AGREEMENT

BETWEEN

DCT INCORPORATED

AND

JEFFERSON FACILITIES MAINTENANCE UNION

NCTR/JEFFERSON LABORATORIES

EFFECTIVE: SEPTEMBER 21, 2026

TABLE OF CONTENTS

General Purpose of Agreement	Page 3
Article 1 – Effective Date of Agreement	Page 4
Article 2 – Non-Discrimination in Employment	Page 4
Article 3 – Recognition	Page 4
Article 4 – Union Security	Page 4
Article 5 – Continuous Operation	Page 4
Article 6 – Adjustment of Complaints	Page 5
Article 7 – Seniority	Page 7
Article 8 – Wages	Page 9
Rates of Pay	Page 11
Article 9 – Hours of Work	Page 13
Article 10 – Reporting and Call-In Time	Page 14
Article 11 – Holidays	Page 14
Article 12 – Vacations	Page 15
Sick/Personal Time	Page 16
Article 13 – Overtime and Premium Pay	Page 16
Article 14 – Miscellaneous	Page 17
14.1 Military Leave	Page 17
14.2 Leaves of Absence	Page 17
14.3 Shop Tools and Safety Items	Page 17
14.4 Health, Safety and Sanitation	Page 18
14.5 Continuous Employment	Page 20
14.6 Work by Non-Unit Employees	Page 20
14.7 School Licensing Fees	Page 21
14.8 Changing Shifts	Page 21
14.9 Drug Testing	Page 21
14.10 After Normal Working Hours Contact(s)	Page 21
14.11 Mold Removal and Remediation	Page 21
Article 15 – Time Off for Voting	Page 22
Article 16 – Disciplinary Procedures	Page 22
Article 17 – Management Rights	Page 22
Article 18 – Rules and Regulations	Page 23
Article 19 – Insurance and Benefits	Page 23
Article 20 – 401k Retirement Plan	Page 24
Article 21 – Change or Modification of Agreement	Page 24
Article 22 – Termination of Agreement	Page 25
Authorized Signatures	Page 25

GENERAL PURPOSE OF AGREEMENT

This Collective Bargaining Agreement ("Agreement") is entered into this 10th day of June 2026 by and between DCT, Inc. (the "Company"), with respect to its operations at the National Center for Toxicological Research ("NCTR") facility at Jefferson, Arkansas, and the Jefferson Facilities Maintenance Union (collectively the "Union"), for the purpose of setting forth our mutual understanding with respect of rates of pay, hours of work, and conditions of employment to be observed by the Company, the Union, and the employees covered by this Agreement, to provide equitable adjustments of grievances, and to prevent lockouts, interruption of work, strikes, work stoppages, or other interferences with the normal conduct of the Company's business during the life of this Agreement.

This Agreement recognizes that it is in the mutual interest of the Company, the Union, and the employees to provide for operations at the NCTR facility under methods that will further to the fullest extent possible, the safety and welfare of the employees, the efficiency and economy of operations, quality and quantity of output, protection of property and the mission of the U.S. Government at the NCTR facility.

It is recognized by this Agreement to be the duty of the Company, the employees and the Union to cooperate fully, individually and collectively, for the advancement of said conditions.

ARTICLE 1
Effective Date of Agreement

This Agreement shall be in effect from 12:00 A.M. on September 21, 2026 and shall remain in effect through September 20, 2031, and from year to year thereafter unless terminated in accordance with the provisions of Article 21 below.

ARTICLE 2
Non-Discrimination in Employment

In the application of this Agreement, there shall be no discrimination in execution of applicable law by the Company or Union against any employee because of race, color, religion, sex, marital status, national origin, age, or in the case of a qualified individual with a disability, because of disability.

ARTICLE 3
Recognition

The Company recognizes the Union as the exclusive collective bargaining representative of employees in the following unit:

Included: All maintenance, plant clerical, grounds personnel and cafeteria workers at the Jefferson, Laboratories facility in Jefferson, Arkansas.

Excluded: Professional and technical employees, guards, and supervisors as defined in the Act.

The Company will furnish all employees with a copy of this Agreement and any supplements thereof one time upon request of the employee per year.

ARTICLE 4
Union Security

4.1 – Union Membership

In the event it should become permissible under the law, each prospective, permanent employee in the Bargaining Unit described in Article 3 hereof, shall have the right to become a member of the Union if they so desire, after he/she has been employed by the Company for a minimum of sixty (60) days. The Union agrees to collect union dues from its members. It is understood that all other references within the Collective Bargaining Agreement to the Probationary Period in relation to the Company shall remain the same.

ARTICLE 5
Continuous Operation

5.1 It is agreed that during the term of this agreement or any extension thereof, or while negotiations for any change are in progress, or until the expiration of the ten (10) day notice provided for in Article 21, there shall be no strikes, sympathy strikes, work stoppages, picketing, walkouts, or other similar refusals to work or interruptions of work, for any reason whatsoever. During the term of this Agreement, any employee or employees participating in any strike, sympathy strike, work stoppage, picketing, walkout, or other similar refusal to work or interruption of work shall be subject to discharge or any other disciplinary action as determined

by the Company without recourse to the complaint procedure or arbitration, provided, however, that the issue of whether or not he participated in any such prohibited action will be subject to the complaint and arbitration procedure. The company agrees that negotiations will commence the first two weeks of May 2031.

5.2 During the term of this Agreement the Company shall not cause, permit or engage in any lockout.

5.3 In the event of the occurrence of any action prohibited under Section 5.1, the Union, upon the request of the Company, shall:

(a) Within one (1) hour of the Company's request disavow such action by posting a notice (signed by the Union Steward) on all Company bulletin boards stating that such action is not authorized, sanctioned or condoned by the Union; within twenty-four (24) hours after the occurrence of any such action disavow such action by posting a notice (signed by an official of the Union) on all Company bulletin boards stating such action is not authorized, sanctioned or condoned by the Union;

(b) Immediately order its members to return to work notwithstanding the existence of any picket line;

(c) Refuse to aid or assist such action in any way;

(d) In good faith use every reasonable effort to terminate such action.

