



2026
Field Services T
Labor Agreement

Communications Workers of America



and
DIRECTV, LLC

Effective April 12, 2026 through April 6, 2030

**2026 FIELD SERVICES T LABOR AGREEMENT
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2026 MEMORANDUM OF AGREEMENT

It is hereby agreed by and between DIRECTV, LLC (hereinafter referred to as the "Company") and the Communications Workers of America (hereinafter referred to as the "Union") as follows (the "Agreement"):

THE 2026 AGREEMENT

The **2026** Agreement shall consist of the Table of Contents, Articles 1 through 30, and Appendices **A, B, and C** related thereto. This Agreement is made and entered into the **12th** day of April, **2026** by and between DIRECTV, LLC (hereinafter referred to as the "Company") and the Communications Workers of America (hereinafter referred to as the "Union").

**ARTICLE 1
RECOGNITION**

1.01 Certification of Membership

The Union hereby certifies that it represents the majority of the employees to whom the Agreement applies, and the Union is the acknowledged, designated and selected collective bargaining representative of such members.

1.02 Recognition

(a) The Company recognizes the Union as the exclusive representative of those employees whose reporting location is within the States of Delaware, Maryland, New Mexico and Oregon whose current job titles appear in Article 1 Section **1.02(b)**, below, and those whose job titles are created pursuant to the new titles provisions of this Agreement, and who are not represented by another Union and are not in another CWA bargaining unit.

(b) Office Coordinator
Office Coordinator (WFH)
Services Technician
Warehouse Assistant

(c) If during the term of this Agreement, the Union is certified by the National Labor Relations Board or is recognized by the Company as the collective bargaining representative of employees not previously so represented, who occupy job titles or occupations in which other employees are represented by the Union and are covered by this Agreement, such employees shall be included within and be covered by this Agreement upon the conclusion of any negotiations on any necessary amendments thereto.

- (d) CWA further agrees that it will not seek to alter any existing bargaining units in any DIRECTV company on the basis of any movement or transfer of employees between said companies as a result of this Agreement. Further, CWA will not, on the basis of this Agreement or on the basis of any change in operations or practices as a result of this Agreement, in any pleading, petition, complaint or proceeding before the National Labor Relations Board, an arbitrator or panel of arbitrators, or any court, assert, claim, charge or allege that any companies are a single or joint employer or enterprise, alter egos, accretions or successors of one another, or that any bargaining units of said entities represented by or sought to be represented by CWA are a single bargaining unit, or are or should be otherwise altered in their scope or composition. This commitment on the part of CWA will survive the expiration of this Agreement, unless and until such time as this commitment is terminated by the mutual written agreement of the Parties.

1.03 Federal and State Laws

In the event that any provision of this Agreement should be modified or deleted to conform to any federal or state law or regulation, or any order, determination or ruling or regulation of a federal or state administrative agency or court, the Company shall notify the Union in writing. Negotiations shall then take place if requested by the Union. In the event of such negotiations, the changes proposed by the Company shall not be implemented until (a) agreement is reached, or (b) the Company determines that timely action is required by the law, regulation, order, determination or ruling, whichever occurs sooner.

ARTICLE 2
COLLECTIVE BARGAINING

2.01 The parties hereto agree that collective bargaining shall be carried on between the authorized representative(s) of the Company and the Union, and that no Agreement shall be effective and binding upon the Company or the Union unless and until it is reduced to writing and signed by the authorized representative(s) at the Headquarters level of the Company and the National level of the Union.

2.02 This Agreement constitutes the entire agreement between the parties, and no waiver or modification shall be effective unless signed by the parties hereto, and no such writing, applicable to any particular instance or instances shall be construed as any general waiver or modification, but shall be strictly limited to the extent and occasion specified herein.

2.03 Mutual Respect

The Company and the Union recognize that it is in the best interest of both parties, the employees, and the public that all dealings between them continue to be characterized by mutual respect. To ensure that this relationship continues and improves, the Company and the Union and their respective representatives at all levels will apply the terms of this Contract fairly in accord with its intent and meaning, and consistent with the Union's status as the exclusive bargaining representative of all employees in the unit. Each party shall bring to the attention of all employees in the unit, including new hires, their purpose to conduct themselves in a spirit of responsibility and respect and of the measures they have agreed upon to insure adherence to this purpose.

ARTICLE 3 DEFINITIONS

The following definitions are applicable within this Agreement:

Adjusted Rate

An employee's base wage which shall be used to calculate overtime payments, paid absences, and basic pay for group insurance and Savings Plan allotments.

Calendar Day

The twenty-four (24) hour period beginning at midnight.

Calendar Week

A calendar week is the period of seven (7) consecutive days commencing on Sunday.

Calendar Year

A calendar year is the period beginning January 1 and ending December 31.

Employees

The term "employee(s)," for the purpose of the terms of this Agreement, shall refer only to employees of the Company included within the bargaining unit as defined in Article 1 (Recognition).

Full-Time Employees

Full-time employees are those who are employed for not fewer than the number of hours per week called for in the normal work week applicable to their work locations.

Meal Periods

Unpaid meal periods will normally be scheduled for thirty (30), forty-five (45) or sixty (60) minutes, as determined by the Company.

Part-Time Employees

Part-time employees are those who are employed and normally scheduled to work fewer hours per average month than comparable full-time employees in the same job title or work group working the same normal daily tour.

The business unit will determine the scheduled hours for the part-time tours. Treatment of a part-time employee under the Company's benefit plans and payment programs is dependent on the scheduled tour the employee selects as described in this section.

- (a) **For periods of service as a part-time employee, calculations for wages or service for each of the following benefit plans and payment programs will be based on the relationship of the individual part-time employee's scheduled tour to a forty (40) hour workweek:**
- **Comprehensive Disability Benefit Plan**
 - **Life Insurance Plans**
 - **Savings Plan**
 - **Severance Plan**
 - **Holidays, Excused Days With Pay, and Vacation**
 - **Paid Illness days**
- (b) **Monthly contributions to the Medical, Dental, and Vision Plans will be as outlined in Appendix B.**
- (c) **Vacation, Excused Days With Pay, and paid illness hours will be determined by the schedule tour the part-time employee selects compared to a forty (40) hour workweek.**

Probationary Employee

For the purposes of this Agreement, all employees hired after the effective date of this Agreement, unless otherwise specified by management, will be probationary. Employees will remain probationary for twelve (12) months.

Regular Employee

One whose employment is expected to be indefinite. A regular employee may be either full-time or part-time.

Regular Limited Term Employee

One hired for a specific project or a limited period with the definite understanding that their employment will terminate or be converted to Regular Employee status upon the completion of the project or at the end of the period, and whose employment is expected to continue for more than one (1) year but, unless mutually agreed to by the Company and the Union, not longer than thirty-six (36) months as a Regular Limited Term employee. Regular Limited Term employees shall be excluded from the provisions in Article 24 – Force Adjustment of this Agreement. If a Regular Limited Term employee covered by this Agreement attains thirty-six (36) months of service, the employee shall either be work completed or converted to a Regular Employee at the Company's discretion. If the employee is converted to Regular Employee, the employee will continue to be covered by the terms, conditions and benefits provided by this Agreement.

Rest Periods

Rest periods will be assigned in accordance with State and/or Federal law; however, they will be fifteen (15) minutes in length.

Scheduled Daily Tour

The hours of work scheduled for an individual employee for a particular day, beginning and ending at a specified time, exclusive of unpaid meal periods and overtime.

Temporary Employee

One hired for a specific project or a limited period with the definite understanding that their employment will terminate upon the completion of the project or at the end of the period, and whose employment is expected to continue for not more than twelve (12) months. Temporary employees shall be excluded from the provisions in Article 24 – Force Adjustment of this Agreement.

Tour

A tour is a period of work time, whether scheduled or not, which begins and ends at a specified time, exclusive of any meal period. The starting time of a tour determines the day on which the tour occurs.

Vacation Week

A period of seven (7) consecutive calendar days beginning on Sunday.

Work Group

The smaller of either the employee's vacation schedule group or overtime group unless otherwise mutually agreed to locally.

Work Time

Work time consists of all time spent on the job in the performance of Company duties. Work time excludes meal periods.

ARTICLE 4
AUTHORIZED UNION REPRESENTATIVES

- 4.01** The Company and the Union recognize that it is in the best interest of both parties, the employees, the customers of the Company and the public that all dealings between them continue to be characterized by mutual responsibility and respect. To ensure that this relationship continues and improves the Company and the Union and their respective representatives at all levels will apply the terms of this Agreement fairly in accord with its intent and meaning and consistent with the Union's status as the exclusive bargaining representative of all employees covered by this Agreement.
- 4.02** The Union agrees to furnish the Company with a list of the names of authorized Union representatives and their Union titles and provide updates to the list as changes are made.
- 4.03** Local agreements, other than those that are specifically provided for in this Agreement, that violate the provisions of this Agreement will be null and void immediately upon the effective date of this Agreement. Other local agreements will continue to be in effect unless and until either party gives forty-five (45) days written notice of their termination. During the forty-five (45) day period, either party may initiate negotiations pursuant to Article 2 (Collective Bargaining) of the Contract. If no agreement is reached during that forty-five (45) day period, the local agreement will no longer be effective and binding upon either the Company or the Union.
- 4.04 Unpaid Union Time**
Union representatives shall be excused from their work assignments without pay to perform Union activities subject to the following:
- (a)** The Union recognizes that service requirements, as determined by the Company, must be taken into consideration in excusing Union representatives from work to perform Union activities.
 - (b)** Except for unusual circumstances, Union representatives shall give at least one (1) week notice, if possible, prior to the requested time off for Union activities.

- (c) The Company, insofar as work schedules permit, agrees to grant to any employee who is an Officer or properly designated representative of the Union reasonable time off of up to one thousand (1,000) hours during a calendar year, unless mutually agreed otherwise with Labor Relations, without pay, to transact business of the Union, provided that the Company is given reasonable advance notice of such absence. Time off to engage in formal negotiations for collective bargaining agreements, including the current round of negotiations, shall not be included in determining the amount of time off for the purpose of this section. However, those identified by the Union may be granted additional time upon approval at the Company bargaining level.
- (d) Time off for Union activities shall not be deducted from the employee's seniority.

4.05 Paid Union Time

- (a) If attendance at any meeting or the performance of any Union activity is at the Company's request, the time involved shall be excused with pay at the straight time rate, subject to the following provisions:
- (b) Pay shall be allowed only if the employee has been excused from duty in advance by the employee's supervisor to attend the meeting or perform the Union activity.
- (c) The meeting pertains to matters relating to employees of the Company represented by the Communications Workers of America.
- (d) Paid time for joint union-management business is limited to the actual meeting time as well as associated travel time during an employee's scheduled tour, and will be paid at the straight time rate, not to exceed eight (8) hours of pay.
- (e) Under no circumstance, will an overtime rate be paid to employees as a result of attending a meeting with management or performing Union activities under this section.

ARTICLE 5
UNION REPRESENTATION

- 5.01** At any meeting between a representative of the Company and an employee in which discipline (including warnings which are to be recorded in the personnel file, suspension, demotion or discharge for cause) is to be announced, a Union representative may be present if the employee so requests.
- 5.02** At any investigatory interview, whether in-person or virtually between a representative of the Company and an employee, wherein the employee reasonably believes that the information obtained may be used as the basis for disciplinary action against the interviewed employee, a Union representative may be present if the employee so requests.

**ARTICLE 6
UNION ACTIVITIES**

6.01 Union Activities On The Company's Premises

- (a) Authorized representatives of the Union may be granted access to the Company's premises where employees covered by this Agreement are located upon application to the appropriate Company representative, subject to the Company's practices and the requirements of Government regulations.

- (b) The Union, or employees acting as its officers or agents, may conduct Union activities and distribute Union literature on Company premises with notification to the appropriate Company Representative. Activities shall only be permitted on Company premises when both the employees performing the activity and the employees to whom the activity is directed are on non-work time (such as lunch periods, rest periods and before or after an employee's work time). Distribution of Union literature may take place only in areas where work is not performed, and on the employee's non-work time. Union literature shall not contain anything controversial or anything derogatory to the Company or any of its employees. Should the Union distribute any Union literature that, in the judgment of the Company, is at variance with the spirit and intent of this section, such literature shall be immediately collected by the Union upon notification by the Company.

- (c) Union activities involving the solicitation of members on the Company's premises shall be carried on only in accordance with the following:
 - (1) Solicitation of employees shall only be made during periods when neither the Union representatives nor the employees being solicited are on Company time, excluding paid rest periods and lunch periods.

 - (2) Such solicitation shall not be carried on in space where the Company's operations or administrative work is being performed.

 - (3) Such solicitation shall be limited to small groups of employees (not to exceed four (4)), unless authorization for a larger group is obtained in advance from the appropriate Company representative.

 - (4) Such solicitation shall not interfere with the operations of the Company or the use of the space for the purposes for which the space was intended.

6.02 Union Orientation for New Employees

The Company and the Union agree that the Union will have the opportunity to meet with newly hired employees, either virtually or onsite, as part of the overall orientation process for the purpose of furnishing them with information about the Union. The Union's segment of this process will be limited to a maximum of thirty (30) minutes. Time spent during the basic scheduled work period for each employee will be paid as time worked.

In addition, the Company also agrees to introduce employees transferring into a different work group, either virtually or onsite, to the local union representative assigned to that area.

6.03 Bulletin Boards

- (a) Upon written request from the Union, the Company agrees to install or move bulletin boards for the exclusive use of the Union. The number and location of the bulletin boards shall be determined jointly by the Company and the Union, with due regard to visibility and accessibility to employees.
- (b) Unless agreed upon in advance by the Company, the Union agrees not to post Union material any place on the Company's premises other than on Union bulletin boards. Material posted on bulletin boards shall not contain anything controversial or anything derogatory to the Company or any of its employees. The Union assumes responsibility for compliance with the provisions contained herein. Should the Union post material that, in the judgment of the Company, is at variance with the spirit and intent of this section, such material shall be immediately removed by the Union upon notification by the Company.

6.04 No Strike/No Lockout

- (a) During the life of this Agreement, the Union agrees that it will not call, encourage or condone any strike, slow down or work stoppage against the Company.
- (b) The Company agrees that there will be no lockout of employees covered by this Agreement during the duration of this Agreement.

- (c)** The Company and the Union agree that in the event of any work stoppage or delay and/or failure to reach a new collective bargaining agreement for employees covered by this Agreement the Union will not promote, support, encourage, or request a work stoppage in any other bargaining unit with employees of a DIRECTV company or in any way impact the other collective bargaining agreements and/or relationships between the Union and any other DIRECTV company.
- (d)** The Company and the Union further agree that any work stoppage or delay and/or failure to reach a new collective bargaining agreement for any other DIRECTV bargaining unit will not result in a work stoppage between the Union and the Company for employees covered by this Agreement or in any way impact the collective bargaining agreement and/or relationship between the Union and the Company.
- (e)** In the event of a work stoppage in any other DIRECTV bargaining unit that is an occupant in the same building as employees covered by this Agreement, the Company and the Union agree that a separate entrance will be established for the exclusive use of the employees in this Agreement.

ARTICLE 7
AGENCY SHOP AND COLLECTION OF DUES

7.01 Agency Shop

- (a) Each employee who is a member of the Union or who is obligated to tender to the Union amounts equal to periodic dues on the effective date of this Agreement, or who later becomes a member, and all employees entering into the bargaining unit on or after the effective date of this Agreement shall, as a condition of employment, pay or tender to the Union amounts equal to the periodic dues applicable to members, for the period from such effective date, or, in the case of employees entering into the bargaining unit after the effective date, on or after the thirtieth (30th) day of such entrance, whichever of these dates is later, until the termination of this Agreement.
- (b) For the purpose of this section, "employee" shall mean any person entering into the bargaining unit.
- (c) Each employee who is a member of the bargaining unit on or before the effective date of this Agreement and who on the effective date of this Agreement was not required as a condition of employment to pay or tender to the Union amounts equal to the periodic dues applicable to members, shall, as a condition of employment pay or tender to the Union amounts equal to the periodic dues applicable to members for the period beginning thirty (30) days after the effective date of this Agreement, until the termination of this Agreement.
- (d) The condition of employment specified above shall not apply during periods of formal separation from the bargaining unit by any such employee but shall re-apply to such employee **by** the thirtieth (30th) day following his or her return to the bargaining unit. For purposes of this **p**aragraph, the term "formal separation" shall include transfers out of the bargaining unit, removal from the payroll of the Company and **unpaid** leaves of absence.
- (e) The Company may inform employees and applicants for employment of their rights and obligations under the provisions of this **s**ection.
- (f) This **s**ection shall only apply to those states where permitted by law.

7.02 Collection of Dues

(a) **The Company shall make collection of Union dues, agency fees, and initiation fees through payroll deduction upon electronic receipt of an electronic authorization form signed by the employee, and delivered electronically by the Union to the Company. Authorization by employees for such deductions shall be executed as described in the Memorandum of Understanding Regarding Electronic Dues Authorization. Once the authorization is received, DIRECTV will initiate deductions for amounts equal to Union Dues (and, if authorized, an Initiation Fee) from such employee's salary or wages, sickness or disability payments, or other benefit payments, or vacation payments. Deductions shall be made from the employee's bi-weekly salary or wages, sickness or disability payments, other benefit payments or vacation payments made in the first and second pay periods of each month.**

(1) **The Secretary – Treasurer of the Union shall certify the amount of Union dues, agency fees, and initiation fees to be deducted in each interval by the Company. For an authorized deduction to be effective, the card must have been received electronically by the Company on or before Friday, the eighth (8th) calendar day preceding the last day of the pay period (usually closes on Saturday) for which the deduction is to be effective. Authorized deductions will be made provided there is sufficient pay available to cover the amount authorized after the following deductions have been made:**

(i) those required by law,

(ii) those authorized for Group Life Insurance and Medical Expense Plan premiums, **and**

(iii) **DIRECTV Retirement Savings Plan.**

(2) **If the scheduled deduction for amounts equal to Union dues cannot be made in the period(s) specified above, such deduction(s) will be made up in future payroll periods when there is sufficient pay available.**

- (b) **Authorized deductions shall be suspended during the period of an employee's unpaid leave of absence. However, if an employee has on file a written order authorizing a dues payroll deduction, the employee will not be required to sign a new order when the employee returns from an unpaid leave of absence to have such deduction resumed. Suspended deductions shall be reactivated as soon as possible following the return of an employee to a job that is represented by the Union.**
- (c) **An employee's authorization shall be deemed automatically cancelled if the employee:**
 - (1) **is transferred or promoted to a job that is not represented by the CWA, or**
 - (2) **is removed from the payroll of DIRECTV.**

Cancellation of such dues deductions will be made by the Company effective the first payroll period following the transfer or promotion and will notify the Union of such cancellation.

- (d) **Except as provided in Paragraph 7.02(c) authorized deductions shall remain in effect when an individual is employed by DIRECTV unless canceled by such employee. Such cancellation must be individually sent electronically to the Company and to the Union Local during the annual fourteen (14) day period prior to the anniversary date or termination date of the current or subsequent collective bargaining agreement. The Company shall cease such deductions as soon as possible after the receipt by the Company of the electronic notice.**
- (e) **Each such notice not sent within the specified time limits and in accordance with the above procedures will be considered void and the employee will be so advised by the Company.**
- (f) **Authorization cards which by their terms are revocable at will are not subject to the fourteen (14) day revocation period referred to in 7.02 (c) above.**
- (g) **The Union may, by electronic written notice (over the signature of its Secretary) given to the Company, terminate, with respect to any employee, the obligation and right of the Company to make such deductions. The Company shall give notice of such termination to the employee.**

- (h) In the event an employee who cancels an **authorized deduction** in accordance with the above paragraph, wishes to resume deductions for amounts equal to Union Dues, such employee shall be obligated to complete a new **authorized deduction as described in the Memorandum of Understanding Regarding Electronic Dues Authorization**.
- (i) By written electronic certification, the Union shall keep DIRECTV currently informed of the amount of regular monthly dues lawfully in effect in each Local having jurisdiction over any employees in the bargaining unit. Such amount or formula shall be uniform for all employees represented by the Local.
- (j) **Changes in dues rates will be certified to the Company by the Secretary – Treasurer of the Union. Such certifications will be submitted ninety (90) days or more prior to the month in which such changes are to occur.**
- (k) Amounts deducted in accordance with the above provisions shall be remitted to **CWA National in Washington, D.C. by the tenth (10th) working day of the month** following the month during which the deductions were made.

