

UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD
SETTLEMENT AGREEMENT

IN THE MATTER OF

JOURNAL BROADCAST GROUP, INC.

Cases **30-CA-18037**
30-CA-18047
30-CA-18092
30-CA-18158

The undersigned Charged Party and the undersigned Charging Party, in settlement of the above matter, and subject to the approval of the Regional Director for the National Labor Relations Board, **HEREBY AGREE AS FOLLOWS:**

POSTING OF NOTICE — Upon approval of this Agreement and receipt of the Notices from the Region, which may include Notices in more than one language as deemed appropriate by the Regional Director, the Charged Party will post immediately in conspicuous places in and about its plant/office, including all places where notices to employees/members are customarily posted, and maintain for 60 consecutive days from the date of posting, copies of the attached Notice (and versions in other languages as deemed appropriate by the Regional Director) made a part hereof, said Notices to be signed by a responsible official of the Charged Party and the date of actual posting to be shown thereon. In the event this Agreement is in settlement of a charge against a union, the union will submit forthwith signed copies of said Notices to the Regional Director who will forward them to the employer whose employees are involved herein, for posting, the employer willing, in conspicuous places in and about the employer's plant where they shall be maintained for 60 consecutive days from the date of posting. Further, in the event that the charged union maintains such bulletin boards at the facility of the employer where the alleged unfair labor practices occurred, the union shall also post Notices on each such bulletin board during the posting period.

COMPLIANCE WITH NOTICE — The Charged Party will comply with all the terms and provisions of said Notice.

BACKPAY — Within 14 days from approval of this agreement the Charged Party will make whole the employee(s) named below by payment to each of them of the amount opposite each name. The Charged Party will make appropriate withholdings for each named employee.

Tom Fischer	--	to be determined by the Regional Director
Steve Hanson	--	to be determined by the Regional Director
Jeff Lessila	--	to be determined by the Regional Director
Mike Fossum	--	to be determined by the Regional Director

By entering into this Settlement Agreement the Charged Party does not admit to having committed any violation of the National Labor Relations Act.

By entering into this Settlement Agreement the Charged Party waives all rights it may have under the Equal Access to Justice Act, Public Law 96-481, 94 Stat. 2325.

SCOPE OF THE AGREEMENT — This Agreement settles only the allegations in the above-captioned case(s), and does not constitute a settlement of any other case(s) or matters. It does not preclude persons from filing charges, the General Counsel from prosecuting complaints, or the Board and the courts from finding violations with respect to matters which precede the date of the approval of this Agreement regardless of whether such matters are known to the General Counsel or are readily discoverable. The General Counsel reserves the right to use the evidence obtained in the investigation and prosecution of the above-captioned case(s) for any relevant purpose in the litigation of this or any other case(s), and a judge, the Board and the courts may make findings of fact and/or conclusions of law with respect to said evidence.

REFUSAL TO ISSUE COMPLAINT — In the event the Charging Party fails or refuses to become a party to this Agreement, and if in the Regional Director's discretion it will effectuate the policies of the National Labor Relations Act, the Regional Director shall decline to issue a Complaint herein (or a new Complaint if one has been withdrawn pursuant to the terms of this Agreement), and this Agreement shall be between the Charged Party and the undersigned Regional Director. A review of such action may be obtained pursuant to Section 102.19 of the Rules and Regulations of the Board if a request for same is filed within 14 days thereof. This Agreement shall be null and void if the General Counsel does not sustain the Regional Director's action in the event of a review. Approval of this Agreement by the Regional Director shall constitute withdrawal of any Complaint(s) and Notice of Hearing heretofore issued in the above captioned case(s), as well as any answer(s) filed in response.

PERFORMANCE — Performance by the Charged Party with the terms and provisions of this Agreement shall commence immediately after the Agreement is approved by the Regional Director, or if the Charging Party does not enter into this Agreement, performance shall commence immediately upon receipt by the Charged Party of notice that no review has been requested or that the General Counsel has sustained the Regional Director.

NOTIFICATION OF COMPLIANCE — The undersigned parties to this Agreement will each notify the Regional Director in writing what steps the Charged Party has taken to comply herewith. Such notification shall be given within 5 days, and again after 60 days, from the date of the approval of this Agreement. In the event the Charging Party does not enter into this Agreement, initial notice shall be given within 5 days after notification from the Regional Director that no review has been requested or that the General Counsel has sustained the Regional Director. Contingent upon compliance with the terms and provisions hereof, no further action shall be taken in the above captioned case(s).