5.4 It is further agreed that this Agreement shall be binding upon the Company and/or the Union, successors, assigns or transferees.

5.5 In the event that any member or members of any Union, engage in, sanction, or assist in any unauthorized strike, walkout, work stoppage, slowdown, or other similar interruption of work, or shall refuse to perform regularly assigned services, when directed to do so by the Company, the Company agrees that it will not file or prosecute any action for damages arising out of said strike, walkout, work stoppage, slowdown or other similar interruption of work, against the Union, its officers, representatives and individual members, provided that the Union, its officers, representatives and individual members perform their obligations and responsibilities as set forth in this Agreement.

ARTICLE 6
Adjustment of Complaints

For the purpose of this Agreement, a complaint is a dispute between an employee or the Union and the Company involving the interpretation or compliance with this Agreement or the alleged violation of any employee rights under this Agreement. A complaint shall be handled in the following manner:

6.1 An earnest effort should first be made to settle the complaint informally and personally between the aggrieved employee and the appropriate Branch manager within five (5) days after knowledge of the event giving rise to the complaint. If the employee is prevented from presenting the complaint

within the time limit because of an excused absence, he/she will be given five (5) working days to present the complaint after he/she returns to work from such excused absence.

6.2 If the complaint is not settled informally, the aggrieved employee and/or his/her Union Steward shall present the complaint to the appropriate Branch manager within five (5) days in writing on the form provided. The appropriate Branch manager will meet with the Union Steward Committee to discuss the alleged complaint. The appropriate Branch manager will give a written answer within five (5) days after that meeting.

6.3 If the answer of the appropriate Branch manager is not satisfactory, the complaint may be referred to the Project Manager within ten (10) days of receipt of the above answer. The Project Manager and/or his/her designated representative will meet with the Union Steward Committee and such of his personnel as he considers appropriate. The Project Manager will give a written answer within ten (10) days.

6.4 If the Union is not satisfied with the answer resulting from Paragraph 6.3 above, the complaint, within ten (10) days after receipt of the answer, may be referred to the President and Vice President of the company. The President or Vice President will give a written answer within ten (10) days. If mutually agreed upon, the complaint shall be referred to a Federal Mediator rather than an Arbitrator.

6.5 If the Union is not satisfied with the answer resulting from Paragraph 6.4 above, the complaint, within ten (10) days after receipt of the answer, may be referred an Arbitrator. If mutually agreed upon, the complaint shall be referred to a Federal Mediator rather than an Arbitrator.

The Union and the Company will first attempt to agree on an Arbitrator. If they cannot agree upon an Arbitrator, the Federal Mediation and Conciliation Service shall be asked to furnish a panel of seven (7) Arbitrators, from whom an Arbitrator may be selected. If no agreement can be reached from the first panel, then a second panel of seven (7) shall be requested. The Union and the Company shall determine by lot the order of elimination, and thereafter each shall, in that order, alternately strike one (1) name from the panel until only one (1) remains. This person shall be the Arbitrator.

The decision of the Arbitrator shall be final and binding upon all parties to this agreement.

The Arbitrator shall have no power to add to or to subtract from or modify any of the terms of his Agreement or any agreement supplementary hereto nor to establish or change any wage. Any case referred to an Arbitrator on which he/she has no power to rule shall be referred back to the parties without decision. The cost of the Arbitrator shall be borne equally by the Company and the Union. (The parties recognize that prompt decisions are desirable in cases that go to arbitration and feel that absent unusual circumstances, decisions should be handed down within thirty (30) days after the final submission of a case.)

6.6 It is agreed and understood that where it is found by the Arbitrator that employees have been unjustly demoted, laid off or discharged, they shall be paid for loss of earnings caused by such unjust action, less any interim earnings (resulting from lost employment) and unemployment compensation payments.

6.7 Any complaint not processed within the time limits specified in this Article shall be deemed settled. However, it is understood that extensions of time may be granted when mutually agreed upon.

ARTICLE 7
Seniority

7.1 Definition of Seniority

For the purpose of this Agreement, seniority is defined as continuous service beginning with date of hire for performance of similar work at the Jefferson facility.

7.2 Promotions and Transfers

(1) In all matters involving job openings, promotions, and newly created jobs, the Company shall give recognition to the site seniority of employees affected or involved and in all such cases where the Company deems that skill, ability and work record are substantially equal between the employees involved, seniority shall govern.

(2) (a) When a permanent vacancy occurs or a new job is created, notice of pertinent details will be posted on the bulletin board for five (5) business days. Employees (other than probationary employees) may file requests for the job within this period. The Company and/or the Union are expressly authorized to contact any absent employees to determine their interest in the posted position. Employees absent during the posting period may authorize either the Company or the Union to submit a request for the posted job. Copies of such requests for new or vacant jobs shall be furnished to the union when filed. The selected employee, if any, will be assigned within fifteen (15) days. When it is known that none of the current staff has the required certification or license for the open position, the Company will notify the Union President or designee that this position will be advertised immediately to the public.

(b) To be considered, applicants for a skilled job must meet the qualifications for the job established by the Federal Government pursuant to its contract with the Company, including any required certifications or licenses.

(3) (a) Employees temporarily advanced to a higher rated job shall receive the higher rate of pay for as long as he/she performs the work. Employees temporarily demoted to a lower rated job for the convenience of the Company shall continue to receive their regular rate of pay. However, in the event that an employee is transferred to a lower rated job at his own request or because he is unable to perform the work of his original job, or to avoid lay-off, he will then receive the rate of the lower-rated job. Craftsmen acting as Leads in the absence of Lead craftsmen will receive the Lead Craftsmen's wages. Temporarily advanced Leads will receive Lead Pay provided the hours are in excess of 8 consecutive hour or one full 8-hour shift and there are at least 2 employees being supervised.

