Committee.** A joint committee comprised of at least two members to be named by the Company and two members to be named by the Union shall be established and shall meet monthly to review any grievances between the parties as defined by Article XI of this Agreement.

C. **Incentive Committee.** There will also be a joint standing committee created with equal representation from the Union and the Company concerning incentive plans. Under the contract, forty-five (45) days' notice must be given to the Union concerning a change, modification or termination of an incentive plan. Any notice given under this provision will be referred to the joint standing committee. The Union may refer any question concerning the plans at any time to the joint standing committee. The Company reserves all rights to make the final decision concerning the incentive plans. The Company agrees that, for any design changes to an incentive plan year over year, the Company will provide a written explanation for such changes. The Company also agrees to provide plan participants with a mechanism for tracking their progress towards their target incentive payouts.

D. **Labor/Management Committee.** There will be a Labor/Management Committee, comprised of two representatives of the Company and two representatives of the Union, who shall meet monthly and discuss topics of interest to either party which are not appropriately taken up in grievance committee or classification committee.

ARTICLE XVII – DISABILITY PAY AND SICK LEAVE

A. The Company agrees to make disability payments occasioned by personal sickness, pregnancy or accidents to all regular full-time Employees who qualify under the conditions, administrative rules and schedules following:

LENGTH OF CONTINUOUS EMPLOYMENT	WEEKS AT 100% SALARY	WEEKS AT 60% SALARY
Less than 6 years:	8	18
6-10 years of service	16	10
More than 10 years of service	26	0

For the purposes of this Article, “salary” is defined as an Employee's regular straight time earnings, exclusive of overtime, premiums, bonus, commissions, incentive compensation, etc.

B. **Waiting period.** To qualify for the above-detailed disability benefits, an Employee must be disabled for five (5) consecutive working days and must promptly notify his supervisor of the nature of his disability. Such notification shall constitute application for disability pay. The waiting period applies to each unrelated disability. If the disabled Employee is hospitalized, there shall be no waiting period.

C. Under the following circumstances, no disability payments will be due.

1. Disability arising out of employment for an Employer other than the Company or in self-employment. However, leaves of absence to members of the Union without pay or on a day they choose to take as a vacation day (with the approval of the Union's President) for the performance of Union business, shall continue to be entitled to the benefits under this provision, and all fringe benefits contained in this contract shall also apply to Article XIV, Section A.

2. Disability due to an Employee's willful misconduct, or arising from his or her commission of a crime.

3. If the disability occurs at a time when the Employee is not in the active employ of the Company, such as on leave of absence without pay, during periods of work stoppages, and the like. As set forth in Article XIII(D), an Employee on an

unpaid leave whose return to work is prevented by a disability shall be eligible for Short-Term Disability benefits and Long-Term Disability benefits as of the date that the Employee would have otherwise returned to work, provided that all other requirements for coverage are satisfied.

D. For the period the disabled Employee is continued on the payroll, the Company shall deduct from benefits payable under this Article, the amount received by the Employee under local, state or federal legislation in lieu of earnings.

E. An Employee's disability payments will cease when he or she commences to receive payments under the permanent and total disability provisions of the Company's group life policy, or the Company's pension programs.

F. The above-detailed disability pay schedule shall be applicable to each separate injury or illness resulting in a qualifying disability.

G. 1. An Employee who returns to work after being disabled shall return to his or her same job unless business needs require that the Employee be replaced. In the event of replacement, the Employee shall return to another job for which he or she is qualified without loss of seniority or pay. A disabled Employee who becomes eligible for long-term disability benefits normally must return to his or her job within six (6) months of the date he or she became eligible for such benefits. Failure to return to work may result in termination of employment.

2. An Employee on long-term disability who is terminated shall be entitled to coverage under the Company health-care plan (medical and dental) until the end of the month following eighteen (18) months from the employment termination date. Thereafter, he or she will be entitled to the then-current conversion privileges under the plans or coverage under the health-care plan offered to retirees if so eligible based on age and service as of the employment termination date.

H. **Administrative Rules**

1. All Employees must supply a doctor's certificate covering disability of three (3) or more days' duration. Employees should contact the Leaves Administrator to obtain forms to be completed by the Employee's doctor.

