

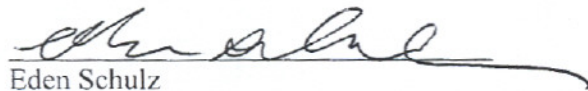
RE: Local 2110 UAW collective bargaining agreement

Dear Ms. Bailey:

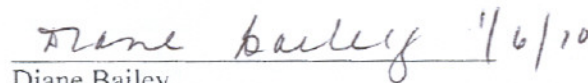
This is to confirm our agreement that, subject to membership ratification, the term of our current collective bargaining agreement will be extended through December 31, 2010, with the following modification:

1. In the event that the company implements a wage increase on January 1, 2010, or any later date, for non-unit employees, the same percentage increase will be granted to unit employees with the same effective date as for non-unit employees, except that no unit employee shall receive an annual increase of less than \$1,000.00 if hired on or before January 1, 2009 or \$500.00 if hired after January 1, 2009.
2. In the event that the company implements a merit increase to non-unit employees during 2010, it will be extended to unit employees on the same basis and effective date as for non-unit employees.

If this reflects your understanding, please signify your agreement by signing below.



Eden Schulz
Recording Secretary
Local 2110 UAW



Diane Bailey
Senior Vice President, Human Resources
HarperCollins Publishers