

**CWA/EveryAction
CBA
TENTATIVE AGREEMENT**

THIS AGREEMENT is made and entered into this _____ day of January, 2026 by and between EveryAction Inc. (hereinafter referred to as the "Company" or "Employer") and the Communications Workers of America, AFL-CIO and its Locals 1400, 2336 and 13000 (collectively hereinafter referred to as the "Union" or "Local").

**Article 6
Union Representation**

Section 1. The Local Unions shall designate, and keep the Company informed of, the names of individuals employed by the Company who are designated as Union Stewards / Representatives (hereafter, "Stewards/Representatives"). The Company reserves the right to confirm with the Local Union at any time which employees are the current Local Union stewards/representatives.

Section 2. The Company shall allow access to their workplace(s) to Union representatives not employed by the Company for the purpose of conferring with management and employees. The Union agrees, when possible, to give the Company at least twelve (12) hours' advance notice of its intent to visit the workplace facility, unless there are emergency circumstances.

Section 3. The Company shall provide each of the Local Unions with a Confluence page.

Section 4. Union Stewards / Representatives shall be granted time off with pay when attending grievance meetings and disciplinary meetings with management during working hours. It is understood that other Steward / Representative activities will be conducted outside of working hours unless circumstances do not permit, in which case the Steward / Representative will make every effort to minimize the invasion of work time.

Section 5. The Company will allow up to six (6) bargaining unit members (total between the EveryAction and Mobilize bargaining units) time off with pay to attend negotiations for a successor Agreement.

Section 6. Each Local Union has the right to request that any four (4) bargaining unit members take unpaid time off for union activities for up to 5 business days per calendar year (taken in full-day increments), upon 7 days' written notice. The Company has the discretion to deny the request when business needs warrant. Any additional requests will not be unreasonably denied. When taking unpaid time off in accordance with this section, the bargaining unit members shall document it in WorkDay (or the designated time off system).

**Article 8
Grievance Procedure**

A. Purpose

Section 1. The purpose of this procedure is to secure, at the lowest possible level, an equitable solution to the problems which may arise affecting the terms and conditions of this Agreement. The parties agree that this procedure will be kept as informal as may be appropriate.

B. Definition

Section 1. A “grievance” is an allegation that there has been a violation, misinterpretation, or misapplication of any provision of this Agreement.

C. Steps of the Grievance Procedure

Section 1. Step One: (a) Within thirty (30) calendar days after the occurrence of the alleged violation or after which the Local knew or should have reasonably known of the violation, the applicable Local Steward / Representative shall submit a written grievance to the 1st level supervisor, citing the alleged violations including the contract provision that applies.

(b) The first level manager and Human Resources shall schedule and attend a grievance meeting for a reasonable period of time (based on the nature of the subject(s) being discussed), to review the matter with the applicable Local Steward / Representative and the designated Union Business Agent (or his/her/their designated alternate) within seven (7) calendar days of receiving the written action. If additional time is needed, the meeting may be paused and continued on a mutually agreed upon date. Human Resources shall render its written determination within fourteen (14) days after the meeting.

Section 2. Step Two: (a) In the event the grievance is not resolved through Step One, then within twenty-one (21) calendar days following the receipt of the written determination of the first level manager/Human Resources, the matter may be submitted, in writing, to the Director of the applicable Department (or his/her/their designated alternate).

(b) The Director (or his/her/their designated alternate) shall schedule a grievance meeting for a reasonable period of time based on the nature of the subject(s) being discussed, to review the matter with the applicable Local Steward / Representative and the designated Union Business Agent (or his/her/their designated alternate) within fourteen (14) calendar days after the receipt of the written grievance. If additional time is needed, the meeting may be paused and continued on a mutually agreed upon date. The Director (or his/her/their designated alternate) shall render his/her/their decision, in writing, within twenty-one (21) calendar days after the meeting.

Section 3. Step Three: (a) In the event the grievance is not resolved through Step Two, then within twenty-one (21) calendar days following the receipt of the written determination of Director, the matter may be submitted, in writing, to the Vice President of the department (or his/her/their designated alternate).