The monthly interface files contain the following data elements as reported to CWA National:

- Collective Agreement**
- Integration File Designation**
- Local Union**
- Local District**
- Last Name**
- First Name**
- MI**
- Employee ID**
- Job ID**
- Job Title**
- Location**
- Location Zip Code**
- Home Address**
- Home Address 2**
- Home City**
- Home State**

Home Zip Code
Employment Status Code
Dues Authorized
Dues Paid
Act
Act Date
Initiation Fee
Weekly Rate
NCS Date
Age
Gender
Scheduled Hours
Total Remitted
Company Name

- (l) It is recognized that the suspension, reactivation and cancellation procedures for **authorized deductions** contained herein shall be observed for all employees in the bargaining unit on the effective date of this collective bargaining agreement.
- (m) **The Company shall bear the full cost of dues deduction as set forth above except that the Union agrees to maintain the electronic dues process as described in the Memorandum of Understanding Regarding Electronic Dues Authorization.**
- (n) **The Parties agree that DIRECTV assumes no responsibility other than the collection of contributions pursuant to employee authorization of payroll deductions and forwarding of such amounts to the Union. The Union agrees to indemnify the Company and hold it harmless from any and all claims, demands, suits, litigation expenses (including attorneys' fees) or other forms of liability which may arise out of or by reason of action taken or not taken by the Company for the purpose of complying with any of the provisions of this Article, or in reliance on any authorization or assignment furnished under the Article.**
- (o) **In addition to this Article, the parties have concurrently executed separate, Memorandum of Understanding Regarding Electronic Dues Authorization, and Memorandum of Understanding Union Dues Deductions.**

ARTICLE 8
NON-DISCRIMINATION

- 8.01** In a desire to restate their respective policies, neither the Company nor the Union shall unlawfully discriminate against any employee because of such employee's race, color, religion, national origin, sex, age, handicap, sexual orientation, gender identity, marital status, or status as a special disabled veteran or veteran of the Vietnam Era, including creed, disability, and citizenship, or additional characteristics protected by applicable federal, state or local law.
- 8.02** The use of the masculine or feminine gender or any titles which connote gender in this Agreement shall be construed as including both genders and not as sex limitations unless the Agreement clearly requires a different construction.
- 8.03** It is mutually agreed that no discrimination shall be practiced by the Company or the Union against any employee because of membership or non-membership in the Union, or by the Company against any member or officer of the Union because of lawful activities on behalf of the Union.

ARTICLE 9 GRIEVANCE PROCEDURE

The Company and the Union recognize and confirm that the grievance procedures set forth in Article 9, and, where applicable, Article 10 (Arbitration), provide the mutually agreed upon and exclusive forums for resolution and settlement of employee disputes during the term of this Agreement. A grievance is a complaint involving the interpretation or application of any of the provisions of this Agreement, or a complaint that an employee(s) has in any manner been unfairly treated. Neither the Company, nor the Union, its locals or representatives will attempt by means other than the grievance **and** arbitration procedures to bring about the resolution of any issue which is properly a subject for disposition through such procedures. It shall be the objective of both the Company and the Union to settle the grievance promptly and at the lowest step of the grievance procedure.

9.01 The grievance procedure shall consist of:

STEP 1:

Shall involve the Union representative of the Local which has been designated pursuant to Article 4 (Authorized Union Representatives) and the duly designated representative of the Company, normally the first or second level of supervision of the aggrieved employee(s). Any adjustment or settlement of a grievance at Step 1 shall be binding for the particular grievance involved, but shall not be used as precedent by either party.

No grievance shall be considered, nor shall any appeal thereof be handled as a formal grievance, unless a meeting regarding the grievance is requested in writing within sixty (60) calendar days of the action or failure to act which is the subject of the grievance. The written request shall be sent electronically to the duly designated representative of the Company, normally the first or second level of supervision of the aggrieved employee(s), and shall state the name(s) of the grievant(s), the issue being grieved, the contract provisions alleged to have been violated, if any, and the remedy sought and shall be delivered to the Company representative prior to the Step 1 meeting.

A meeting to discuss the grievance shall be held promptly, but not later than fourteen (14) calendar days after receipt by the Company of the grievance or the notice of the appeal, **and may be conducted virtually**.

The decision of Management shall be confirmed in writing within fourteen (14) calendar days of the close of the grievance meeting.

STEP 2:

Shall involve the Vice President of the Union or his or her duly authorized representative and the Company's Labor Relations designated representative. Notice of the grievance appeal shall be in writing and delivered electronically to the Labor Relations designated representative not later than thirty (30) calendar days after the Company notifies the Union of its decision at Step 1. The written appeal shall state the name(s) of the grievant(s), the issue being grieved, the contract provisions alleged to have been violated, if any, and the remedy sought. Discussions shall be conducted virtually.

A meeting to discuss the grievance shall be held promptly, but not later than thirty (30) calendar days after receipt by the Company of the grievance or the notice of appeal. The decision of the Company at Step 2 of the grievance procedure shall be confirmed in writing within fourteen (14) calendar days of the close of the grievance meeting(s) or not later than a mutually agreed upon date.

- 9.02** On an individual grievance basis and by mutual agreement in writing, the parties who are to hear the grievance at the next higher step may agree to waive Step 1 in the grievance procedure, but in no event shall Step 2 be omitted or bypassed.
- 9.03** All notices pursuant to the First and Second Step of this Article shall be delivered electronically within the time periods set forth herein.
- 9.04** The Company and the Union desire to process grievances in an expeditious manner. Accordingly, neither party will recess a grievance at Steps 1 or 2 in excess of sixty (60) calendar days. If the grievance meeting is not reconvened within sixty (60) calendar days from the initial recess date, the grievance shall be considered denied. The Union may then appeal the grievance in accordance with the time limits set forth herein.
- 9.05** The Company and the Union may mutually agree to extend the time limits specified in the grievance procedure, provided such agreement is specified in writing, is limited to a specific grievance, and a new date is established.

9.06 Number of Union Representatives and Pay Treatment

Other than Management representatives, the number of employees (including the aggrieved employee(s) and the designated representatives of the Union) shall be limited to **three (3)** at all steps of the grievance procedure. **Two (2)** representatives who are DIRECTV employees, designated by the Union, shall be paid for scheduled time consumed during the grievance meetings. **The Company will pay for a third employee to attend if the aggrieved employee attends the meeting.** In addition, each of these three (3) employees shall be paid for all time spent traveling in connection with grievance meetings during a Scheduled Daily Tour up to a maximum of two (2) hours for each employee at Step 1. At Step **2**, at least one (1) of the Union representatives will be a fully authorized representative of the National Union.

9.07 Discussion or Settlement of Grievance

Any individual employee(s) shall have the right to present grievances directly to the Company and to have such grievances adjusted, without the intervention of the Union, so long as the adjustment is not inconsistent with the terms of this Agreement, and provided that the Union has been given an opportunity to be present at such adjustments. After an employee(s) has referred a grievance to the Union and the Union representative has informed the Company that the Union represents that employee(s), the Company will not discuss (except in the course of any investigation conducted by the Company) or adjust such grievance directly with said employee(s).

ARTICLE 10 ARBITRATION

10.01 General

If, at any time, a difference arises between the Company and the Union regarding the true intent and meaning of a provision under this Agreement, or a question as to the performance of any obligation hereunder, the grievance procedures set forth in Article 9 (Grievance Procedure) shall be employed in an effort to settle said differences. If the grievance procedures do not result in settlement of the differences, the Union may institute proceedings pursuant to this Article to resolve the dispute in question; it being understood that the right to require arbitration extends only to matters expressly set forth in this Article and which are not otherwise expressly excluded from arbitration.

- (a)** If, at any time, a dispute arises between the Company and the Union as to whether an employee was dismissed, demoted or suspended for just cause, the grievance procedures set forth in Article 9 (Grievance Procedure) shall be employed in an effort to settle the dispute. If the grievance procedures do not result in settlement of the dispute and the employee has nine (9) months or more of net credited service, the Union may institute proceedings pursuant to this Article to resolve the dispute in question.

10.02 Election to Arbitrate

Within sixty (60) calendar days after completion of the formal grievance procedure set forth in Article 9 (Grievance Procedure), the Union may elect to submit a grievance, which is otherwise subject to arbitration under the terms of this Agreement, to arbitration for final decision in accordance with the procedures herein set forth. Such election shall be by written notice sent electronically to the designated Company Labor Relations representative. The written notice shall state the specific grievance and issue to be arbitrated and the contractual provision(s) involved, if any, as well as the remedy sought. For purposes of calculating the above sixty (60) day time period, the formal grievance procedure shall be deemed completed as of the date of the Company's written decision at Step 2. If within sixty (60) calendar days following the date of the Company's receipt of the notice of election to arbitrate, no arbitrator has been mutually agreed upon according to the procedures set forth herein, and within one hundred twenty (120) calendar days following the notice of election to arbitrate no application has been made to the American Arbitration Association as provided in Paragraph 10.03(b), then, absent a mutual extension of time agreement signed by the Union and the Company, such grievance and the election to arbitrate will be considered closed and the grievance shall not be arbitrable.

10.03 Selection of an Arbitrator

- (a) Any matter submitted to arbitration shall be heard and determined by a single impartial arbitrator mutually selected by the Union and the Company. The parties shall agree to a master list composed of ten (10) arbitrators from which panels shall be arranged and arbitrators selected. Arbitrators may be removed from the master list by written notice from either party to the other. Replacement of an arbitrator removed from the master list (either by death of the arbitrator or in accordance with this subparagraph) shall be by mutual agreement of the parties.
- (b) If no arbitrator has been mutually agreed upon within sixty (60) days following the date of the Company's receipt of the notice of election to arbitrate and no extension of time has been mutually agreed upon, the Union may, within the following sixty (60) day period, apply to the American Arbitration Association to obtain a list of three (3) arbitrators (all of whom will be members of the National Academy of Arbitrators). One (1) of the three (3) arbitrators on this list will be selected by the parties. If this selection cannot be made, the American Arbitration Association will appoint one (1) of the three (3) arbitrators from the list referenced above to hear the case.
- (c) The compensation and expenses of the arbitrator and the general administrative expenses of the arbitration shall be borne equally by the Company and the Union. Each party shall be responsible for payment for time consumed by and the expenses of its representatives and witnesses.

10.04 Conduct of Hearing and Decision of Arbitrator

- (a) The parties agree to commence hearings as expeditiously as possible, but in no event later than one hundred eighty (180) calendar days after the selection of an arbitrator.
- (b) The arbitrator shall be confined to the issues submitted for decision and shall not, as a part of any decision, impose upon the parties thereto any obligation to arbitrate on a subject which is not arbitrable pursuant to the terms of this Agreement as a subject for arbitration.

- (c) The arbitrator shall not have authority or jurisdiction: (1) to establish or determine any new wage rate, job classification or job differential; or (2) to deal with any grievance unless it involves a specific instance of action or failure to act with respect to an employee or group of employees; or (3) to add to, subtract from, modify, or disregard any provision of this Agreement. However, the arbitrator shall have reasonable authority to fashion remedies, consistent with the terms of the contract.
- (d) In disciplinary cases, the arbitrator shall determine whether the discipline was for just cause.

 - (1) In the case of dismissal, the arbitrator shall have authority to mitigate or modify the discipline imposed and determine what, if any, remedy is appropriate. In no event, however, shall any retroactive pay treatment extend beyond six (6) months prior to the date of the filing of the appeal to arbitration. Any retroactive pay accorded shall be based on the employee's Adjusted Rate, less any amount, other than wages, received from the Company, and any amount paid to or receivable by the employee as wages in other employment, and as unemployment benefits under any present or future provision of law for the period of the retroactive pay treatment.
 - (2) In case of suspension, the arbitrator shall have authority to mitigate or modify the discipline imposed and determine what, if any, remedy is appropriate. If the arbitrator awards back pay, the employee shall receive pay for time lost at the employee's Adjusted Rate.
 - (3) In the case of demotion, the employee shall be compensated for all loss of wages due to the difference in the Adjusted Rates.
 - (4) Employees reinstated pursuant to this Article who have previously submitted an authorization for payroll deduction of union dues or union dues equivalency shall have such amount deducted from any back pay award.
- (e) The arbitrator shall render a decision within thirty (30) calendar days after the hearing is closed (if the parties mutually agree to waive briefs) or thirty (30) days after briefs are filed and the record in the case is closed, unless the parties thereto mutually agree to an extension of such time for a decision.

- (f) The decision of the arbitrator on any matter submitted and decided in accordance herewith shall be in writing and shall be final and binding on the parties thereto as to the particular case submitted, subject to law.

10.05 Expedited Arbitration

- (a) In lieu of the procedures specified in Paragraphs **10.01** (General) through **10.04** (Conduct of Hearing and Decision of Arbitrator) of this Article, any grievance involving the suspension of an individual employee, except those which also involve an issue of arbitrability, contract interpretation, or work stoppage (strike) activity and those which are also the subject of an administrative charge or court action shall be submitted to arbitration under the expedited arbitration procedure hereinafter provided within fifteen (15) calendar days after the filing of a request for arbitration. In all other grievances involving disciplinary action which are specifically subject to arbitration under Paragraphs **10.01** (General) through **10.04** (Conduct of Hearing and Decision of Arbitrator) of this Article, both parties may, within fifteen (15) calendar days after the filing of the request for arbitration, elect to use the expedited arbitration procedure hereinafter provided. The election shall be in writing and, when signed by authorized representatives of the parties, shall be irrevocable. If no such election is made within the foregoing time period, the arbitration procedure in Paragraphs **10.01** (General) through **10.04** (Conduct of Hearing and Decision of Arbitrator) shall be followed.
- (b) As soon as possible after this Agreement becomes final and binding, a panel of at least three (3) arbitrators shall be selected by the parties. Each arbitrator shall serve until the termination of this Agreement unless his or her services are terminated earlier by written notice from either party to the other. The arbitrator shall be notified of his or her termination by a joint letter from the parties. The arbitrator shall conclude his or her service by settling any grievance previously heard. A successor arbitrator shall be selected by the parties. Arbitrators shall be assigned cases in rotating order designated by the parties. If an arbitrator is not available for a hearing within ten (10) working days after receiving an assignment, the case will be passed to the next arbitrator. If no one can hear the case within ten (10) working days, the case will be assigned to the arbitrator who can hear the case on the earliest date.
- (c) The procedure for expedited arbitration shall be as follows:
 - (1) The parties shall notify the arbitrator in writing on the day of agreement or date of arbitration demands in suspension cases to settle a grievance by expedited arbitration. The arbitrator shall notify the parties in writing of the hearing date.

- (2) The parties may submit to the arbitrator prior to the hearing a written stipulation of all facts not in dispute.
- (3) The hearing shall be informal without formal rules of evidence and without a transcript. However, the arbitrator shall be satisfied himself or herself that the evidence submitted is of a type on which he or she can rely, that the hearing is in all respects a fair one, and that all facts necessary to a fair settlement and reasonably obtainable are brought before the arbitrator.
- (4) Within five (5) working days after the hearing, each party may submit a brief written summary of the issues raised at the hearing and arguments supporting its position. The arbitrator shall give his or her settlement within five (5) working days after receiving the briefs. He or she shall provide the parties a brief written statement of the reasons supporting his or her settlement.
- (5) The arbitrator's settlement shall apply only to the instant grievance which shall be settled thereby. It shall not constitute a precedent for other cases or grievances and may not be cited or used as a precedent in other arbitration matters between the parties unless the settlement or modification thereof is adopted by the written concurrence of the representatives of each party at the last step of the grievance procedure.

The time limits in (1) and (4) of this section may be extended by agreement of the parties or at the arbitrator's request, in either case, only in emergency situations. Such extensions shall not circumvent the purpose of this procedure.

- (6) In all suspension or dismissal grievances submitted to arbitration under the expedited procedures set forth herein, the arbitrator shall determine whether the discipline was for just cause. In any grievance arbitrated under the expedited procedures, the Company shall under no circumstances be liable for back pay for more than six (6) months (plus any time that the processing of the grievance or arbitration was delayed at the specific request of the Company) after the date of the disciplinary action. Delays requested by the Union in which the Company concurs shall not be included in such additional time.

- (7)** In case of suspension, the arbitrator shall have authority to mitigate or modify the discipline imposed and determine what, if any, remedy is appropriate. If the arbitrator awards back pay, the employee shall receive pay for time lost at the employee's Adjusted Rate.
- (8)** The arbitrator shall have no authority to add to, subtract from or modify any provisions of this Agreement.
- (9)** The decision of the arbitrator will settle the grievance, and the Company and the Union agree to abide by such decision. The compensation and expenses of the arbitrator and the general expenses of the arbitration shall be borne by the Company and the Union in equal parts. Each party shall bear the expense of its representatives and witnesses.
- (10)** The time limit for requesting arbitration under this provision shall be the same as in existing procedures.

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ARTICLE 12 DISCIPLINE

12.01 Warnings

A warned employee is one who receives a written warning that is to be recorded in their personnel file, which includes an indication of possible future consequences and may be considered as a basis for future disciplinary action.

12.02 Demotions

A demoted employee, for the purpose of this Agreement, is one who has been moved for disciplinary reasons, from one job title to another job title having a lower maximum weekly rate.

12.03 Suspensions

A suspended employee is one who has been denied work for disciplinary reasons for any period.

12.04 Dismissals

A dismissed employee is one whose service is terminated for any reason other than transfer, resignation, lay-off (or work completed for temporary or term employees), voluntary retirement or death.

12.05 In the event the Company warns, demotes, suspends, or dismisses any employee, the Union may appeal such action pursuant to the provisions of Article 9 (Grievance Procedure) of the Contract.

12.06 A grievance appeal concerning a demotion, suspension, or dismissal of an employee who has twelve (12) months or more of net credited service may also be reviewed pursuant to the provisions of Article 10 (Arbitration) of the Contract.

ARTICLE 13
PERSONNEL RECORDS

- 13.01** Once in each year (and more frequently in unique circumstances where the employee so requests and the Company agrees), employees shall, upon their request, inspect their personnel records in accordance with the Company's practices concerning inspection of personnel and/or medical records. Unless required otherwise by law, under normal circumstances, the opportunity to inspect personnel records will be provided within thirty (30) calendar days of the Company's receipt of the written request to do so.
- 13.02** When an employee receives a warning of suspension, demotion or discharge that is to be recorded in the employee's personnel file, the Company will provide a copy of the warning to the warned employee. A copy of the warning will be given upon request to a Union Representative if he/she is present pursuant to the provisions of Article 5 (Union Representation).

ARTICLE 14 SAFETY

- 14.01** Safety and health is of mutual concern to the Company and the Unions. Together we recognize the need for a work environment in which safe, ergonomically correct operations can be achieved in all phases of work. We all recognize the need to promote better understanding and acceptance of safety, health and ergonomics principles by all employees for their own safety and health, and that of their fellow employees, customers and the general public.
- 14.02** To achieve these safety objectives, the Company and the Union agree to a Corporate/Union Safety Advisory Committee on safety principles at the Headquarters level. The Committee shall consist of not more than three (3) representatives each from the Company and the Unions (to be appointed by the Company and the Unions respectively). The Co-chairpersons will jointly determine when meetings are required but meetings will be conducted virtually and meetings will be held annually. In addition, the Committee Co-chairpersons will jointly develop the meeting agendas. The primary role of the corporate-wide committee shall be to discuss safety issues that are national in scope and to act as a clearinghouse of information on regional and local activities.
- 14.03** DIRECTV will encourage and approve employee participation in safety awareness through the creation of local safety committees. In locations that include multiple Business Units, the Local Safety Committee may request assistance from representatives of the Company and or Union from other Business Units to resolve safety issues. However, the representatives who provide such assistance shall not become a permanent member of the Local Safety Committee. The National Safety Advisory Committee will also continue to discuss internal safety issues. Local Safety Committees will forward their meeting minutes to the National Safety Advisory Committee on a regular basis, after every meeting.
- 14.04** In support of its commitment, the Company also outlines the following four (4) step strategy to address ergonomic concerns in the workplace:
- (a)** New hires, and employees not previously trained, will attend Ergonomics training within the first six (6) months of their employment.
 - (b)** In order to further promote safe work environments, DIRECTV's Environment Health and Safety Organization will continue to develop programs designed to promote accurate recordkeeping of cumulative trauma disorders, and to promote the early recognition of such disorders. The Company will share the status of these programs with the Corporate/Union Safety Advisory Committee annually.

- (c) After ratification and annually thereafter for the term of this agreement, at least one (1) Corporate/Union Safety Advisory Committee meeting will focus on ergonomic issues. During the term of this Agreement, one (1) of these meetings will be an Ergonomic Conference.
- (d) DIRECTV will maintain the network of Environment and Safety Coordinators from Business Units throughout the life of the Agreement. One of their responsibilities will be to link Business Unit planning with Human Factors Analysis.

14.05 When employees express reasonable concerns about their personal safety in connection with assignments in localities in which it is reasonable for them to believe that they may be victims of assault or other criminal activity, the employees will not be required to work alone.

