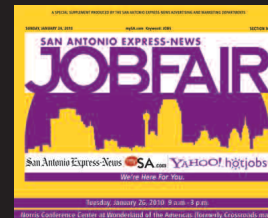


Employment Advertising Ratebook

RATE CARD NO. 78 - EFFECTIVE May 2010



Each week you can reach over 1 million adults with our print and online products.

*For everything you need
We're Here For You.*

HEARST *media services*

San Antonio Express-News | mySA.com | Yahoo!

PERSONNEL

President and Publisher

Thomas A. Stephenson

Senior Vice President of Sales and Marketing

Lilia Castillo Jones

Vice President of Classified Advertising

Charlotte Aaron (210) 250-2351 aaronc@express-news.net

Recruitment Sales Manager

Virtie Kiolbassa (210) 250-2316 vkiolbassa@express-news.net

Integrated Online Sales Manager

Michele Alvarez (210) 250-2354 malvarez@express-news.net

New Product Development Manager

Scott Butler (210) 250-2353 sbutler@express-news.net

TERMS OF PAYMENT/ COMMISSIONS

All accounts with established credit are due and payable in U.S. funds at the Publisher's office in San Antonio, Bexar County, Texas, on or before the 25th of the month after the date of publication. Late charges at the rate of 10% per annum may be imposed on any balance over 30 days past due, to the extent allowed by law. If the account is collected through the efforts of a third party, advertiser agrees to pay the Publisher all collection and case expenses, including reasonable attorney's fees. A \$30.00 processing fee will be charged on all returned checks. All retail advertising rates are net and noncommissionable.

POLICIES

1. The Publisher may change the rate card terms and conditions or increase any and all advertising rates on 30 days advance notice to any Advertiser, and in that event, the Advertiser may terminate the contract within the 30 day period. If Advertiser orders advertising to be published after the 30 day period, Advertiser agrees it is in accordance with the new rate card rate. The space contracted is to be used in the daily Express-News, the Sunday Express-News, the Saturday Express-News and the San Antonio regional sections.

2. Publisher reserves the right not to accept any Advertiser's order. Only publication of an advertisement shall constitute final acceptance of an Advertiser's order. Without limiting the foregoing, Publisher reserves the right to arbitrarily reject, classify or revise any copy which it considers, in its sole discretion, not in the public interest, not in good taste, not in keeping with the Publisher's standards or not desirable to the Publisher at the time requested by the Advertiser.

3. The Publisher reserves the right to alter any ad graphic or illustration or part of any graphic or illustration, or white letter or

solid black background which, because of its size and unusual blackness of face or appearance, is regarded as a disfigurement of the paper by the Publisher.

4. The Publisher is not responsible for typographical or other errors in advertisements. Proofs will be furnished for the purpose of correcting errors, not for additions or changes to the copy first submitted. Notice of corrections or changes must be requested at a reasonable time before deadlines. Advertising material submitted to or produced by the Publisher is valid for one run. For subsequent runs, the Advertiser waives any changes and corrections not given to the Publisher before the deadline to make changes and corrections.

5. If a scheduled ad does not appear in the newspaper, the Publisher shall be relieved of all obligation to publish and of all liability for failure to publish such advertisement. All approved copy shall be published in the issue requested by the Advertiser. The liability of the Publisher for failure to publish an advertisement in the issue requested shall be limited to publishing the advertisement in a subsequent issue. Failure in good faith by the Publisher to insert or publish shall not constitute a breach of this contract.

6. The Advertiser shall defend, hold harmless, and indemnify the Publisher against any claim or cause of action against the Publisher by reason of either failure to publish or of the actual publication of any advertisement at the Advertiser's direction. Without limiting the foregoing, the Advertiser agrees to defend, hold harmless, and indemnify the Publisher against any and all liability, loss or expense arising from any claim for unfair competition; deceptive trade practices; infringement of trade marks, service marks, trade names or patent; violations of rights of privacy; and infringement of copyrights and proprietary rights resulting from the publication of any advertisement at the Advertiser's direction.

7. Advertising set to resemble news matter must carry the words "PAID ADVERTISEMENT" at the top of the advertisement. It must be completely bordered. The Publisher's headline or body type cannot be used.

8. Should conflicts arise between the terms and conditions of the Publisher's form of contract and any other contract or writing executed between the Advertiser and the Publisher, no matter when in time the conflicting contract or writing is dated, such conflicts shall be resolved strictly according to the terms and conditions of the Publisher's form of contract. The Publisher's form of contract and the Publisher's rate card in effect at publication date shall prevail over any conflicting writing.

9. Advertiser holds joint and severable liability to the Publisher with each and every advertising agency or agent who orders advertising in the name of or on behalf of the Advertiser.

10. The terms and conditions of the written contract and the rate card shall bind the heirs, successors and assigns of the Advertiser and other Publisher.



- mySanAntonio.com reaches 41% of the San Antonio market with a 609,900 audience.
- 1.9 million unique users per month and 24 million page views monthly.