(b) The Vice President of the Department (or his/her/their designated alternate) shall schedule a grievance meeting for a reasonable period of time based on the nature of the subject(s) being discussed, to review the matter with the Chair of the Union Bargaining Committee (or his/her/their designated alternate) within fourteen (14) calendar days after the receipt of the written grievance. The Vice President of the Department (or his/her/their designated alternate) shall render his/her/their decision, in writing, within twenty-one (21) calendar days after the meeting.

Section 3. Any grievance not settled by the duly authorized representatives of the Union and the Company shall, at the option of either party, within forty-five (45) calendar days of the decision at Step Two, submit a written notice of intention to arbitrate to the other party. In the event that the time limits set forth in this Article 8 are not adhered to, then the grievance shall be barred and there shall be no right to arbitration. The Company and the Union may extend the time limits set forth in this Article 8 by mutual agreement.

Section 4. The grievant shall be allowed time to attend their grievance meeting. If the grievant is employed by the Company at the time of the grievance meeting, the time spent in the grievance meeting will be paid.

Article 14 Scheduling

Section 1. With the exception of probationary employees, who shall be scheduled at the discretion of management, seniority will govern when regular schedules and hours are established by a department or work group. When regular schedules or hours require varying levels of skill sets and when those skill sets are equal, seniority shall prevail. Work schedules will be posted five (5) weeks prior to the effective date of schedule, except during snap general election periods in Canada and the United Kingdom during which the 5-week notice period is not possible, the Company will solicit volunteers for the needed schedule change. If not enough employees volunteer, the Company will provide as much notice of the new schedule as possible, but a minimum of two weeks' notice.

Section 2. Assignment of work schedules as set forth above will be completed in the following order: regular full-time, regular part-time, temporary full-time and temporary part-time.

Article 15 Job Postings

Section 1. The Company shall make all new or open EveryAction, Mobilize and Action Kit job postings public. Internal-facing job availability shall be public within the Company and posted with two (2) weeks' notice for interested employees to apply, the timing of which can be concurrent with an external posting. Job postings shall include the pay bands, required qualifications, physical requirements of the job, and job descriptions. The Company will give a preference to internal candidates in the bargaining unit, and then to other bargaining unit employees over external candidates. The Company shall consider bargaining unit members who apply for such openings based on qualifications demonstrated performance, although seniority will prevail with all things equal.

Article 16 Establishment of New Titles

Section 1. In the event that the Employer creates a new non-supervisory EveryAction job title in the bargaining unit, it shall give the Local Union notice of the new title, the job duties, and the wage it has established for the title. The Company may commence posting and hiring immediately after notification. The Union shall have fourteen (14) days from the date of the notice to request and bargain over such wage and title. If the Union contends that the job title is duplicative of another position covered by this Agreement, the Union may challenge in the grievance and arbitration procedure.

Article 18 Employee Handbook

Section 1. The policies and benefits set forth in the EveryAction Employee Handbook shall apply to bargaining unit members on the same terms and conditions as set forth in the Handbook, except where this Agreement specifies otherwise. Nothing shall preclude the Company from modifying, changing, or eliminating the policies set forth in the Handbook provided that such change applies to all applicable employees of the Company. Prior to implementing substantive changes to the Employee Handbook, the Company will notify the Union of such changes and provide an opportunity to discuss such changes for up to thirty (30) days prior to the substantive changes taking effect.

Article 19 Term of Agreement

2.5 year term of Agreement, expiring April 6, 2028.

Article 20 Layoff, Severance & Recall

Section 1. No bargaining unit employee shall be laid off while full-time (30 hours or more per week) contractors are performing the same or similar job.

Section 2. A minimum of 48 hours prior to a reduction in force, the Company will notify the designated Union Representative that employees will be impacted by a reduction in force, and will provide the job title(s) (not name(s)) of the bargaining unit member(s) impacted as well as the objective factors used for selection if not seniority. The Company will also provide the Union with a written notice regarding the reason(s) for the reduction in force. The Union Representative agrees to keep this information confidential, and will not share this information with its members or with individuals in the impacted job title(s).

Section 3. Selection for a restructuring will first be based on a minimum of one verifiable objective performance factor on which employees have been historically measured, as determined in the sole discretion of the Company based on the needs of the business at the time of the reduction in force. If use of the objective factor results in multiple bargaining unit employees being equally assessed for purposes of the reduction in force, then the separations will occur by inverse seniority.

