

DFA Dairy Brands
Meadow Gold, Salt Lake City, UT
And
International Brotherhood of Teamsters
Local Union # 222
SUPPLEMENTAL TECHNICIAN INCENTIVE PLAN
Fleet Maintenance Mechanics

This "Agreement" is supplemental to the Collective Bargaining Agreement that exists between DFA Dairy Brands, its Meadow Gold, Salt Lake City, Utah (DFA) location, hereinafter the "Company", and Teamsters Local 222 hereinafter the "Union", collectively, the "Parties".

Effective August 1st, 2024, the "Company" will put into place a multi-faceted Fleet Technician Incentive Program which consist of increased skill sets. The Parties agree to a Technician Incentive Plan subject to the "Agreement" herein, as described below.

Purpose: To incentivize mechanics to pursue continued training and certifications that add complimentary skillsets that benefit our fleet maintenance operations. This is intended to support the business necessity to recruit and retain qualified employees and to increase skill sets so these positions are competitive in the market and will assist with Employee skill set progression and satisfaction.

Scope: Salt Lake City, Utah (Meadow Gold Dairy) DFA Dairy Brands union in-house fleet maintenance operations.

A pay incentive will be applied to base pay hourly wages for each certification completed as outlined below:

ASE Certification	Pay Incentive
T2 – Diesel Engine	\$.25
T3 – Drive Train	\$.25
T4 – Brakes	\$.25
T5 – Suspension & Steering	\$.25
T6 – Electrical Systems	\$.25
T7 – Heating & HVAC	\$.25
T8 – PM	\$.25
ASE Master Technician (T2-T8)	\$3.25
L2 – Electronic Diesel Engine Diagnostics	\$2.50

ASE Master Technician: on the final module certification, the mechanic will receive an increase of \$.25/hour for that module plus \$3.25/hour for the ASE Master certification. This will result in a total incentive of \$5/hour increase for completing all ASE Master certification modules and credentials.

Refrigeration Certification (608): Upon certification of refrigeration systems (608) and any local training hour requirements, the mechanic will be moved into the position of "reefer mechanic," and that the

base pay shall be \$1.50 an hour over the existing Fleet Tech II rates. The 608 certification is highly encouraged and recommended but falls outside the scope of this incentive guideline.

Other Training: It is at the discretion of local leadership to incentivize any other training that is deemed applicable and beneficial to the local fleet maintenance operation (i.e., Alternate Fuel Certifications, Cummins/Detroit Engine Certifications). Management will review any needed skillsets to the business operation, prior to being incentivized. The incentives can be an addition to hourly wages or one time payments.

Incentives: Local leadership reserves the right to update or edit the certifications list with a minimum of two (2) weeks' notice to the union. Local leadership also reserves the right to update or edit the incentives with two (2) weeks' notice as well as the right to issue a one-time payment in lieu of an hourly wage increase. Local management will determine qualification for incentives based upon actual work validations.

ASE certification training is to be completed by the employee on their own time. The expense of the certification tests will be reimbursed to the employee by the company when provided with a documented **successful passing** score. *Employee must provide written receipt of payment.*

Base Hourly Rate: On the effective date of this Agreement, the base hourly rate shall be increased to \$31.50 for a Fleet Technician, \$35.20 for a Fleet Technician II, \$36.50 for a Master Technician and \$37.70 for a Sr Fleet Mechanic and an additional \$1.00 for a Lead Mechanic over the highest rate of the employees he leads. Future CBA negotiated rates/increases will apply and be in addition to the aforementioned.

This Agreement will remain in full force, effective per the dates prescribed herein. This Agreement is non-precedent setting and may not be used in any other forum without the mutual agreement by the Parties herein. It is agreed by signatories below that all other provisions not addressed in the Letter of Understanding ("LOU") shall be governed by the current Collective Bargaining Agreement that exists between the Parties.

Agreed and understood by signatories below, on this 1st day of August 2024.

Agreed to for the Union

Alex Rodas 7/26/2024

Union Rep Name

Date

Agreed to for the Company

Shane M. Keith 07-26-2024

Shane Keith

Date

Agreed to for the Union

[Signature] 7/26/2024

Date

Agreed to for the Company

[Signature] 7/26/24

Matt Evans GM

Date