

EXPENSES SIDE LETTER

Dec. 22, 2023

Mr. Vin Cherwoo
President
News Media Guild, TNG-CWA Local 31222
131 West 33rd St. 14th Floor
New York, NY 10001

Dear Vin:

This letter confirms the understanding reached this week between AP and the News Media Guild regarding the termination of some limited expense reimbursements.

Contingent upon and soon as administratively feasible following the ratification of our new, three-year collective bargaining agreement, eligible employees will have the average monthly reimbursement for home internet connectivity received by each during the final six months of 2023 added to their base monthly salary, effective upon the effective date of the new CBA.

Eligible employees are defined as those News Media Guild-covered employees who, as of Dec. 22, 2023, had received approval from AP to seek reimbursement for the cost of home internet connectivity and had sought reimbursement for such an expense on an ongoing basis during the preceding six months.

Effective January 1, 2024, no employees shall be eligible for reimbursement for, or otherwise receive compensation for, such ongoing expenses.

The Associated Press: *Teresita Seeburger*
Teresita Seeburger (Dec 22, 2023 23:56 EST)

Dec 22, 2023

News Media Guild: *Kevin Keane*
Kevin Keane (Dec 23, 2023 17:16 EST)

Dec 23, 2023

Kindest Regards,

David Scott
VP & Head of News Strategy and Operations
The Associated Press

Acknowledged and agreed:

NEWS MEDIA GUILD, TNG-CWA LOCAL 31222

By: _____

Vin Cherwoo
December 22, 2023