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MEMORANDUM OF AGREEMENT

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SUBJECT: ADDITIVE MANUFACTURING

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The Company agrees to perform a job evaluation of the current work statement assigned to employees utilizing 3D printers (or other additive manufacturing devices) in the Production and Maintenance environment to determine the labor grade and whether additional job classifications or revisions of existing job classifications, in accordance with Article 13, are appropriate.

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This evaluation will be completed within 120 days of contract ratification.

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Dated: September 13, 2024