

**EXTENSION AGREEMENT**

This Contract Extension Agreement (“Agreement”) is made by and between the TPM Media LLC (the “Company”) and the Writers Guild of America, East, Inc. AFL-CIO (the “Guild” or the “Union”), collectively referred to herein as the “Parties.”

WHEREAS, the Company and the Union are parties to a Collective Bargaining Agreement that is currently set to expire at midnight on May 29, 2025 (the “CBA”); and

WHEREAS, the Parties wish to extend the duration of the CBA for a period of one (1) year and modify certain terms in the CBA as set forth below.

NOW, THEREFORE, the Parties agree as follows:

1. All of the terms of the CBA shall remain in full force and effect except as expressly modified by this Agreement.
2. Compensation. Article 7, Section C of the CBA shall be amended to include the following general wage increase:

Effective January 1, 2026 each bargaining unit employee shall receive the greater of moving to the Job Tier minimum in Section A or increases to their then-current salary as follows:

- 3.0% for employees earning over 100,000;
- 3.25% for employees earning over \$75,000 and under \$100,000;
- 3.5% for employees earning \$75,000 and under

All other provisions of Article 7 shall remain in full force and effect.

3. Term of Contract. Article 30, Section A of the CBA shall be amended to read as follows:

“This Agreement shall be effective as of ratification and shall continue in full force and effect up to and including May 29, 2026 and shall continue from year to year thereafter unless either of the parties hereto shall give to the other sixty (60) days’ notice prior to its original termination date and prior to the end of any subsequent year of an intention to terminate the Agreement.”

**ACCEPTED AND AGREED:**

**TPM MEDIA LLC**

**WRITERS GUILD OF AMERICA, EAST,  
INC. AFL-CIO**

By: \_\_\_\_\_

By: \_\_\_\_\_

Date: \_\_\_\_\_

Date: \_\_\_\_\_