(b) When an employee has been allowed to transfer from one classification to another, he shall have the right to transfer back to the classification from which he transferred within thirty (30) calendar days without loss of seniority if, during that time, the Company or the employee has determined that he is not suitable for the job to which he has transferred. The foregoing will apply, unless there are extenuating circumstances, which the Company will discuss with the officers of the union at the time an exception needs to be made. Any complaint not processed

within the time limits specified in this Article shall be deemed settled. However, it is understood that extensions of time may be granted when mutually agreed upon.

(4) Employees promoted or transferred from a job within the Bargaining Unit to a position outside said unit, but at the Jefferson Labs Facility, shall continue to accrue seniority on the job from which he came for a period of six (6) months, which time can be extended not more than a second six (6) months by mutual agreement. If he/she remains beyond that period in his new position he/she shall forfeit all seniority rights under this Agreement.

(5) If no employee has made written application to the Company upon the posting of a job vacancy, promotion, or newly created job, or if those who have made written application are deemed not acceptable by the Company, the Company shall have the right to hire a new employee from the outside.

7.3 Layoffs or Reduction of Force

The Company, in its discretion, shall determine when layoffs for lack of work shall occur and the number of employees to be laid off. In case of layoffs or reduction of forces, employees with the least amount of seniority will be the first to be laid off, provided the employees with greater seniority have maintained the necessary qualifications to perform the work as determined by the Company.

7.4 Recalls

(1) After layoff because of lack of work, employees shall be recalled in the inverse order in which they were laid off. If an employee, because of lack of work in his classification is transferred to another occupation, he/she shall be entitled to his/her original job if he/she would otherwise (but for the transfer) have been recalled to his/her original job upon reopening of the same. However, should an employee bid on another job and is transferred to said job, he/she shall forfeit his/her right to return to his/her original job if it does not reopen within six (6) months after the effective date of this transfer.

(2) Employees who are laid off because of lack of work shall have reinstatement rights, without loss of seniority, for a period of two (2) years.

(3) Any layoff because of lack of work which extends for a continuous period of more than two years shall break seniority.

(4) During the period of an employee's layoff up to two (2) years, the Company will notify an employee of any recall to which he/she is entitled under this Section 7.4. Notice will be made to the employee by certified mail (return receipt requested) sent to his/her last known address. The notified employee will be given three (3) days after receipt of such notice to notify the Company that he/she desires to return to work and fourteen (14) days after receipt of such notice to actually report to work unless this period is extended with the express permission of the Company. The failure by an employee to comply with any of the above conditions within the time limits specified shall forfeit all reinstatement rights.

(5) In the event a certified letter fails to reach an employee at his/her last given address and it is returned to the Company, this shall be taken as proof that the employee has failed to keep the

Company posted on his/her address and he/she shall forfeit all rights for reinstatement.

7.5 Seniority Lists
An up-to-date seniority list will be furnished for the Union upon request but not more often than six (6) month intervals.

7.6 Probationary Employees
(1) All new employees shall be placed on probation and classified as temporary help for a period of time not to exceed one hundred twenty days (120) calendar days, after which time, if retained in the service of the Company, they shall be considered regular employees with seniority status dating back to the date of employment. The discharge of a probationary employee shall not be subject to the provisions of the complaint procedure.

(2) After one hundred twenty days (120) days no employee shall be considered a temporary employee except by time requirements placed on employer by the nature of the work.

(3) Probationary employees will not be entitled to personal leave during the probationary period. After the probationary period the employee will be entitled to personal leave prorated for the remainder of the year until the anniversary date of this agreement.

(4) Probationary employees will receive $1.00 per hour less during the one hundred twenty days (120) probationary period for like classifications wages identified in Article 8, page 14 of this agreement. *Example: Stock Store Clerk receives $16.04 per hour. Probationary employee would receive $15.04 per hour during probationary period.* In no event will the employee make below the Federal Minimum Wage. The probationary employee shall receive health and welfare benefits as afforded all other employees.

ARTICLE 8
Wages

8.1 A copy of the Company's basic hourly wage rate schedule, effective at 12:00 A.M., September 21, 2026, is attached and same shall remain in effect throughout the life of this Agreement.

8.2 When major changes are made in the plant which create new jobs, or substantially change the duties of existing jobs, the Company will meet with the Union and receive from them their suggestions as to the appropriate rates of pay. If after discussion, mutually satisfactory rates cannot be agreed upon, the Company will set rates but such rates may be a subject to further negotiations at the next contract negotiations.

8.3 Employees designated as Leads will receive Lead Pay as outlined in the Rates of Pay Attachment. The Company will have the sole discretion in determining the number of Leads, what classification of Lead will be paid and who will be the Lead craftsmen. This article is intended to refer to the Lead Craftsman assigned to a shop.

8.4 Employees will be allowed to change their W-4's taxable withholding form when life changing circumstances are required and by IRS rules and regulations i.e. Marriage status change, children are born etc. Employees will be allowed to change W-4's two (2) times each calendar year. It is understood employees will not be allowed to change W-4 withholdings for the purpose of

circumventing taxes because an employee has worked overtime hours during a pay period and then change it again the next pay period because overtime was not worked. Pay periods are seven days in length beginning Saturday at Midnight and will run through the following Friday (11:59 P.M.). The actual payday will be Friday of each week.

8.5 The company at its sole discretion may award employees bonuses and/or incentives as the company deems fit. This may be done by the company at any time with the understanding bonuses and incentives are not being given on any scheduled basis. These bonuses and incentives may or may not be awarded in any year of the contract. The union agrees such bonuses and incentives are not subject to the grievance or arbitration procedures. The union may recommend employees for bonuses and incentives and consideration will be given by the company.