2. Benefits payments may be suspended if the Employee fails to provide appropriate documentation of eligibility for benefits.
3. Employees receiving benefits under this provision must be treated by a physician and provide documentation of continued disability as requested by the Leaves Administrator. The Employee must return to work after the conclusion of the disability or benefits may be suspended and the Employee may be subject to additional disciplinary action.
4. Application or acceptance of disability pay will constitute an invitation and authorization by the Employee for contact by an authorized representative of the Company who may be a doctor or a registered nurse.
5. A false claim for disability pay constitutes cause for immediate dismissal without severance pay.
6. An Employee on short-term disability may be required at the Company's option to undergo an examination, paid for by the Company, by a physician selected by the Company to approve or disapprove his or her continuing on short-term disability. An Employee who fails to attend a scheduled medical examination may have benefits suspended pending certification of benefit eligibility.
7. An Employee on short-term disability who undergoes such an examination may request that a copy of the independent medical examiner's report be provided to the Employee's physician. A written response to the examiner's report, prepared by the Employee's physician, will be considered in any appeal made by the Employee of the denial of a claim for short-term disability benefits.

I. **Sick Pay.** The Company shall maintain a policy of sick leave pay for illnesses of short duration. Employees shall be paid for days of absence not covered by other types of leave (including Short-Term Disability, FULA, and state family leave statutes) and subject to administrative rules that the Company may adopt from time to time provided that Employees covered by this contract shall be governed by the same rules that apply to non-union employees. Sick leave pay may also be used for dependent care such as family illness.

The Company's Sick Leave policy, which applies to members of the bargaining unit, is intended to comply with state and local earned sick time laws, including the New York Earned Sick Time Act and the Washington D.C. Earned Sick Time Act. Where such local or state sick leave laws apply, the Company will comply with at least the minimum requirements of the laws in effect at the place where each Employee works.

It is the Company's intention to establish a policy of granting to all non-regular part-time Employees in the US and Canada up to five (5) paid sick days per year, to be used according to Company policy and according to the terms of applicable state or local regulations.

For all Employees, using a sick day under false pretenses is grounds for disciplinary action.

ARTICLE XVIII – RETIREMENT PLAN

The Company will provide to eligible Employees (as defined in the Summary Plan Description ("SPD")) the Dow Jones Retirement Program, which will include the following:

A. **The Dow Jones 401(k) Savings Plan.** The Dow Jones 401(k) Savings Plan allows Employees to save pre-tax dollars toward retirement with Company contributions and matching contributions as provided for under the terms of the Plan. Employees will be eligible to participate in the 401k Plan on the same basis as non-union employees and are subject to all Plan terms and conditions as provided for in the SPD for the Plan. Notwithstanding any term of the Plan, all Employees within the IAPE bargaining unit hired between July 1, 2009 and April 30, 2010 will be eligible for the same Company contribution and matching contributions as non-union employees hired between January 1, 2005 and July 1, 2009.

B. For Canadian Employees, the Company will maintain a retirement plan that mirrors the above to the maximum extent permitted under Canadian law.

ARTICLE XIX – SAFETY MATTERS

A. The Company will comply with federal, state and local standards to provide a safe and healthy workplace.

B. Video Display Terminals (“VDTs”).

1. For operators who will be required to work on the VDT continuously without interruptions (75% of their workday), a 15-minute break every two hours will be provided except where the nature of the work makes such a break impractical. In such cases, the manager or supervisor will determine when the break will be given. This does not indicate a break from all work, but simply a change of activity allowing the eyes to focus on different subjects so they may “rest.”

2. The Company will have a written policy available concerning the use of VDTs.

3. The Company shall comply with government regulations regarding VDTs, including VDT radiation emissions. The company shall comply with an Employee’s request that VDTs in his or her area be tested for such emissions.

4. The Company shall provide a filter cover for each VDT for which a filter cover is necessary to eliminate glare.

C. All Company vans and other vehicles used to transport equipment shall be equipped with safety devices in order to protect front-seat passengers from equipment thrown in a sudden stop.

