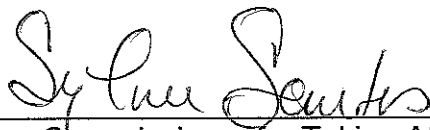


TAB 18

This is Exhibit « F » to the

Affidavit of ERIBERTO DI PAOLO

Sworn before me this 2nd day of December 2010



Commissioner for Taking Affidavits



This is Exhibit « F » to the
Affidavit of RITA BLONDIN

Sworn before me this 2nd day of December 2010



Commissioner for Taking Affidavits



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The Gazette

250, ouest rue St-Antoine St. 1
Montréal, Qué.
H2Y 3R7

Téléphone (514) 987-2222

May 24, 1996

"BY MESSENGER"

Bargaining Committee,
Composing Room bargaining unit
c/o: Mr. Gilles Leblanc
President
SECTION LOCALE 145
DU SYNDICAT CANADIEN DES COMMUNICATIONS,
DE L'ENERGIE ET DU PAPIER
(Section Locale 145, SCEP)
4555 Métropolitain Est
Bureau 201
St-Léonard (Montréal), Québec
HIR 124

RECU
27 MAI 1996
Rép:.....

Dear Mr. Leblanc:

Further to our May 8th negotiation meeting, would you please take note of our amended proposals regarding the Collective Agreement which expired on April 30, 1996 including any of the Annexes, Agreements or Letters of agreement included or referred to therein, and of the process we would consider for the gradual and potential reintegration of your members into our operations.

But let us first reiterate what has been stated on numerous occasions over the past three years: the Composing Room has completely disappeared from our operations and, along with it, all of the positions which existed in the department.

However, in a spirit of good faith and with the hope of reaching a speedy settlement, The Gazette would like to offer three (3) "ad make-up" positions (Mac operators) to your members. It is understood that these positions, included in the Creative Graphics service of the Advertising Department, would be considered as transfers under the Collective Agreement and remunerated at the wage rates currently applicable and covered by the working conditions applicable to that service. These three positions would be filled by order of company service among those interested compositors who are



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RECU
27 MAI 1996

qualified and have appropriate skills, education and experience.

As to the remaining eight (8) composers, we would like to suggest the hiring of a professional, independent agency, to be selected by the parties, to objectively evaluate the skills, education and experience of each individual. Its mandate should also include evaluations of employees' interest and general aptitudes for retraining for other positions. It is understood that this process, which shall take place over a period no longer than four (4) weeks, will be on company time and at company expense.

Upon completion of this process, it is proposed that the remaining eight (8) composers will be placed on a rehiring list for the duration of the new collective agreement. During that period, any job openings within the establishment of The Gazette for which there are no qualified internal candidates, and for which the remaining composers are qualified and have appropriate skills, education and experience and for which they can retrain within a reasonable period of time, will be offered to the employees on the rehiring list in order of Company service.

It is understood that all such assignments will be considered as transfers to other departments and subject to the wage scales and other working conditions in those departments, including the provisions of the applicable collective agreement, if any.

As to the period which shall precede all such potential transfers, it is understood that, starting May 30, 1996, and notwithstanding any other terms and provisions of the Collective Agreement, including any of the Annexes, Agreements or Letters of agreement included or referred to therein, employees of the Composing Room bargaining unit shall receive compensation such as wages, statutory holidays, vacations, welfare plan and any other monetary benefits, exclusively upon their being assigned work deemed by the Company to be available and upon such work being effectively performed.

Any employee remaining on the rehiring list at the expiration of the new collective agreement, for whom no new position has been identified, will be terminated and receive the equivalent of his annual base salary for one (1) year as a lump sum payment.

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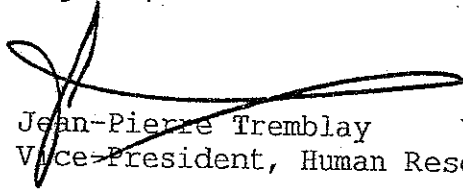
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We propose that the new agreement be for a period of three (3) years ending April 30th, 1999.

Once agreement is reached on the principles set out above, we can formulate the precise texts to be added to, and the amendments and deletions to be made from, all current texts.

It is also understood that employees who wish to immediately terminate their employment with the Company shall be entitled to "buy-outs" in accordance with the attached schedule.

Regards,



Jean-Pierre Tremblay
Vice-President, Human Resources

c.c.: Michael Thomson