

**Memorandum of Understanding
between Independent World Television and the Collective Bargaining Unit**

By January of 2026, TRNN's executive team will commit to providing compensatory raises to senior employees. This raise applies to those who have been with the organization for over seven years and are making less than \$70,000 per year or \$33.65 per hour as of August 1st, 2023. The compensatory raise will be \$4,500 or \$2.16 per hour, added to their compensation, effective by January 1, 2026. Please note that this compensatory raise is exclusive of any cost of living adjustments received during the period.

Any merit increases or raises within that period, other than the cost of living adjustments, will count towards the amount of the compensatory raise. For instance, if the Employer gives Employee A a compensation raise of \$2,000 in 2025, over and above any COLA, they would receive a \$2,500 increase in their compensation on January 1st of 2026 to meet the total of \$4,500.

This agreement is effective immediately and will terminate with the expiration of the current contract (July 31st, 2026).

Signatures:

DocuSigned by:
Renato Mendoza 1/3/2024
8250924AC191407...

Renato Mendoza for WBNG

DocuSigned by:
[Signature] 12/29/2023
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Jocelyn Dombroski for WBNG

DocuSigned by:
Taya Graham 1/5/2024
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Taya Graham for WBNG

DocuSigned by:
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Maximilian Alvarez for TRNN

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Kayla Rivara for TRNN

**Memorandum of Understanding
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For 12 months beginning in January 2024, the Labor Management Committee shall meet a minimum of once per month to identify and resolve issues of mutual concern to TRNN and the Guild. An agenda for each meeting will be set three (3) days in advance and may be contributed to by both management-appointed LMC committee members and Guild LMC committee members.

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