Section 4. In the event of a reduction-in-force during the term of the collective bargaining agreement shall receive the following severance benefits:

1. For employees with up to one (1) year of service: three (3) weeks of severance and three (3) months of COBRA premiums paid by the Company for employee-only healthcare coverage.
2. For employees with greater than one (1) year of service: Three (3) weeks of severance plus two (2) weeks additional for each full year, up to a maximum of eleven (11) weeks of salary and three (3) months of COBRA premiums paid by the Company for employee-only healthcare coverage.

The Company reserves the option to pay the aforementioned COBRA premiums as lump-sum to the affected employee as part of severance, rather than paying premiums directly to the COBRA administrator.

Section 5. Any employee who is laid off shall be placed on a recall list and shall be eligible for recall by seniority to the bargaining unit position from which they were laid off at the same or lower level for a period of six (6) months. If the employee is offered a position and turns down the offer for recall, they shall be removed from the recall list.

Article 23

Paid Time Off

Flexible Time Off (FTO) Policy

Overview

Our unlimited flexible time off policy allows employees to take as much leave as they need. Employees need time to rest and enjoy themselves outside work. Putting a cap on this important time doesn't help our efforts to achieve high levels of employee satisfaction and productivity.

We believe that work-life balance and wellness is an important aspect of our culture. Work volume changes, customer needs and project deadlines can be demanding. Having time to enjoy a vacation, connect with friends and family, self-care, and even personal development, will help you to bring your best self to work. Our desire is to provide employees the flexibility to take time off as they need, while still being able to accomplish their goals.

The flexible time off (FTO) program combines personal time, vacation, non-extended sick time, and other time not otherwise covered by the company's leave policies into one bank.

Effective January 1, 2023, all eligible U.S. employees will participate in the Flexible Time Off Program. Employees who previously received Paid Time Off (PTO) will have their accrued PTO balances frozen effective December 31, 2022, and will no longer accrue any PTO time. These employees will draw down their PTO balances as they utilize eligible leaves of absence.

Any PTO time that was accrued prior to January 1, 2023, but not used or drawn down at the time of an employee's separation from employment will be paid out to the employee. The accrued PTO balance can be drawn down until exhausted and cannot be used to extend employment or postpone the termination date.

Scope

Regular full-time employees who work at least thirty (30) hours per week are eligible. Regular part-time employees, who work at least twenty (20) hours per week are also eligible.

Temporary employees and employees hired on a seasonal basis are not eligible but instead will be eligible for sick leave.

Policy

- The company doesn't limit the amount of FTO employees can take. This will help employees avoid exhaustion and ensure they have some time to clear their minds from their work duties. If the department denies any requested FTO, the manager will work with the employee within two weeks to reschedule the requested FTO for a time that is acceptable for both the employee and the Company. The Company may designate up to four weeks in a calendar year as high volume time and shall advise the affected employees of this designation before the beginning of the calendar year. If the FTO request is received during a high-volume time (including at the end of a quarter, or during filing deadlines, after Labor Day, Cesar Chavez Day, preceding elections, Giving Tuesday, and End of Year), the manager will have three weeks to work with the employee to reschedule the requested FTO. Mental health and work-life balance is an important part of our culture thus the company will send periodic notices to employees as a reminder to take time off.
- The company will track flexible time off for all employees to ensure that employees don't take time off that compromises their performance.
- Employees don't accrue time-off so the company will not compensate unused leave upon separation.