D. The Union may designate an Employee representative to any local safety committee formed by the Company at locations covered by this contract.

ARTICLE XX – NONDISCRIMINATION

The Union and the Company agree to continue their policy of nondiscrimination as follows: the union shall not discriminate against applicants for Union membership, and the Company shall not discriminate against Employees, including regarding compensation, for reasons of race, color, sex, sexual orientation, gender identity, creed, national origin, age, disability, veteran’s status, union activity, or refusal to join in such activity. The Company shall take affirmative action to promote the goals of this Article as

regards race, color, sex, creed, national origin, age, disability and veteran's status only. Nothing in this article overrides the provisions of Article X of this agreement.

The Company is committed to its equal employment opportunity policy, which promotes the recruitment and hiring of a diverse workforce, including employees of any race, color, sex, sexual orientation, gender identity, creed, national origin, age, disability and veteran's status.

ARTICLE XXI – PERFORMANCE EVALUATIONS

If an Employee receives a written performance evaluation, he or she has the right to review the evaluation and to affix his or her written response to the evaluation. Nothing in this provision shall require the Company to give performance evaluations. The Company and the Union agree that performance evaluations under this Article shall not be considered disciplinary actions.

ARTICLE XXII – JOB POSTING

A. The Company will post on its intranet and internet web sites, a written notice of all job openings at the Company below the level of National Department Head, or its equivalent.

B. Each notice shall include the following information with respect to each job opening:

- (i) Position title;
- (ii) Brief position description;
- (iii) Qualifications and skills required;
- (iv) Location;
- (v) Hiring manager's name and telephone number;
- (vi) Whether, and to what extent, relocation expenses will be provided;
- (vii) Last date on which applications will be accepted (no earlier than two (2) weeks after the job is first posted);

- (viii) If the opening is an IAPE-represented job, the minimum wage scale for the position (if applicable);
- (ix) Whether a clear or likely candidate already exists for the opening.

C. Each notice shall include the following language:

All Dow Jones Employees are eligible to participate in the job posting program. All inquiries and applications shall be kept confidential unless the Employee is granted an interview.

D. All Employees who have applied for a job opening for which they have priority for the position under Section J of Article VI (Employees on notice of layoff or laid off within the past 30 days) will be granted an interview by the Company for the position.

E. The decision on hiring shall be made solely by the hiring manager.

F. The Company will determine whether, and to what extent, relocation expenses will be provided, except in the case of a transfer or relocation to which Article V applies.

G. Job openings shall remain listed on the summary sheet listing all job openings beyond the first posting period (set forth in Section B (vii) of this Article), until the Company has offered the job to a candidate and the candidate has accepted, or until the Company has decided not to fill the job.

H. A “job opening” exists within the meaning of this Article whenever:

- An Employee leaves a position and Dow Jones seeks to replace that Employee in that position;
- A new position is created; or
- A position is changed in important respects such as where there is a change in Location, job classification, or which may occur where there is a change in Department A job opening does not exist if an Employee is promoted or reclassified to reflect his or her duties, unless the promotion or reclassification results in a net change in the headcount in the Employee’s department, in

which case both the Employee's new job and the job opened as a result of the promotion or reclassification shall be posted. A job opening does not exist when an Employee is reassigned within the same job classification in the same department in the same location.

I. The Company shall track all job openings, including the date of posting; the length of time for which each such opening was posted; and whether there was a clear or likely candidate at the time the job was posted. The Company shall also track the number of non-Employee and Employee applicants for each job opening; whether the successful applicant was the clear or likely candidate (if there was such a candidate), an Employee, or a non-Employee; and the date the job was filled. All of this information shall be made available to the Union for union-represented positions.

J. All Employees who apply for a posted job in writing shall receive acknowledgement of receipt of the application, and all Employees who are interviewed for a posted job shall be informed of the outcome.

ARTICLE XXIII – NO STRIKES

The Union and the Employees covered by this contract agree not to strike or otherwise engage in stoppages, slowdowns or sympathy strikes during the term of this contract. The Company agrees that it will not lock out Employees during the term of this contract.

