

**EXTENSION AGREEMENT BETWEEN STAR TRIBUNE MEDIA COMPANY LLC AND MINNESOTA
NEWSPAPER AND COMMUNICATIONS GUILD CWA LOCAL 37002**

The Star Tribune Media Company LLC and the Minnesota Newspaper and Communications Guild, CWA Local 37002, agree that the current collective bargaining agreement dated July 6, 2022, and expiring June 30, 2025, shall be extended to and including April 30, 2027, as follows:

In the first section of Article 4, (a), (b), (c) and (d) shall be deleted and replaced with (a) and (b) below, and (e) shall be renumbered as (c). The wage scales in the text below shall replace the wage scales in Article 4, 1. (a). All other language in Article 4 remains.

- (a) Effective the first day of the pay period containing April 6, 2025, there will be an increase of four percent (4%) on all weekly wage scales.
- (b) Effective the first day of the pay period containing April 5, 2026, there will be an increase of four percent (4%) on all weekly wage scales.
- (c) Effective each year of this Agreement, each full-time and part-time bargaining unit employee who was regularly scheduled and required to work after 8 p.m. on a majority of the employee's shifts between April 1 and June 30 that calendar year and is employed by the Star Tribune on August 1 that calendar year, will receive a one-time lump sum bonus payment of five hundred dollars (\$500) in the first pay period that includes August 1 that calendar year (the bonus amount will be prorated for part-time employees).

WAGE SCALES:

A. Reporters, Copy Editors, Columnists, Designers, Digital Producers, Editorial Writers, Editorial Cartoonists, Graphic Artists, Multiplatform Editors, News Developers and Photographers

	1st Year	2nd Year	3rd Year	4th Year
7/1/2024	1,114.13	1,247.00	1,379.55	1,558.21
4/6/2025	1,158.70	1,296.88	1,434.73	1,620.54
4/5/2026	1,205.04	1,348.76	1,492.12	1,685.36

B. Reference Librarians

	1st Year	2nd Year	3rd Year
7/1/2024	1,102.26	1,260.62	1,325.30
4/6/2025	1,146.35	1,311.04	1,378.31
4/5/2026	1,192.20	1,363.49	1,433.44

C. Library Classifiers and Researchers

	1st Year	2nd Year	3rd Year	4th Year	5th Year
7/1/2024	757.93	835.66	913.11	974.90	1,033.22
4/6/2025	788.25	869.09	949.63	1,013.90	1,074.55
4/5/2026	819.78	903.85	987.62	1,054.45	1,117.53

D.**Photo Lab Assistants**

	1st Year	2nd Year	3rd Year	4th Year	5th Year
7/1/2024	755.02	862.93	969.71	1,077.60	1,220.30
4/6/2025	785.22	897.45	1,008.50	1,120.70	1,269.11
4/5/2026	816.63	933.35	1,048.84	1,165.53	1,319.88

F.**Receptionists, Typists, Clerks**

	1st Year	2nd Year	3rd Year	4th Year	5th Year
7/1/2024	719.96	748.68	776.50	805.77	853.68
4/6/2025	748.76	778.63	807.56	838.00	887.83
4/5/2026	778.71	809.77	839.86	871.52	923.34

H.

Asst. City Editors, Asst. Commentary Editor, Asst. Design Directors, Asst. Features Editors, Asst. News Editors, Asst. Sports Editors, Books Editor, C.A.R. Editor, Commentary Editor, Copy Desk Chiefs, Culture Editors, Deputy Design Director, Design Director, Digital Business Editor, Digital Projects Editor, Digital Sports Editor, Investigative Editor, Mobile/Social Media Editor, Nation/World Editor, Outdoors Editor, Photo Editor, StarTribune.com Design Editor, State Editor, Sunday Editor, Support Staff Leader, Taste Editor, Team Leaders, Travel Editor, Watchdog Columnist/Data Editor and Web Editor

