

LETTER OF AGREEMENT

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

AND

CALIFORNIA MEDIA WORKERS GUILD-CWA LOCAL 39521 (“GUILD”)

This letter of agreement (“LOA”) shall be incorporated into and become part of the collective bargaining agreement (“CBA”) dated January 1, 2008 between the Company and the Guild. In the event of any conflict between any provision(s) of the CBA and any provision(s) of the LOA, the LOA shall control and supersede the provision(s) of the CBA.

Effective January 21, 2010, both parties agree to the following:

1. Employees covered by this Agreement will have the merit pool reinstated effective March 1, 2010 (pay period ending March 14, 2010, paychecks dated March 19, 2010).
2. Salary review dates will be adjusted forward by 18-months from date of last increase using the following chart:

<u>Last Scheduled Salary Review Date</u>	<u>Last Performance Review Date</u>	<u>18 Months Adjusted Salary Review Date</u>	<u>Next Performance and Salary Review Date</u>
09/2008	09/2009	03/2010	03/2011
10/2008	10/2009	04/2010	04/2011
11/2008	11/2009	05/2010	05/2011
12/2008	12/2009	06/2010	06/2011
01/2009	01/2010	07/2010	07/2011
02/2009	02/2010	08/2010	08/2011
03/2009	03/2010	09/2010	09/2011
04/2009	04/2010	10/2010	10/2011
05/2009	05/2010	11/2010	11/2011
06/2009	06/2010	12/2010	12/2011
07/2009	07/2010	01/2011	01/2012
08/2009	08/2010	02/2011	02/2012

3. Merit increases shall be granted based upon the most recent job performance due and shall go into effect on the first day of the pay period where the adjusted salary review date fall.

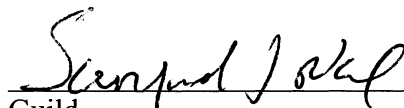
4. Adjusted salary review date will become the new annual performance and salary review dates moving forward.
5. The minimum percentage increase will be calculated using the following, based upon the employee's last overall job performance rating:

Classification		Weekly Base Salary (Less than)	Weekly Base Salary		Weekly Base Salary (Greater than)
			Between	Between	
1	Annual	\$42,432.00	\$42,432.00	\$60,902.40	\$60,902.40
	Weekly	\$816.00	\$816.00	\$1,171.20	\$1,171.20
2	Annual	\$31,460.00	\$31,460.00	\$37,700.00	\$37,700.00
	Weekly	\$605.00	\$605.00	\$725.00	\$725.00
3	Annual	\$21,580.00	\$21,580.00	\$34,320.00	\$34,320.00
	Weekly	\$415.00	\$415.00	\$660.00	\$660.00
4	Annual	\$18,720.00	\$18,720.00	\$29,120.00	\$29,120.00
	Weekly	\$360.00	\$360.00	\$560.00	\$560.00
6	Annual	\$48,880.00	\$48,880.00	\$77,376.00	\$77,376.00
	Weekly	\$940.00	\$940.00	\$1,488.00	\$1,488.00
	Rating	% of merit pool	% of merit pool		% of merit pool
	Outstanding	200%	150%		75%
	Commendable	150%	100%		50%
	Acceptable	100%	67%		33%
	Needs Improvement	0%	0%		0%
			(Up to 33% on re-review)		

6. The merit increase pool percentage for the period of March 1, 2010 through December 31, 2010 shall be two percent (2%).
7. At its discretion, the Company has the right to implement future wage freezes as provided in Section 5.11, at any time, including during the period beginning March 1, 2010 and ending December 31, 2010.



 Company



 Guild

2/2/10

 Date

2/2/10

 Date