

THE COMPANY PROPOSES THE FOLLOWING NEW LETTER

Involuntary Layoff Letter

April 12, 2026

Lisa Bolton, Vice President, CWA

Re: Involuntary Layoffs

Dear Lisa,

This letter will serve to confirm the agreement reached between the Company and the Union regarding involuntary layoffs during the term of the 2026 collective bargaining agreement. The company agrees to suspend initiating or executing any involuntary layoffs affecting employees in the bargaining unit from April 12, 2026 until April 11, 2030.

Notwithstanding the above, the parties agree that the cessation of a job position due to the completion or termination of a contract, statement of work, or similar engagement that is dedicated to a specific customer or third-party shall not constitute an involuntary layoff as it relates to the limitations imposed by this side letter agreement.

Similarly, involuntary layoffs made in accordance with Article 24 due to Company work location closures and consolidations shall not constitute an involuntary layoff as it relates to the limitations imposed by this side letter agreement. Any subsequent hiring related to work location closures and consolidations, and determination of the geographic location of such new hires, will be managed at the discretion of the Company within the bargaining unit.

The parties also agree that the Company's commitment to forego initiating or executing involuntary layoffs for the aforementioned period does not establish or imply any minimum or required workforce level (i.e. "watermark"), nor does it impose any obligation on the Company to backfill or replace employees who separate from the bargaining unit through natural attrition, including, but not limited to, resignation, retirement, death, or discharge for cause. The parties further agree that the provisions contained in this side letter do not restrict the Company's ability to offer voluntary layoffs (VTP) to employees covered by this collective bargaining agreement.

Regards,

/s/ Eric Bain

Director, Labor Relations