ARTICLE XXIV – MISCELLANEOUS

A. Employees authorized to use their personal automobiles on Company business will be reimbursed for such use at the business rate established by the Internal Revenue Service in effect at that time. In addition, tolls and parking fees for which receipts are tendered will also be paid.

B. The Company agrees to provide suitable space within its various offices and locations that are covered by this contract for the installation of bulletin boards to be

maintained by the Union. The Company will continue to provide work space for the Union in its New York and Princeton locations.

C. The Company never has and never shall use lie detector tests.

D. The Company will continue its present policy of liberalization concerning any type of freelancing work or guest appearances on television or radio programs, etc. which is: Any Employee wishing to identify himself or herself as an Employee of Dow Jones or any Dow Jones publication, must obtain permission from the appropriate department head. It is understood that both the individual and the subject matter must be approved. If permission is denied, the Employee is entitled to an explanation in writing from the Managing Editor of the appropriate publication. However, it is understood that the Managing Editor's decision is final. [Note: The Union and the Company have different interpretations concerning the rights of the Employees and managers under this Section. However, both parties agree that under this contract, any Employee doing any type of freelance work for a competitive publisher or broadcaster is subject to discharge. (It is understood that this understanding in no way changes the definition of freelance work.)]

E. In departments in which testing is used, any present Employee who fails a test or course, whichever is applicable, may, at his or her option, have one retesting, provided any expense incurred concerning the retesting must be paid by the Employee. The Company shall determine the time for the retesting and shall continue its present policy of making plant facilities available to the Employee prior to his or her being retested for the purpose of familiarizing himself or herself with the equipment and operational procedures. The Company will make an effort to provide some familiarization with the equipment prior to the first test. All familiarization will be done under the direct supervision of the supervisor or an Employee appointed by him or her.

F. Incentive payments will be made within three (3) months of being earned as defined in the respective incentive plan.

G. Effective September 30 of each year, the Company will include in the life insurance plan the amount of incentive the Employee was paid in the previous fiscal year.

H. Bargaining Unit Employees participate in the Company's plans, policies, and programs that provide for various employee benefits. Complete policy details, including eligibility rules, can be found in the Company's Employee Handbook and on the Company's HR and/or Benefits websites. These policies are subject to change at the Company's discretion, provided that Bargaining Unit Employees will be eligible for the same benefits as non-union employees, except for the Physical Fitness Reimbursement Program and the minimum benefit level for the Emergency Back-up Child Care plan as noted below. The Company will provide notice of any changes in the corporate plans applicable to IAPE-represented Employees and the Union will have an opportunity to consult about such changes before they become effective. As of the ratification of this Agreement, the Company's policies provide for the following benefits, which are subject to the terms of the published policies:

1. Long Term Disability Benefits.
2. Basic and Supplemental Life Insurance.
3. Business Travel Accident Insurance.
4. The Dow Jones Educational Assistance Plan
5. Employee Assistance Program.
6. Dependent Care Program.
7. Physical Fitness reimbursement (\$600 annually)
8. Emergency Back-Up Child Care reimbursement (\$700 annually)

I. The Company shall continue to provide late-night taxi service to Employees working in offices where, in the manager's discretion, use of public transportation is unsafe. This is not intended to expand the manager's discretion under the prior policy.

J. There shall be no recorded monitoring of Employee telephone conversations without business justification. Recorded monitoring of Employee telephone conversations will be done only after reasonable notice to the Employee of such monitoring, provided that such notice may be provided at the outset of employment, or at any other time, for Employees whose primary job involves placing or answering telephone calls in customer service or inside sales departments and whose calls may be routinely monitored and/or recorded for quality assurance purposes. "Live" monitoring

of company telephone lines is permitted without notice provided there is a business justification for such monitoring.

K. Subject to applicable federal, state or local law, when an Employee receives an overpayment or otherwise owes the Company a debt, the Company may deduct any such sums from a terminating Employee's final pay, including from any severance payments, payments in lieu of unused vacation time, incentive or other bonus payments or any other payment due to the Employee, provided that the Company gives notice to the affected Employee and to the Union, and provided further that the Company's calculation of the sums owed is subject to the grievance procedure of this Agreement.