- Except as set forth herein, this policy does not apply to any leave of absence, including statutory leaves of absence, where employees are not expected to perform work during the absence period. This includes, but is not limited to, leave under the Family and Medical Leave Act, the Americans with Disabilities Act, or any other state law of similar impact. The policy also does not cover time away from work that is covered by Workers Compensation, Bonterra's Short-Term Disability and Long-Term Disability Plans, or by a state administered wage replacement plan, like state disability insurance or paid family leave. To ensure compliance with any state or local paid sick leave requirements, to the extent not fully covered by any other paid leave statute or plan, the first two weeks of any statutory leave of absence, whether intermittent or consecutive, in a calendar year beginning January 1 of less than the elimination period of the Short Term Disability Plan will be paid under and run concurrent with FTO.
- All eligible employees are to submit FTO requests via Workday or notify immediate manager if unable to access the Workday system. Planned FTO should be requested as far in advance as possible so that workloads can be scheduled to meet the needs of the business and our customers. Managers shall make a determination on such requests within 21 calendar days.
- Employees will continue to be paid their regular base salary or hourly rate during their approved FTO. For non-exempt employees, FTO is not considered hours worked for purposes of calculating overtime.
- To the extent an employee wants to take FTO, they will be allowed to do so with pay, subject to the approval of their manager, with the exception of illness/injury of the employee or a family member, a public health emergency, or for reasons related to domestic violence which does not need approval.
- Approved Flexible Time Off will not be used for purposes of discipline or in performance reviews. Notwithstanding anything contained in this policy, employees whose work performance is unsatisfactory will be subject to appropriate performance discussions, and potentially, disciplinary action.
- FTO is separate from company-designated holidays.

Procedure

Employees must:

- Avoid taking time off that negatively impacts their job and the company.
- Notify their supervisors at least two weeks in advance of any FTO requests of 5 consecutive days or more.
- Enter all FTO requests in Workday.

Managers must:

- Approve FTO in accordance with Company or Department needs.
- Make a determination on FTO requests within 21 calendar days.
- Not unreasonably deny FTO requests.
 - Document all denials of FTO requests with reason for denial
- Work with the employee, within two weeks (or three weeks for requests made during high volume times), to reschedule the requested FTO for a time that is acceptable for both the employee and the Company if FTO is reasonably denied.

Manager and Employee shared responsibilities:

- Communicate and collaborate to ensure everyone takes leave without disrupting operations.
- Delegate, postpone or otherwise manage projects that will be affected by time off.

Manager may NOT reject FTO leave requests for any of the following reasons:

- To discipline employees

- To force employees to fulfil duties that aren't urgent.
- To approve leave for another employee who made a later request.
- Staff shortages that have lasted in excess of 60 days.

Both employees and managers should use good judgement and adhere to company policies when requesting/approving time off. Effective communication between team members is vital to make this policy work for everyone.

Article 24 **Parental Leave**

The Company provides paid parental leave (“PPL”) to employees. In administering this policy, the Company does not discriminate on the basis of gender or sexual orientation. Parental leave (i.e. maternity/paternity/adoption leave) is a paid leave associated with the birth of an employee's own child or the placement of a child with the employee in connection with adoption or foster care. All full-time and part-time regular employees are eligible for this benefit after 6 months of service. Temporary employees are not eligible for PPL. PPL is not charged against the employee's other paid leave credits, and the amount of PPL available is based on tenure with the Company as follows:

- Within 6 months of service – not eligible.
- After 6 months and before two full years of service—12 weeks of 100% paid leave.
- After two full years of service—16 weeks of 100% paid leave.
- Holidays are included in the above week totals and cannot be added to the total amount of PPL taken.

While on PPL, the employee will receive his/her base salary or hourly rate multiplied by the number of hours the employee is regularly scheduled to work in effect at the time the PPL commences. In addition to base salary, employees who earn a commission will be paid an amount equal to the weekly average of the commissions earned over the previous 12 months. Employees will not be eligible to receive bonuses or other special compensation while on PPL.

Pregnant employees who are eligible for this policy and who experience pre-birth complications requiring leave from work may begin using their PPL prior to birth, as long as a doctor's note is provided to People Connect. Note: Some employees may be eligible, instead, for benefits under the Short Term Disability Plan. Please notify Human Resources in these circumstances.

PPL may only be used once every 24 months. Employees who do not qualify for the full 16 weeks may use available accrued paid time off to supplement their PPL to a maximum of 16 weeks of paid leave. Employees who are eligible for the full 16 weeks may not supplement their PPL with accrued PTO. Flexible Time Off cannot be used to extend Parental Leave. These restrictions reflect an effort to be fair not just to employees using PPL, but also to their coworkers who are filling in for them while they're out.

Continuation of Benefits

Coverage under the existing group medical insurance plan will be continued during PPL under the same terms as if the employee continued work. If the Employee's group medical plan requires a premium co-payment, the employee must continue co-payments of all applicable premiums during PPL.

