

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, 2026 (the “CBA”);

WHEREAS, the CBA was previously amended by an Extension Agreement in or around February 2025 (the “2025 MOA”); 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, as amended by the 2025 MOA, 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, 2027 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. Paid Professional Leave. Article 11 shall be amended to include a new Section G as follows:

G. Paid Professional Leave. A bargaining unit employee shall be eligible for a one (1) month paid professional on January 1 of the year following the year in which they hit 5 years of service at the Company. The sabbatical must be used in one continuous stretch. Employees shall be eligible every (5) years thereafter. Employees will continue to accrue seniority while on leave, and will have the right to return to their previous position at the end of the leave. The Company shall maintain the employee’s health benefits while on leave. The following guidelines shall apply to sabbatical leave:

- i. In any year where an employee takes a sabbatical, they will receive only 15 days of vacation, irrespective of any other contractual requirements.
- ii. Employees should request sabbatical at least four months in advance of the time they want to take the time. The Company shall make reasonable efforts to accommodate the requested time, but the specific timeframe is at the discretion of the Company. If the Company cannot accommodate the requested time in the year in which it is asked for, the Company will work with the employee to grant it in the following year.
- iii. No more than one bargaining unit employee may be on a sabbatical or other extended leave (e.g. parental leave) at the same time.
- iv. Employees should try to avoid taking a sabbatical during a year when they may need to take another form of leave. If this occurs, they may request to take the sabbatical during the following year.

4. 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, 2027 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.”

5. Ratification Bonus. Each current bargaining unit employee shall receive a one-time, lump sum bonus equal to \$1,000, less all applicable taxes and withholdings, subject to the Union’s ratification of this Agreement. Payment of the bonuses shall be made within 30 days of the Union’s notification to the Company that this Agreement has been ratified.

ACCEPTED AND AGREED:

TPM MEDIA LLC

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

By: Joe Ragazzo

By: [Signature]

Date: 06/02/26

Date: May 19, 2026