	1st Year
7/1/2024	1,717.64
4/6/2025	1,786.35
4/5/2026	1,857.80

I.**Sales Development/Promotion Coordinators and Copy Specialists**

	1st Year	2nd Year	3rd Year	4th Year	5th Year	6th Year
7/1/2024	849.04	980.69	1114.13	1247.00	1379.55	1558.21
4/6/2025	883.00	1019.92	1158.71	1296.88	1434.73	1620.54
4/5/2026	918.32	1060.71	1205.05	1348.76	1492.12	1685.36

J.**Metro Circulation District Managers**

	1st Year	2nd Year	3rd Year	4th Year	5th Year	6th Year
7/1/2024	835.39	937.20	1028.59	1120.21	1214.50	1440.18
4/6/2025	868.81	974.69	1069.73	1165.02	1263.08	1497.79
4/5/2026	903.56	1013.68	1112.52	1211.62	1313.60	1557.70

N.**News Assistants**

	1st Year	2nd Year	3rd Year
7/1/2024	913.11	974.90	1,033.22
4/6/2025	949.63	1,013.90	1,074.55
4/5/2026	987.62	1,054.45	1,117.53

P. Niche Products — Reporters, Designers, Copy Editors, Photographers and Graphic Artists

	1st Year	2nd Year	3rd Year
7/1/2024	849.04	980.69	1,114.14
4/6/2025	883.00	1,019.92	1,158.71
4/5/2026	918.32	1,060.71	1,205.05

Niche Products - Editors

	1st Year	2nd Year	3rd Year	4th Year
7/1/2024	849.04	980.69	1,114.14	1,247.00
4/6/2025	883.00	1,019.92	1,158.71	1,296.88
4/5/2026	918.32	1,060.71	1,205.05	1,348.76

C.P.R. Niche Products, City Pages — Reporters, Designers, Copy Editors, Photographers and Graphic Artists

	1st Year	2nd Year	3rd Year	4th Year
7/1/2024	849.04	980.69	1,114.14	1,135.99
4/6/2025	883.00	1,019.92	1,158.71	1,181.43
4/5/2026	918.32	1,060.71	1,205.05	1,228.69

C.P.E. Niche Products, City Pages — Editors

	1st Year	2nd Year	3rd Year	4th Year	5th Year
7/1/2024	849.04	980.69	1,114.14	1,247.00	1,268.87
4/6/2025	883.00	1,019.92	1,158.71	1,296.88	1,319.62
4/5/2026	918.32	1,060.71	1,205.05	1,348.76	1,372.41

(signature page follows)

Agreed:

**Minnesota Newspaper and
Communications Guild CWA. Local 37002**



Candace Lund



Kelly Smith



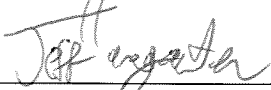
Eric Roper



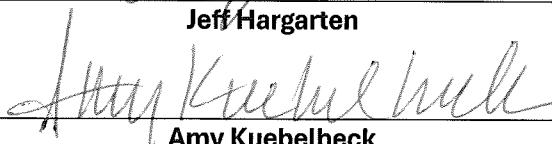
Kavita Kumar



Sharyn Jackson

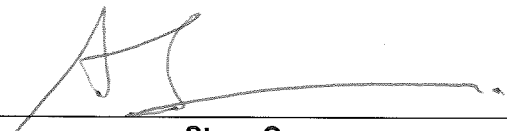


Jeff Hargarten



Amy Kuebelbeck


Star Tribune Media Company LLC



Steve Grove




Randy Lebedoff



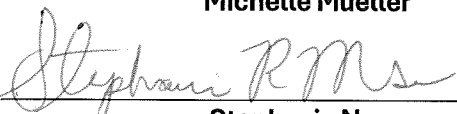
Eric Wieffering



Colleen Stoxen



Michelle Mueller



Stephanie Ness

Date: April 9, 2025