ARTICLE 15
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ARTICLE 16
TRAVEL AND TEMPORARY WORK LOCATIONS

16.01 Travel and Temporary Work Locations

- (a) The Company will either furnish all means of transportation or specify what transportation shall be used for travel on Company business.
- (b) Employees who are authorized and agree to use their personal vehicles for Company business will be reimbursed at the then current IRS reimbursement rate for mileage.
- (c) Employees may be assigned to work at a temporary work location. When employees are assigned **by the Company** to work at a temporary work location, the employee will be reimbursed for travel time and transportation expenses to and from the temporary work location in excess of that required for the employee's normal commute.
- (d) Transportation expenses include, but are not limited to, mileage, bridge toll, parking, airfare, and bus fare.
- (e) **Any travel time resulting from an employee initiated request to temporarily change their assigned regular work location must be approved by management and is not eligible for travel time pay or mileage reimbursement.**

16.02 Overnight Trips

If the Company determines that overnight travel is required, the employee will be reimbursed for expenses, which are supported by receipts as follows:

- (a) Transportation expenses as described in Section **16.01(d)** above.
- (b) Lodging, approved in advance by the Company.
- (c) **Per diem of forty-two dollars (\$42.00).**

ARTICLE 17
NEW JOB TITLES AND JOB CLASSIFICATIONS

- 17.01** Whenever the Company determines it appropriate to create a new job title or job classification in the bargaining unit, or to restructure or redefine an existing one, it shall provide advance notice of that action to the Union. Such notice shall include the job title or classification, a job description of the duties for such job title or classification, and the initial wage schedule for such job title or classification. The Company may proceed to staff such job title or classification after thirty (30) days from such notice.
- 17.02** Within thirty (30) days from receipt of such notice, the Union may initiate negotiations concerning the initial wage schedules which the Company has established for the new or restructured job title or classification.
- 17.03** If negotiations are not so initiated, the initial wage schedules set by the Company shall remain in effect.
- 17.04** If agreement is reached between the parties within sixty (60) days following the Union's receipt of notice from the Company concerning the initial wage schedules, the agreed upon wage schedules shall be implemented as of the date of such agreement.
- 17.05** If negotiations are initiated pursuant to Paragraph **17.02**, above, and if the parties are unable to reach agreement on a wage schedule for the new or restructured job title or classification within sixty (60) days following the Union's receipt of notice from the Company, the Union may, within thirty (30) days of the expiration of the sixty (60) day period for negotiations, demand that the issue of an appropriate wage schedule for the new or restructured job title or classification be submitted for resolution to a neutral third party, to be selected by mutual agreement from among those who possess acknowledged expertise in the area of job evaluation. The parties may submit all evidence deemed relevant to the issue to the neutral third party. At the request of either party, a hearing shall be held to receive such evidence. Any such meeting or hearing shall be held within thirty (30) days after the matter is referred to the neutral third party, who shall render a written decision as to an appropriate wage schedule for the new or restructured job title or classification within sixty (60) days of the date that the matter is first referred for resolution. In the event the neutral third party determines that a different schedule of rates is appropriate, the new schedule shall be placed in effect as of the date of the neutral third party's decision.

17.06 The procedures set forth herein shall also apply when the Company creates a new job title or re-evaluates a position or function held by an employee resulting in a reduction in the employee's wages. The Union will be given the opportunity to perform its own job evaluation or joint job evaluation within thirty (30) days of notification as described in Paragraph **17.01**.

17.07 The procedures set forth in Paragraph **17.05** above shall be the exclusive means by which the Union may contest the wage schedule which the Company sets for any new or restructured job title or classification or the decision of the Company in re-evaluating a function or position held by an employee resulting in a reduction in the employee's wages.

ARTICLE 18 WORKING CONDITIONS

18.01 Work Apparel

The Company may, at its discretion, implement appearance standards and/or a dress code consistent with State and Federal laws. The Company may change the standards and code at its discretion.

For the employees in this Agreement, participation in the DIRECTV Branded Apparel Program (BAP or Program) is mandatory.

The Company can modify or discontinue this Program or the appearance standards and/or dress code at its discretion. If the BAP is discontinued for the employees listed in this Agreement, the Company will give those employees a minimum notice of thirty (30) days prior to such discontinuance.

18.02 Home Garaging

The Company may, at its discretion, implement a mandatory Home Garaging Program. The Company may change the program at its discretion. Once implemented, the Company can cancel the program with thirty (30) days' notice.

18.03 Monitoring/GPS

The Company, at its discretion, may monitor employees in this Agreement in accordance with State and Federal laws.

The Company, at its discretion, may use GPS technology with those employees in this Agreement in accordance with State and Federal laws.

ARTICLE 19
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ARTICLE 20 ABSENCE

20.01 Civic Duty

Employees must give their supervisor advance notice when they are requested to appear for jury duty. Time off to comply with a summons for obligatory jury duty will be paid subject to court verification. The Company will grant unpaid time off for other court ordered processes. Employees are expected to notify their supervisors as soon as possible of the need for time off to comply with any court order.

Employees, who do not have at least two hours off during the time the polls are open, will be excused from work to allow time to participate in governmental elections.

20.02 Death In An Employee's Immediate Family/Household

Employees may elect up to three (3) paid days of excused time off due to a death in the employee's immediate family. Immediate family includes the employee's parents, stepparents, adoptive parents, children, stepchildren, adoptive children, brothers, stepbrothers, sisters, stepsisters, husband or wife (including Legally Recognized Partner), grandparents, grandchildren, mother-in-law, father-in-law, **daughter-in-law, or son-in-law. An employee may request two (2) additional days without pay, if the funeral/memorial service of an immediate family described above is held more than 200 miles from the employee's home address.** If more time off is needed, an employee may request vacation time or unpaid time off, all of which is dependent on the needs of the business. In all cases, supervisory approval is required.

20.03 Personal Illness

Employees having one (1) or more years of NCS shall be paid at the basic wage rate for absences due to personal illness on scheduled workdays, up to five (5) paid days not to exceed forty (40) hours per calendar year. Employees must notify their supervisor before their scheduled start time that they will be absent from work.

20.04 Excused Time Required by Law

In the event any Federal, State, Municipal or Local law or regulation requires excused time off (paid or unpaid), the provision or provisions so affected shall be made to comply with the requirements of any such law or regulation. Otherwise, all other provisions in this Agreement shall remain in full force and effect.

**ARTICLE 21
EXCUSED DAYS WITH PAY**

21.01 Excused Days With Pay

Employees are allowed flexibility through the use of **Excused Days With Pay (EWPs)** to be off work with pay, subject to approval by management.

Each employee who has completed six (6) months of service will be eligible for eight (8) paid **Excused Days With Pay** each vacation year.

The Company may, at its discretion, place employees on an **EWP day** and require them to take an **EWP day** at a specified time. The number of **Excused Days With Pay** that management may place employees on, is limited to not more than one (1) in each vacation year. Should the need to place employees on an **Excused Day With Pay** occur, the Company will provide thirty (30) days' notice to the affected employee.

21.02 Selection Of Excused Days With Pay

All **Excused Days With Pay** shall be selected based on seniority within a workgroup as determined by the Company. **Employees may be permitted to take all of their Excused Days With Pay in two (2) hour increments, except for the one (1) day in the vacation year that the Company may assign.** The Company shall determine periods available for selection and the number of employees allowed off on **Excused Days With Pay**.

ARTICLE 22 VACATIONS

22.01 Vacation Year

The vacation year is defined as a period of time beginning December 31st and ending on December 30th of the following year. Employees must be active on the payroll (not on a leave of absence or on disability) and must physically report to work for at least one (1) day in the vacation year to be eligible for **Excused Days With Pay** and to be eligible to accrue vacation.

However, an employee may take vacation which (s)he will otherwise accrue in a vacation year without performing any work for the Company in that year provided they are not on a leave of absence or disability and such vacation is contiguous to and continues with their vacation for the preceding year; or such vacation begins during the first seven (7) days of the vacation year.

22.02 Vacation Eligibility

Employees shall be eligible to accrue annual vacation, based on their Net Credited Service (NCS)/Term of Employment (TOE) with the Company, as follows:

- (a) One (1) week of vacation upon completion of six (6) months of service.
- (b) Two (2) weeks of vacation upon completion of twelve (12) months of service. This provision cannot be combined with the above to result in more than two (2) weeks of vacation entitlement in the same vacation year.
- (c) Three (3) weeks of vacation to any employee who could complete seven (7) years of service or more but less than fifteen (15) years of service within the vacation year.
- (d) Four (4) weeks of vacation to any employee who could complete fifteen (15) years of service or more but less than twenty-five (25) years of service within the vacation year.
- (e) Five (5) weeks of vacation to any employee who could complete twenty-five (25) years of service or more within the vacation year.

NOTE: After employees reach their initial six (6) months of net credited service, vacation days are accrued proportionately during the calendar year.

22.03 Vacation Carry-Over

All employees are encouraged to take all of their vacation time during the vacation year. However, a maximum of one (1) week of vacation may be carried over into the next vacation year. A vacation week that is carried over must be taken by April 30th.

The Company may at its discretion place employees on vacation and require them to take vacation at a specified time. The number of weeks management may place employees on vacation is limited to not more than one (1) week in a vacation year. Should the need to place employees on vacation occur, the Company will provide thirty (30) days notice to the affected employees.

22.04 Vacation Selection

Employees may select their vacation in full weeks and on a day-at-a-time basis during the vacation selection process. Vacations shall be selected in a work group as determined by the Company, based on seniority. The Company shall determine periods available for selection and the number of employees allowed off on vacation.

22.05 Payment in Lieu of Vacation

Employees who retire, die, or are separated from service due to a surplus or layoff shall be paid out the unused portion of their annual vacation allotment as if they had worked the entire year. An employee leaving the Company for reasons other than specified above shall receive payment in lieu of any unused portion of the vacation which such employee accrued.

The chart below shall be used to determine the vacation allotment for employees who have completed at least six (6) months of service and who leave the payroll during the calendar months provided:

Month Employee Leaves Company Or (Credited Months)	Annual Eligible Vacation Hours (See eligibility above for number of eligible weeks)				
	5 Days or 1 Week (40 Hours)	10 Days or 2 Weeks (80 Hours)	15 Days or 3 Weeks (120 Hours)	20 Days or 4 Weeks (160 Hours)	25 Days or 5 Weeks (200 Hours)
	Number of "Earned" Current Year Vacation Hours				
Jan. (1)	3	7	10	13	17
Feb. (2)	7	13	20	27	33
Mar. (3)	10	20	30	40	50
Apr. (4)	13	27	40	53	67
May (5)	17	33	50	67	83
Jun. (6)	20	40	60	80	100
Jul. (7)	23	47	70	93	117
Aug. (8)	27	53	80	107	133
Sep. (9)	30	60	90	120	150
Oct. (10)	33	67	100	133	167
Nov. (11)	37	73	110	147	183
Dec. (12)	40	80	120	160	200

ARTICLE 23 HOLIDAYS

23.01 Seven (7) paid holidays shall be observed as follows:

- New Year's Day
- Martin Luther King Day
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- Christmas Day

Holidays that fall on a Sunday will be observed on the following Monday. When a holiday falls on a Saturday, and an employee is not scheduled to work, employees will be given another day off in a subsequent week or a preceding week as determined by the Company.

Employees who work on a holiday will be paid eight (8) hours at their basic rate for the holiday and one and one half (1 1/2) times for all hours worked on the holiday.

23.02 Holidays During A Vacation Week

When a holiday falls during a week in which an employee is on vacation, the day will be treated as a holiday, not as a day of vacation.

ARTICLE 24 FORCE ADJUSTMENT

24.01 Transfers

The Company may, at its discretion, hire employees off the street or from outside of the bargaining unit to fill vacancies in this Agreement. However, if the Company determines that a vacancy is to be filled from within the Contract, it will post a notice of the vacancy.

Regular full-time and regular limited term employees covered under this Agreement who have met time in title/time in location (unless waived through mutual agreement by the Company and Union) who have satisfactory attendance and work performance will have the opportunity to be considered for transfers to available positions for which they are qualified.

When an employee transfers to a job title covered by this Agreement having a higher maximum weekly rate, the employee will move to the nearest wage step on the new wage schedule in effect that does not result in a lower weekly rate than the employee had on the old wage schedule.

When an employee transfers to a job title covered by this Agreement having a lower maximum weekly rate, the employee will move to the same wage schedule step on the new wage schedule that the employee was at on the old wage schedule.

24.02 Relocation of Work

When work is to be relocated, the Company may, if it deems appropriate, offer the affected employees the opportunity to follow their work to the new location. Employees who elect to follow their work to the new location will be considered as employee-initiated transfers.

24.03 Force Adjustment

Whenever force conditions are determined by the Company to warrant a surplus and the possible layoff of employees in any group identified by the Company, the Company shall notify the Union (in writing, prior to notifying the affected employees) of the number of surplus employees in each such group. Layoffs in each such group shall occur in inverse order of seniority. The surplus employees designated for layoff will be notified a minimum of four (4) weeks prior to the layoff date, unless otherwise provided by law.

At its discretion the Company may offer employees the opportunity to voluntarily resign and receive a severance payment in an amount to be determined by the Company.

24.04 Layoff Allowance

Employees who are laid off will be paid a layoff allowance based on their seniority and their base weekly wage rate in effect at the time of the layoff, in accordance with the following:

LENGTH OF SERVICE	LAYOFF ALLOWANCE
0 -12 Months	1 week of pay
13 - 24 Months	2 weeks of pay
25 - 47 Months	3 weeks of pay
48 - 71 Months	4 weeks of pay
72 - 95 Months	5 weeks of pay
96 - 119 Months	6 weeks of pay
120 - 143 Months	7 weeks of pay
144 - 167 Months	8 weeks of pay
168 Months of More	9 weeks of pay

24.05 Priority Rehire

Employees who are laid off with satisfactory attendance and work performance and who apply for re-employment to the same position from which they were laid off, will receive priority consideration for re-hire over new applicants for twenty-four (24) months from his/her layoff date.

ARTICLE 25
SCHEDULING AND PAYMENT FOR TIME WORKED

25.01 Work Schedules

The Company will determine and post the work schedules. Employee's scheduled work hours may start at any time of the day, on any day of the week and may be spread over any number of the six (6) days of the week. Work schedules will be posted for a minimum period of one (1) week and are subject to change, with forty-eight (48) hours' notice to the employee. However, work schedules will not be posted for employees who normally work the same hours Monday through Friday. If an employee is notified less than twelve (12) hours before the originally scheduled start time of a change in work hours, the affected employee will receive two (2) hours of pay at the straight time rate.

25.02 Four-Ten Work Schedules

The Company will determine if, when and in which groups it would establish a four-ten work schedule. The Company can terminate an established four-ten work schedule at any time for any reason.

Overtime will be paid according to Section **25.05** below. Overtime is time worked in excess of forty (40) hours in a workweek.

A vacation week will always equal forty (40) hours of time off. The employee's scheduled vacation week will be changed to a five-day (5), Monday through Friday, eight (8) hour schedule. Vacation weeks taken a day-at-a-time should be converted to hours for administrative purposes. A vacation day will be ten (10) hours unless the remaining balance of vacation hours is less than ten (10) hours.

Excused Days With Pay specified in Article 21 will be eight (8) hours. An employee's work schedule during a holiday week shall normally be the same as though it were not a holiday week. If the holiday falls on a scheduled day, and the employee is scheduled off, the Company will pay eight (8) hours of holiday pay at straight time. If the employee wishes to be paid the remaining two (2) hours, the employee may use available **Vacation, Excused Days With Pay**, or absence time. If the employee does not wish to be paid, the time will be unpaid excused.

Employees who work the holiday will be paid as follows:

- Eight (8) hours straight time for the holiday;
- Time and one-half for each hour worked up to eight (8) hours;
- Straight time for time worked in excess of eight (8) hours;
- Overtime rules apply for time worked in accordance with Section **25.05** below.

If a holiday falls during the employee's scheduled vacation week; and if the holiday falls on a scheduled vacation day, the employee will be entitled to an additional eight (8) hours of vacation time. If the holiday falls on a non-scheduled day, the employee will receive eight (8) hours of holiday pay at straight time.

Paid absence will be granted in accordance with Article 20. An employee who is eligible for absence payments will receive ten (10) hours of pay if the employee is sick on a scheduled ten (10) hour day, unless the remaining balance of paid absence time is less than ten (10) hours.

25.03 Split Workdays

The Company may schedule employees to work a split workday. A split workday is a divided workday, with hours off in between.

25.04 Cancellation Of Hours

If an employee begins the scheduled workday, management cannot cancel the employee's hours for the remainder of that workday.

25.05 Overtime

Employees may be required to work up to **twelve (12)** hours of mandatory overtime per week subject to the needs of the business, except that this limitation will not apply in cases of emergency. Overtime hours worked in excess of forty (40) hours worked in a calendar week will be paid at the rate of one and one-half (1 ½) times the basic hourly wage rate and in accordance with applicable Federal and/or State Laws. **Hours worked in excess of fifty-four (54) hours in a workweek shall be paid at the rate of two (2) times the employee's basic hourly wage rate, unless the employee is on an overnight loan or an emergency condition (e.g., an event of national, state or local importance, fire, explosion, or other catastrophe, severe weather conditions, long-term service difficulties or an act of God, etc.) exists.**

For purposes of crediting time not worked towards an employee's eligibility for overtime payments, only the following absences during a scheduled tour shall be considered:

- (a) Unpaid Union Time (Article 4)
- (b) Paid Union Time (Article 4)
- (c) Visit to Medical Facility or Company-Designated Physician at Company's Request

25.06 Relief Differential

Employees will be paid a differential of **fifteen** dollars (**\$15.00**) when in addition to their normal duties they relieve or assist a manager for four (4) hours or more. Relief Differential assignments specifically exclude administering discipline to other employees.

25.07 Sunday Premium Payments

Employees who work on a Sunday shall receive the rate of one and one-half (1 ½) times the employee's base wages, up to a maximum of eight (8) hours per day. Employees who are excused from work with pay during scheduled hours on Sunday shall be paid at straight time for the excused absence. Such hours worked at the premium rate shall be used in the calculation of the forty (40) **and fifty-four (54)** hour overtime threshold **in Section 25.05**.

ARTICLE 26
SENIORITY

- 26.01** Seniority as used in this Agreement shall mean Net Credited Service (NCS) (also known as Term of Employment (TOE)) with the Company as determined by the Pension Plan Administrator.
- 26.02** Where two or more employees have the same net credited service, the employee with the lowest last four digits of social security number shall be considered to be the most senior. In case there should be two or more employees with the same last four digits of the social security number, the lowest middle two digits will determine seniority. Should two or more employees have identical numbers to this point, the employee with the lowest nine-digit social security number shall be considered as having the greater seniority.

ARTICLE 27
CONTRACTING OF WORK

27.01 Contracting Out

It is the Company's objective to consider carefully the interests of both the customer and employee along with all other considerations essential to the management of the business in a highly competitive and dynamic environment. While the Company believes it is in its best interests to utilize its own employees, the Company does use contractors as it deems necessary in order to respond to a highly unpredictable marketplace. For various reasons where the needs of the business require the Company may subcontract bargaining unit work.

ARTICLE 28
EMPLOYEES IN MILITARY SERVICE OR ACTIVE DUTY FOR TRAINING

28.01 A regular employee (not temporary or regular limited term) who enters the United States Uniformed Services for Active Duty for Military Service, shall be granted a Military Leave of Absence for the period of his/her necessary absence. Voluntary extension of military service beyond five (5) years shall not be construed as necessary absence. A regular employee (not temporary or regular limited term) who is a member of a reserve component or organized militia of the state and enters upon Military Training Duty will be granted a Military Leave of Absence for the period of the necessary absence for such training. The term "Uniformed Services" as used herein shall mean Uniformed Services of the United States as specified in the Uniformed Services Employment and Reemployment Rights Act of 1994.

A Regular Limited Term employee who is a member of a reserve component or organized militia of the state and enters upon Military Training Duty will be granted a Military Leave of Absence for not more than two (2) weeks per year. The term "Uniformed Services" as used herein shall mean Uniformed Services of the United States as specified in the Uniformed Services Employment and Reemployment Rights Act of 1994.

An employee, on a Military Leave of Absence for Active Duty for Military Service or military training duty and who has re-employment rights under the Uniformed Services Employment and Reemployment Rights Act of 1994 and who makes application for reinstatement within the period provided in the law will receive upon reinstatement, full service credit for the period of absence for military service or training duty.

28.02 Military Leaves of Absence will be with eligibility to sickness disability benefits at the termination of the leave if the employee is then disabled but otherwise entitled to reinstatement in accordance with the terms of the DIRECTV Benefit Plans.

In death cases occurring during a Military Leave of Absence, sickness death benefits, where payable, shall be based upon the term of net credited service at the time the leave was granted, plus the elapsed time of Military Leave of Absence to the date of death, and shall be computed at the time the leave began.

Sickness disability benefits, where payable, shall be granted upon the net credited service at the time the leave was granted plus the elapsed time on Military Leave of Absence to the termination of such leave, and shall be computed on the basis of DIRECTV pay in effect at the time of the employee's reinstatement.

28.03 It is the policy of DIRECTV to pay a Military Differential Pay to Regular employees (not Temporary or Regular Limited Term) who receive and provide the Company with a copy of military orders for military service in the U.S. Armed Forces subject to conditions imposed by federal law.