Sources: The Media Audit (Oct. - Nov., 2009) and Omniture (Jan. - Apr., 2010)

San Antonio Express-News | mySA.com

P.O. Box 2171 • San Antonio, Texas 78297-2171
(210) 250-2345 • (800) 555-1551 • FAX (210) 250-2360 • www.express-news.com

EMPLOYMENT DOLLAR VOLUME CONTRACT

6 COLUMN - LINER AND DISPLAY RATES

	THURS-SAT	SUNDAY
OPEN	\$26.80	\$29.25
\$10,000	\$18.77	\$20.48
\$20,000	\$18.28	\$19.97
\$30,000	\$17.83	\$19.47
\$40,000	\$17.38	\$18.98
\$50,000	\$16.95	\$18.50
\$75,000	\$16.53	\$18.03
\$85,000	\$16.12	\$17.58
\$100,000	\$15.72	\$17.15
\$150,000	\$15.32	\$16.72
\$200,000	\$14.93	\$16.30
\$250,000	\$14.57	\$15.90
\$300,000	\$14.20	\$15.50
\$350,000	\$13.85	\$15.12
\$400,000	\$13.50	\$14.73
\$450,000	\$13.17	\$14.37
\$500,000	\$12.83	\$14.00

NATIONAL RECRUITMENT RATES

Rates apply to advertisers outside of Texas. National rates apply to both display and in-column advertising of a commercial or employment/recruitment nature. Frequency discounts available as indicated. Rate is commissionable (15%) to recognized advertising agencies. Minimum in-column ad; 3 lines. Minimum display ad; 2x2 (56 lines).

FREQUENCY	THURS - SAT	SUNDAY
1x	\$37.19 per line	\$43.16 per line
2x Within 7 Days	\$34.52 per line	\$39.52 per line
3x Within 7 Days	\$31.77 per line	\$37.26 per line

DISPLAY DISCOUNT

Pick-up rate discount of 20% applies to same full run display advertisements repeated within 7 consecutive days including initial insertion. No copy changes. No other discounts apply. No discounts on Sunday rate.

JOB FAIR RATE

Contact sales representative for rates. Job Fair rates are non-commissionable.

NET COLOR RATES PER PAGE (APPLIES TO BOTH CLASSIFIED AND ROP)

	THURS - SAT	SUNDAY
1/C + Black	\$1,302	\$1,568
3/C + Black	\$2,077	\$2,437

For Double Truck, add 20%

The San Antonio Express-News DMA readership penetration is 50% each week.

- The Express-News reaches 864,500 readers each week (5 daily/1 Sunday reach) and 959,300 Sunday readers each month (56% of adults).
- The Express-News and mySanAntonio.com together reach 56% of adults each week (963,900).
- 84% of readers say that the Express-News has advertising that is useful for them.

Sources: Scarborough Research, 2010 (readership, Feb. 2009 - Jan., 2010) and Belden Research Associates, 2007 (consumer ratings)

mySanAntonio.com

- mySanAntonio.com reaches 41% of the San Antonio market with a 609,900 adult audience.
 - 1.9 million unique users per month and 24 million page views monthly.
- Sources: The Media Audit, (Oct. - Nov., 2009) and Omniture, (Jan. - Apr., 2010)

Advertising Opportunities:

Banner Ads—Targeted to Homepage, individual sections or Run of Site

Sponsorships—Polls, slide shows, sections, photos and videos, Event PIX

Video— Commercial spots online

Contests—In-house or advertiser sponsored

Roll-Over Ads—Targeted to individual sections

Yellow Pages—Standard or enhanced listings of all local businesses

Targeted Emails—By zip code, age, or gender

Classifieds Products—Drive online, Real Estate online, Jobs online

Specialty Ad Units—Peel backs, floating ads, sliding billboards, etc.

And more ...

Call your Hearst Media Services Representative for more details or Michele Alvarez at (210) 250-2354.

San Antonio Express-News | mySA.com | YAHOO! hotjobs

MECHANICAL REQUIREMENTS

ROP AND CLASSIFIED

6 COLUMN STANDARD AND TABLOID WIDTH SIZES

1 column	1.54"
2 columns	3.22"
3 columns	4.90"
4 columns	6.58"
5 columns	8.26"
6 columns	9.94"

Standard Page Depth 21"

Tabloid Page Depth 9.75"

DOUBLE TRUCK WIDTH REQUIREMENTS

Standard Size 21" (13 columns)

Tabloid Size 21" (11 columns)

Gutter included in above double truck requirements.

ROP DEPTH REQUIREMENTS

Advertisements in standard-size format over 18 inches deep will be charged full-column depth of 21 inches. Advertisements in tabloid format over 9 inches deep will be charged full-column depth of 9.75 inches.

Art & copy requirements:

- Type with thin or delicate serifs/strokes and non-uniform characters or line thickness are not recommended.
- For clarity and readability, 8 point or larger type is recommended in newspaper advertising design when printed as one solid color on white. 12 point or larger is recommended for type reversing out of 2 or more colors.
- Minimum line width: positive print - .5 rule reverse positive print - 1 point rule.