RATES OF PAY FOR BARGAINING UNIT EMPLOYEES

Classification	**09/21/2026-09/20/2027**	**09/21/2027-09/20/28**	**09/21/2028-09/20/29**
Lead Craftsman I	$32.84	$33.99	$35.18
Lead Craftsman II	$36.87	$38.16	$39.50
Lead Craftsman III	$37.34	$38.64	$39.99
Electrician	$31.32	$32.42	$33.55
HVAC Mechanic	$31.32	$32.42	$33.55
Control System Technician	$31.32	$32.42	$33.55
Janitor	$18.79	$19.45	$20.13
Janitor Lead	$23.00	$23.81	$24.61
Laborer	$18.52	$19.17	$19.84
Maintenance Mechanic	$31.32	$32.42	$33.55
Maintenance Trades Helper	$20.77	$21.50	$22.25
Material Coordinator	$25.41	$26.30	$27.22
Millwright	$31.32	$32.42	$33.55
Plumber/Pipefitter	$31.32	$32.42	$33.55
Sheet Metal Worker	$31.32	$32.42	$33.55
Boiler Operator	$31.32	$32.42	$33.55
Stock Clerk/Warehouse Specialist	$21.58	$22.34	$23.12
Water Plant Operator	$31.32	$32.42	$33.55
RMR/Dispatcher	$18.79	$19.45	$20.13
Tractor Operator	$18.79	$19.45	$20.13
Grounds Maintenance Laborer	$18.79	$19.45	$20.13
Grounds Maintenance Lead	$23.00	$23.81	$24.61
Food Service Worker/Cook	$18.79	$19.45	$20.13
Carpenter	$31.32	$32.42	$33.55
Instrument Mechanic	$31.32	$32.42	$33.55

Classification	**09/21/2029-09/20/30**	**09/21/2030-09/20/31**	
Lead Craftsman I	$36.59	$38.05	
Lead Craftsman II	$41.08	$42.72	
Lead Craftsman III	$41.59	$43.26	
Electrician	$34.90	$36.29	
HVAC Mechanic	$34.90	$36.29	
Control System Technician	$34.90	$36.29	
Janitor	$20.94	$21.77	
Janitor Lead	$25.59	$26.62	
Laborer	$20.63	$21.46	
Maintenance Mechanic	$34.90	$36.29	
Maintenance Trades Helper	$23.14	$24.07	
Material Coordinator	$28.31	$29.44	
Millwright	$34.90	$36.29	
Plumber/Pipefitter	$34.90	$36.29	
Sheet Metal Worker	$34.90	$36.29	
Boiler Operator	$34.90	$36.29	
Stock Clerk/Warehouse Specialist	$24.05	$25.01	
Water Plant Operator	$34.90	$36.29	
RMR/Dispatcher	$20.94	$21.77	
Tractor Operator	$20.94	$21.77	
Grounds Maintenance Laborer	$20.94	$21.77	
Grounds Maintenance Lead	$25.59	$26.62	
Food Service Worker/Cook	$20.94	$21.77	
Carpenter	$34.90	$36.29	
Instrument Mechanic	$34.90	$36.29	

Longevity Pay:
10 -15 years of service $.25 per hour in addition to all other pay

15 years and above $.50 per hour in addition to all other pay

Longevity Pay will not be added in to regular hours of pay for calculating Overtime hours/pay.

ARTICLE 9
Hours of Work

9.1 The normal work week, unless a change is designated by the Company, is Saturday through Friday, beginning and ending at midnight on Friday. The normal work week shall consist of five work days, and the normal work day shall consist of eight (8) hours, but this shall not be construed as either a guarantee of forty (40) hours in any work week or eight (8) hours in any work day.

Certain employees may be assigned regular schedules of twelve (12) hours on some days during a workweek, and eight (8) hours on other days in that workweek, for a total of (40) hours in that workweek. The normal shift hours shown above are not intended to interfere with that arrangement.

However, it is understood that shift workers, may rotate (days and nights) and may be scheduled on this rotation.

It is recognized that daily and weekly schedules, including starting times and ending times of shifts, are based on operating requirements, shutdown schedules, Federal Government requirements, or to meet other conditions, and may be changed by the Company. Changes in weekly work schedules, except in emergencies, shall be posted eighty-four (84) hours for the following week.

9.2 Overtime work will be distributed among employees in the same classification as equitably as is practical on a quarterly basis. An employee who is offered overtime work, but refuses, will be charged with such hours for the purpose of calculating overtime distribution credit. Records showing the distribution of overtime work will be maintained by the Project Manager and/or designee, and will be made available for review upon request of the Union Steward.

Employees with the least amount of overtime will be the first to be called in the succeeding quarter. For overtime purposes current copies will be posted as soon as practice in applicable areas. Overtime calculations will be reset each year on the anniversary of the agreement.

It is understood when the company has less than eighty-four (84) hours to fill a shift workers position, all efforts will be made to distribute overtime equitably, However, the company reserves the right to offer overtime and to ensure operations are not interrupted by offering the overtime to any qualified employee. Any grievance submitted to contest this 84-hour decision by the company will be considered null and void.

ARTICLE 10
Reporting and Call-In Time

Reporting Time - Employees who have not been notified not to report and who report for work on their regular shift shall be entitled to two (2) hours pay at their straight time rate, or pay for hours actually worked at their straight time rate, whichever is greater.

Call-In Time - Employees called in to work for non-emergency work or to replace absent workers when the company has had less than eight (8) hours' notice of the need for a call-in, shall be entitled to pay only for the hours actually worked at the appropriate rate. Any employee called in to work for emergency work with less than eight (8) hours' notice on a shift other than his designated shift shall be entitled to no less than four (4) hours pay at his straight time rate, or pay for hours actually worked at his straight time rate, whichever is greater.

Employees called in to work shall be excused as soon as the specific purpose for which they were called in has been accomplished except that in emergencies the employee may be required to perform such additional work as his supervisor may determine. Emergency work is work that can be neither anticipated nor postponed, or will endanger life or property.

ARTICLE 11
Holidays

Eleven (11) days during the year are hereby designated as paid holidays, namely:

(1) New Year's Day
(2) Martin Luther King's Birthday
(3) President's Day
(4) Memorial Day
(5) Independence Day
(6) Labor Day
(7) Columbus Day
(8) Veteran's Day
(9) Thanksgiving Day
(10) Christmas Day
(11) Juneteeth
(12) Any other day designated by Executive Order, Federal Statute or by Presidential Proclamation up to no more than two additional holidays.
(13) Holidays are paid for actual hours worked on the holidays for shift workers. Employee that do not work on the holidays will receive 8 hours holiday pay.