It is the policy of DIRECTV to pay a Military Differential Pay for a maximum of thirteen (13) scheduled **workdays** to Regular Limited Term Employees who receive and provide the Company with a copy of military orders for military service in the U.S. Armed Forces subject to conditions imposed by the federal law.

Military Differential Pay is the excess of DIRECTV pay over military pay received by an eligible employee while on a Military Leave of Absence.

DIRECTV pay is an employee's wages (excluding overtime) in effect at the time the Military Leave of Absence begins. Night differentials are included. Military pay is an employee's military basic pay rate in effect when the Military Leave of Absence begins.

The Military Differential Pay shall be up to the limits prescribed in the following or the period of Military Service, whichever is shorter:

If the leave of absence and duration are...	And the date the leave begins the employee's net credited service is...	Then the duration of Military Differential Pay is...
Active Duty for Military Service (normally 2 - 5 years)	1 year or less	First 15 weeks
(See Note 3)	More than 1 year	First 26 weeks
Military Training Duty - normally 2 weeks (See Note 1)	No minimum	A maximum of 13 scheduled workdays (including holidays) in each military fiscal year (October 1 - September 30)
Regular Limited Term Employee Military Training Duty (not to exceed 2 weeks)	No minimum	A maximum of 13 scheduled workdays (including holidays) in each military fiscal year (October 1 - September 30)
Initial Active Duty for Training (at least 3 consecutive months but no more than 18 months)	No minimum	First 2 weeks (10 days)
Emergency Service	No minimum	A maximum of 13 scheduled workdays (including holidays) in each calendar year (See Note 2)

Note 1: Includes attendance at schools for special military courses of instruction which may last several months.

Note 2: An absence for Emergency Service does not affect an employee's right or eligibility with respect to Military Training Duty, Initial Active Duty for Training, or Active Duty for Military Service. If the local emergency situation exceeds **thirteen (13)** scheduled workdays, pay treatment for additional time must be approved by the DIRECTV Pension Plan Administrator.

Note 3: Payment of Military Differential Pay, for up to the maximum durations described above, is limited to the time when an employee initially enters Active Duty for Military Service. The employee is not again eligible for the maximum payments, regardless of the number of times the employee enters Active Duty for Military Service.

Regular employees who volunteer for Military Training Duty (including attendance at schools for special military courses or instruction) or Emergency Service without receiving military pay, will be authorized time off but without DIRECTV pay or Military Differential Pay.

Upon furnishing official written documentation to his/her supervisor, a regular employee may be granted up to three (3) scheduled workdays off with pay to report for registration, testing and/or a physical examination for induction into Active Duty for Military Service or Initial Active Duty for Training.

28.04 An employee who receives a notice to report for Active Duty for Military Service or any Military Training Duty, shall immediately present such notice to his/her supervisor.

The Company may extend the duration of Military Differential, but when it does so, the Union will be notified at least two (2) **workdays** prior to implementation.

ARTICLE 29
MANAGEMENT RIGHTS

29.01 Except as specifically limited by provisions of this Agreement, the Company reserves and retains, solely and exclusively, and without recourse to negotiations, all rights, powers, and authority, to operate its business, which include the right to establish, modify and enforce personnel policies, work rules, and regulations and standards for employee performance, including attendance policies, safety policies and disciplinary policies; as well as the right to make and enter into decisions to do any of the foregoing provided, however, that these rights shall not be exercised in violation of any of the other terms and provisions of this Agreement.

**ARTICLE 30
CONCLUSION**

30.01 Parties' Demands

All demands of either party not specifically covered or disposed of by this Agreement or otherwise addressed in writing signed by the parties during the course of **2026** bargaining are hereby waived for the term of the **2026** Agreement, all such demands having been thoroughly discussed during the collective bargaining negotiations which are, by the execution of this Agreement, concluded. Unless otherwise specifically agreed in writing, neither party shall be obligated to bargain collectively during the term of this Agreement with respect to modification of their provisions or with respect to the demands of either party that have been the subject of the negotiations hereby concluded.

30.02 Duration

This Agreement shall terminate, unless extended by mutual agreement, at 11:59 PM on Saturday, April **6, 2030**.

SIGNATURES

The Communications Workers of America on behalf of the employees it represents, and the Company, having bargained in good faith and reached agreement as set forth in this Agreement applicable to its unit, sign through their duly authorized representatives as set forth below:

**COMMUNICATIONS WORKERS OF
AMERICA**



**Kara Hutchason
CWA Staff Representative
Telecommunications & Technologies**

DIRECTV, LLC



**Brian Cattaneo
Senior Director, Labor Relations
DIRECTV**

APPENDIX A

TITLES AND WAGES

Job Titles

A01

Titles set forth below may be required to perform any and all work associated with offered products and services.

Job Title	State
Office Coordinator/Office Coordinator (WFH)	MD, NM, OR
Services Technician	DE, MD, NM, OR
Warehouse Assistant	MD, NM, OR

Wage Schedules

A02

The minimum time interval between steps will be six (6) months.*

Office Coordinator/Office Coordinator (WFH)				
Time-In-Title/Location: 30/12 Months				
Albany, OR, Albuquerque, NM, Hanover, MD				
Step	4/12/2026	4/11/2027	4/9/2028	4/8/2029
1	\$500.00	\$500.00	\$500.00	\$500.00
2	\$532.50	\$534.50	\$536.00	\$537.50
3	\$567.50	\$571.00	\$574.50	\$577.50
4	\$604.50	\$610.50	\$616.00	\$621.00
5	\$643.50	\$652.50	\$660.50	\$667.50
6	\$685.50	\$697.50	\$708.00	\$717.50
7	\$730.00	\$745.50	\$759.00	\$771.00
8	\$778.00	\$797.00	\$813.50	\$829.00
9	\$828.50	\$851.50	\$872.00	\$891.00
10	\$882.50	\$910.50	\$934.50	\$958.00
11	\$940.00	\$973.00	\$1,002.00	\$1,029.50

NOTE: 2027 - 2029 wages displayed here may be increased for COLA. Please see the version of the contract posted on the DIRECTV Employee Portal for the current wages schedules.

Services Technician				
Time-In-Title/Location: 30/12 Months				
Wage Area - A				
Albany, OR; Albuquerque, N; Bend, OR; Denton, MD; Dover, DE; Hanover, MD; Medford, OR; Portland, OR; Wyoming, DE				
Step	4/12/2026	4/11/2027	4/9/2028	4/8/2029
1	\$512.00	\$512.00	\$512.00	\$512.00
2	\$560.50	\$562.50	\$564.50	\$566.00
3	\$614.00	\$618.50	\$622.00	\$625.50
4	\$672.50	\$679.50	\$685.50	\$691.00
5	\$736.50	\$746.50	\$755.50	\$763.50
6	\$806.50	\$820.50	\$832.50	\$844.00
7	\$883.00	\$901.50	\$917.50	\$932.50
8	\$967.00	\$990.50	\$1,011.50	\$1,030.50
9	\$1,059.00	\$1,088.50	\$1,114.50	\$1,139.00
10	\$1,159.50	\$1,196.00	\$1,228.50	\$1,258.50
11	\$1,270.00	\$1,314.50	\$1,354.00	\$1,391.00

Services Technician				
Time-In-Title/Location: 30/12 Months				
Wage Area - B				
Alamogordo, NM, Clovis, NM, Portales, NM				
Step	4/12/2026	4/11/2027	4/9/2028	4/8/2029
1	\$384.50	\$384.50	\$384.50	\$384.50
2	\$432.00	\$433.50	\$435.00	\$436.00
3	\$486.00	\$489.50	\$492.00	\$495.00
4	\$546.50	\$552.00	\$557.00	\$561.50
5	\$614.00	\$622.50	\$630.00	\$637.00
6	\$690.50	\$702.50	\$713.00	\$722.50
7	\$776.00	\$792.50	\$806.50	\$820.00
8	\$872.50	\$894.00	\$912.50	\$930.00
9	\$981.00	\$1,008.00	\$1,032.50	\$1,055.00
10	\$1,102.50	\$1,137.50	\$1,168.00	\$1,197.00
11	\$1,239.50	\$1,283.00	\$1,321.50	\$1,358.00

NOTE: 2027 - 2029 wages displayed here may be increased for COLA. Please see the version of the contract posted on the DIRECTV Employee Portal for the current wages schedules.

Warehouse Assistant				
Time-In-Title/Location: 30/12 Months				
Wage Area - A				
Albany, OR; Albuquerque, NM; Bend, OR; Denton, MD; Hanover, MD; Medford OR				
Step	4/12/2026	4/11/2027	4/9/2028	4/8/2029
1	\$490.50	\$490.50	\$490.50	\$490.50
2	\$523.50	\$525.50	\$527.00	\$528.00
3	\$558.50	\$562.50	\$566.00	\$569.00
4	\$596.00	\$602.50	\$607.50	\$612.50
5	\$636.50	\$645.00	\$652.50	\$660.00
6	\$679.00	\$691.00	\$701.00	\$710.50
7	\$724.50	\$740.00	\$753.00	\$765.50
8	\$773.50	\$792.50	\$808.50	\$824.00
9	\$825.50	\$848.50	\$868.50	\$887.50
10	\$881.00	\$908.50	\$933.00	\$956.00
11	\$940.00	\$973.00	\$1,002.00	\$1,029.50

Warehouse Assistant				
Time-In-Title/Location: 30/12 Months				
Wage Area - B				
Alamogordo, NM				
Step	4/12/2026	4/11/2027	4/9/2028	4/8/2029
1	\$420.00	\$420.00	\$420.00	\$420.00
2	\$452.50	\$454.00	\$455.50	\$456.50
3	\$487.50	\$491.00	\$494.00	\$496.50
4	\$525.50	\$531.00	\$536.00	\$540.00
5	\$566.50	\$574.00	\$581.00	\$587.50
6	\$610.50	\$621.00	\$630.00	\$639.00
7	\$657.50	\$671.50	\$683.50	\$694.50
8	\$709.00	\$726.00	\$741.00	\$755.50
9	\$764.00	\$785.00	\$804.00	\$821.50
10	\$823.00	\$849.00	\$872.00	\$893.50
11	\$887.00	\$918.00	\$945.50	\$971.50

NOTE: 2027 - 2029 wages displayed here may be increased for COLA. Please see the version of the contract posted on the DIRECTV Employee Portal for the current wages schedules.

*Note: No wage increase shall become effective during a period of disability which is continuous for eight (8) days or more.

Employees will be paid on a bi-weekly basis. Payment of wages for each two-week period will be made no later than the Friday following the end of the pay-period.

General Wage Schedule Increases

A03

The increase in the wage schedules set forth below shall be computed on an exponential basis. Weekly Wage Schedules shall be rounded to the nearest half dollar.

(a) Initial Wage Increase

Effective April **12, 2026**, wage schedules shall be increased by **3.50%** on the Maximum Rates and by 0% on the Minimum Rates. The initial general wage increase shall be paid retroactive to that effective date as soon as practicable, provided that this Agreement is ratified on or before **May 8, 2026**.

(b) Second Wage Increase

Effective April **11, 2027**, wage schedules shall be increased by **3.50% + COLA** on the Maximum Rates and by 0% on the Minimum Rates in effect after the first wage increase above.

(c) Third Wage Increase

Effective April **9, 2028**, wage schedules shall be increased by **3.00% + COLA** on the Maximum Rates and by 0% on the Minimum Rates in effect after the second wage increase above.

(d) Fourth Wage Increase

Effective April **8, 2029**, wage schedules shall be increased by **2.75% + COLA** on the Maximum Rates and by 0% on the Minimum Rates in effect after the third wage increase above.

The amount of the Cost-of-Living Allowance (COLA) adjustment, when applicable, shall be 0.5 times the increase above four percent (4.0%) in the U.S. Department of Labor Statistics "CPI-W" (1982-84 = 100) for December over December. The adjustment will be added to the general wage increase and applied exponentially with no change to starting wages.

Wage Credit/Changes

A04

Start Rate

Management maintains the right to hire new employees at any step of the wage schedule.

Additional Cash Awards/Discretionary Lump Sum Payments**A05**

The Company may provide employees with additional cash awards or discretionary lump sum payments. The selection of employees and the amounts of the cash awards and lump sum payments will be made at the discretion of management.

Working In A Different Title**A06**

The assignment of a particular title to an employee does not mean that the employee shall perform only the kind of work coming under his/her title classification, or that certain kinds of work shall be performed exclusively by certain classifications of employees in this Agreement.

APPENDIX B

BENEFITS

The means for fulfilling the terms of this Appendix may be the Company’s adoption of its own plan(s) and associated plan document(s) or participation in an equivalent plan(s) having plan document(s) that include, for bargained-for personnel, the benefits agreed to be provided pursuant to this Appendix and substantially the terms, provisions and conditions under which such benefits are to be provided. The sole remedy for issues with respect to the validity or amount of any claim for benefits is the claim and appeal process as defined in the individual benefits plans and programs. The parties agree to the plans and programs described below. Copies of the plan documents, Summary Plan Descriptions (SPDs) and Summary of Material Modifications (SMMs) of these plans, policies and programs have been provided to the Union. If there is any difference between these Summary Plan Descriptions and the ERISA plans or programs (including amendments thereto), the plan texts shall govern.

An employee’s status, identified in the Company’s benefit enrollment system as of Ratification Date of this **2026** Collective Bargaining Agreement (“Agreement”) shall continue to apply during the term of this Agreement, subject to modification due to a subsequent event.

An Employee who is hired/rehired or transfers into this Agreement shall be assigned a New Hire Group as described in the following table:

New Hire Group	Definition:
2009 - 2018 New Hires	Bargained Employees transferred into this Agreement with a hire or rehire date on or before August 30, 2022 .
2022 New Hires	Bargained Employees hired/rehired or transferred into the Agreement with a hire or rehire date after August 30, 2022 .

- 2009 - 2018 New Hires and 2022 New Hires shall be referred to collectively as “Employees;” and
- Employees who terminate employment during the term of this Agreement and who meet the applicable requirements to be eligible for post-retirement benefits are referred to as “Eligible Retired Employees.”

1. HEALTH AND WELFARE BENEFIT PLANS

- A.** Effective January 1, 2027, 2009 - 2018 New Hires and 2022 New Hires shall be eligible to participate in the benefit plans, programs and policies, identified in the chart below by an “x”, with the plan terms, conditions and provisions which were in effect on **April, 11, 2026** as described in the applicable SPDs and SMMs, except as noted herein.¹

Plan/Program/Policy	2009 - 2018 New Hires & 2022 New Hires
DIRECTV Field Services T Employee Medical Program	X
DIRECTV Employee Assistance Program	X
DIRECTV Dental Program (Bargained Employees)	X
DIRECTV Vision Program (Bargained Employees)	X
DIRECTV Group Life Insurance Program for Active Employees*	X
DIRECTV Flexible Spending Account Plan	X
DIRECTV Disability Income Program**	X
DIRECTV Commuter Benefit Policy	X
DIRECTV Adoption Reimbursement Policy	X
DIRECTV Voluntary Benefits Platform	X

*This program includes Supplemental Life Insurance and Dependent Life Insurance provisions.

**Management provisions as described in the Summary Plan Description.

- B.** Employees, including newly eligible Employees, and Eligible Retired Employees (as provided for in Paragraph D) shall continue to participate in the same benefit plans, programs and policies on the same terms and conditions which were in effect on April 11, 2026, until the benefits identified in Paragraph 1.A. above become effective, subject to changes to benefits resulting from the operation of existing plan provisions and amendments necessary to comply with changes in the law.
- C.** The Company may unilaterally modify or discontinue the DIRECTV Voluntary Benefits Platform without further discussions with the Union.
- D.** Employees who terminate employment with the Company during the term of this Agreement and are eligible for post-retirement medical coverage under the terms of the medical program the Employee was eligible for as an active Employee as of the date of termination, (an “Eligible Retired Employee”) will be eligible, during the term of this Agreement, for coverage under the DIRECTV Eligible Former Bargained Employee Medical Program, DIRECTV Eligible Former Employee Dental Program (Eligible Former Bargained Employees), DIRECTV Group Life Insurance Program for Former Bargained Employees and DIRECTV Eligible Former Employee Vision Program, subject to changes to benefits resulting from the operation of existing plan provisions and amendments necessary to comply with changes in the law, and with the exceptions identified in Exhibit 1. Nothing in this Paragraph D shall be construed to provide benefits for any period subsequent to the term of this Agreement or for any employee other than those referenced above who terminate employment during the term of this Agreement.

- E. Exhibit 1 provides a summary of certain plan, program and/or policy terms, conditions and provisions, including any which are exceptions to terms, conditions and provisions described in the applicable SPDs and SMMs as well as any which differ among groups of employees eligible to participate in a particular plan, program or policy, such as the applicable deductible or coinsurance amount. If there are discrepancies between the specific information provided in Exhibit 1 and the plan documents, SPDs or SMMs, the information provided in Exhibit 1 will govern.
- F. It is understood that certain benefits described in Exhibit 1 are subject to change to comply with implementation of the Patient Protection and Affordable Care Act (PPACA) and associated regulations and agency guidance. The Company will notify the Union of the changes the Company makes to conform the benefits under this Agreement with final regulations and guidance under PPACA and any amendment determined to be necessary due to changes in the law. Should any of these changes require bargaining, all other terms and provisions of the 2026 Agreement will remain in effect through expiration.

2. PENSION AND SAVINGS BENEFIT PLANS

- A. 2009 - 2018 New Hires and 2022 New Hires shall be eligible to participate in the benefit plans, programs and policies identified in the chart below by an “x”, with the plan terms, conditions and provisions which were in effect on April 11, 2026, as described in the applicable SPDs and SMMs, except as noted herein.

Plan/Program/Policy	2009 - 2018 New Hires, 2022 New Hires
DIRECTV Retirement Savings Plan	X
Bargained Cash Balance Program #2 of the DIRECTV Bargained Pension Plan	X

- B. 2009-2018 New Hires and 2022 New Hires
2009-2018 New Hires and 2022 New Hires shall continue to participate in the following pension and savings benefit plans, programs, and policies on the same terms and conditions which were in effect on April 11, 2026.
 1. DIRECTV Retirement Savings Plan
 2. Bargained Cash Balance Program #2 of the DIRECTV Bargained Pension Plan (“BCB#2 Program”)
- C. Except as provided in this **Appendix**, there shall be no negotiations during the life of this Agreement upon changes in pensions or any other subjects covered by the existing employee benefit plans, programs and policies.

- D.** In the event, during the life of this Agreement, the Company proposes to amend any of the existing employee benefit plans, programs and/or policies or their successors, in a manner that affects benefits or privileges of employees represented by the Union, it will before doing so notify the Union of its proposal and afford the Union a period of sixty (60) calendar days for bargaining on said proposal; provided however that no amendment may be made in the employee benefit plans, programs and/or policies which would reduce or diminish the benefits or privileges provided thereunder as they apply to employees represented by the Union without its consent.
- E.** Any dispute involving the true intent and meaning of Paragraph 4 may be presented as a grievance and if not resolved by the parties, it may be submitted to the arbitration procedure of this Agreement. Nothing in this Agreement shall be construed to subject the employee benefit plans, programs, and/or policies referenced in this **Appendix** (or their successors) or their administration or the terms of the proposed changes in the plans, programs, and/or policies to arbitration.

