

The Sacramento Bee

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R.O. BOX 15779 • 2100 Q STREET • SACRAMENTO • CALIFORNIA 95852

LINDA BROOKS

Vice President of Human Resources

916.321.1639

fax: 916.321.1984

lbrooks@sacbee.com

March 25, 2016

Kathleen "Kat" Stewart Anderson
Administrative Officer/
Local Representative
Pacific Media Workers Guild
433 Natoma Street, 3rd Floor
San Francisco, CA 94103

RE: Company Cars

Dear Kat,

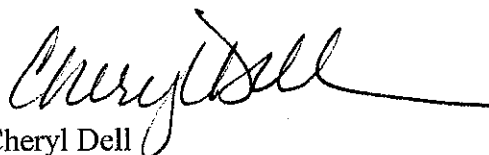
This letter serves as written confirmation of The Sacramento Bee's intent, as expressed at the last round of collective bargaining negotiations, to continue to provide company cars for use by your members for the duration of the current Guild agreement. We have agreed that the current Guild agreement runs from January 1, 2016 through December 31, 2018.

Thank you again for your efforts in helping us reaching a timely agreement.

Sincerely,



Linda Brooks
VP Human Resources



Cheryl Dell
Publisher and President