Holidays may start and stop at different hours to conform with shift schedules.

Employees will be paid for eight (8) hours of pay for each of the above-mentioned holidays providing that they worked (or were paid for) a full week the week before the holiday. Employees who worked less than a full week the week preceding the holiday will receive prorated pay. In the event that any of the enumerated holidays fall during an employee's vacation period, that vacation day will not be counted as vacation; holiday pay will be paid instead. If an employee is scheduled to work on any of these holidays, he shall receive in addition to the eight (8) hours straight time for hours not worked, one and one-half times his/her regular hourly rate for all hours worked.

Holidays are the actual holiday for shift workers and the observed holiday for non-shift employees for holiday pay purposes. Shift workers will receive holiday pay for hours actually worked on the holiday. All other employees that do not work on holidays will receive 8 hours pay.

It is understood, Holiday credit cannot be substituted for vacation or personal time during a pay period.

11.1 Overtime Credit During Holiday Week

During any week wherein a holiday designated in Article 11.1 occurs, the eight hours of credited work for such Holiday, shall be deemed as hours worked in determining whether overtime shall be paid under Article 13. The intent of Article 11.2 is to ensure that employees scheduled less than forty (40) hours in a week which includes a holiday, are paid overtime wages if overtime would have been earned had it been a normal work week.

ARTICLE 12
Vacations

The vacation period shall be under the anniversary system. The length of an employee's vacation allowance is dependent on how many years the employee has worked at the site; this number of vacation weeks will become available to each employee on his/her anniversary date each year. While in a paid status, vacation days will be accrued on the basis of a 2080 hour work year and will be prorated for any partial years. The anniversary date is the date each employee began working at the site, whether hired by DCT, Inc. or a previous contractor, provided that there is no break in service since that date.

Employees are required to take their vacations or be paid for any remaining vacation hours during the twelve (12) months following their anniversary date and before the next anniversary date. Vacations must be scheduled in advance with the appropriate supervisor. In order to satisfy preferences as well as to meet the staffing needs of the site, employees must discuss vacation plans well in advance (minimum 4 working days) with the appropriate supervisor and complete a Request for leave of Absence/Short Term absence (Form 703.1). Shift Workers will be required to submit leave requests with a minimum of 4 working days. It is understood working days do not include holidays and weekends for the purpose of submitting leave requests.

An employee who has been in the employ of the Company or at his current job site performing the same functions for one (1) year or more shall be entitled to whichever of the following is applicable to him/her.

(a) Two (2) weeks after one (1) year but less than five (5) years.

(b) Three (3) weeks after five (5) years but less than ten (10) years.

(c) Four (4) weeks after ten (10) years.

Part-time employees shall be eligible for the same amount of vacation as a full-time person who has worked the same number of years. Their pay shall be pro-rated based upon the number of hours worked during the year.

It is understood, if an employee fails to provide a full two weeks' notice upon resignation, that employee forfeits any accrued vacation.

Sick/Personal Time

Each employee shall be entitled to utilize fifty-six hours (56) paid "sick/personal time" on September 21st of every year of this Agreement. For new employees the number of personal days available until the next anniversary date of this Agreement shall be pro-rated based upon a formula of 56 hours divided by 12 months for each month remaining in such year. Employees considered part-time, temporary and/or seasonal will have sick/personal prorated based on hours paid up to forty (40) hours per week. If an employee is on-site working, he/she must provide a reason and/or documentation, if necessary, in order to leave immediately.

Sick/Personal time may be used by the employee when notifying the company utilizing the Form 703.1. The company will reimburse any employee on the anniversary of this agreement any unused personal time up to 36 hours per year.

It is understood upon termination or resignation of an employee all unused sick/personal time will be forfeited by the employee and the company will not be liable for any compensation of personal time to the employee.

Employees who work overtime will be able to take overtime as comp time on an hour per hour basis. Employees will be able to comp up to 32 hours of time at any time during each contract year of this agreement. The employee will be required to notify his/her supervisor that they wish to use overtime as comp time prior to payroll being sent to the corporate office the week overtime is achieved. The employee will be required to use all comp time accumulated prior to the anniversary of this agreement each year. It is understood any unused comp time on the anniversary dates of this agreement each year will be forfeited. Requested time off using comp time will be in accordance with procedures utilized for vacation time. Comp time must be scheduled in advance with the appropriate supervisor.

ARTICLE 13
Overtime and Premium Pay

Time and one-half shall be paid for the following: For all time worked in excess of forty (40) hours in any one (1) week. A reasonable effort will be made to divide overtime equally as near as practicable within all classifications as stated in Article 9.2.

ARTICLE 14
Miscellaneous

14.1 Military Leave

Employees who join the Armed Forces of the Government, either voluntarily or by conscription, will upon completion of such service, be reinstated to the job they held upon entering such service, if physically fit and if said jobs have not been discontinued, and if said employee applies for re-employment within ninety (90) calendar days after release from active duty. It is further understood that employees in this category will be reinstated according to any applicable Federal Law.

14.2 Leaves of Absence

(1) Leaves of Absence will be granted to employees with good cause. All such leaves will be in writing with a copy sent to the Union.

(2) All leaves of absence for union business shall be without pay and shall be subject to the Project Manager's approval, provided that the total number of days is no more than seven (7) per person per calendar year, and the days are non-accumulative from year to year.

(3) When a regular employee is required to perform jury duty, the Company will reimburse him for losses in regular wages which occur as a result of serving on the jury provided that the employee signs over to the Company any pay earned by sitting on the jury.

(4) Hours paid for jury duty will be counted as hours worked for the purpose of computing overtime.

(5) Time lost responding to a subpoena shall be considered administrative leave with pay; the pay shall be restricted to one legal case per calendar year per person.