Exhibit 1
Field Services T Outline Summary

Provision	2009 - 2018 New Hires & 2022 New Hires
Active Employees	
Effective Date(s)	Health & Welfare: 1/1/2027, unless noted otherwise
Eligibility	
For Medical, Dental, Vision, Disability, and Life Insurance (unless otherwise specified)	<p><u>2009 - 2018 New Hires and 2022 New Hires</u></p> <p>Applicable programs: Medical - DIRECTV Field Services T Employee Medical Program Dental – DIRECTV Dental Program (Bargained Employees) Vision – DIRECTV Vision Program (Bargained Employees) Disability –DIRECTV Disability Income Program** Life Insurance - DIRECTV Group Life Insurance Program for Active Employees*</p> <p>*includes Supplemental Life and Dependent Life provisions **Management provisions as described in the Summary Plan Description.</p>
Medical Program	<p><u>2009 - 2018 New Hires and 2022 New Hires</u> DIRECTV Field Services T Employee Medical Program</p> <p>No change from current program except as provided below, and including:</p> <ul style="list-style-type: none"> • Choice of Option 1 and Option 2. <p>Fully-insured coverage options such as HMOs continue to be available at the discretion of the Company.</p>
Dependent Eligibility	<p><u>2009 - 2018 New Hires and 2022 New Hires</u> No change from current program.</p>
Eligibility for Coverage	<p><u>2009 - 2018 New Hires and 2022 New Hires</u> No changes from current program.</p>

Provision	2009 - 2018 New Hires & 2022 New Hires																																																																																																				
<p>Eligibility for Company Subsidy</p>	<p><u>2009 - 2018 New Hires and 2022 New Hires</u> No change from current program except as provided below.</p> <p><u>Individual Coverage:</u> Company subsidy for Employees enrolled in Company sponsored Individual medical coverage (including fully insured coverage options, if available) will continue to begin on the first day of the month in which 90 days of net credited service (NCS) is attained (also referred to as term of employment (TOE)). Employees with less than 90 days of NCS will be eligible to enroll in Company-sponsored medical coverage (including fully insured coverage options, if available) but are required to pay 100% of the cost of coverage.</p> <p><u>Individual + Spouse, Individual + Child(ren) and Family:</u> Company subsidy for Employees enrolled in Company sponsored medical coverage other than Individual coverage will continue to begin on the first day of the month in which 6 months of net credited service (NCS) is attained (also referred to as term of employment (TOE)). Employees with less than 91 days of NCS may enroll in Company-sponsored medical coverage (including fully insured coverage options, if available) but are required to pay 100% of the cost of coverage. Employees with more than 90 days of NCS and less than 6 months of NCS may enroll in Company-sponsored medical coverage (including fully insured coverage options, if available) but are required to pay 100% of the cost of coverage reduced by the company subsidy for the Individual coverage tier.</p>																																																																																																				
<p>Active (Full-Time) Monthly Contributions</p>	<p><u>2009 - 2018 New Hires –Monthly Contribution Amounts</u></p> <p>Option 1: Monthly Contribution Amounts</p> <table border="1" data-bbox="440 1041 1230 1171"> <thead> <tr> <th></th> <th>2027</th> <th>2028</th> <th>2029</th> <th>2030</th> </tr> </thead> <tbody> <tr> <td>Individual</td> <td>\$162</td> <td>\$176</td> <td>\$190</td> <td>\$207</td> </tr> <tr> <td>Individual + Spouse</td> <td>\$405</td> <td>\$440</td> <td>\$475</td> <td>\$518</td> </tr> <tr> <td>Individual + Child(ren)</td> <td>\$324</td> <td>\$352</td> <td>\$380</td> <td>\$414</td> </tr> <tr> <td>Family</td> <td>\$486</td> <td>\$528</td> <td>\$570</td> <td>\$621</td> </tr> </tbody> </table> <p>Option 2: Monthly Contribution Amounts</p> <table border="1" data-bbox="440 1266 1230 1396"> <thead> <tr> <th></th> <th>2027</th> <th>2028</th> <th>2029</th> <th>2030</th> </tr> </thead> <tbody> <tr> <td>Individual</td> <td>\$84</td> <td>\$91</td> <td>\$98</td> <td>\$104</td> </tr> <tr> <td>Individual + Spouse</td> <td>\$210</td> <td>\$228</td> <td>\$245</td> <td>\$260</td> </tr> <tr> <td>Individual + Child(ren)</td> <td>\$168</td> <td>\$182</td> <td>\$196</td> <td>\$208</td> </tr> <tr> <td>Family</td> <td>\$252</td> <td>\$273</td> <td>\$294</td> <td>\$312</td> </tr> </tbody> </table> <p><u>2022 New Hires - Monthly Contribution Amounts</u></p> <p>Option 1: Monthly Contribution Amounts</p> <table border="1" data-bbox="440 1549 1230 1680"> <thead> <tr> <th></th> <th>2027</th> <th>2028</th> <th>2029</th> <th>2030</th> </tr> </thead> <tbody> <tr> <td>Individual</td> <td>\$193</td> <td>\$210</td> <td>\$227</td> <td>\$248</td> </tr> <tr> <td>Individual + Spouse</td> <td>\$483</td> <td>\$525</td> <td>\$568</td> <td>\$620</td> </tr> <tr> <td>Individual + Child(ren)</td> <td>\$386</td> <td>\$420</td> <td>\$454</td> <td>\$496</td> </tr> <tr> <td>Family</td> <td>\$579</td> <td>\$630</td> <td>\$681</td> <td>\$744</td> </tr> </tbody> </table> <p>Option 2: Monthly Contribution Amounts</p> <table border="1" data-bbox="440 1738 1230 1869"> <thead> <tr> <th></th> <th>2027</th> <th>2028</th> <th>2029</th> <th>2030</th> </tr> </thead> <tbody> <tr> <td>Individual</td> <td>\$115</td> <td>\$125</td> <td>\$136</td> <td>\$146</td> </tr> <tr> <td>Individual + Spouse</td> <td>\$288</td> <td>\$313</td> <td>\$340</td> <td>\$365</td> </tr> <tr> <td>Individual + Child(ren)</td> <td>\$230</td> <td>\$250</td> <td>\$272</td> <td>\$292</td> </tr> <tr> <td>Family</td> <td>\$345</td> <td>\$375</td> <td>\$408</td> <td>\$438</td> </tr> </tbody> </table>		2027	2028	2029	2030	Individual	\$162	\$176	\$190	\$207	Individual + Spouse	\$405	\$440	\$475	\$518	Individual + Child(ren)	\$324	\$352	\$380	\$414	Family	\$486	\$528	\$570	\$621		2027	2028	2029	2030	Individual	\$84	\$91	\$98	\$104	Individual + Spouse	\$210	\$228	\$245	\$260	Individual + Child(ren)	\$168	\$182	\$196	\$208	Family	\$252	\$273	\$294	\$312		2027	2028	2029	2030	Individual	\$193	\$210	\$227	\$248	Individual + Spouse	\$483	\$525	\$568	\$620	Individual + Child(ren)	\$386	\$420	\$454	\$496	Family	\$579	\$630	\$681	\$744		2027	2028	2029	2030	Individual	\$115	\$125	\$136	\$146	Individual + Spouse	\$288	\$313	\$340	\$365	Individual + Child(ren)	\$230	\$250	\$272	\$292	Family	\$345	\$375	\$408	\$438
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Provision	2009 - 2018 New Hires & 2022 New Hires								
Active (Part-Time) Monthly Contributions	<u>2009 - 2018 New Hires and 2022 New Hires</u> No change from current program.								
Working Spouse/LRP Contribution	<u>2009 - 2018 New Hires and 2022 New Hires</u> <u>Spouse/LRP Access to Medical Coverage Additional Medical Contribution:</u> Participants whose spouse/LRP enrolls in DIRECTV sponsored medical coverage (within either self-insured or fully insured programs) but otherwise has access to medical coverage through their employer, excluding DIRECTV, will pay an additional monthly contribution toward their cost of coverage. The monthly additional contribution is shown below. The participant must attest that his or her spouse/LRP does not have access to medical coverage otherwise the additional contribution will be applied. Additional Monthly Medical Contribution: <table border="1" data-bbox="440 663 943 716"> <thead> <tr> <th>2027</th> <th>2028</th> <th>2029</th> <th>2030</th> </tr> </thead> <tbody> <tr> <td>\$140</td> <td>\$150</td> <td>\$160</td> <td>\$170</td> </tr> </tbody> </table>	2027	2028	2029	2030	\$140	\$150	\$160	\$170
2027	2028	2029	2030						
\$140	\$150	\$160	\$170						
Tobacco Use Contribution	<u>2009 - New Hires, and 2022 New Hires</u> <u>Tobacco Use Additional Medical Contribution:</u> Employees and/or spouse/LRP who use tobacco, are enrolled in DIRECTV -sponsored medical coverage (within either self-insured or fully insured programs) and who choose not to participate in a designated Tobacco Cessation program will pay an additional monthly contribution toward their cost of coverage. The employee and/or spouse/LRP must attest to no tobacco usage or engage in a Company-sponsored Tobacco Cessation program in the time defined during Annual Enrollment otherwise the additional monthly contribution will be applied. Engagement is currently defined as enrollment and participation. A tobacco user is currently defined as someone who has used tobacco products more than once a month on average. Tobacco products include cigarettes, cigars, pipes, e-cigarettes, vaporizers and smokeless tobacco. The definitions of engagement, tobacco user and tobacco products and the terms of the Company-sponsored Tobacco Cessation program may change from time to time, at the sole discretion of the Company. Additional Monthly Medical Contribution: <table border="1" data-bbox="440 1262 943 1312"> <thead> <tr> <th>2027</th> <th>2028</th> <th>2029</th> <th>2030</th> </tr> </thead> <tbody> <tr> <td>\$85</td> <td>\$90</td> <td>\$95</td> <td>\$100</td> </tr> </tbody> </table>	2027	2028	2029	2030	\$85	\$90	\$95	\$100
2027	2028	2029	2030						
\$85	\$90	\$95	\$100						

Provision	2009 - 2018 New Hires & 2022 New Hires								
Annual Deductibles	<u>2009 - 2018 New Hires and 2022 New Hires</u>								
	Option 1:								
		2027		2028		2029		2030	
		Network, PPO & ONA	Non-Network & Non-PPO	Network, PPO & ONA	Non-Network & Non-PPO	Non-Network & Non-PPO	Non-Network & Non-PPO	Network, PPO & ONA	Non-Network & Non-PPO
	Individual	\$1,200	\$4,200	\$1,300	\$4,550	\$1,400	\$4,900	\$1,500	\$5,250
	Individual + Spouse	\$2,400	\$8,400	\$2,600	\$9,100	\$2,800	\$9,800	\$3,000	\$10,500
	Individual + Child(ren)	\$2,400	\$8,400	\$2,600	\$9,100	\$2,800	\$9,800	\$3,000	\$10,500
	Family	\$2,400	\$8,400	\$2,600	\$9,100	\$2,800	\$9,800	\$3,000	\$10,500
	Integrated with Med/Surg, Rx, MH/SA								
	<p>The following Annual Deductible Provisions will apply to Option 1: (Integrated with Med/Surg, Rx MH/SA)</p> <ul style="list-style-type: none"> • Applies to all covered health services, including mental health/substance use (MH/SA) and prescription drug (Rx) benefits under the program. • The Annual Deductibles are included in the Out-Of-Pocket Maximums. • For Family coverage, a covered person is eligible to receive benefits once their eligible/allowable expenses satisfy the Individual Deductible amount. The Family Deductible is met once any combination of covered persons' eligible/allowable expenses meet the Family Deductible amount. It is not necessary that any one individual reach the Individual Deductible but no one individual may contribute more than the Individual Deductible amount. 								
Option 2:									
	2027		2028		2029		2030		
	Network & Traditional Indemnity	Non-Network	Network & Traditional Indemnity	Non-Network	Network & Traditional Indemnity	Non-Network	Network & Traditional Indemnity	Non-Network	
Individual	\$2,350	\$7,050	\$2,450	\$7,350	\$2,550	\$7,650	\$2,650	\$7,950	
Individual + Spouse	\$4,700	\$14,100	\$4,900	\$14,700	\$5,100	\$15,300	\$5,300	\$15,900	
Individual + Child(ren)	\$4,700	\$14,100	\$4,900	\$14,700	\$5,100	\$15,300	\$5,300	\$15,900	
Family	\$4,700	\$14,100	\$4,900	\$14,700	\$5,100	\$15,300	\$5,300	\$15,900	
<p>The following Annual Deductible Provisions will apply to Option 2 (Integrated with Med/Surg, Rx, MH/SA)</p> <ul style="list-style-type: none"> • Applies to all covered health services, including mental health/substance abuse (MH/SA) and prescription drug (Rx) benefits under the program. • The Annual Deductibles are included in the Out-Of-Pocket Maximums. • For Family coverage, no individual can receive benefits until the Family Annual Deductible is met. The Family Annual Deductible can be met by one or a combination of covered family members. • The following costs paid by the participant also apply toward the applicable Network/Traditional Indemnity or Non-Network Deductible amounts: <ul style="list-style-type: none"> – All prescription drug allowable charges of eligible expenses. 									

Provision	2009 - 2018 New Hires & 2022 New Hires												
General Coinsurance	<u>2009 - 2018 New Hires and 2022 New Hires</u> Option1: <table border="1" style="margin-left: 20px;"> <thead> <tr> <th></th> <th colspan="2">2027-2030</th> </tr> <tr> <th></th> <th>Network & Traditional Indemnity</th> <th>Non-Network</th> </tr> </thead> <tbody> <tr> <td>Preventive</td> <td>\$0 / 0% Ded waived</td> <td>No Benefit</td> </tr> <tr> <td>Sickness/Illness</td> <td>\$0 / 20% After Ded</td> <td>\$0 / 50% After Ded</td> </tr> </tbody> </table>		2027-2030			Network & Traditional Indemnity	Non-Network	Preventive	\$0 / 0% Ded waived	No Benefit	Sickness/Illness	\$0 / 20% After Ded	\$0 / 50% After Ded
		2027-2030											
	Network & Traditional Indemnity	Non-Network											
Preventive	\$0 / 0% Ded waived	No Benefit											
Sickness/Illness	\$0 / 20% After Ded	\$0 / 50% After Ded											
	Option2: <table border="1" style="margin-left: 20px;"> <thead> <tr> <th></th> <th colspan="2">2027-2030</th> </tr> <tr> <th></th> <th>Network & Traditional Indemnity</th> <th>Non-Network</th> </tr> </thead> <tbody> <tr> <td>Preventive</td> <td>\$0 / 0% Ded waived</td> <td>No Benefit</td> </tr> <tr> <td>Sickness/Illness</td> <td>\$0 / 30% After Ded</td> <td>\$0 / 50% After Ded</td> </tr> </tbody> </table> <p>Note: Non-Network: The methodology for calculating the Allowable Charge for all categories of Non-Network expenses may be changed from time to time at the Company's discretion.</p>		2027-2030			Network & Traditional Indemnity	Non-Network	Preventive	\$0 / 0% Ded waived	No Benefit	Sickness/Illness	\$0 / 30% After Ded	\$0 / 50% After Ded
	2027-2030												
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Preventive	\$0 / 0% Ded waived	No Benefit											
Sickness/Illness	\$0 / 30% After Ded	\$0 / 50% After Ded											
Office Visit Coinsurance	<u>2009 - 2018 New Hires and 2022 New Hires</u> Option 1: <table border="1" style="margin-left: 20px;"> <thead> <tr> <th></th> <th colspan="2">2027-2030</th> </tr> <tr> <th></th> <th>Network & Traditional Indemnity</th> <th>Non-Network</th> </tr> </thead> <tbody> <tr> <td>Preventive</td> <td>\$0 / 0% Ded waived</td> <td>No Benefit</td> </tr> <tr> <td>Sickness/Illness</td> <td>\$0 / 20% After Ded</td> <td>\$0 / 50% After Ded</td> </tr> </tbody> </table>		2027-2030			Network & Traditional Indemnity	Non-Network	Preventive	\$0 / 0% Ded waived	No Benefit	Sickness/Illness	\$0 / 20% After Ded	\$0 / 50% After Ded
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	Option 2: <table border="1" style="margin-left: 20px;"> <thead> <tr> <th></th> <th colspan="2">2027-2030</th> </tr> <tr> <th></th> <th>Network & Traditional Indemnity</th> <th>Non-Network</th> </tr> </thead> <tbody> <tr> <td>Preventive</td> <td>\$0 / 0% Ded waived</td> <td>No Benefit</td> </tr> <tr> <td>Sickness/Illness</td> <td>\$0 / 30% After Ded</td> <td>\$0 / 50% After Ded</td> </tr> </tbody> </table>		2027-2030			Network & Traditional Indemnity	Non-Network	Preventive	\$0 / 0% Ded waived	No Benefit	Sickness/Illness	\$0 / 30% After Ded	\$0 / 50% After Ded
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Provision	2009 - 2018 New Hires & 2022 New Hires												
Urgent Care Facility/ Professional Services Coinsurance	<p>2009 - 2018 New Hires and 2022 New Hires</p> <p>Option 1:</p> <table border="1" data-bbox="440 352 789 506"> <thead> <tr> <th colspan="2">2027-2030</th> </tr> <tr> <th>Network & Traditional Indemnity</th> <th>Non-Network</th> </tr> </thead> <tbody> <tr> <td>\$0 / 20% After Ded</td> <td>\$0 / 50% After Ded</td> </tr> </tbody> </table> <p>Option 2:</p> <table border="1" data-bbox="440 573 789 726"> <thead> <tr> <th colspan="2">2027-2030</th> </tr> <tr> <th>Network & Traditional Indemnity</th> <th>Non-Network</th> </tr> </thead> <tbody> <tr> <td>\$0 / 30% After Ded</td> <td>\$0 / 50% After Ded</td> </tr> </tbody> </table>	2027-2030		Network & Traditional Indemnity	Non-Network	\$0 / 20% After Ded	\$0 / 50% After Ded	2027-2030		Network & Traditional Indemnity	Non-Network	\$0 / 30% After Ded	\$0 / 50% After Ded
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Emergency Room Facility/Professional Services Coinsurance (Emergencies)	<p>2009 - 2018 New Hires and 2022 New Hires</p> <p>Option 1:</p> <table border="1" data-bbox="440 827 813 980"> <thead> <tr> <th colspan="2">2027-2030</th> </tr> <tr> <th>Network & Traditional Indemnity</th> <th>Non-Network</th> </tr> </thead> <tbody> <tr> <td>\$0 / 20% After Ded</td> <td>\$0 / 20% After Ded</td> </tr> </tbody> </table> <p>Option 2:</p> <table border="1" data-bbox="440 1047 813 1201"> <thead> <tr> <th colspan="2">2027-2030</th> </tr> <tr> <th>Network & Traditional Indemnity</th> <th>Non-Network</th> </tr> </thead> <tbody> <tr> <td>\$0 / 30% After Ded</td> <td>\$0 / 30% After Ded</td> </tr> </tbody> </table>	2027-2030		Network & Traditional Indemnity	Non-Network	\$0 / 20% After Ded	\$0 / 20% After Ded	2027-2030		Network & Traditional Indemnity	Non-Network	\$0 / 30% After Ded	\$0 / 30% After Ded
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Hospital Inpatient/ Outpatient Facility/ Professional Services Coinsurance	<p>2009 - 2018 New Hires and 2022 New Hires</p> <p>Option 1:</p> <table border="1" data-bbox="440 1314 764 1467"> <thead> <tr> <th colspan="2">2027-2030</th> </tr> <tr> <th>Network & Traditional Indemnity</th> <th>Non-Network</th> </tr> </thead> <tbody> <tr> <td>\$0 / 20% After Ded</td> <td>\$0 / 50% After Ded</td> </tr> </tbody> </table> <p>Option 2:</p> <table border="1" data-bbox="440 1530 776 1684"> <thead> <tr> <th colspan="2">2027-2030</th> </tr> <tr> <th>Network & Traditional Indemnity</th> <th>Non-Network</th> </tr> </thead> <tbody> <tr> <td>\$0 / 30% After Ded</td> <td>\$0 / 50% After Ded</td> </tr> </tbody> </table>	2027-2030		Network & Traditional Indemnity	Non-Network	\$0 / 20% After Ded	\$0 / 50% After Ded	2027-2030		Network & Traditional Indemnity	Non-Network	\$0 / 30% After Ded	\$0 / 50% After Ded
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Tests (all tests including x-ray, radiology, lab test, etc.) Coinsurance	<p>2009 - 2018 New Hires and 2022 New Hires</p> <p>Option 1:</p> <table border="1" data-bbox="440 348 889 575"> <thead> <tr> <th colspan="3">2027-2030</th> </tr> <tr> <th></th> <th>Network & Traditional Indemnity</th> <th>Non-Network</th> </tr> </thead> <tbody> <tr> <td>Preventive</td> <td>\$0 / 0% Ded Waived</td> <td>No Benefit</td> </tr> <tr> <td>Sickness/ Illness</td> <td>\$0 / 20% After Ded</td> <td>\$0 / 50% After Ded</td> </tr> </tbody> </table> <p>Option 2:</p> <table border="1" data-bbox="440 642 889 869"> <thead> <tr> <th colspan="3">2027-2030</th> </tr> <tr> <th></th> <th>Network & Traditional Indemnity</th> <th>Non-Network</th> </tr> </thead> <tbody> <tr> <td>Preventive</td> <td>\$0 / 0% Ded Waived</td> <td>No Benefit</td> </tr> <tr> <td>Sickness/ Illness</td> <td>\$0 / 30% After Ded</td> <td>\$0 / 50% After Ded</td> </tr> </tbody> </table>	2027-2030				Network & Traditional Indemnity	Non-Network	Preventive	\$0 / 0% Ded Waived	No Benefit	Sickness/ Illness	\$0 / 20% After Ded	\$0 / 50% After Ded	2027-2030				Network & Traditional Indemnity	Non-Network	Preventive	\$0 / 0% Ded Waived	No Benefit	Sickness/ Illness	\$0 / 30% After Ded	\$0 / 50% After Ded
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Hearing Benefit	<p>2009 - 2018 New Hires and 2022 New Hires</p> <p>Benefits in addition to the initial cost of a hearing aid following ear surgery or an ear injury:</p> <p>A hearing test/exam when medically necessary.</p> <p>Reimbursement of up to \$1,000 of expenses incurred to purchase a Medically Necessary hearing appliance(s) in any rolling 36-month period.</p> <p>Reimbursement for the cost of repair of the hearing aid appliance. The cost for the repair does not count towards the \$1,000 max.</p> <p>Option 1:</p> <table border="1" data-bbox="440 1262 711 1415"> <thead> <tr> <th colspan="2">2027-2030</th> </tr> <tr> <th>Network & Traditional Indemnity</th> <th>Non-Network</th> </tr> </thead> <tbody> <tr> <td>\$0 / 20% After Ded</td> <td>\$0 / 50% After Ded</td> </tr> </tbody> </table> <p>Option 2:</p> <table border="1" data-bbox="440 1482 711 1652"> <thead> <tr> <th colspan="2">2027-2030</th> </tr> <tr> <th>Network & Traditional Indemnity</th> <th>Non-Network</th> </tr> </thead> <tbody> <tr> <td>\$0 / 30% After Ded</td> <td>\$0 / 50% After Ded</td> </tr> </tbody> </table>	2027-2030		Network & Traditional Indemnity	Non-Network	\$0 / 20% After Ded	\$0 / 50% After Ded	2027-2030		Network & Traditional Indemnity	Non-Network	\$0 / 30% After Ded	\$0 / 50% After Ded												
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Mental Health/ Substance Abuse (MH/SA) Coinsurance	<p data-bbox="435 254 959 281"><u>2009 - 2018 New Hires and 2022 New Hires</u></p> <p data-bbox="435 317 548 344">Option 1:</p> <table border="1" data-bbox="440 352 829 495"> <thead> <tr> <th></th> <th colspan="2" data-bbox="651 359 756 380">2027-2030</th> </tr> <tr> <th></th> <th data-bbox="586 386 691 443">Network & Traditional Indemnity</th> <th data-bbox="724 386 797 422">Non- Network</th> </tr> </thead> <tbody> <tr> <td data-bbox="448 449 578 495">Outpatient & In Patient</td> <td data-bbox="586 449 691 495">\$0 / 20% After Ded</td> <td data-bbox="724 449 813 495">\$0 / 50% After Ded</td> </tr> </tbody> </table> <p data-bbox="435 527 548 554">Option 2:</p> <table border="1" data-bbox="440 562 829 705"> <thead> <tr> <th></th> <th colspan="2" data-bbox="651 569 756 590">2027-2030</th> </tr> <tr> <th></th> <th data-bbox="586 596 691 653">Network & Traditional Indemnity</th> <th data-bbox="724 596 797 632">Non- Network</th> </tr> </thead> <tbody> <tr> <td data-bbox="448 659 578 705">Outpatient & In Patient</td> <td data-bbox="586 659 691 705">\$0 / 30% After Ded</td> <td data-bbox="724 659 813 705">\$0 / 50% After Ded</td> </tr> </tbody> </table>		2027-2030			Network & Traditional Indemnity	Non- Network	Outpatient & In Patient	\$0 / 20% After Ded	\$0 / 50% After Ded		2027-2030			Network & Traditional Indemnity	Non- Network	Outpatient & In Patient	\$0 / 30% After Ded	\$0 / 50% After Ded
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Provision	2009 - 2018 New Hires & 2022 New Hires																								
Prescription Drug Program (Rx)	<p><u>2009 - 2018 New Hires and 2022 New Hires</u> Option 1 and Option 2 Integrated with Med/Surg, Rx</p> <p>Preventive therapy medications under Option 1 and Option 2 critical for the treatment of congestive heart failure, coronary artery disease, diabetes, asthma, depression, and osteoporosis are exempted from the deductible. Coinsurance continues to apply.</p> <p>Retail – Network Coinsurance: (Up to 30-day supply, limited to 2 fills for maintenance, subject to Advanced Control Specialty Formulary provisions)</p> <table border="1" data-bbox="440 604 740 781"> <thead> <tr> <th></th> <th>2027</th> </tr> </thead> <tbody> <tr> <td>Generic</td> <td>10% \$25 Max</td> </tr> <tr> <td>Preferred</td> <td>\$25% \$200 Max</td> </tr> <tr> <td>Non-Preferred</td> <td>50% \$500 Max</td> </tr> </tbody> </table> <p>Retail – Non-Network Coinsurance: Participant pays the greater of the applicable Network coinsurance or balance remaining after the program pays 75% of network retail cost.</p> <p>Mail Order Coinsurance: (Up to 90-day supply, subject to Advanced Control Specialty Formulary provisions)</p> <table border="1" data-bbox="440 1031 753 1207"> <thead> <tr> <th></th> <th>2027</th> </tr> </thead> <tbody> <tr> <td>Generic</td> <td>10% \$50 Max</td> </tr> <tr> <td>Preferred</td> <td>\$25% \$400 Max</td> </tr> <tr> <td>Non-Preferred</td> <td>50% \$1,000 Max</td> </tr> </tbody> </table> <p>Option 1, Option 2 Deductible: Integrated with Med/Surg, MH/SA Out-of-Pocket Maximum: Integrated with Med/Surg, MH/SA</p> <p>Retail – Network Coinsurance: (Up to 30-day supply, limited to 2 fills for maintenance, subject to Advanced Control Specialty Formulary provisions)</p> <table border="1" data-bbox="440 1476 740 1652"> <thead> <tr> <th></th> <th>2027</th> </tr> </thead> <tbody> <tr> <td>Generic</td> <td>10% \$25 Max</td> </tr> <tr> <td>Preferred</td> <td>\$25% \$200 Max</td> </tr> <tr> <td>Non-Preferred</td> <td>50% \$500 Max</td> </tr> </tbody> </table> <p>Retail – Non-Network Coinsurance: Participant pays the greater of the applicable Network coinsurance or balance remaining after the program pays 75% of network retail cost.</p>		2027	Generic	10% \$25 Max	Preferred	\$25% \$200 Max	Non-Preferred	50% \$500 Max		2027	Generic	10% \$50 Max	Preferred	\$25% \$400 Max	Non-Preferred	50% \$1,000 Max		2027	Generic	10% \$25 Max	Preferred	\$25% \$200 Max	Non-Preferred	50% \$500 Max
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Preferred	\$25% \$400 Max																		
Non-Preferred	50% \$1,000 Max																		
Employee Assistance Program (EAP)																			
Program	<u>2009 - 2018 New Hires and 2022 New Hires</u> DIRECTV Employee Assistance Program No change from current program.																		
Visit Limit	<u>2009 - 2018 New Hires and 2022 New Hires</u> Continues to provide up to 5 EAP visits per person per issue.																		
Disability																			
Program	<u>2009-2018 New Hires and 2022 New Hires</u> DIRECTV Disability Income Program as described in the Summary Plan Description, except as provided below. No change from current program.																		
Short Term Disability (STD)	<p><u>2009 - 2018 New Hires and 2022 New Hires</u> DIRECTV Disability Income Program as described in the Summary Plan Description.</p> <p>Short-term disability Benefits and the other sources of income received and designed to replace 60 percent or 100 percent of Pay, based on your service as shown below:</p> <table style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th></th> <th colspan="2" style="text-align: center;"><u>% of Pay</u></th> </tr> <tr> <th style="text-align: center;"><u>Term of Employment</u></th> <th style="text-align: center;"><u>100%</u></th> <th style="text-align: center;"><u>60%</u></th> </tr> </thead> <tbody> <tr> <td>6 months < 2 years</td> <td style="text-align: center;">0 weeks</td> <td style="text-align: center;">26 weeks</td> </tr> <tr> <td>2 years < 5 years</td> <td style="text-align: center;">4 weeks</td> <td style="text-align: center;">22 weeks</td> </tr> <tr> <td>5 years < 15 years</td> <td style="text-align: center;">13 weeks</td> <td style="text-align: center;">13 weeks</td> </tr> <tr> <td>15 years or more</td> <td style="text-align: center;">26 weeks</td> <td style="text-align: center;">0 weeks</td> </tr> </tbody> </table> <p>No change from current program.</p>		<u>% of Pay</u>		<u>Term of Employment</u>	<u>100%</u>	<u>60%</u>	6 months < 2 years	0 weeks	26 weeks	2 years < 5 years	4 weeks	22 weeks	5 years < 15 years	13 weeks	13 weeks	15 years or more	26 weeks	0 weeks
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Long-Term Disability (LTD)	<u>2009-2018 New Hires and 2022 New Hires</u> The DIRECTV Disability Income Program as described in the Summary Plan Description except that Temporary and Term employees are not eligible for LTD benefits. No change from current program.																		

