

**AMENDMENT 001 TO COLLECTIVE BARGAINING
AGREEMENT BETWEEN
UNITED GOVERNMENT SECURITY OFFICERS OF AMERICA
INTERNATIONAL UNION
(UGSOA) AND IT'S LOCAL 20 AND
VENDTECH-SGI, LLC.**

In accordance with Article 18, Section 18.1 and Article 23, Section 23.2, the Union requested, and the Company agreed to meet for the sole purpose of negotiating Health & Welfare and Wage benefits. As a result of these negotiations, effective April 1, 2023, the Collective Bargaining Agreement (CBA) in effect from August 29, 2021 through September 30, 2026 is amended as follows.

- Article 18: Health & Welfare Benefits is removed from the CBA and replaced with Article 18: Health & Welfare Benefits Amendment 001, included with this amendment.
 - This change clarifies the intent of both parties to meet in March 2024 and 2025 if requested by the Union.
- Article 23: Wage Rates and Classification is removed from the CBA and replaced with Article 23: Wage Rates and Classification Amendment 001. This change:
 - Adjusts the wages effective October 1, 2023, and beyond.
 - Clarifies the intent of both parties to meet in March 2024 and 2025 if requested by the Union.
- All other Articles remain unchanged.

In Witness whereof, the parties have caused their representatives to sign this Agreement as full acknowledgment of their intention to be bound by the Agreement:

For: VendTech-SGI, LLC.

Roger L Bradley 03/21/2023

Signature Date

For: UGSOA International Union

Maureen Chushon 3/20/23

Signature Date

For: UGSOA, Local 20

S&L 3-20-23

Signature Date

ARTICLE 18: Health & Welfare Benefits Amendment 001

Section 18.1

The following Health and Welfare rate shall apply to all hours paid up to a maximum of 40 hour per week to a maximum of 2,080 for each represented employee:

October 1, 2021	\$4.97
October 1, 2022	\$5.09
October 1, 2023	\$5.22
October 1, 2024	\$5.35
October 1, 2025	\$5.48

If requested by the Union, the Company agrees to meet with the Union in March 2023, 2024, and 2025 for the sole purpose of negotiating Health & Welfare Benefit increases if necessary to align with the BLS Consumer Price Index for All Urban Consumers.

Section 18.2

The Health and Welfare benefit shall be paid in accordance with the Memorandum of Understanding entered between the parties dated June 5, 2015.

In the event that the IRS or any other government agency amends, modifies or terminates the favorable treatment of cash-in-lieu of benefits payments made under the Service Contract Act as set forth in IRS Notice 2015-87 Q-10 for purposes of the Affordable Care Act's employer shared responsibility provisions, either party may demand bargaining limited to the subject of cash-in-lieu payments.

Notwithstanding any other term of this Agreement, no Medicare-eligible employee will be eligible for cash-in-lieu of benefits payments without proof of health insurance coverage that is considered properly primary to Medicare, in order to comply with the requirements under the December 2014 guidance issued by the Centers for Medicare & Medicaid Services.

Section 18.3

Health and Welfare benefits shall not be paid on any hours associated with overtime, vacation cash out, bereavement leave, or PTO cash out.

ARTICLE 23: Wage Rates and Classification Amendment 001

Section 23.1

The Company agrees to pay all the bargaining unit employees by the direct deposit system. The Company agrees to use this method of payment for the duration of this contract. When an employee notifies the Company that he or she has been shorted on his or her paycheck, the Company agrees to correct the problem by issuing a check for the difference in pay within forty-eight (48) hours if the amount is over \$100.00, or in the employee's next paycheck if the amount is less than \$100.00. Hard checks will be mailed via the US Postal Service.

Listed below are the hourly wage rates for Local 20.

Oct. 1, 2021 - Sept. 30, 2022	\$29.68
Oct.1, 2022 - Sept. 30, 2023	\$31.49
Oct. 1, 2023 - Sept. 30, 2024	\$33.44
Oct. 1, 2024 - Sept. 30, 2025	\$34.44
Oct. 1, 2025 - Sept. 30, 2026	\$35.47

Section 23.2 If requested by the Union, the Company agrees to meet with the Union in March 2023, 2024, and 2025 for the sole purpose of negotiating wage increases if necessary to align with the BLS Consumer Price Index for All Urban Consumers.