

AMENDMENT TO COLLECTIVE BARGAINING AGREEMENT

This Amendment (the "Amendment") to the Collective Bargaining Agreement, dated January 23, 2022, (the "Agreement"), is made by and between THE INTERCEPT MEDIA, INC., a Delaware nonstock, non-profit corporation, and THE WRITERS GUILD OF AMERICA, EAST, INC.

For good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the parties agree to amend the Agreement as follows:

- 1. The Intercept Media, Inc., as an assignee of the rights and responsibilities of the Agreement, pursuant to Paragraph 21(c) of the Agreement, shall be substituted as a party to the Agreement.
2. The Term of the Agreement is extended so that it shall expire on June 30, 2027.
3. Article 13 Compensation(a)(iii), Effective March 1, 2027 bargaining unit employees in P1-P3 will receive a 3.25% wage increase, and bargaining unit employees in P4 will receive a 3% wage increase.
4. All other terms of the Agreement will remain in full force and effect. In the case of any conflict between the terms of the Agreement and this Amendment, the terms of this Amendment will control. Unless otherwise defined in this Amendment, all capitalized terms will bear the definitions provided in the Agreement. This Amendment may be executed in counterparts, which taken together, will constitute one and the same instrument.

IN WITNESS WHEREOF, the parties have executed this Agreement effective as of June \_\_\_\_, 2026.

THE INTERCEPT MEDIA, INC.

THE WRITERS GUILD OF AMERICA, EAST, INC.

By: [Signature: David S. Bralow]
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Signature: [Signature]

Date: 6/4/2026

Date: 6/4/2026
June 3, 2026