Provision	2009 - 2018 New Hires & 2022 New Hires																									
Dental																										
Program	<u>2009 - 2018 New Hires and 2022 New Hires</u> DIRECTV Dental Program (Bargained Employees) – except as provided below: <ul style="list-style-type: none"> • Dental PPO • DHMO (available at the discretion of the Company) 																									
Eligibility for Coverage	<u>2009 - 2018 New Hires and 2022 New Hires</u> Eligibility for coverage continues to begin on first day of the month in which 6 months net credited service (NCS) is attained (also referred to as term of employment (TOE)).																									
Eligibility for Company Subsidy	<u>2009 - 2018 New Hires and 2022 New Hires</u> Company subsidy continues to begin on first day of the month in which 6 months net credited service (NCS) is attained (also referred to as term of employment (TOE)).																									
Active (Full-Time) Monthly Contributions	<u>2009- 2018 New Hires and 2022 New Hires</u> Dental PPO or DHMO (if available): <table border="1" data-bbox="436 762 1075 919"> <thead> <tr> <th colspan="5">Contribution Amounts</th> </tr> <tr> <th></th> <th>2027</th> <th>2028</th> <th>2029</th> <th>2030</th> </tr> </thead> <tbody> <tr> <td>Individual</td> <td>\$11</td> <td>\$12</td> <td>\$13</td> <td>\$14</td> </tr> <tr> <td>Ind+1</td> <td>\$21</td> <td>\$22</td> <td>\$23</td> <td>\$24</td> </tr> <tr> <td>Family</td> <td>\$31</td> <td>\$32</td> <td>\$33</td> <td>\$34</td> </tr> </tbody> </table>	Contribution Amounts						2027	2028	2029	2030	Individual	\$11	\$12	\$13	\$14	Ind+1	\$21	\$22	\$23	\$24	Family	\$31	\$32	\$33	\$34
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Family	\$31	\$32	\$33	\$34																						
Active (Part-Time) Monthly Contributions	<u>2009- 2018 New Hires and 2022 New Hires</u> Provisions will apply as indicated in the Summary Plan Description. Note: Calculation of cost of coverage is subject to annual adjustment.																									
Deductible	<u>2009- 2018 New Hires and 2022 New Hires</u> Provisions will apply as indicated in the Summary Plan Description. Network and ONA: \$25 per individual per year Non-Network: \$50 per individual per year																									
Annual Maximum Benefit	<u>2009- 2018 New Hires and 2022 New Hires</u> Provisions will apply as indicated in the Summary Plan Description. Network and ONA: \$1,750 per individual* Non-Network: \$1,300 per individual* *Not to exceed \$1,750 combined Network/Non-Network																									
Orthodontic Lifetime Maximum	<u>2009- 2018 New Hires and 2022 New Hires</u> Provisions will apply as indicated in the Summary Plan Description. Network and ONA: \$2,000 per individual* Non-Network: \$1,400 per individual* *Not to exceed \$2,000 combined Network/Non-Network																									

Provision	2009 - 2018 New Hires & 2022 New Hires																									
Coverage Levels	<p><u>2009 - 2018 New Hires and 2022 New Hires</u> Provisions will apply as indicated in the Summary Plan Description.</p> <p>Dental PPO Coinsurance</p> <p>Class I (Diagnostic/Preventive): Network and ONA*: 100%, deductible waived Non-Network**: 100%, deductible waived</p> <p>Class II (Basic restorative – fillings, extractions, periodontal treatment/maintenance): Network and ONA*: 90%, after deductible Non-Network**: 70%, after deductible</p> <p>Class III (Major restorative – crowns, dentures, bridgework): Network and ONA*: 80%, after deductible Non-Network**: 50%, after deductible</p> <p>Class IV (Orthodontia): Network and ONA*: 80%, after deductible Non-Network**: 50%, after deductible</p> <p>Notes: *For ONA, paid at Network contracted rate. **For Non-Network paid based on reasonable and customary amounts</p>																									
Outside Network Area (ONA)	<p><u>2009 - 2018 New Hires and 2022 New Hires</u> Provisions will apply as indicated in the Summary Plan Description.</p>																									
Vision																										
Program	<p><u>2009 - 2018 New Hires and 2022 New Hires</u> DIRECTV Vision Program (Bargained Employees) except as provided below:</p>																									
Eligibility for Coverage	<p><u>2009 - 2018 New Hires and 2022 New Hires</u> Eligibility for coverage continues to begin on first day of the month in which 6 months net credited service (NCS) is attained (also referred to as term of employment (TOE)).</p>																									
Eligibility for Company Subsidy	<p><u>2009 - 2018 New Hires and 2022 New Hires</u> Eligibility for company subsidy continues to begin on first day of the month in which 6 months net credited service (NCS) is attained (also referred to as term of employment (TOE)).</p>																									
Active (Full-Time) Monthly Contributions	<p><u>2009 - 2018 New Hires and 2022 New Hires</u></p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th colspan="5">Contribution Amounts</th> </tr> <tr> <th></th> <th>2027</th> <th>2028</th> <th>2029</th> <th>2030</th> </tr> </thead> <tbody> <tr> <td>Individual</td> <td>\$6</td> <td>\$7</td> <td>\$8</td> <td>\$9</td> </tr> <tr> <td>Ind+1</td> <td>\$12</td> <td>\$14</td> <td>\$16</td> <td>\$18</td> </tr> <tr> <td>Family</td> <td>\$17</td> <td>\$19</td> <td>\$21</td> <td>\$23</td> </tr> </tbody> </table>	Contribution Amounts						2027	2028	2029	2030	Individual	\$6	\$7	\$8	\$9	Ind+1	\$12	\$14	\$16	\$18	Family	\$17	\$19	\$21	\$23
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Family	\$17	\$19	\$21	\$23																						
Active (Part-Time) Monthly Contributions	<p><u>2009-2018 New Hires and 2022 New Hires</u> Provisions will apply as indicated in the Summary Plan Description.</p>																									

Provision	2009 - 2018 New Hires & 2022 New Hires
Coverage Levels	<u>2009 - 2018 New Hires and 2022 New Hires</u> Provisions will apply as indicated in the Summary Plan Description. Exam: 1 exam per 12 months Network: \$0 coinsurance Non-Network: \$28 allowance Frame Allowance: 1 pair per 12 months Network: \$130 allowance Non-Network: \$30 allowance Lenses Allowance: 1 set per 12 months Network: \$0/0% copay/coinsurance Covers std. plastic lenses: Single, Bi-focal, Tri-focal, Lenticular, Progressive + Polycarbonate at 100% Non-Network: \$30-\$80 allowance Contact Lenses Allowance: Allowance per 12 months Network: \$150 allowance Non-Network: \$150 allowance 2nd Pair Benefit: Allows for a 2nd pair of glasses or contact lenses allowance after the first pair benefit is utilized, per 24 months.
Flexible Spending Account (FSA)	
Plan	<u>2009 - 2018 New Hires and 2022 New Hires</u> DIRECTV Flexible Spending Account Plan No change from current plan.
Contribution Minimum/Maximums	<u>2009 - 2018 New Hires and 2022 New Hires</u> No change from current plan, except to annually adjust the maximum contribution amount to that permitted by law for each calendar year for which the IRS issues timely guidance such that the Company can reasonably implement the change.
Life Insurance	
Program	<u>2009 - 2018 New Hires and 2022 New Hires</u> DIRECTV Group Life Insurance Program for Active Employees No change from current program.
Active Benefits	<u>2009 - 2018 New Hires and 2022 New Hires</u> No change from current program. Note: Contribution amounts are subject to annual adjustments.
Definition of Pay	<u>2009 - 2018 New Hires and 2022 New Hires</u> No change from current program.

Provision	2009 - 2018 New Hires & 2022 New Hires
Adoption	
Policy	<u>2009 - 2018 New Hires and 2022 New Hires</u> DIRECTV Adoption Reimbursement Policy No change from current policy.
Coverage	<u>2009 - 2018 New Hires and 2022 New Hires</u> No change from current policy.
Commuter	
Policy	<u>2009 - 2018 New Hires and 2022 New Hires</u> DIRECTV Commuter Benefits Policy No change from current policy, except as mandated by IRS Code Section 132 Regulations.
Coverage	<u>2009 - 2018 New Hires and 2022 New Hires</u> Pre-tax deductions for parking and mass transit. No change from current policy, except eligible expense and monthly limits updated annually as allowed by IRS Code Section 132 Regulations.

Provision	Eligible Retired Employees
<p align="center">Retiree Provisions</p>	<p>Effective 1/1/2027</p> <p>Applicable for the term of the Agreement to Eligible Retired Employees who terminate during the term of the Agreement.</p>
<p align="center">Medical</p>	
<p align="center">Program</p>	<p>Eligible Retired Employees shall be eligible to participate in the same choice of program options and provisions as a similarly situated active 2009 - 2018 New Hires and 2022 New Hires except as noted below.</p>
<p>Eligible Retired Employees (Full-Time) Monthly Contributions</p>	<p>Bargained Employees transferred, hired or rehired into this Agreement with a hire or rehire date after August 17, 2012 No change from current program, as follows:</p> <ul style="list-style-type: none"> • Eligible Retired Employees who are Non-Medicare eligible will continue to pay 100% of full cost of coverage* with no Company subsidy. • Eligible Retired Employees who are Medicare eligible will continue to be ineligible for coverage. <p>Bargained Employees transferred into this Agreement with a hire or rehire date on or before August 17, 2012 No change from current program, as follows:</p> <ul style="list-style-type: none"> • Eligible Retired Employees who are Non-Medicare eligible will continue to pay 50% of full cost of coverage*. • Eligible Retired Employees who are Medicare eligible will continue to be ineligible for coverage. <p>*Note: Calculation of the full cost of coverage is subject to change from time to time at the Company's discretion.</p>
<p>Eligible Retired Employees (Part-Time) Monthly Contributions</p>	<p>Bargained Employees transferred, hired or rehired into this Agreement with a hire or rehire date after August 17, 2012 No change from current program, as follows:</p> <ul style="list-style-type: none"> • Eligible Retired Employees who are Non-Medicare eligible will continue to pay 100% of full cost of coverage* with no Company subsidy. • Eligible Retired Employees who are Medicare eligible will continue to be ineligible for coverage. <p>Bargained Employees transferred into this Agreement with a hire or rehire date on or before August 17, 2012 No change from current program, as follows:</p> <ul style="list-style-type: none"> • Eligible Retired Employees who are Non-Medicare eligible will continue to pay 50% of full cost of coverage*. • Eligible Retired Employees who are Medicare eligible will continue to be ineligible for coverage. <p>*Note: Calculation of the full cost of coverage is subject to change from time to time at the Company's discretion.</p>

Dental	
Program	Eligible Retired Employees shall be eligible to participate in the same provisions as similarly situated active 2009 - 2018 New Hires and 2022 New Hires except as noted in the sections below.
Eligible Retired Employees (Full-Time) Monthly Contributions	<p>Bargained Employees transferred, hired or rehired into this Agreement with a hire or rehire date after August 17, 2012 No change from current program, as follows:</p> <ul style="list-style-type: none"> • Eligible Retired Employees who are Non-Medicare eligible will continue to pay 100% of full cost of coverage* with no Company subsidy. • Eligible Retired Employees who are Medicare eligible will continue to be ineligible for coverage. <p>Bargained Employees transferred into this Agreement with a hire or rehire date on or before August 17, 2012 No change from current program, as follows:</p> <ul style="list-style-type: none"> • Eligible Retired Employees who are Non-Medicare eligible will continue to pay 50% of full cost of coverage*. • Eligible Retired Employees who are Medicare eligible will continue to be ineligible for coverage. <p>*Note: Calculation of the full cost of coverage is subject to change from time to time at the Company's discretion.</p>
Eligible Retired Employees (Part-Time) Monthly Contributions	<p>Bargained Employees transferred, hired or rehired into this Agreement with a hire or rehire date after August 17, 2012 No change from current program, as follows:</p> <ul style="list-style-type: none"> • Eligible Retired Employees who are Non-Medicare eligible will continue to pay 100% of full cost of coverage* with no Company subsidy. • Eligible Retired Employees who are Medicare eligible continue to be ineligible for coverage. <p>Bargained Employees transferred into this Agreement with a hire or rehire date on or before August 17, 2012 No change from current program, as follows:</p> <ul style="list-style-type: none"> • Eligible Retired Employees who are Non-Medicare eligible will continue to pay 50% of full cost of coverage*. • Eligible Retired Employees who are Medicare eligible will continue to be ineligible for coverage. <p>* Note: Calculation of the full cost of coverage is subject to change from time to time at the Company's discretion.</p>
Life Insurance	
Eligible Retired Employees Basic Life (Company Paid)	<u>2009 - 2018 New Hires and 2022 New Hires</u> \$15,000 Retiree Basic Life
Eligible Retired Employees Supplemental Life (Retiree Paid)	<u>2009 - 2018 New Hires and 2022 New Hires</u> Employees eligible for Supplemental Life coverage may add 1x annual pay to Supplemental Life coverage in effect at termination to replace the Basic Life coverage no longer available upon termination of employment.
Definition of Pay	<u>2009 - 2018 New Hires and 2022 New Hires</u> No change from current program.