L. The Company shall comply with applicable law concerning the administration of FMLA or applicable state law leaves. During any unpaid leave of absence covered by the FMLA or applicable state law, the Company may require Employees to use accrued but unused paid time off (e.g., vacation and floating holidays), provided however, that the Company shall only require Employees to use paid time off in either the year in which the FMLA or applicable state law leave begins or ends, but not both.

M. The Memorandum of Agreement regarding IT positions dated May 22, 2000 shall remain in effect for the duration of this contract, except that there shall no longer be a promotion minimum for IT positions.

N. **Printing Plant Night Shift Employees.** Notwithstanding any other provisions of this Agreement, Employees within the bargaining unit who are regularly assigned to night-shift work in Dow Jones printing plants, producing The Wall Street Journal, Barron's, and/or other publications in print format, shall be subject to the same payroll policies and practices as apply to non-unit employees in the printing plant where such Employees work regarding the following: (1) observance of Holidays and Holiday pay; (2) shift differential; and (3) hours of work.

O. **Working from Home.** Where possible, Employees may request permission for work-at-home assignments. If the request is denied, upon written request

by the Employee, his or her immediate supervisor will provide a written explanation for why the Employee has been denied permission to work at home.

P. **Time Clocks.** The Company may introduce a time-recording system for Employees, subject to the requirement that the Company consult with the Union for not less than sixty (60) days before the implementation of such a system.

Q. **Work Anywhere Agreement.** All Employees working from home shall be subject to the Dow Jones Work Anywhere Policy, except as otherwise provided for by the terms and conditions of this Agreement. In the event of any inconsistency between the Work Anywhere Policy and this Agreement, the terms of this Agreement shall govern.

ARTICLE XXV – SAVINGS

Should any federal, state or local law or the final determination of any board or court of competent jurisdiction be in conflict with any provision of this contract, the provision so affected shall not be enforceable but the remainder of this contract shall continue in full force and effect.

ARTICLE XXVI – DURATION AND RENEWAL

A. This contract shall be in effect from July 1, 2019, to and including June 30, 2022.

B. Negotiations for the renewal, modification or extension of this contract may be instituted by either party within sixty (60) days prior to its expiration. If within sixty (60) days following the date on which this contract expires a new contract has not been negotiated, the period of negotiation may be extended beyond this sixty (60) day period by agreement of the parties to this contract, the conditions of this contract to prevail during the sixty (60) days following its expiration and during the agreed extension period or periods, provided, however, that no increase resulting from experience rating shall be made during the period of extended negotiations following expiration of this contract.

Ratified November 17, 2019

Dow Jones & Company:	The Independent Association Of Publishers' Employees, The NewsGuild-CWA Local 1096, AFL-CIO, CLC:
Kamilah Mitchell-Thomas – <i>Chief People Officer</i> Thomas M. Maher – <i>Sr. Vice President, and Deputy General Counsel</i> Kevin G. Chapman – <i>Associate General Counsel</i> Jamie B. Lehrer – <i>Assistant General Counsel</i> Jamie Miller – <i>Director, People Business Partner</i> Kim Duck – <i>VP, Global Benefits</i>	Yogita Patel - <i>President</i> Joseph Walker - <i>Treasurer</i> Alexandra Berzon - <i>Location Director, Los Angeles, CA</i> Patricia Corley - <i>Location Director, Princeton, NJ</i> Louise Radnofsky - <i>Location Director, Washington, DC</i> Brent Kendall - <i>Committee Member, Washington, DC</i> Cezary Podkul - <i>Committee Member, New York, NY</i> Tim Martell - <i>Executive Director</i>

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Side Letter Re: Procedures for Card-Check Recognition