Retirement benefits will be continued during PPL under the same terms as if the employee continued work.

Requirements for Obtaining Paid Parental Leave

Employees are required to give supervisors at least three (3) calendar months' notice before taking PPL. The Company may consider PPL for an adoptive parent who provides less than three months' notice if the employee establishes that he/she received less than the requisite three month notice of placement of the child in his/her home. Before PPL is taken, the employee must notify People Connect to ensure that all personnel administration is completed.

Employees may take PPL in up to two blocks of time, within the first 12 months of the birth or adoption of the child. If an employee chooses to split their parental leave, each segment of leave must be a minimum of one week in duration.

Any unused paid parental leave will be forfeited. Upon termination of the individual's employment at the company, they will not be paid for any unused paid parental leave for which they were eligible.

Paid parental leave taken under this policy will run concurrently with leave under the FMLA; thus, any leave taken under this policy that falls under the definition of circumstances qualifying for leave due to the birth or placement of a child due to adoption or foster care, the leave will be counted towards the 12 weeks of available FMLA leave per 12-month period. All other requirements and provisions under the FMLA will apply.

Short Term Disability Insurance

If applicable, the employee must apply to their state/city or company disability insurance benefits for any qualifying periods. Wage continuation during the PPL period will be reduced by the amount of any state/city or company disability insurance benefits dollars received. For example, California employees must apply to the state SDI program for partial salary reimbursement during periods of parental leave. They should then provide documentation to the Leave Administrator. The Company will pay the balance of the employee's salary.

Article 26 **Healthcare**

Section 1. The Company shall make medical, dental, vision benefit plans available to eligible employees and their dependents. Eligibility for such benefit plans shall be determined by the requirements set forth in the applicable plan document. Benefits shall be made available to employees on the same terms and conditions as such benefits are made available to non-represented employees of the Company.

Section 2. Nothing herein shall prevent the Company from changing, amending, or modifying, including but not limited to restating or merging plans, changing third-party administrators or Company share of monthly premium costs, or discontinuing the benefits set forth in this Article without any further obligation to bargain with the Union, provided the Company has changed, amended, modified or discontinued such benefits for its non-represented employees on the same basis as bargaining unit employees.

Section 3. Employees who (i) earn less than \$75,000 in base salary annually; (ii) have elected Employee-Only coverage under the Company's PPO plan by October 1, 2022; and (iii) who continue to elect Employee-Only coverage under the Company's PPO plan for year 2026, will receive a monthly stipend of \$30 starting in January 2026 through expiration of this agreement to help offset the increased premium costs.

Section 4. The Company agrees to send all employees a benefits survey at least one time per year. The Company agrees to meet with the Union to discuss the results of the benefits survey and to discuss the healthcare benefits plan within 30 days of the Company receiving the results of the survey, but no later than June 30 of any year.

Article 27 **Hours Worked**

Section 1. The Company observes an official, regularly scheduled work week of 40 hours, consisting of five consecutive eight-hour days beginning on Monday and ending on Friday between the hours 6am to 6pm in the time zone in which the employee resides. Employees may temporarily be assigned a schedule that deviates from the standard workday

- a. in even years; not to exceed **32** days; and
- b. (i) in odd years during election periods in Canada and the United Kingdom, and (ii) for additional periods not to exceed 12 days.

Nothing herein precludes an employee for voluntarily agreeing to work a schedule that deviates from their standard work schedule.

Employees may be approved to work a flexible schedule. Any change in an employee's established schedule must be approved in advance by an employee's immediate supervisor, which shall not be unreasonably denied. Due to the nature of the Company's business, some employees may be required to work or be on call at night or on the weekends. If an employee works a significant number of night or weekend hours, the employee may request temporary flexible scheduling in order to normalize their workweek, provided adequate coverage of responsibilities is maintained.

Section 2. Employees may work an optional four-day forty (40) hour work week, up to once each month, at the discretion of the employee's manager.

Article 28 **On-call Rotations**

The Company shall determine, in its sole discretion and based on the needs of the organization, what roles require on-call assignments.