Vision	
Eligible Retired Employees Vision Program	2009 - 2018 New Hires and 2022 New Hires Eligible Retired Employees shall continue to be eligible to participate in the DIRECTV Eligible Former Employee Vision Program.
Eligible Retired Employees Monthly Retiree Contributions	2009 - 2018 New Hires, 2022 New Hires No change from current program, as follows: <ul style="list-style-type: none"> • Eligible Retired Employees who are Non-Medicare eligible will continue to pay 100% of full cost of coverage* with no Company subsidy. • Eligible Retired Employees who are Medicare eligible will continue to be ineligible for coverage. *Note: Calculation of the full cost of coverage is subject to change from time to time at the sole discretion of the Company.

Provision	2009 - 2018 New Hires, 2022 New Hires and Eligible Retired Employees
Voluntary	
Discretionary Program	DIRECTV Voluntary Benefits Platform (products offered as they may change from time to time).

APPENDIX C

Paid Parental Leave

April 12, 2026

Kara Hutchason

CWA **Staff** Representative, Telecommunications & Technologies
501 Third Street, NW
Washington, DC 20001

Re: Paid Parental Leave

Dear Ms. **Hutchason**:

Effective as soon as administratively feasible after ratification, bargaining unit employees covered by the **2026** Collective Bargaining Agreement by DIRECTV, LLC and CWA will be eligible to participate in a Paid Parental Leave Policy ("PPL") for U.S. Bargained-for Employees. The PPL will provide for two (2) weeks of paid parental leave. The Company retains the unilateral right to modify, suspend or discontinue the PPL Policy at any time in its discretion.

Regards,



Brian Cattaneo
Senior Director, Labor Relations

CVS CAREMARK

April 12, 2026

Ms. **Kara Hutchason**, CWA **Staff** Representative

DIRECTV has arranged with CVS Caremark to designate all CVS pharmacies as a part of the Caremark mail order fulfillment process. Essentially, this will permit **DIRECTV** employees to pick up 90-day prescriptions for maintenance drugs at CVS retail pharmacies and receive the lower mail order rates. This applies even after the prescription has been filled the allowed number of times at a retail pharmacy.

This arrangement is available at CVS branded pharmacies only. It will not be available at other pharmacies in the Caremark network.

If the union does not object, **DIRECTV** will make this arrangement available to bargained employees as soon as administratively feasible after ratification. This arrangement is solely at **DIRECTV**'s discretion and can be terminated or modified at any point during the term of the contract.

Regards,



Brian Cattaneo
Senior Director, Labor Relations

Concurred:



Kara Hutchason
CWA **Staff** Representative

WELLNESS

The Company's bargained for employees represented by CWA continue to be eligible to participate in the **DIRECTV Caring For You** program as provided below.

The **Caring For You** program includes Disease Management and Wellness programs as well as access to an online portal with a variety of tools and resources. Below are examples of the benefits and services that would be made available to eligible bargained Employees under **Caring For You**:

Wellness Programs

- Medical Decision Support Services,
- Coaching topics, including but not limited to the following: weight management, exercise, stress management, tobacco cessation, healthy eating, appointment adherence, depression prevention, medication adherence and self-management.

Disease Management

- Asthma
- Heart Failure
- Coronary Artery Disease
- Diabetes
- Chronic Obstructive Pulmonary Disease

Healthcare Price and Quality Transparency Tool

- Quality ratings and estimated costs for healthcare providers, physicians and specialists
- Reviews for nearby doctors, facilities and services

Health Assessment and Portal

Certain services are available only to employees who elect coverage in a DIRECTV self-funded medical program option. Currently, employees who enroll in a fully-insured medical coverage option such as an HMO or waive medical coverage (opt-out) will have access to the **Caring For You program**, the Health Assessment, and Challenges.

The Company continues to retain the unilateral right to change, modify, amend or discontinue the benefits under **Caring For You**.

This letter will remain in effect through the term of the **2026** Collective Bargaining Agreement.

SUCCESSORSHIP

The Company agrees that in any agreement to sell a portion of its assets in a transaction involving the transfer of Employees subject to the parties' **2026** Agreement, as a condition of the closing of such sale, that the Buyer shall agree to assume the terms of the **2026** Agreement, provided that the Buyer shall have the right to re-open the unexpired **2026** Agreement at any time after eighteen (18) months but no longer than twenty-four (24) months following the Closing of the sale, the re-opening of which the Union hereby agrees to accept or, the Buyer and Union may bargain at the expiration of the **2026** Agreement, whichever is earlier. In no event will the terms of this Successorship Agreement limit any of the Company's existing rights under the **2026** Agreement. The Company further agrees it will notify the Union at least thirty (30) days prior to the close of such proposed transaction and, during such thirty (30) day period, will meet with the Union upon request to engage in effects bargaining and to discuss the business reasons for the Company's decision.

COPE PAC DEDUCTIONS – CWA

April 12, 2026

Ms. **Kara Hutchason**, CWA **Staff** Representative, Telecommunications & Technologies

The Company will continue procedures to permit CWA-represented employees to contribute to the CWA-COPE Political Action Committee (“CWA-COPE PAC”) through payroll deductions. Such procedures shall continue in effect during the term covered by the **2026** Agreement.

As provided for in the regulations of the Federal Election Commission, the Union will reimburse the Company for the cost of administration of the payroll deduction system for CWA-COPE PAC. The parties agree that such costs, during the term of this Memorandum of Agreement, have been projected and included, as advance reimbursement as part of the overall economic proposals contained in the **2026** Agreement.

Payroll deductions authorized pursuant to this Agreement will be transmitted to the Treasurer of CWA-COPE PAC on a monthly basis.

Regards,



Brian Cattaneo
Senior Director, Labor Relations

Concurred:



Kara Hutchason
CWA **Staff** Representative, Telecommunications & Technologies

**MEMORANDUM OF AGREEMENT
REGARDING PAYROLL DEDUCTION OF CWA COPE**

- 1. The Company and the Union shall provide for a program and procedure (subject to payroll system capability) whereby eligible employees of the Company may make voluntary contributions through payroll deduction to the Committee on Political Education (“COPE”), a separately segregated political action committee sponsored by the Union.**
- 2. Eligibility to participate in contributions to COPE through the payroll deduction program is restricted to those employees of the Company who are certified by the Union as eligible to participate under the Federal Election Campaign Act of 1971 and any applicable state laws.**

Participation by any such employees shall be on a voluntary basis and employees shall be so informed by the person soliciting their participation on behalf of the Union. The Union shall be responsible for notifying the Company promptly when any such employee is no longer eligible to participate.

- 3. Representatives of the Union may solicit participation of employees who are Union members on Company premises, but such solicitation shall not occur during working hours nor in work areas. Any such solicitation shall be limited to small groups of employees and of short duration so as not to disrupt the work place.**
- 4. Employees wishing to participate must complete an electronic authorization card as described in the described in the Memorandum of Understanding Regarding Electronic Dues Authorization. When completed by the employee, the authorization card will be forwarded by the Union electronically to the Company. The Company will process signed authorization cards on a timely basis to be effective at the beginning of a pay period. The Union will be responsible for satisfying its own requirements for records retention.**
- 5. Employee deductions shall be in the minimum amount of one dollar (\$1.00), or fifty-cent (\$.50) increments thereof, per month. Deductions from employees’ pay shall be made each pay period.**

- 6. On a monthly basis, the Company shall remit to the Treasurer of COPE the full amount of authorized deductions for the preceding month. In addition, the Company shall transmit to the Treasurer of COPE monthly a list of contributors through payroll deduction showing the contributor's name and amount contributed.**
- 7. Any employee's payroll deduction shall cease upon the occurrence of any of the following:**
 - (A) Termination of a participating employee's employment with the Company.**
 - (B) Retirement of a participating employee.**
 - (C) Transfer of a participating employee out of the bargaining unit.**
 - (D) Receipt by the Company of written notice to cancel contributions to COPE signed by the employee.**
 - (E) Receipt by the Company of electronic notice from the Union that an employee is no longer eligible to participate.**
 - (F) Leave of absence (unpaid) of a participating employee.**
- 8. Except as otherwise provided herein, deductions shall continue for employees while receiving disability benefits, or while temporarily promoted to management. No deductions will be made to employees receiving payments under a long term disability (LTD) plan.**
- 9. Deductions shall not be made if the employee has insufficient earnings to contribute to COPE.**
- 10. This MOA is subject to applicable laws and regulations and shall not be placed in effect where prohibited by any such law or regulation.**

11. The Parties agree that the Company assumes no responsibility other than the collection of contributions pursuant to employee authorization of payroll deductions and forwarding of such amounts to the Union. The Union agrees to indemnify the Company and hold it harmless from any and all claims, demands, suits, litigation expenses (including attorneys' fees) or other forms of liability which may arise out of or by reason of action taken or not taken by the Company for the purpose of complying with any of the provisions of this MOA, or in reliance on any authorization or assignment furnished under the MOA.
12. As provided for in the regulations of the Federal Elections Commission, the costs for the administration of the payroll deduction system for COPE are the responsibility of the Union and will be handled as mutually agreed by the Company and the Union.
13. Any change in the aforementioned program shall be bargained for by both the Company and the Union.

COMMUNICATIONS WORKERS OF AMERICA

DIRECTV, LLC

FOR THE UNION:

FOR THE COMPANY:



Kara Hutchason
CWA Staff Representative
Telecommunications & Technologies

Brian Cattaneo
Senior Director, Labor Relations
DIRECTV

**MEMORANDUM OF UNDERSTANDING REGARDING
ELECTRONIC DUES AUTHORIZATION**

The parties acknowledge and agree that the terms “written authorization” or “in writing signed by such employee” or similar language referring specifically to signed payroll dues deduction authorization forms, as provided in Article 7 (AGENCY SHOP AND COLLECTION OF DUES) of the Collective Bargaining Agreement, includes dues deduction authorizations created and maintained by use of electronic records and electronic signatures so long as such signatures are consistent with any and all applicable law(s). The Union, therefore, shall use electronic records to verify authorization for voluntary deduction of Union dues and fees from wages or payments for remittance to the Union, and authorization for voluntary deductions from wages or payments for remittance to COPE or PAF Funds, subject to the requirements of any applicable law. Such electronic signatures will be electronically presented to the Company by the Union in the form of Exhibit A, and in accordance with the Union’s processes for collecting such cards which will be provided to the Company upon request. The Company shall accept confirmations from the Union that the Union possesses electronic records of such electronic dues deduction authorizations and give full force and effect to such authorizations as “written authorization” or “in writing signed by such employee” or similar iterations for purposes of the dues deduction authorization provisions found within the Collective Bargaining Agreement during the term of this MOU unless the Company comes into possession of evidence that creates reasonable cause to doubt the authenticity or validity of the asserted signature. In addition, the Union agrees to indemnify and hold the Company harmless from all claims, damages, costs, fees and charges of any kind which may arise out of or result from the honoring by the Company of electronically signed dues or fees deduction authorizations in accordance with the provisions of this Agreement and the transmitting of such deducted dues or fees to the Union. The Company’s acceptance of such electronic signatures shall be non-precedent setting. Additionally, the parties agree that if the Union receives a signed payroll dues deduction, COPE or PAF authorization form in paper, it shall only transmit such form to the Company in an electronic format such as PDF sent via email (that is paper forms shall not be mailed to the Company.)

This Memorandum of Agreement will remain in effect through the term of the **2026** Collective Bargaining Agreement between the Parties.

FOR THE UNION:



Kara Hutchason
CWA **Staff** Representative
Telecommunications & Technologies

FOR THE COMPANY:



Brian Cattaneo
Senior Director, Labor Relations
DIRECTV

EXHIBIT A

This document provides a comprehensive description of the proposed text and fields contained within the DIRECTV E-card.

* Asterisk indicates a required field.

First page: "This is a simple form with three different sections. You will receive a receipt in your email of your entry and will have the opportunity to make changes by email if something was entered in mistake. If you prefer to sign paper copies of any of these forms, please contact [insert contact]."

Second page - CWA Membership Form:

Header: "I hereby request and accept membership in the Communications Workers of America (CWA) and when accepted by the Local, agree to be bound by the Constitution of the Union and Amendments thereto and Rules and Regulations now in effect or subsequently enacted by the Union and/or the Local to which I am assigned."

Fields:

First Name*

Last Name*

Work Location Address*

Work Location State*

Employee ID

Local Number

Home Address*

Home City*

Home State*

Home Zip*

Personal E-mail Address*

Personal Cell Phone

CWA Text/Call Opt-in

Membership question - radio buttons with two options:*

- "Yes, I accept membership in the Communications Workers of America!"
- "No, I decline membership. I understand I don't get to vote for local union officers or on contracts."

Electronic Signature*, with preface of "This typed electronic signature is equivalent to, and in place of, a hand-written signature. CWA and I agree that this card may be electronically signed and that the electronic signature appearing here is the same as a handwritten signature for the purposes of validity, enforceability, and admissibility."

Automatically collected fields:

Signature Date

Timestamp

IP Address

Third page - Dues (or Equivalent Fee) Deduction Form:

Header: "I hereby authorize DIRECTV to deduct from the compensation (including disability benefits or vacation payments) due me an amount equal to the initiation fee certified in writing to the Company by the Secretary-Treasurer of the Communications Workers of America, or his/her duly constituted agent, and each month an amount equal to regular monthly Union dues, certified in writing to the Company by the Secretary-Treasurer of the Communications Workers of America, or his/her duly constituted agent. Each amount so deducted shall be remitted to the Secretary-Treasurer of the Communications Workers of America, or his/her duly constituted agent. If for any reason the Company fails to make a deduction, I authorize the Company to make such deduction in a subsequent payroll period.

This authorization is voluntarily made and is neither conditioned on my present or future membership in the Union, nor is it to be considered as a quid pro quo for membership. This authorization shall continue in effect until canceled by written notice by me and individually sent by email to the Company. This cancellation of authorization must be sent electronically during the fourteen (14) day period prior to each anniversary date of the current or any subsequent Collective Bargaining Agreement, or during the fourteen (14) day period prior to the termination of the current or any subsequent Collective Bargaining Agreement.

Fields:

All fields are carried over from previous page (if filled in), except the Dues Deduction Authorization question and the Electronic Signature.

First Name*

Last Name*

Work Location Address*

Work Location State*

Employee ID

Local Number

Home Address*

Home City*

Home State*

Home Zip*

Personal E-mail Address*

Personal Cell Phone

CWA Text/Call Opt-in

Dues Deduction Authorization question - radio buttons with two options:*

- "Yes, I choose to opt in for payroll dues deduction. I affirm that I am an employee employed by DIRECTV. I authorize DIRECTV to deduct from my salary an amount equal to regular monthly deals. This authorization shall remain in effect unless I cancel in writing."
- "No, I choose to opt out of payroll dues deduction."

Electronic Signature*, with preface of “This typed electronic signature is equivalent to, and in place of, a hand-written signature. CWA and I agree that this card may be electronically signed and that the electronic signature appearing here is the same as a handwritten signature for the purposes of validity, enforceability, and admissibility.”

Automatically collected fields:

Signature Date
Timestamp
IP Address

Fourth page - Political Contributions Committee Payroll Deduction Form:

Fields:

Field carried over from previous page (if filled in) include First and Last Name, Local Number, Home Address, Home City, Home State, Home Zip, Personal Email Address, Personal Cell Phone, and CWA Text/Call Opt-in.

First Name
Last Name
Occupation
Local Number
Home Address
Home City
Home State
Home Zip
Personal Email Address
Personal Cell Phone
CWA Text/Call Opt-in

Amount to Deduct Per Pay Period - radio buttons with the following options:

- \$5
- \$15
- \$20
- \$25
- Other - write in

Select one - radio buttons with the following options:

- New Enrollment
- Change of Amount
- Cancellation

Political Contributions Authorization question - radio buttons with two options:*

- “Yes, I hereby authorize my employer to deduct from my wages the listed sum each pay period and to remit such amount to the Communications Workers of America-Committee on Political Education Political Contributions Committee. (CWA-COPE PCC).”
- “No, I choose to opt out.”

Legal language prior to Electronic Signature: "THIS AUTHORIZATION IS VOLUNTARILY MADE BASED ON MY SPECIFIC UNDERSTANDING THAT:

The signing of this authorization card and the making of contributions to CWA COPE PCC are not conditions of membership in the union nor of employment with the Company and that I may refuse to do so without fear of reprisal.

I am making a contribution to a joint fund-raising effort sponsored by CWA-COPE PCC and the AFL-CIO Committee on Political Education Political Contributions Committee ("AFL-CIO COPE PCC") and that CWA-COPE PCC and AFL-CIO COPE PCC will use my contributions for political purposes, including but not limited to, the making of contributions to or expenditures on behalf of candidates for federal, state, and local offices and addressing political issues of public importance.

Federal law requires us to use our best efforts to collect and report the name, mailing address, occupation, and the name of employer of individuals whose contributions exceed \$200 in a calendar year.

Contributions or gifts to CWA-COPE PCC and AFL-CIO COPE PCC are not deductible as charitable contributions for federal income tax purposes."

Electronic Signature*, with preface of "This typed electronic signature is equivalent to, and in place of, a hand-written signature. CWA and I agree that this card may be electronically signed and that the electronic signature appearing here is the same as a handwritten signature for the purposes of validity, enforceability, and admissibility."

Automatically collected fields:

Signature Date
Timestamp
IP Address

Fifth and final page - Receipt page. Form logic will only show certain parts if the worker has opted in for membership, dues deduction, and/or political contributions. Email receipt delivers identical information:

If opted in for membership: Welcome to CWA!

This message is to confirm that we have received an electronic submission of authorization from you requesting and accepting membership in the Communications Workers of America (CWA). We have sent a confirmation message to the email address you provided: [Personal email]

Building a strong union at DIRECTV requires that we all pitch in to help out. We're excited for you to get involved! To find out how, contact [insert contact]

The information you submitted is below. If you need to correct any of the information you submitted, please contact us at [insert contact].

Name: [value]
Work Location Address: [value]
Work Location State: [value]
Employee ID: [value]
Local: [value]
Address: [value]
City: [value]
State: [value]
Zip: [value]
Personal Email: [value]
Personal Cell Phone: [value]
I want union-related updates from CWA via cell (text & voice): [value]
Electronic Signature: [value]
Signature Date: [value]
CWA Membership: [value]

If opted in for dues deduction authorization: We have received an electronic submission of authorization from you authorizing dues deduction. We have sent a confirmation message to the email address you provided: [value]

The information you submitted is below. If you need to correct any of the information you submitted, please contact us at [insert contact]

Name: [value]
Work Location Address: [value]
Work Location State: [value]
Local No.: [value]
Home Address: [value]
City: [value]
State: [value]
Zip: [value]
Personal Email: [value]
Personal Cell Phone: [value]
I want union-related updates from CWA via cell (text & voice): [value]
Dues Deduction Authorization: [value]
Electronic Signature: [value]
Signature Date: [value]

If opted in for political contributions: We have received an electronic response regarding contributions to the CWA-COPE-PCC. We have sent a confirmation message to the email address you provided: [value]

If you would like to make any change any amount you contribute to the CWA-COPE-PCC, please email: cwacope@cwa-union.org.

Name: [value]
Occupation: [value]
Address: [value]
City: [value]
State: [value]
Zip: [value]
Personal Email: [value]
Personal Cell Phone: [value]
I want union-related updates from CWA via cell (text & voice): [value]
Amount to Deduct Per Pay Period: [value]
Type: [value]
Political Contributions Authorization:[value]
Electronic Signature: [value]
Signature Date: [value]

**MEMORANDUM OF UNDERSTANDING
REGARDING UNION DUES DEDUCTIONS**

This Memorandum with DIRECTV, LLC referred to as the “Company” sets forth the terms and conditions under which the Company will withhold and remit union dues on behalf of Company employees who are represented by the Communications Workers of America (herein referred to as the “Union”).