1. Location of unit-eligible employees and scope of card check. This card check procedure shall be applicable to any currently unorganized location within the scope of the recognition clause of the current collective bargaining agreement between Dow Jones & Company, Inc. (the “Company”) and the Independent Association of Publishers’ Employees, The NewsGuild-CWA Local 1096 (the “Union” or “IAPE”).
2. Recognition. The parties agree that, subject to the procedures defined in this Agreement, the Company will recognize IAPE as the exclusive bargaining representative for the unit-eligible employees in any location where a majority (50% + 1) of the unit-eligible employees have signed authorization cards under the procedures of this Side Letter.
3. Form of Cards. Valid cards must be in the form reasonably agreed to by the parties. The Union will submit to the Company an example of any authorization card it intends to use as part of a card-check recognition process. The Company will raise any objections within 10 days and thereafter the parties will negotiate to agreement over the form of the cards.
4. Eligible Employees. All authorization cards relied upon to support a majority must be signed by employees on the payroll at the time the request for recognition is made (the “Claim Date”) and must have been executed within one year of the Claim Date.
5. Card Check Procedures. The following procedure shall apply to determine whether the Union has achieved majority status in a particular location:
 - a. The Union shall notify the Company in writing that it believes that it represents a majority of unit-eligible employees at a location as of the Claim Date.
 - b. The Company may, at its sole discretion, request that signatures on the authorization cards be verified and receive confirmation that a majority of current unit eligible employees in the location as of the Claim Date have in fact designated the Union as their representative.
 - c. The Company shall provide to the Union a list of all employees in the location as of the Claim Date and indicate whether each employee is unit-eligible or not. Any disputes about whether a particular employee is unit-eligible shall be resolved according to the verification procedure of this paragraph.
 - d. The verification shall be done by a neutral third party to be agreed upon by the parties. The neutral shall have broad authority to take whatever action he or she deems necessary, including, but not limited to, holding an evidentiary hearing to determine whether the Union has been validly designated by a majority of the unit-eligible employees at any given location as of the Claim Date. This shall include using whatever procedure the neutral deems appropriate to settle disputes

about the number or identity of unit-eligible employees. As part of this determination, the Company will submit to the neutral a list of all unit-eligible employees as of the Claim Date and examples of the signatures of unit-eligible employees from Company records (e.g., W-4 forms, I-9 forms, etc.), and the neutral shall examine the signatures on the authorization cards to verify a valid signature. The neutral's determination of whether an authorization card is valid and whether majority status has been achieved shall be final and binding. The neutral shall maintain as confidential the names of the employees who have signed authorization cards, and of those employees who have not signed, and shall not disclose such information to the Company.

6. One-year Bar to Future Organizing. The Union, for a period of one year following the Claim Date of an unsuccessful Claim, as determined by the neutral, waives its right to file a new Claim or otherwise organize, demand recognition, assert the existence of an accretion to any bargaining unit, file a petition of any kind with the National Labor Relations Board, or in any other way seek to represent any unit-eligible employees in the location for which it had asserted the Claim, but not achieved recognition under this Side Letter. Thereafter, the parties retain all their rights and obligations under law and under the terms of any applicable collective bargaining agreements.

Agreed on this day of January, 2020.

<u>INDEPENDENT ASSOCIATION OF PUBLISHERS' EMPLOYEES, THE NEWSGUILD-CWA LOCAL 1096, AFL-CIO, CLC</u>	<u>DOW JONES & COMPANY</u>
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Side Letter re: Health Insurance Maximum Increases

The parties have agreed to the following maximum increases to employee premiums and plan design changes for calendar years 2021 and 2022.

Employee Contributions

Tier	2019-2020				Maximum 2021-2022		
	News Corp POS II						
	% of Salary	Minimum	Maximum	% of Salary	Minimum (\$30k)	Maximum (\$190k)	
EE Only	2.25%	\$65	\$360	2.40%	\$58	\$364	
EE + Spouse	4.35%	\$145	\$780	4.85%	\$128	\$808	
EE + Child(ren)	3.75%	\$125	\$635	4.05%	\$103	\$649	
EE+ Family	5.70%	\$185	\$1,040	6.45%	\$168	\$1,160	
Tier	News Corp CDHP						
	% of Salary	Minimum	Maximum	% of Salary	Minimum (\$30k)	Maximum (\$190k)	
EE Only	1.50%	\$40	\$225	1.70%	\$43	\$269	
EE + Spouse	3.00%	\$85	\$506	3.80%	\$95	\$602	
EE + Child(ren)	2.35%	\$70	\$380	2.95%	\$74	\$457	
EE+ Family	4.45%	\$120	\$690	5.25%	\$131	\$840	
Tier	News Corp Basic Choice						
	% of Salary	Minimum	Maximum	% of Salary	Minimum (\$30k)	Maximum (\$190k)	
EE Only	0.50%	\$15	\$75	0.60%	\$15	\$95	
EE + Spouse	1.00%	\$30	\$170	1.30%	\$33	\$206	
EE + Child(ren)	0.80%	\$25	\$125	1.00%	\$25	\$158	
EE+ Family	1.50%	\$40	\$230	1.75%	\$44	\$277	

