



May 08, 2025

Hand Delivered***

Rena Wong
President
United Food and Commercial Workers Union
Local 663

Re: Attendance Policy

Dear Rena,

Following the ratification of the collective bargaining agreement the Company has elected to modify its attendance policy as follows:

- Remove one (1) attendance point for working all scheduled hours for ninety (90) consecutive calendar days.
- Increase from four (4) attendance points to five (5) in a rolling twelve (12) months.

The Company reserves the right to modify policies in the future.

Best regards,

Matthew J. Lovell
Head of Labor Relations, EH&S, and Security