

Holidays and enhanced vacation schedule, as provided by the Dow Jones/IAPE contract, ratified October, 2007 .

U.S. Holidays	8 holidays (New Year's Day, MLK Day, President's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Christmas)
Sick Days	"Honor Based" system (changed from 6 sick days with annual carryover of 4)
Personal Days	6 days
Vacation Day	<p>The new vacation schedule is as follows:</p> <ul style="list-style-type: none"> . 0 - 2 yr: 3 weeks (was 1-2 weeks) . 3 - 5 yr: 4 weeks (was 3 weeks) . 6+ yr: 5 weeks (was 4 weeks) <p>Monthly vesting (was quarterly) Vacation time must be taken by year-end (No carryover) Former Factiva employees will retain their current amount of vacation under the Factiva vacation schedule</p>