

HIGHLIGHTS OF COMPANY OFFER

Wage Increases

23.8%

average
compounded
wage growth
over 4 years

Highest wage percentage increase for BMDA employees in the past 40 years

| Year 1: | Year 2: | Year 3: | Year 4: |
|---------------|-----------|-----------|-----------|
| 10.1%* | 4% | 4% | 4% |

** Average wage increase of 10.1% and alignment of all classifications to single wage table*



Retains Work
from Home with
enhancements



Retains Flexible
Workweek with
enhancements



Retains Additional
Vacation (PTO)
Purchase



Consolidates Vacation and Sick Time into PTO while maintaining total number of paid days off and ability to use in 6-minute increments



Maintains Shutdown with
paid OT if worked



Improves Retirement
contributions



Increases shift premiums



Expands pay for travel
time on weekends



No increase to healthcare premium after year one and maintains company-paid HSA seed at current level (\$600/\$1,200)

ECONOMIC DETAILS

BMDA Wage Table

| Grade | Mar. 23, 2026 10.1% AVG** | Mar. 22, 2027 4% GWI | May 22, 2028 4% GWI | May 21, 2029 4% GWI | Designer | Assoc. Eng. | Lab & NDT | Tech. Clerk |
|-------|------------------------------------|-------------------------------|------------------------------|------------------------------|----------|----------------|--------------|----------------|
| 18 | \$46.50 | \$48.36 | \$50.29 | \$52.31 | | | NDT3 | |
| 17 | \$44.70 | \$46.49 | \$48.35 | \$50.28 | | | NDT2 | |
| 16 | \$43.00 | \$44.72 | \$46.51 | \$48.37 | | | NDT1 | |
| 15 | \$42.25 | \$43.94 | \$45.70 | \$47.53 | | AAA | | |
| 14 | \$41.70 | \$43.37 | \$45.10 | \$46.91 | | | 1AA | |
| 13 | \$40.55 | \$42.17 | \$43.86 | \$45.61 | | | 1A | |
| 12 | \$39.15 | \$40.72 | \$42.34 | \$44.04 | 1AA | AA | 1B | |
| 11 | \$38.05 | \$39.57 | \$41.15 | \$42.80 | 1A | A | 1C | |
| 10 | \$37.05 | \$38.53 | \$40.07 | \$41.68 | 1B | B | 1D | |
| 9 | \$35.80 | \$37.23 | \$38.72 | \$40.27 | 1C | C | 1E | |
| 8 | \$34.25 | \$35.62 | \$37.04 | \$38.53 | 1D | D | 2A | |
| 7 | \$33.05 | \$34.37 | \$35.75 | \$37.18 | 1E | E | 2B | |
| 6 | \$31.70 | \$32.97 | \$34.29 | \$35.66 | 2A | | 2C | AAA (NEW) |
| 5 | \$30.60 | \$31.82 | \$33.10 | \$34.42 | 2B | | 3A | 1AA |
| 4 | \$29.40 | \$30.58 | \$31.80 | \$33.07 | 2C | | 3B | 1A |
| 3 | \$28.35 | \$29.48 | \$30.66 | \$31.89 | 3A | | 3C | 1B |
| 2 | \$27.75 | \$28.86 | \$30.01 | \$31.21 | 3B | | 3D | 1C |
| 1 | \$27.25 | \$28.34 | \$29.47 | \$30.65 | 3C | | 3E | 1D |

* Average wage increase of 10.1% and alignment of all classifications to single wage table

Healthcare

Maintains 100% company-funded HSA seed. Average premium increase of \$4.86 per week in 2027 and then frozen for the remaining 3 years. Other in-plan cost increases limited to year 1.

Retirement

Company contribution of \$1,000 per year added to 401(k) for both pension-eligible and non-pension-eligible employees.