SUMMARY PLAN DESCRIPTION
MATERIAL MODIFICATIONS

I
INTRODUCTION

This is a Summary of Material Modifications regarding the Tribune Publishing Company 401(k) Plan (“Plan”). This is merely a summary of the most important changes to the Plan and information contained in the Summary Plan Description (“SPD”) previously provided to you. It supplements and amends that SPD so you should retain a copy of this document with your copy of the SPD. If you have any questions, contact the Administrator. If there is any discrepancy between the terms of the Plan, as modified, and this Summary of Material Modifications, the provisions of the Plan will control.

II
SUMMARY OF CHANGES

Effective Date. This Plan was originally effective on June 13, 2014. The amended and restated provisions of the Plan become effective on December 3, 2018.

ARTICLE I
PARTICIPATION IN THE PLAN

How do I participate in the Plan?

Provided you are not an Excluded Employee, you may become a "Participant" in the Plan once you have satisfied the eligibility requirements and reached your "Entry Date." The following describes the eligibility requirements and Entry Dates that apply. You should contact the Administrator if you have questions about the timing of your Plan participation.

All Contributions

Excluded Employees. If you are a member of a class of employees identified below, you are an Excluded Employee and you are not entitled to participate in the Plan. The Excluded Employees are:

- union employees whose employment is governed by a collective bargaining agreement under which retirement benefits were the subject of good faith bargaining, unless the collective bargaining agreement requires the employee to be included within the Plan.
- leased employees.
- any Employee whose terms and conditions of employment are governed by an employment agreement that precludes his or her participation in the Plan.
- any Employee who performs services for the Employer as an employee of a personal service corporation, professional corporation or similar intervening corporate entity, regardless of whether the validity of that corporate entity is subsequently nullified by the Internal Revenue Service or any court.
- any Employee who is eligible to participate in any other plan maintained by the Employer or Affiliated Employer that allows an employee to defer compensation under Section 401(k) of the Internal Revenue Code.
- any Employee who is a member of a group of employees who have been excluded from eligibility to participate in the Plan by the Employer.
• Any Employee (other than an Employee of any Participating Employer) who is not an employee of Tribune Publishing Company (including any subsidiary of, or business unit reporting to, Tribune Publishing Company).

• Union employees except, effective January 1, 2018, those who are in the NY Daily News Control Room Union, and, effective January 19, 2018, those who are in the LA Times Guild Union, and, effective May 6, 2018, those who are in the Chicago Tribune Guild Union, the Digital Production Studio Union, or the Suburban Hoy Union, and, effective December 3, 2018, those who are in the Chesapeake News Guild Union.