

LETTER OF AGREEMENT

**BETWEEN THE McCLATCHY NEWSPAPERS, PUBLISHER OF
THE MODESTO BEE (“COMPANY”)**

AND

PACIFIC MEDIA WORKERS GUILD TNG-CWA, LOCAL 39521 (“GUILD”)

1. The Guild and the Company have reached the following agreements on the Company’s freeze of the retirement plan (“Plan”):
- a. The Guild waives all its rights to file a grievance over the Company’s freeze of the Plan.
 - b. The Guild reserves its position that the CBA does not allow the Company to freeze the Plan.
 - c. The Company reserves its position that the CBA allows it to freeze the Plan.
 - d. The parties agree that the Company’s February 2009 freeze of the Plan and the Guild’s decision not to grieve or otherwise challenge the freeze may not be deemed or used by either party for any purpose or in any forum as evidence of acknowledgement or acceptance of the other’s position.

The Modesto Bee

Eric Johnston
Publisher and President

Pacific Media Workers Guild TNG-CWA,
Local 39521 (Guild)
Carl Hall
Executive Officer

Date

Date