Healthcare Plan Design

	POS I				CDHP				Basic Choice			
	2019-2020		Maximum 2021-2022		2019-2020		Maximum 2021-2022		2019-2020		Maximum 2021-2022	
	In-network	Out-of-network	In-network	Out-of-network	In-network	Out-of-network	In-network	Out-of-network	In-network	Out-of-network	In-network	Out-of-network
Employer Funding Amount	N/A	N/A	N/A	N/A	\$500 / \$1,000	\$500 / \$1,000	\$500 / \$1,000	\$500 / \$1,000	N/A	N/A	N/A	N/A
Deductible	\$600 / \$1,200	\$1,200 / \$2,400	\$700 / \$1,400	\$1,400 / \$2,800	\$1,500 / \$3,000	\$3,000 / \$6,000	\$2,000 / \$4,000	\$4,000 / \$8,000	\$3,000/\$6,000	N/A	\$3,000/\$6,000	N/A
PCP Visit	\$35 copay	40% after deductible	\$40 copay	50% after deductible	20% after deductible	50% after deductible	20% after deductible	50% after deductible	30% after deductible	N/A	30% after deductible	N/A
Specialist Visit	\$50 copay	40% after deductible	\$50 copay	50% after deductible	20% after deductible	50% after deductible	20% after deductible	50% after deductible	N/A	N/A	30% after deductible	N/A
Emergency Room	20% after \$300 copay	20% after \$300 copay	20% after \$300 copay	20% after \$300 copay	20% after deductible	50% after deductible	20% after deductible	50% after deductible	30% after deductible	N/A	30% after deductible	N/A
Coinurance	20%	40%	20%	50%	20%	50%	20%	50%	30%	N/A	30%	N/A
ODP Maximum	\$4,000 / \$8,000	\$8,000 / \$16,000	\$4,500 / \$9,000	\$9,000 / \$18,000	\$4,000 / \$8,000 (ODPM for individuals on a family contract will be embedded at \$7,900)	\$6,000 / \$12,000	\$5,000 / \$10,000 (ODPM for individuals on a family contract will be embedded at \$8,150)	\$8,250 / \$16,500	\$6,000 / \$12,000 (ODPM for individuals on a family contract will be embedded at \$8,150)	N/A	\$6,000 / \$12,000 (ODPM for individuals on a family contract will be embedded at \$8,150)	N/A
Retail Rx: Generic	\$10 copay		\$10 copay		Preventive Rx at no cost		Preventive Rx at no cost		Preventive Rx at no cost		Preventive Rx at no cost	
Retail Rx: Brand	30% coinsurance (\$30 min, \$75 max)		30% coinsurance (\$35 min, \$80 max)		20% after deductible (\$75 max for generic and brand, \$100 max for non-formulary)		20% after deductible (\$80 max for generic and brand, \$105 max for non-formulary)		30% after deductible		30% after deductible	
Retail Rx: Non-formulary	50% coinsurance (\$50 min, \$100 max)		50% coinsurance (\$55 min, \$105 max)									
Mail Rx	2 times retail		2 times retail		2 times retail		2 times retail		2 times retail		2 times retail	
Rx ODP Maximum	\$3,000 / \$6,000		\$3,000 / \$6,000		Combined with medical		Combined with medical		Combined with medical		Combined with medical	

Agreed to this ____th day of January, 2020.

INDEPENDENT ASSOCIATION OF PUBLISHERS' EMPLOYEES, CWA LOCAL 1096, AFL-CIO, CLC	DOW JONES & COMPANY

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