

Memorandum of Understanding

Date: January 26th, 2021

Re: Process Tech Classification Staffing

Process Tech Classification openings will be awarded first by soliciting members within the Mold Setter Classification in seniority order.

If the solicitation process of the employees within the Mold Setter Classification is exhausted, members within the Process Tech classification will then be solicited for said opening(s).

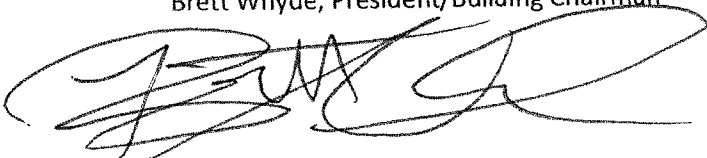
After one Process Tech volunteers to take the opening the process will revert to the solicitation of the Mold Setter Classification for any further opening(s).

If all members of the Process Tech Classification decline the available opening the position will be bid as outlined in Article 7 Section 7 of the local CBA.

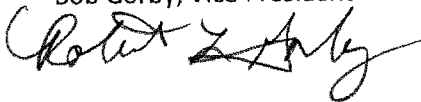
The solicitation outlined within this memorandum process will supersede all bid rights within this classification.

This memorandum shall be reviewed yearly beginning the first week of February 2022 by the Company and the Union. Both parties agree that our partnership is essential to the performance of the business and will continue to work with each other to ensure the success of this change in the business. Either party shall retain the right to exhaust this memorandum at the time of the yearly review. If either party deems this memorandum to cause unnecessary unforeseen harm to either party, they may give a 15-day notice in writing to hold the yearly review prior to the first week of February.

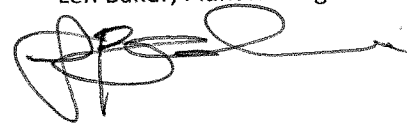
Brett Whyde, President/Building Chairman



Bob Gorby, Vice President



Len Baker, Plant Manager



Bryan Holup, HR Manager



Salvador Rodriguez, Molding Manager

