

The Washington-Baltimore News Guild (WBNG) and Jobs With Justice Education Fund (JWJEF) agree to modify the Agreement between the WBNG And JWJEF for January 1, 2021-December 31, 2023 (the Agreement) by replacing the column labeled 2023 of Appendix A of the Agreement (which itself had previously been modified for 2022 and 2023 by a previous agreement reached between the WBNG and JWJEF) with the following:

<b>Steps</b>	<b>2023</b>
0	61,205
1	62,405
2	63,605
3	64,805
4	66,005
5	67,205
6	68,405
7	69,605
8	70,805
9	72,005
10	73,205
11	74,405
12	75,605
13	76,805
14	78,005
15	79,205
16	80,405
17	81,605
18	82,805
19	84,005
20	85,205
21	86,405
22	87,605
23	88,805
24	90,005
25	91,205
26	92,405

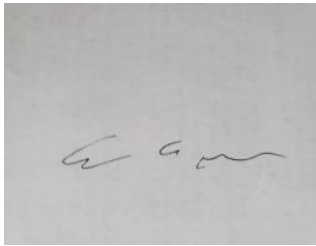
For the calendar year 2023, the wages listed in this table are the wages referred to as “Appendix A” in Article 13 and are effective beginning January 1, 2023.

**For Jobs With Justice Education Fund**



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Erica Smiley



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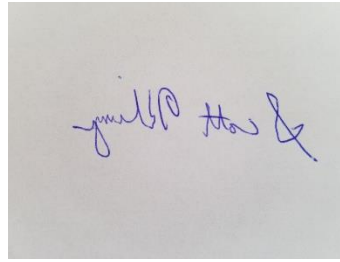
Erin Johansson



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Adam Shah

**For Washington-Baltimore News Guild**



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David Tigabu



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Anita Mathias