

**Angelia M. Sposa (Angie)**  
**Director – Labor Relations**  
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October 7, 2020

Mr. Mike Davis  
Administrative Director  
CWA District 2-13  
Floor 19  
230 S. Broad Street  
Philadelphia, PA 19102

Re: Identity Theft Protection Benefits

Dear Mike:

The Company plans to provide Identify Theft Protection Benefits through All State Identity Protection to all active employees effective January 1, 2021 at no cost.

Employees will have the ability to opt out of this benefit. Dependent coverage for anyone residing at an employee's address may be purchased for \$6.00 per month.

The Identity Theft Protection Benefit will be administered solely in accordance with its provisions and no matter concerning the benefit or any difference arising thereunder shall be subject to the grievance or arbitration process. The selection of the administrator, the administration of the benefit and all the terms and conditions relating thereto, and the resolution of any disputes involving the terms, conditions, interpretation, administration, or reimbursements shall be determined by and at the sole discretion of the Company.

The Company agrees to provide the Unions with advance notification of program changes including, but not limited to termination of the benefit at least thirty (30) days in advance of the effective date.

The union's acceptance of this proposal will not become effective unless and until International Brotherhood of Electrical Workers (IBEW) Local 827 agrees to the terms set forth herein. Absent agreement of the above in the immediately preceding sentence, this proposal may be withdrawn without precedent or prejudice.

Please indicate your agreement with the above by signing a copy of this letter where indicated and returning it to me.



Angelia M. Sposa

Agreed for the Union:



Date:

10/09/2020