

Stipulation of settlement made this 30<sup>th</sup> day of June 2011 by and between VVM Holding LLC and Local 2110 UAW, AFL-CIO.

1. The collective bargaining agreement between the parties is hereby extended in all its terms and conditions for a further period of three years up to and including June 30, 2014 except as set forth below

2. Wages:

- a. All employees in the bargaining unit who earn up to \$50,000 per year shall receive the following increases in weekly wage rate:
  - i. Effective 7/1/11 twenty five dollars
  - ii. Effective 7/1/12 twenty five dollars
  - iii. Effective 7/1/13 twenty five dollars
- b. All employees in the bargaining unit who earn more than \$50,000 per year shall receive the following increases in weekly wage rate:
  - i. Effective 7/1/11 twenty dollars
  - ii. Effective 7/1/12 twenty dollars
  - iii. Effective 7/1/13 twenty dollars
- c. Equity adjustments as agreed. See side letter
- d. BUF eligibility thresholds and rates shall be increased accordingly.

3. Health & Dental Benefits:

Effective 1/1/2012 all employees in the unit shall be covered by the VVM Classic Choice Plus plan with no contributions towards the premium for the term of the collective bargaining agreement.

Effective 1/1/2012 all employees in the unit shall be covered by the VVM Metlife Classic plan with no contributions towards the premium for the term of the collective bargaining agreement.

4. Pension Plan

- a. The employer shall not contribute the 3% of employee earnings for the life of the collective bargaining agreement (Article 21a)
- b. The employer shall continue to match one half of the employee contributions up to a maximum of 4% for an employee contribution of 8% of annual W2 earnings.

5. Child Care

- a. Effective 7/1/2011 Publisher shall pay up to \$2000 per year towards child care expenses per child for children under age 12 up to a maximum of \$4000 per family.

6. Building

- a. Employer agrees to hold fire drills twice a year
- b. Employer agrees to destroy fingerprints of past employees that were used as building access

7. This agreement is subject to ratification by the membership.

Agreed: Local 2110, UAW, AFL-CIO

By: [Signature]

[Signature]

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[Signature]

Melissa Anderson

[Signature]

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Constance Anderson

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edunser

Village Voice Media

By: [Signature]

Josh Traversa  
PUBLISHER