Any employee on the Engineering, Data Ops or Support teams who (1) is required, directed or scheduled for on-call work after their normally-scheduled hours on any Monday through Friday and (2) who is actually required to provide active services for the Company (e.g., responding to emails or calls) during that on-call period, will receive, at minimum, an additional \$50.00 per day.

For each weekend day (Saturday/Sunday) or holiday that an employee is on-call, the employee will receive, at minimum, an additional \$100.00.

The company shall rotate on call duties, amongst qualified employees, within the department by seniority.

Article 29 Holidays

All full-time, regular employees and part-time employees regularly scheduled to work 30 or more hours per week will be eligible to be paid for the following holidays: Presidents' Day, Cesar Chavez Day, Self-Care Day, Memorial Day, Juneteenth, Independence Day, Women's Equality Day, Labor Day, Indigenous People's Day/World Mental Health Day, Thanksgiving Day, the day after Thanksgiving, Christmas Eve, Christmas Day, and New Year's Day.

Martin Luther King Jr. Day will also be a holiday for all eligible staff as defined above. This holiday will be observed on the day designated by the federal government with the exception of any staff needed for compliance filings.

If an employee is required to work on any of the above holidays (except for those that are designated below as a floating holiday), , they will receive the equivalent of one additional days' base pay.

Due to the nature of our business, some federal holidays that are near FEC filing deadlines or a general election are NOT observed as company holidays.

Six of these holidays (Presidents' Day, Cesar Chavez Day, Self-Care Day, the day after Thanksgiving, Christmas Eve, and Christmas Day) are designated as floating holidays that can be used on other days for employees who do not observe these specific holidays. While employees are welcome to work on those holidays, the Company will officially be closed. Employees using these floating holidays on days other than the six holidays listed above must notify their managers of their plans.

Beyond these floating holidays, management will attempt to make reasonable accommodations for employees observing cultural or religious holidays other than those observed by the Company. Accommodations may include allowing employees to work on Company-observed holidays in exchange for unobserved holidays off, using accrued personal leave, or taking leave without pay.

Employees who take leave without pay on either the working day immediately preceding or following a holiday will not be eligible for holiday pay; except that employees who are absent due to an approved intermittent statutory leave will continue to be eligible for holiday pay.

Employees may not begin or end their employment on a paid holiday unless they are actually working on that day. Terminating employees who are not returning to work after a holiday are not eligible for holiday leave pay.

Article 31 Work From Home

The Company shall provide the equipment needed to perform an employee's job duties from a remote location. If an employee requires additional equipment to perform their job duties, the employee may request the additional equipment from their manager. Requests for additional equipment that is required to perform the employee's job duties shall not be unreasonably denied.

If an employee requires alternative or additional equipment as a reasonable accommodation for a disability, the costs of the Company-approved accommodation will be paid for by the Company.

Cameras, if installed on Company computers or equipment, will not be used for monitoring employees.

All EveryAction employees shall be eligible for remote work unless orientation, onboarding, training, specifically designated on-site job duties or other circumstances require on-site participation.

If the Company enacts a remote work expense or utility reimbursement policy for non-union employees, it will apply the same policy to union employees.

Except where their current job or the promotional opportunity requires on-site work, employees will not be ineligible for promotions, compensation increases, or work assignments based on whether they work remotely.

Article 32

Wages

Section 1. Effective no later than March 31, 2026, employees shall receive a base salary increase of three percent (3.0%), retroactive to January 1, 2026. Effective January 1, 2027, employees shall receive a base salary increase of three percent (3.0%). Effective no later than January 1, 2028, employees shall receive a base salary increase of three percent (3.0%).

Section 2. To the extent that the Company issues annual performance-based merit increases in its sole discretion, union employees will be eligible for such performance-based merit increases based on the same calculation as non-bargained for employees, less the general wage increase in Section 1. .

Section 3. Bonterra incentive bonuses shall be paid to bargaining unit employees on the same terms and conditions as non-union employees.

Section 4. Each employee is eligible to participate in a 401(k) Plan that will be provided by the Company. Should the 401(k) Plan benefits change, 401(k) benefits shall be made available to union employees on the same terms and conditions as such benefits are made available to non-represented employees of the Company.