Charged Party JOURNAL BROADCAST GROUP, INC.		Charging Party INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL 715, AFL-CIO	
<i>David W. Pringle</i>			
By: Name and Title <i>Legal Counsel</i>	Date <i>1/26/09</i>	By: Name and Title	Date
Recommended By: Board Agent <i>Mrenda Baker</i>	Date <i>1/28/09</i>	Approved By: <i>Jimmy E. Gottschalk</i> Regional Director	Date <i>1/29/09</i>

NOTICE TO



POSTED PURSUANT TO APPROVED BY A REGIONAL NATIONAL LABOR RELATIONS BOARD

AS PART OF THE SETTLEMENT AGREEMENT RESOLVING UNFAIR LABOR PRACTICE CHARGES THAT WE VIOLATED THE NATIONAL LABOR RELATIONS ACT, WE HAVE AGREED TO HEREBY NOTIFY AND ASSURE YOU THAT WE WILL FULLY RESPECT EMPLOYEE RIGHTS UNDER THE ACT. ACCORDINGLY, WE WILL NOT CONDONE OR TOLERATE ANY CONDUCT BY OUR AGENTS/REPRESENTATIVES WHICH DOES NOT COMPLY WITH THE PROVISIONS OF THIS NOTICE. MORE SPECIFICALLY,

FEDERAL LAW GIVES YOU THE RIGHT TO

Form, join or assist a union
Choose representatives to bargain with us on your behalf
Act together with other employees for your benefit and protection
Choose not to engage in any of these protected activities.

WE WILL NOT do anything which interferes with, is a reprisal for, or which coerces or restrains you regarding these rights. More specifically,

WE WILL NOT bargain to impasse over the scope of the bargaining unit.

WE WILL NOT use Beck and Associates or any other contractor to complete the installation of the digital infrastructure project.

WE WILL NOT declare impasse, or unilaterally change terms and conditions of employment unless there is a lawful impasse.

WE WILL NOT make any changes in your terms and conditions of employment without giving timely written notice as required by the National Labor Relations Act to the Federal Mediation and Conciliation Service and the Wisconsin Employment Relations Commission.

WE WILL NOT assign you to work mandatory overtime, except as provided for in the expired IBEW collective bargaining agreement.

WE WILL NOT refuse to meet and bargain in good faith with IBEW over any proposed changes in wages, hours and working conditions before putting such changes into effect.

WE WILL NOT, without satisfying our duty to collectively bargain with IBEW: assign IATSE-represented employees to perform audio, robotic camera, technical directing, or character generator (CG/ESS) duties, or any other duties historically performed by IBEW-represented employees; require IBEW-represented employees to train IATSE-represented employees to perform audio, robotic camera, technical directing, or character generator (CG/ESS) duties or any other duties historically performed by IBEW-represented employees; evaluate IBEW-represented employees based on performance of duties within the exclusive jurisdiction of IATSE; or assign IBEW-represented employees to perform duties within the exclusive jurisdiction of IATSE, and WE WILL restore these terms and conditions of employment to their May 22, 2008 status.

The National Labor Relations Board is an independent Federal agency created in 1935 to help employees want union representation and it investigates and remedies unfair labor practice charge or election petition, you may speak confidentially to any agent with the Board's Region

THIS IS AN OFFICIAL NOTICE

THIS NOTICE MUST REMAIN POSTED FOR 60 CONSECUTIVE DAYS FROM THE DATE OF POSTING AND MAY BE DIRECTED TO THE ABOVE REGIONAL OFFICE

EMPLOYEES

SETTLEMENT AGREEMENT
NATIONAL DIRECTOR OF THE
AGENCY OF THE UNITED STATES GOVERNMENT



WE WILL restore the status quo by assigning, in accordance with past practice and/or the expired IBEW collective bargaining agreement: Engineers in Charge; the operation of the live truck only to employees in the Technicians and Engineers bargaining unit; and the Road Show radio remotes at Miller Park Brewers games to IBEW represented employees, and WE WILL NOT change these practices without satisfying our duty to collectively bargain with IBEW.

WE WILL make whole those employees who were not assigned as Engineers in Charge in accordance with the terms of the collective bargaining agreement.

WE WITHDRAW our declaration of accretion and WE WILL continue to bargain collectively with the International Brotherhood of Electrical Workers, Local 715, AFL-CIO (IBEW) as the exclusive representative of employees in the following appropriate unit:

All Technicians and Engineers, up to but not including the rank of Assistant Chief Engineer, now or hereafter employed at or out of the Journal Broadcast Group, Inc. facility located at 720 E. Capital Drive, Milwaukee, WI.

JOURNAL BROADCAST GROUP, INC.

(Employer)

DATED: _____

BY: *lwe*
(Representative) (Title)

Under the National Labor Relations Act. It conducts secret-ballot elections to determine whether employers and unions. To find out more about your rights under the Act and how to file a charge, see the office set forth below. You may also obtain information from the Board's website: www.nlr.gov.

THIS DOCUMENT MUST NOT BE DEFACED BY ANYONE.

THIS DOCUMENT MUST NOT BE ALTERED, DEFACED, OR COVERED BY ANY OTHER MATERIAL. ANY QUESTIONS CONCERNING COMPLIANCE OFFICER,

Telephone: (414)297-3874
Hrs of Operation: 8:00 a.m. to 4:30 p.m.
Suite 700
Milwaukee, WI 53203-2211