

**MEMORANDUM OF UNDERSTANDING  
BETWEEN**

**THE MCCLATHY COMPANY, INC. PUBLISHER OF  
THE FRESNO BEE (“COMPANY”)**

**AND**

**PACIFIC MEDIA WORKERS GUILD, LOCAL 39521,  
THE NEWSPAPER GUILD-CWA (“GUILD”)**

Pursuant to Section 27.2 of the collective bargaining agreement (“CBA”) dated July 8, 2011 between the Company and the Guild, the Company and the Guild negotiated on Section 5. The Company and the Guild agreed that there would be no changes in the reopened section except the following:

1. Section 5.1(d) of the Agreement is revised to read as follows: The merit increase pool percentage for the period January 1, 2012 through December 31, 2012 shall be two percent (2%). It is agreed that there is no requirement that there be money put in the merit increase pool in any year beyond 2012.

\_\_\_\_\_  
Company

\_\_\_\_\_  
Guild

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date