Process Color camera-ready ads:

- Ink Laydown Sequence: C-M-Y-K

C = Cyan M = Magenta Y = Yellow K = Black

SPECIAL SERVICES

Electronic Ad Delivery (EDI)

Creative Services' EDI department accepts electronically delivered advertising for the Newspaper. This department will preflight all ads for size, file format and color formats to the best of their abilities with professional, accurate results.

This department is not responsible for errors created by the originator, however every effort will be made to identify errors and correct them or notify the Advertising Account Manager if a file needs to be corrected by the client and resubmitted.

The Express-News will not reimburse or credit a client for published mistakes that were delivered electronically if the Express-News made reasonable efforts to pre-flight, correct or notify the originator of the problems with the ad files.

CAMERA READY ADS ACCEPTABLE FILE FORMATS

Adobe Acrobat PDF.

DELIVERY METHODS

- Upload PDF files directly to our AD DROP SITE at <https://expressnews.affinitydigital.net/addrop/>
- 3rd Party Transmissions: • AdSend • AdTransit • Fast Channel

AD DEADLINES

Cancellations are not accepted after deadline. Special section and holiday deadlines vary and will be supplied upon request. The deadlines below are **PRODUCTION** deadlines. Creative work on advertising must be completed prior to these deadlines. Creative work includes ads requiring ad design, photography, original art, spec or comp layouts for advertiser approval.

DAY	SECTION	SPACE RESERVATION	COPY IN	EDI/CAMERA READY ADS
Sunday	Main News, Metro, Sports	Wednesday 5:30 p.m.	Wednesday 6 p.m.	Thursday 6 p.m.
	Business, S.A. Life, Travel	Tuesday 5:30 p.m.	Tuesday 6 p.m.	Wednesday 6 p.m.
	Glance	Friday 5:30 p.m.	Monday 6 p.m.	Tuesday 6 p.m.
	Comics	Friday 5:30 p.m. • 12 days prior	Tuesday 6 p.m. • 12 days prior	Thursday 6 p.m. • 10 days prior
	San Antonio Star/Dutch Door	Monday Noon	Monday 6 p.m.	Tuesday 6 p.m.
	TV Now/Dutch Door	Wednesday 5:30 p.m. • 11 days prior	Thursday 6 p.m. • 10 days prior	Friday 6 p.m. • 9 days prior
	Classified, Jobs, Real Estate, Drive	Wednesday 5 p.m.	Wednesday 6 p.m.	Thursday 6 p.m.
Monday	Main News ROP	Thursday 5:30 p.m.	Thursday 6 p.m.	Friday Noon
	DCR	Wednesday 5:30 p.m.	Wednesday 6 p.m.	Thursday 6 p.m.
Tuesday	Main News ROP	Friday 5:30 p.m.	Friday 6 p.m.	Monday Noon
	DCR	Thursday 5:30 p.m.	Thursday 6 p.m.	Friday 6 p.m.
Wednesday	Main News ROP	Friday 5:30 p.m.	Friday 6 p.m.	Monday 6 p.m.
	Direct Marketplace	Tuesday 5:30 p.m. • 15 days prior	Tuesday 6 p.m. • 15 days prior	Wednesday 6 p.m. • 14 days prior
	DCR	Friday 5:30 p.m.	Friday 6 p.m.	Monday 6 p.m.
Thursday	Main News ROP and Classified	Monday 5:30 p.m.	Monday 6 p.m.	Tuesday 6 p.m.
	Conexión	Friday 5:30 p.m.	Friday 5 p.m.	Monday 6 p.m.
	Prime Time Weekly ROP and Classified	Friday 2 p.m.	Friday 6 p.m.	Monday 6 p.m.
	DCR	Monday 5:30 p.m.	Monday 6 p.m.	Tuesday 6 p.m.
Friday	Main News, Metro, Sports, Business, Classified	Tuesday 5:30 p.m.	Tuesday 6 p.m.	Wednesday 6 p.m.
	Weekender, S.A. Life., Drive	Tuesday 5:30 p.m.	Tuesday 6 p.m.	Wednesday Noon
	DCR	Tuesday 5:30 p.m.	Tuesday 6 p.m.	Wednesday 6 p.m.
	mySA.com Autos and More	Wednesday 5:30 p.m. • 9 days prior	Wednesday 6 p.m. • 9 days prior	Thursday 6 p.m.
Saturday	Main News, Metro, Sports, Business, Church	Wednesday 5:30 p.m.	Wednesday 6 p.m.	Thursday 6 p.m.
	S.A. Life	Wednesday 5:30 p.m.	Wednesday 6 p.m.	Thursday Noon
	Drive	Wednesday 5:30 p.m.	Wednesday 6 p.m.	Thursday Noon
	Classified w/Real Estate	Wednesday 5:30 p.m.	Wednesday 6 p.m.	Thursday 6 p.m.
	Business Express	Wednesday 5:30 p.m.	Wednesday 6 p.m.	Thursday 6 p.m.