(6) Time off without pay. When employee requests time off without pay and has exhausted all personal and vacation time the employee must submit a request to the project manager or designee. Requests will be made 7 calendar days in advance. The Project Manager or designee will consider the request, determine if the workload will permit such a request and either grant or deny the request. Requests involving family illness and emergencies will be given priority by the company.

(7) Funeral Leave. The company will provide three (3) days paid (hours for days paid will be based on employees normal work day) funeral leave for members of the employees' immediate family to include: Spouse, Mother, Father, Son(s), Daughter(s), Step- children, Brother(s), Sister(s), Grandparent(s), Grandchildren, Mother-in Law, Father-in Law, Son-in-Law, Daughter-in-Law, Brother-in-Law, & Sister-in-Law.

14.3 Shop Tools and Safety Items

For the term of this Agreement, the Company shall provide for its employees a complete set of uniforms that are mutually agreed upon by the company and the Union. It is understood Union eligible employees will be responsible for laundering their own uniform(s) and will be allotted

to wear their uniform(s) on center prior to their scheduled shift and off center once their scheduled shift is complete. Employees are allotted a reimbursement of $200 per year to purchase one pair of approved work boots or safety shoes. Upon presentation of an original receipt showing the company where the items were purchased limited to one time per year at a dedicated time between September 21 and October 31. It is noted that employees who have submitted their resignation are not eligible for reimbursement. Safety shoes for maintenance employees must be steel toed and be either black or brown. Safety shoes for janitorial and food service crew must be no skid bottom and must be solid black or white.

Employees are expected to wear designated uniforms provided by the company. Uniforms must be clean, in good condition and worn appropriately. Employees who fail to comply with the uniform guidelines, may be subject to disciplinary action.

Every other year commencing September 21, 2026, the employer will reimburse the employee up to $200.00 for foul weather gear, approved by management, upon presentation of an original receipt showing the company where the items were purchased. It is noted that employees who have submitted their resignation are not eligible for reimbursement. Foul weather gear is defined as coveralls, bibs, coats, thermal shirts, thermal bottoms, wool socks, gloves, hats and toboggans and will be either black or brown. No camouflage will be allowed or reimbursed to employees.

Other safety equipment such as rubber boots, and rain gear shall be provided in accordance with government safety requirements. The company reserves the right to have the company's Safety Manager inspect work boots and foul weather gear and to validate the purchase of work boots and foul weather gear. Any attempt from an employee to falsify purchases or to provide an invalid receipt will be grounds for immediate termination.

Upon presentation of an original receipt showing the company where the items were purchased, limited to one time per year, up to $200.00, per year, for the purchase of one pair of approved prescription safety glasses purchased from approved vendors shall be reimbursed to employees whose work requires safety glasses. The company reserves the right to have the company's Safety Manager inspect safety glasses and to validate the purchase of safety glasses from approved vendor. Any attempt from an employee to falsify purchases or to provide an invalid receipt will be grounds for immediate termination. It is noted that employees who have submitted their resignation are not eligible for reimbursement.

Shop tools and equipment including tools peculiar to company operation shall be furnished by the Company or the Customer. Hand tools normally required by the employee in the performance of his/her work shall be furnished by the Company or the Customer.

14.4 Health, Safety and Sanitation

(1) The Company shall make reasonable provisions for the health, safety, and sanitation of its employees during the hours of their employment. The Company will cooperate with the Union in investigating health, safety, and sanitary conditions and will carefully consider any recommendations made by the Union in respect thereto. The Union, the employees, and the Company will cooperate in complying fully with the Company's rules regarding health, safety, and sanitation. Up to three (3) employees appointed by the Union shall meet monthly to discuss safety-related issues with the Project Manager and/or other Company representatives designated

by him.

All employees in work areas designated by the Project Manager, will wear personal protective equipment as designated by the Project Manager while on the job, and will comply with all applicable regulations and rules pertaining to dress and safety standards.

(2) If the employee is found to be unable to perform the duties of his regular job, but has qualifications to perform other jobs, he shall be given the highest rated job that his seniority and/or physical fitness entitles him to.

(3) An employee who has been absent from work for three (3) days or more due to illness, injury, or other medical reasons, shall present a release from a physician before returning to work.

(4) Any employee who is injured on the job to the extent that professional medical attention is required will be paid for the time necessarily lost from work on the day of the injury. Should subsequent visits to the physician be required as a result of this injury, the employee should schedule these visits outside of his/her scheduled working hours. Should it not be possible to schedule these visits outside of scheduled working hours, the employee will be paid for time necessarily lost from work provided the appointment was scheduled through the Project Manager or his designee.

(5) The Company may require drug testing in accordance with the requirements of the Federal Government or for reasonable cause.

(6) Employees scheduled for annual and semi-annual blood work, nurse's appointments, doctor's appointment and TB Testing who are called-in shall be entitled to three (3) hours pay at their straight time rate of pay. Employees who fail to make their scheduled appointment shall be required to complete the annual and semi-annual blood work, nurse's appointments, doctor's appointment and TB testing without compensation. Employees already at work shall be paid for actual time involved. It is understood shift workers may be held pass their regularly scheduled shift for the purpose of annual and semi-annual blood work, nurse's appointments, doctor's appointments and TB testing. Shift workers will be paid straight time for these appointments for actual time they spend at these appointments.

(7) All employees will adhere to the Jefferson Laboratory Tobacco Policy (NCTR/ORA Operation Summary). Violation of this policy will result in the following: 1st violation 1 day off without pay, 2nd violation 3 days off without pay and 3rd violation is automatic termination.

(8) Employees who may work in restricted areas at the Jefferson Laboratories such as animal rooms, must be able to pass the government's required physicals and TB testing needed to enter into restricted areas. Employees unable to pass such testing, will be provided 30 days to pass the testing. If after 30 days the employee has not passed these requirements, he/she will be placed on leave without pay. If after 90 days the employee has not been able to pass these requirements, the employee will be terminated.

