

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement is made by and between Radio Free Asia (“RFA”) and the Washington Baltimore News Guild (“the Union”) effective February 1, 2025:

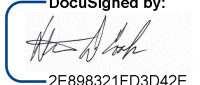
Whereas RFA and the Union have a collective bargaining dated February 1, 2022 through January 31, 2025 (“the Agreement”); and

Whereas the Agreement will expire on January 31, 2025; and

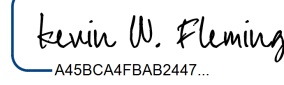
Whereas, RFA and the Union desire to extend the Agreement;

RFA and the Union hereby agree to extend the Agreement through December 31, 2025.

Notice to commence bargaining for an agreement beyond December 31, 2025, may commence on or after September 1, 2025.

DocuSigned by:

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1/30/2025

For the Union, Steven Cook

DocuSigned by:

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1/30/2025

For Radio Free Asia, Kevin Fleming