Section 5. Employees shall be eligible to participate in the Bonterra Employee Equity Program on the same terms and conditions as non-represented employees.

Article 33

Payroll

Payroll shall be processed at least twice per month.

In the event an employee believes that there has been a missed payment or error in payroll, employees must submit a ticket via WorkDay and normally will be investigated and resolved within three (3) business days. If the missed payment or error is confirmed, the payment shall be made within a one-week period.

Article 34

Labor-Management Committee

- A. The Company and the Union shall hold quarterly Union-management meetings during the workday with management and six (6) bargaining unit representatives of the Unions Choosing and not more than four (4) Union representatives. The intent of the meeting is to discuss open items or concerns, but does not replace the formal grievance process.

- B. Employees will be paid at their standard daily rate during this time. In each quarter, a meeting need not be held if agreed upon in writing by both parties.
- C. The Union and the Company will propose an agenda seven (7) days prior to the scheduled meeting.
- D. Management will invite management employees who have a particular expertise or viewpoint relating to each agenda.
- E. Participants in the Labor-Management meeting understand that there may be disagreements at times but agree to endeavor to maintain a respectful atmosphere.
- F. Nothing in this agreement shall waive CWA's rights under the NLRA.

Article 34 Employee Privacy

The Company recognizes the importance of protecting personal data and is committed to respecting employee privacy. The Company will not share personal information of bargaining unit members outside of the Company or its affiliates, except as required by law, as necessary to partner with insurance or benefit providers or Company vendors, or where there is a valid business purpose.

Article 35 Sales Attainment and Performance Standards

The Company may establish, change and amend sales commission and other incentive plans in its sole discretion, provided that the new or revised plan complies with the following guidelines:

- The Company will provide information on the new or revised plan and hold a meeting with the union to explain the new or revised plan before it is implemented.
- An employee's base salary and overall on target earnings ("OTE") will be defined and not diminished during the life of the Agreement.
- The Company will provide sales territories and quotas to each member of the sales team no later than 15 days following the start of the quarter; provided that sales territories may change mid-quarter based on personnel or business needs. All eligible sales booked during the quota measurement period shall be calculated towards the quota.
- A job description delineating responsibilities, and OTE expectations for sales roles shall be furnished to the sales teams.
- There will be a 3 month ramp up period for new quota-based employees. During the ramp up period, employees will be paid at the rate consistent with meeting OTE.
- The Company will coach and develop employees with the objective of helping them achieve their Company established targets.
- Managers and coaches will develop Coaching Plans tailored to individual employee needs before the employee is placed on a Performance Improvement Plan.
- In the event of a PIP: Objectives tied to sales quota shall be the equivalent of the sales quota divided by duration of the PIP.

Article 36 Artificial Intelligence

Artificial Intelligence (or A.I.), for purposes of this Article, will be defined herein as a tool or system that utilizes processes such as machine learning and pattern recognition to perform tasks which have historically required human intelligence to perform.

- If a technological change using A.I. creates new work that enhances or modifies bargaining unit work, bargaining unit employees will perform that new or modified work. The Employer shall provide bargaining unit employees with training required to utilize the new technology, if necessary.
- A.I. is intended to enhance employee work. However, should A.I. materially impact an employee's position by reducing their job duties, the Employer will offer reasonable training opportunities for the affected employee. To the extent that unit positions are available, and if the affected employee meets the minimum qualifications of the open position(s), the affected employee will receive the vacant bargaining unit position(s). Should more than one employee be affected, then the most senior, qualified employee will be awarded the vacant position. The Employer does not guarantee any continued employment or the creation of positions, but will make a good faith effort to minimize involuntary displacement of union workers through training and redeployment.
- Any implementation of A.I. used to monitor or used for performance evaluations must be discussed with the Union prior to implementation, and no discipline may result based solely on monitoring or evaluations done by A.I. without human review and confirmation of the A.I. results.

The Company shall give the Union 7 days' notice of new A.I. technologies and their application(s) before implementation, though bargaining is not required prior to implementation.

The parties hereto agree to these tentative agreements:

For Union:

K. Montalbano

Katie Montalbano

1/28/26

Date

For Every Action:

/s/Megan Glowacki

Megan Glowacki

1/28/26

Date