(9) In some instances, employees may have to be required to have flu vaccines, etc. to enter into

restricted areas to perform job duty requirements. If this is the case, the employer will ask for at least two volunteers from each shop to take the necessary vaccines. The employees who volunteer (up to two employees from each shop) will receive an annual stipend of $200.00.

14.5 Continuous Employment

Voluntary separation through resignation or retirement, or discharge for cause, or the taking of an unauthorized leave of absence or failure to return on the date specified for an authorized leave of absence, shall constitute a complete break of continuous employment and no past service shall be credited in an event of re-employment.

14.6 Work by Non-Unit Employees

(a) The Union agrees that the bargaining unit employees employed by the Company will perform any and all duties which are responsive to the requirements of the project. Refusal to perform a project task or inability to complete a task within the job classification shall be subject to disciplinary action up to and including dismissal.

(b) It is agreed, however, that any work which might otherwise be within an employee's job classification, but for which the Company has a bonafide working agreement with any outside contractor which pre-dates this Agreement, shall continue to be performed by such outside contractor. It is further agreed that any repairs or maintenance which, in the opinion of the Project Manager, are beyond the abilities of the employees covered herein to performed by an outside contractor selected by the Company.

(c) The project management staff shall not perform bargaining unit work when a qualified employee is available and willing, except:

(i) To while training new employees;

(ii) improving work methods;

(iii) troubleshooting;

(iv) in emergency situation where a qualified hourly employee will not be available in a reasonable amount of time;

(v) to implement equipment or products which cannot be performed satisfactorily by the hourly employee;

(vi) taking expedient action where the work is minimal and not repetitive; and

(vii) when asked by an hourly employee to assist that employee.

In a bonafide emergency, the project management staff may perform work until termination of the emergency or until properly relieved by a qualified bargaining unit employee. It is understood that emergency work is work that can neither be anticipated nor postponed; such as, an unforeseen breakdown which will cause loss in production, or endanger life or property.

Moreover, when a bargaining unit employee fails to report to work, the project management staff may perform or assign other unit employees to perform his work. The Company agrees that it will not use a salaried employee to replace an hourly employee as a common practice to avoid hourly payment.

14.7 School Licensing Fees

The Company will pay for licensing fees if the license is required by contract or if the Company deems it necessary for an employee to have the license for a particular purpose. The Company agrees to pay for per diem and mileage when necessary.

14.8 Changing Shifts

Shift workers may exchange shifts or work double shifts (not to exceed twelve [12] hours) provided they have prior consent of their supervisors and that it does not result in additional overtime pay. The hours exchanged or worked must be worked back in the same pay week. Shift workers may exchange parts of shifts for a real necessity or need provided they comply with the procedure state above. Personal reasons will not be inquired into. No employee should be allowed to work more than one double shift per week as a result of a shift exchange. However, the Company does not feel that is necessary to place a limit upon the number of exchanges that can be made on an employee's regularly scheduled off days.

Employees who do not work back the hours exchanged within the same pay week shall lose their privilege to exchange shifts for a period of six months.

14.9 Drug Testing

Drug testing will be performed by the company which could include annual and random testing in accordance with the company's Drug testing policy. In the event a sample is deemed by the testing agency to have been tampered with or diluted the employee in question will be allowed a second test within 24 hours of the first test at the employee's expense. In the event the test is deemed diluted or tampered with the employee will be discharged from employment with the company. If the second test is deemed negative and not tampered with or diluted the employee will continue to work for the company and the company will pay for the costs of the second test paid for by the employee. The company's drug testing policy may be changed and updated at any time after discussions with the Union. Notice and copies of the changes to the drug testing policy will be provided to each employee with a signature page for the purpose of acknowledging changes to the policy.

14.10 After Normal Working Hours Contact(s)

Assigned lead personnel will be responsible for carrying a phone after hours.

14.11 Mold Removal and Remediation

Mold Removal and remediation will occur periodically as needed at the Jefferson Laboratories Complex. It is agreed that when this task occurs the employees will be compensated an extra $1.00 per hour when actual removal and/or remediation is being completed.

ARTICLE 15
Time Off for Voting

Employees working during all of the hours the polls are open will be granted time off not to exceed one (1) hour to vote on Election Day with pay.

ARTICLE 16
Disciplinary Procedures

16.1

The Company and the Union agree that reasonable plant rules are necessary and that the infractions of rules may constitute just cause for disciplinary action up to and including discharge. The Company will provide the Union a copy of proposed work rules prior to implementation of any new or changed rules and will discuss the same. The Union shall not unreasonably withhold approval of such work rules. (See Article 18)

16.2

Whenever it becomes necessary to discipline any employee, the degree of discipline invoked will depend upon the seriousness of the offense. A copy of any written reprimand or disciplinary suspension stating the reason or reasons for the discipline shall be given to the employee. Any written reprimand will be disregarded at the end of eighteen (18) months from the date of each infraction with respect to applying any future discipline. At the time an employee is discharged, he will be given the reason or reasons for his discharge. An employee who is subject to a disciplinary suspension or discharge may request that an available Union Steward be present at the meeting during which the discipline is to be imposed.

16.3

Written reprimands, disciplinary suspensions or discharges will be imposed within seven (7) days of the Company's knowledge of the act for which the discipline is given.

16.4

Any disciplinary action taken by the Company will be subject to the complaint procedure.

ARTICLE 17
Management Rights

Except to the extent expressly abridged by a specific provision of this Agreement, the Company has and shall retain the sole and complete authority and discretion in regard to the management and business and direction of the working force, including but not limited to, discharge employees for just cause; select and determine the number of its employees; determine staffing and work load requirements; schedule, assign and direct the working force; determine when overtime will be worked; determine, increase or decrease the number of work shifts and their starting and stopping times; determine the work areas and the work duties of employees; require that duties other than those normally assigned be performed; transfer employees from one job location to another; change, combine or abolish job classifications and determine job content and levels of performance and evaluation; select supervisory personnel; install or remove equipment; determine the methods, procedures, materials and operations to be utilized or performed or to discontinue their performance by employees of the employer; discontinue, reorganize or combine

any department or branch of operations; and in all respects to carry out, in addition, the ordinary and customary functions of management; enforce Company rules, to determine work methods and production standards, to determine the size of operations, and to discontinue operations.

