

September 20, 2022

Lonnie R. Stephenson
International President
International Brotherhood of Electrical Workers
900 Seventh Street NW
Washington, DC 20001

Dear Mr. Stephenson:

This confirms our understanding with respect to the tentative agreement of this date that would resolve our respective bargaining notices served on or subsequent to November 1, 2019 ("Tentative Agreement or TA").

1. It is mutually understood that the TA is subject to membership ratification and that such ratification shall be completed on or around September 28, 2022. The status quo period will be extended, and neither party shall engage in any form of self-help (including but not limited to strikes, lock outs, or any other form of economic pressure), through the date of ratification.
2. If the TA fails ratification, it is agreed that the status quo period shall be further extended, and neither party shall engage in any form of self-help, until after December 8, 2022.

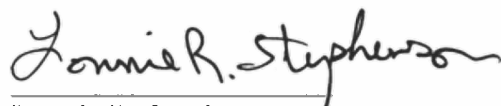
Please acknowledge your agreement by signing your name in the space provided below.

Very truly yours,



Brendan M. Branon

I agree:



Lonnie R. Stephenson