Whereas, the Company and the Union have agreed that the terms of this agreement are effective upon ratification of the 2026 Labor Agreement between the parties and for the life of the 2026 Labor Agreement, sets forth the terms and conditions under which the Company will withhold and remit union dues on behalf of Company employees who are represented by the Union

Whereas, the Company and the Union have agreed in Article 7, Agency Shop and Collection of Dues, that the Company make payroll deductions of Union dues or an amount equal to Union dues upon the electronic written direction and consent of eligible employees of the Company, and

Whereas, the Company and the Union desire to set forth in this Memorandum the procedures to be followed in the operation of this payroll deduction plan,

Now, therefore, the Company and the Union agree as follows:

- 1. It is the intent of the Company to comply with the terms and conditions contained in payroll deduction authorizations signed by participating employees, including time periods specified in such authorizations for participating employees to cancel authorizations for such payroll deductions. The parties acknowledge the existence of several types of deduction authorization cards previously issued by the Union that remain in effect and whose provisions will be honored by the Company.**
- 2. It is understood and agreed that only authorization cards as outlined in Exhibit A to the Memorandum of Understanding regarding Electronic Dues Authorization, will be provided electronically by the Union and will be accepted electronically by the Company.**

3. The Union agrees, before transmitting such payroll deduction authorization cards to the Company, to review them and verify they have been properly completed by the employee and the employee is within the bargaining unit represented by the Union. Insofar as it is able to do so, the Union agrees not to transmit to the Company any card that has not been so verified.
4. Deductions will not be made for less than the full amount authorized by the employee. Deductions made during a month in which an employee's status changes so that such deductions are no longer applicable will be remitted for the partial month in which they were collected prior to the change.
5. The Union agrees that the Company may refund to employees deductions which are improperly made and deduct the amount of such refunds from a subsequent remittance to the Union.
6. The Company will notify the Union each month of the name, department, and work location of all represented employees who separated from service during the preceding month. The Company will recognize methods of determining the amount to be deducted as certified to the Company by the Secretary-Treasurer of the Communications Workers of America. All such monthly deductions will be equated to the first and second payday in the month for the purpose of making deductions.
7. Employees who are promoted to acting management positions shall continue to have deductions made at the same dollar amount that was in effect immediately preceding the appointment to the acting management position.

This Memorandum of Understanding shall expire contemporaneously with the termination date provided in the Conclusion article of the Company Working Agreement that is subject to this Memorandum.

IN WITNESS WHEREOF, the foregoing Memorandum has been executed in the day and year first above written.

COMMUNICATIONS WORKERS OF AMERICA DIRECTV, LLC

FOR THE UNION:



Kara Hutchason
CWA Staff Representative
Telecommunications & Technologies

FOR THE COMPANY:



Brian Cattaneo
Senior Director, Labor Relations
DIRECTV

**MEMORANDUM OF AGREEMENT
REGARDING NEUTRALITY AND CARD CHECK RECOGNITION**

DIRECTV, LLC (“the Company”) and Communications Workers of America (“the Union”), enter into this Memorandum of Agreement Regarding Neutrality and Card Check Recognition as of the last date of the parties’ signatures on this Agreement.

1. Duration.

This Agreement is effective as of the date stated above, and shall remain in effect for the life of the **2026** Collective Bargaining Agreement, unless extended, modified or terminated by mutual written agreement of the parties or their successors. The parties expressly understand, however, that in the event this Agreement is terminated, all of the terms hereof nevertheless shall survive said termination and remain in effect with respect to any reorganization or restructuring of any bargaining unit as a result of which management creates any new subsidiary, division, or operating entity as to which no Union representation then exists.

2. Applicability.

- (a) All card check procedures and any Union recognition provided for by this Agreement shall be applicable to all non-management employees of the Company effective with execution of this Agreement.
- (b) As used herein, “the Company” means DIRECTV, LLC and all other present and future companies, divisions, subsidiaries or operating units thereof.
- (c) As used herein, “non-management” means employees who normally perform work in non-management job titles as determined by the Company, in accordance with the statutory requirements of the National Labor Relations Act, as amended, and applicable decisions of the National Labor Relations Board and reviewing courts. If the Union disagrees with any such determination, the parties agree to submit the issues of unit definition to arbitration as set forth in paragraph 3, below, using the aforesaid statutory requirements and decisions as the governing principles. At the request of the Union, the Company will discuss with the Union neutrality as to Union representation of employees who are not defined above as “non-management.”
- (d) In addition to the foregoing, the parties further agree that any proposed bargaining unit shall exclude all professional, managerial, and confidential employees, guards and supervisors as defined in the National Labor Relations Act.
- (e) The Company agrees that, for future divisions, subsidiaries or operating units that are not wholly owned, it will, at the request of the Union, discuss with the other owners the extension of this agreement to such divisions, subsidiaries, or operating units.

3. Card Check Recognition Procedure.

- (a) When requested by the Union, the Company agrees to furnish the Union lists of employees in the bargaining unit in each applicable company entity. This list of employees will include the work location, job title, and home address.
- (b) The Union will give twenty-one (21) days notice for access to Company locations. Access will be limited to one sixty (60) day period in any twelve months for each unit agreed upon or determined as provided herein.
- (c) (1) The Union and the Company shall meet within a reasonable period, but not to exceed ninety (90) days, after the effective date hereof for the purpose of defining appropriate bargaining units for all presently existing potential bargaining units. During this process, the Company will share job titles, job functions, work locations, and management structure with the Union representatives in order to facilitate agreements on the appropriate bargaining units. In the event that the parties are unable to agree, after negotiating in good faith for a reasonable time, upon the description of an appropriate unit for bargaining, the issue of the description of such unit shall be submitted to arbitration administered by, and in accordance with, the rules of the American Arbitration Association (AAA). The Arbitrator shall be confined solely to the determination of the appropriate unit for bargaining and shall be guided in such deliberations by the statutory requirements of the National Labor Relations Act. The parties agree that the decision of the Arbitrator shall be final and binding. The Company and the Union agree that the permanent Arbitrator to hear disputes with respect to this sub-paragraph shall be Richard Bloch. If he cannot serve, the parties shall select an Arbitrator from a list or lists of prospective Arbitrators provided by the AAA.

(2) If either the Company or the Union believes that the bargaining unit as agreed or determined in (c) (1) above, is no longer appropriate due to organizational changes, then the parties shall meet and confer in good faith for the purpose of re-defining the appropriate unit. In the event that the parties are unable to agree, after negotiating in good faith for a reasonable time, upon the re-definition of an appropriate unit, the issue of the description of such unit shall be submitted to arbitration as provided in (c) (1).
- (d) The Company agrees that the Union shall be recognized as the exclusive bargaining agent for any agreed-upon or otherwise determined bargaining unit(s) not later than ten (10) days after receipt by the Company of written notice from the AAA that the Union has presented valid authorization cards signed by a majority of the employees in such unit(s).

- (e) For the purposes of determining the number of employees that constitute a majority of the bargaining unit, the employee population will be composed of only those employees employed in the bargaining unit on the earliest date which appears on the cards presented to the AAA. The cards so presented must be dated within sixty (60) days of each other, but no earlier than the date of execution of this Agreement, and each card so presented must contain at least the language set forth in Attachment 1 hereto. The Company shall provide the AAA all employees, job titles and other information required for the AAA to verify the existence of more than 50% of employee authorizations as provided for in this Agreement.
- (f) In the event the Union fails to deliver to the AAA valid authorization cards signed by a majority of employees in any aforesaid bargaining unit upon completion of its card signing effort, the Union agrees not to begin any further card signing effort in such unit for a period of one year from the date on which access was first granted as provided in (b) above.
- (g) As soon as practicable after the aforesaid recognition and upon written request by the Union, the Company, or the appropriate subsidiary, division or operating unit thereof shall commence bargaining in good faith with the Union with respect to wages, hours, and other terms and conditions of employment for the employees employed within the agreed upon or otherwise determined appropriate bargaining unit.

4. Neutrality.

- (a) The Company agrees, and shall so instruct all appropriate managers, that the Company will remain neutral and will neither assist nor hinder the Union on the issue of Union representation.
- (b) For purposes of this Agreement, "neutrality" means that management shall not, within the course and scope of their employment by the Company, express any opinion for or against Union representation of any existing or proposed new bargaining unit, or for or against the Union or any officer, member or representative thereof in their capacity as such. Furthermore, management shall not make any statements or representations as to the potential effects or results of Union representation on the Company or any employee or group of employees. The Union also agrees that, in the course of any effort by the Union to obtain written authorizations from employees as provided for in paragraph 3 (b), above, neither the Union nor any of its officers, representatives, agents or employees will express publicly any negative comments concerning the motives, integrity or character of the Company, DIRECTV, LLC, or any of their officers, agents, directors or employees.

- (c) This agreement supersedes and terminates any and all other agreements, Memorandum of Understanding, commitments or statements of intent regarding neutrality or card-check procedures that may exist as of the date hereof between the Union and any Company entity.

5. Valid Authorization Cards.

For purposes of this Agreement, a valid written authorization card shall state specifically that by signing the card, the employee agrees to be represented by the Union, using the language set forth in Attachment 1.

6. Recognition for New Entities and New Work.

- (a) The Company agrees that it will give the Union reasonable advance notice, once a firm management decision has been made, of its intent to effect any reorganization or restructuring, or to engage in any new line(s) of business, as a result of which management expects to create any new subsidiary, division, or operating entity as to which no Union representation then exists. After execution of this Agreement, should the Company acquire new companies or engage in a new line of business or enter a new market in which there is no active labor agreement or bargaining agreement in place, the parties agree that this Agreement shall apply to that acquired company or new line of business or enterprise in a new market after that company has been operating for a period of one hundred twenty (120) days.
- (b) If management determines that more than fifty percent (50%) of the employees employed within an appropriate unit for bargaining by a new entity were, immediately prior to such employment, employed in a bargaining unit represented by the Communications Workers of America, the Company agrees that it shall recognize and bargain with the Union as the duly constituted bargaining representative of such bargaining unit employees, and the Union agrees to acknowledge such new entity as a Successor Employer for all applicable purposes under the labor laws of the United States and any relevant state.

- (c) If management determines that fifty percent (50%) or less of the non- management work to be performed by any such new entity will consist of work previously performed by members of a pre-existing Union bargaining unit, then the Company agrees that, within a reasonable time after the said determination has been made, or concurrently with the giving of the notice referenced in paragraph 6 (a), above, whichever is later, the Company will so inform the Union in writing. To the extent permitted by law, the Company shall presume, in making any determination as set forth in this paragraph 6., that each employee of the new entity who was a member of a pre-existing Union bargaining unit wishes to remain represented by the Union. These employees shall be counted as having signed valid authorization cards should a card signing effort be undertaken in the new entity within one year after the new entity begins operations employing such employees.
- (d) Except as specified in paragraph 9, below, the Union shall retain any legal rights it may have to challenge any management decision or determination described in this paragraph 6.

7. Regulatory and Legislative Support.

The Union hereby agrees to continue its support before the appropriate regulatory and legislative bodies for the Company's efforts to remain competitive in, and/or to gain entry to, all video services and related markets in which the Company chooses to participate, unless the Union determines such support to be in conflict with its interests. If the Union determines such a conflict exists, the Union will promptly so notify the Company and, at the request of the Company, meet to discuss and confer on such conflict.

The Company hereby agrees to support Union efforts before regulatory and legislative bodies unless the Company determines such support to be in conflict with its interests. If the Company determines such a conflict exists, the Company will so notify the Union and will, if requested by the Union, meet to discuss and confer on such conflict.

8. Job Offers to Employees in Existing Bargaining Units.

In connection with any reorganization, restructuring or other event that gives rise to application of the terms of this Agreement, and which involves either:

- (a) the transfer of non-management work from any Union bargaining unit to any other entity of the Company or of any subsidiary of DIRECTV, LLC, or
- (b) the elimination of bargaining unit work while new jobs are created in any other entity of the Company or any subsidiary of DIRECTV, LLC,

the Union agrees that, once the recognition has occurred, an offer of a job in another entity to an employee in an existing bargaining unit shall have the same effect as if the same job or one of similar status and pay were offered by the employer under the collective bargaining agreement(s) for that bargaining unit. This shall include, without limitation, the satisfaction of any bargained-for employee right to a job offer. Except as specified in paragraph 10, below, nothing in this paragraph 8 shall be construed as a waiver by the Union of any legal rights it may have to challenge or contest the reorganization, restructuring, or other event described in 8 (a) and/or 8 (b) above.

9. Dispute Resolution.

Except as to disputes referenced in paragraph 3 (c) of this Agreement, all disputes concerning the meaning or application of the terms of this Agreement shall be handled and addressed by the meeting of designated representatives of the Company and the Union. Either party may request such a meeting and each party pledges its best efforts to address any and all concerns raised as to the meaning or application of this Agreement. With the exception of matters referenced in paragraph 3 (c) above, the meaning or application of this Agreement shall not be subject to arbitration. Each party reserves its right to seek judicial or other relief provided by law to enforce this Agreement. However, the parties agree that prior to seeking such relief, they will meet and confer as set forth above.

10. Waiver of Certain Other Claims.

- (a) The Union promises and agrees that, in connection with any arbitration provided for in this Agreement, and in connection with any legal or administrative suit, proceeding or charge arising subsequent to the effective date of this Agreement between the Union and any DIRECTV company, including but not limited to any proceeding before the National Labor Relations Board or its delegate, the Union hereby waives any claim, allegation or argument, and agrees to refrain from presenting this Agreement as evidence in support of any claim, allegation or argument, that DIRECTV, LLC and/or any of its current or future subsidiaries, and/or their divisions, units, agents or affiliates, are or have been a single employer, joint employers, accretions or alter egos with respect to each or any of them, to the extent that any such claim, allegation or argument is based upon:

- (1) any change on or after the execution date of this Agreement, in the administration and/or control of labor relations by DIRECTV or any of its entities, companies, divisions, or subsidiaries; or
- (2) any change in the scope, availability to employees, or administration by management of any program or practice for the effectuation of employee-initiated transfers between or among different subsidiaries or bargaining units;

provided, however, that this paragraph shall not be construed as having any effect on the Union's right or the Company's obligation, to the extent the same may exist under applicable law and/or any preexisting collective bargaining agreement(s), to negotiate changes in the terms and conditions applicable to such transfers.

- (b) The provisions of this paragraph 10 shall survive the expiration of the remainder of this Agreement, and shall have full force and effect until specifically voided by mutual written agreement of the parties.

11. Severability.

Should any portion of this Agreement be voided or held unlawful or unenforceable by the National Labor Relations Board or any court of competent jurisdiction, the remaining provisions shall remain in full force and effect for the duration of this Agreement.

**COMMUNICATIONS WORKERS
OF AMERICA**

By



Kara Hutchason
CWA **Staff** Representative

Date: April 12, 2026

DIRECTV, LLC

By



Brian Cattaneo
Senior Director, Labor Relations

Date: April 12, 2026

**ATTACHMENT 1 TO MEMORANDUM OF AGREEMENT REGARDING CARD CHECK
RECOGNITION**

Communications Workers of America, AFL-CIO

I hereby join with my fellow workers in organizing a Union to better our conditions of life and secure economic justice. I have voluntarily accepted membership in the Communications Workers of America (CWA), AFL-CIO, and declare that this union shall be my representative in collective bargaining over wages, hours and all other conditions of employment.

I understand that if CWA presents cards for recognition signed by more than 50% of the _____ employees eligible to be in the bargaining unit, (Company name) will recognize CWA as the bargaining representative of this unit without a representation election being conducted by the National Labor Relations Board and (Company name) would bargain with CWA concerning the terms of my employment and my working conditions.

I have also agreed to the membership provisions on the other side of this card.

**MEMORANDUM OF AGREEMENT REGARDING
SCHEDULING**

This Memorandum of Agreement covers the understanding reached between the Company and the Union concerning scheduling in the job title of **Services** Technician.

The Company will endeavor to schedule tours to allow technicians to have two (2) consecutive days off each week as noted below:

1. Consecutive Off Days - Friday & Saturday
2. Consecutive Off Days - Saturday & Sunday
3. Consecutive Off Days - Sunday & Monday

The number of slots available for each of these three (3) options will be subject to the needs of the business and determined by the Company but the total number of slots for these three (3) options will not fall below the number of technicians within the workgroup. Employees will exercise their seniority in selecting their work schedules.

While the Company reserves the right to call employees into work on their day off, under the terms and conditions of the existing bargaining agreement, one (1) of these slots of two (2) consecutive days each week, will be designated as a guaranteed two (2) consecutive days off per month.

Should the Company change how it schedules tours from the manner outlined above, it agrees that employees will be guaranteed one (1) weekend off per month. This requirement shall not pertain in cases of emergency or when an employee agrees to overtime assignments in excess of this limitation.

This Memorandum of Agreement will remain in effect through the term of the **2026** Collective Bargaining Agreement between the parties, and will be implemented with the next tour selection following ratification of the **2026** Collective Bargaining Agreement.

AGREED:

FOR THE UNION:



Kara Hutchason
CWA **Staff** Representative

FOR THE COMPANY:



Brian Cattaneo
Senior Director, Labor Relations

**MEMORANDUM OF AGREEMENT
WORKING RELATIONS COMMITTEE (WRC)**

This Memorandum of Agreement confirms our understanding that it would be beneficial to both parties to discuss broad concerns of mutual interest. In order to accomplish this goal, the Company and the Union agree to the following:

To establish a Working Relations Committee (WRC).

The WRC does not have the authority to formulate policy or enter into agreements that require collective bargaining. The WRC proceedings will not be used in lieu of the grievance or arbitration procedures, nor will they be subject to the grievance and arbitration process.

The WRC will consist of no more than three (3) representatives designated by the Company and no more than three (3) representatives, one (1) representative from Oregon, one (1) from New Mexico, and one (1) representative from Delaware, or Maryland designated by the Union. In addition, a representative from the CWA International and a representative from DIRECTV Labor Relations may attend. Pay will be limited to three (3) Union representatives who will be paid for attendance at WRC meetings. Additional Union or Company representatives may attend the meetings, as needed.

The WRC will meet virtually on a bi-annual basis, or more frequently upon mutual agreement of the parties, for the purpose of discussing whatever agenda either party may wish to present.

**COMMUNICATIONS WORKERS
OF AMERICA**



**Kara Hutchason
CWA Staff Representative**

DIRECTV, LLC



**Brian Cattaneo
Senior Director, Labor Relations**

**MEMORANDUM OF AGREEMENT
WORK FROM HOME**

This agreement between DIRECTV, LLC (hereinafter referred to as the "Company" or "Management") and Communications Workers of America (hereinafter the "Union") outlines the understanding reached by the parties regarding employees in Work From Home (WFH) titles covered by the 2026 Labor Agreement.

The Union agrees that any action taken by the Company regarding this agreement shall not be viewed, argued, or deemed as a waiver by the Company relating to any articles or provisions under the 2026 Labor Agreement, including but not limited to the Company's management rights, basis of compensation or safety provisions contained therein.

This Memorandum of Agreement covers the agreement reached between the Company and the Union regarding employees in Work From Home titles.

- 1) Employees will be expected to work their scheduled tours unless otherwise directed by Management. Employees are required to log off from all Company systems and tools at the end of their tour. All schedule changes will follow the provisions of the contract.**
- 2) It is expected that employees working from home have reliable internet and power service to perform their job duties. In the case of an intermittent outage, excused, unpaid time, and PTO, when available, will be offered.**
- 3) If there is an outage related to a DIRECTV system, the employee will continue to be paid for their scheduled work time. As with employees working in the center, if there is an outage of a DIRECTV system, the employees may be asked to perform other work or activities as directed by management (e.g., training). If the outage is anticipated to be for an extended period of time, the employees may be offered excused, unpaid time.**
- 4) Employees are to ensure the Company equipment, systems and information is protected from theft and unauthorized access (i.e., visitors, children, spouse, etc.) at all times and that care is taken to protect equipment from damage due to carelessness or neglect (i.e., spills, pets, smoke, etc.).**

- 5) Web cameras may be used for training, coaching/feedback sessions, skill transfer sessions, team calls, virtual face to face meetings, and to ensure compliance with the clean desk policy, and will not be used for surveillance purposes.
- 6) Nothing that violates Company policy or the DIRECTV Our Code Of Conduct may be done or stored on the Company provided equipment.
- 7) All provisions of the contract and Company policies not specifically modified by this Agreement will continue to apply to employees who work from home.

This Memorandum of Agreement will remain in effect through the term of the 2026 Collective Bargaining Agreement between the Parties.

**COMMUNICATIONS WORKERS
OF AMERICA**



Kara Hutchason
CWA Staff Representative

DIRECTV, LLC



Brian Cattaneo
Senior Director, Labor Relations

**MEMORANDUM OF AGREEMENT
WORK BOOT ALLOWANCE**

The Company and the Union agree to provide employees in the Services Technician and Warehouse Assistant job titles an annual Work Boot Allowance beginning January 2027.

The Work Boot Allowance will be \$175 and will be included in the participating employee's paycheck during first quarter of each year beginning 2027 and continuing through the expiration of the 2026 Collective Bargaining Agreement. The \$175 is expected to be utilized for purchasing boots. If the boots that the employee purchases are more than \$175, the employee is responsible for the price difference.

It is the employee's responsibility to ensure their boots are in compliance with the Company footwear requirements as outlined in the EH&S Boot Guidelines policy. Employees' boots will be checked for compliance as part of Safety Observations.

Employees on leave/disability will not receive the \$175 Work Boot Allowance until they return to active duty.

This MOA will remain in effect through the term of the 2026 Collective Bargaining Agreement for DIRECTV T Field Services Bargained Employees.

FOR THE UNION:



Kara Hutchason
CWA Staff Representative
Telecommunications & Technologies

Date: April 12, 2026

FOR THE COMPANY:



Brian Cattaneo
Senior Director, Labor Relations
DIRECTV

Date: April 12, 2026