The parties recognize that the above statement of management rights is for illustrative purposes only and should not be construed as restrictive or interpreted so as to exclude those prerogatives not mentioned which are inherent to the management function. All matters not covered by the express language of this agreement shall be administered by the employer on a unilateral basis in accordance with such policies and procedures as it shall from time to time determine.

It is further agreed that such rights, however, shall not be exercised in violation of this Agreement or so as to infringe upon the rights of the Union or the employees herein covered.

ARTICLE 18
Rules and Regulations

It is agreed that all employees covered by this Agreement shall comply with all employment terms and conditions of the Company except for those terms and conditions that are in contradiction with this Agreement. Prior to any change, the Union will be notified in writing and given the opportunity to discuss such change.

The Company may establish rules not in violation of this Agreement. The Company will provide a copy of the rules it puts into effect to the Union, for information or discussion, as soon as possible. Response from the Union pertaining to any and all potential rules must be received by the Company within thirty (30) calendar days from the time they are received by the Union after which no response is considered agreement. The decision of putting rules into effect rests solely with the Company. The reasonableness of any rule may be challenged through the complaint procedure, but the Union shall not unreasonably withhold its consent to the Company's reasonable work rules.

ARTICLE 19
Insurance and Benefits

Employees will earn the H&W hourly benefit based on maximum 40 hours per week. The employer will offer a health insurance plan which complies with Affordable Care Act (ACA). Employees will accept all responsibility for maintaining coverage under the employer health plan or under a health insurance plan of their choice which complies with the ACA. It is understood that the employer will offer the minimal essential health insurance as mandated by ACA to all Union members. Employees that waive health insurance coverage under the employer plan will be required to sign a waiver stating that they have and will maintain health insurance coverage, which complies with the ACA, while employed. The employer will not have any liability for any insurance related issues.

The health and welfare hourly rate paid to employees will be earned at a rate as follows:

$7.70 September 21, 2026 through September 20, 2027
$7.70 September 21, 2027 through September 20, 2028
$7.70 September 21, 2028 through September 20, 2029
$8.00 September 21, 2029 through September 20, 2030
$8.00 September 21, 2030 through September 20, 2031

The health and welfare hourly pay rate will be earned for all hours in a paid status, excluding overtime

and up to a maximum of 40 hours per week. At no time will the health and welfare benefit be provided to an employee that is in a no-pay status, (including but not limited to "leave without pay", short-term and long-term disability, etc.). The employer will offer and administer life, dental and disability insurance, which will be paid from the health and welfare benefit the employee receives as detailed above.

ARTICLE 20
401k Retirement Plan

The 401k hourly contribution rate will be earned for all hours in a paid status, excluding overtime and up to a maximum of 40 hours per week. At no time will the 401k contribution be provided to an employee that is in a no-pay status, (including but not limited to "leave without pay", short-term and long-term disability, etc.). The 401k hourly contribution will be earned as follows:

$3.85 September 21, 2026 through September 20, 2027
$3.90 September 21, 2027 through September 20, 2028
$3.95 September 21, 2028 through September 20, 2029
$4.00 September 21, 2029 through September 20, 2030
$4.10 September 21, 2030 through September 20, 2031

The amount of 401k money earned will be sent in to the existing DCT Inc. Umbrella Plan and each employee will be set up with their individual account. It is understood employees will adhere to requirements of the DCT Inc. plan and all applicable IRS rules and regulations.

It is understood probationary employees are not eligible to participate in the 401k Retirement Plan until completion of the probationary period.

ARTICLE 21
Change or Modification of Agreement

21.1 This Agreement represents the complete and total agreement between the parties and supersedes all previous agreements, understandings, practices and customs, whether written or oral; and there shall be no other agreements, understandings practices or customs unless in writing and signed by the parties.

In any event any of the provisions of this Agreement may conflict the state or federal statutes now existing or subsequently enacted or with legal executive orders or regulations or applicable court decisions, the requirements of law shall overrule such provisions of this Agreement, it being the intent thereof that neither the Company nor the union may insist upon the observance of any provisions hereof where the other party to the Agreement is obligated by law to adopt a course in conflict with this Agreement. The remaining provisions of this Agreement not affected thereby will remain in full force and effect.

It is understood that the Company is performing work at a Federal site and is subject to a contract with the Federal Government for the work covered by this Agreement.

Federal directives, rules and regulations pertaining thereto, any requirements of the Company's contract with the Federal Government, and any Federal directives, rules and regulations, shall supersede any provisions of this Agreement if in conflict with such provisions.

21.2 If either party shall desire to change any provision of this Agreement, it shall give written notice of such desire to the other party at least sixty (60) days in advance of September 20, 2031 or any anniversary date thereafter.

21.3 The giving of notice provided in sub-section 20.2 above shall constitute an obligation upon both parties to negotiate in good faith, all questions at issue, with the intent to reach a written agreement prior to the anniversary date.

21.4 If parties have not reached an agreement on or before September 20, 2031, all provisions of this Agreement shall remain in effect unless specifically terminated in accordance with the provisions of Section 22 below.

ARTICLE 22
Termination of Agreement

At any time after the September 20, 2031, if no agreement on the questions at issue has been reached, either party may give ten (10) days written notice to the other party of intent to terminate the Agreement. All the provisions of the Agreement shall remain in full force and effect until the specified time has elapsed. During this period, attempts to reach an agreement shall be continued and there shall be no strikes or lockouts.

If the parties have failed to resolve their differences before the specified time has elapsed, all obligations under this Agreement are automatically canceled at the expiration thereof.

Authorized Signatures

For the Company: DCT Incorporated

Signature:

Title: President

Date: June 10, 2026

For the Union: JFMU

Signature:

Title: President

Date: June 10, 2026