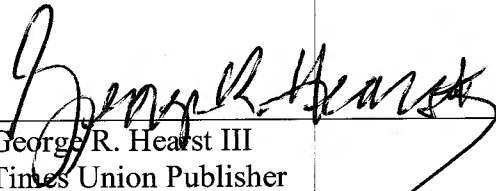


**Agreement between the Newspaper Guild of Albany and the Times Union
On Healthcare Rates**

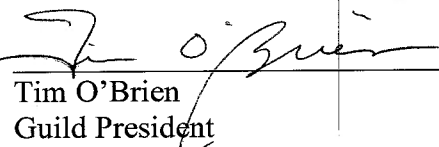
January 8, 2013

- 1) The Guild agrees that their members will pay \$43.90 per week for health insurance coverage beginning in the payroll week starting Jan. 21, 2013, *subject to membership* ^{TGS}
retification.
- 2) The company agrees in future years to begin talks on health care coverage no later than Oct. 1. _{OK}
- 3) The company will provide monthly reports to the Guild on how much in reimbursements have been paid to all employees.



George R. Hearst III
Times Union Publisher

1/8/2013
Date



Tim O'Brien
Guild President

1/8/2013
Date