

AGREEMENT TO EXTEND COLLECTIVE BARGAINING AGREEMENT

This Agreement to Extend Collective Bargaining Agreement ("Extension Agreement") is entered into on December 16, 2025, between WELLS RURAL ELECTRIC COMPANY, a Nevada Nonprofit Cooperative ("Employer"), and LOCAL UNION NO. 1245 OF THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO ("Union"), representing employees in the bargaining unit described herein.

WHEREAS, the parties entered into a Collective Bargaining Agreement dated January 1, 2022 ("Original Agreement"), which was set to expire on December 31, 2025;

WHEREAS, the parties desire to extend the term of the Original Agreement without modification to the terms and conditions contained therein;

WHEREAS, both parties agree that it is in their mutual interest to continue the employment relationship under the existing terms; and

WHEREAS, the parties have the authority to enter into this Extension Agreement.

NOW, THEREFORE, in consideration of the mutual covenants and agreements contained herein, the parties agree as follows:

1. EXTENSION OF TERM. The Original Agreement dated January 1, 2022, is hereby extended for a period of two (2) years, commencing on January 1, 2026, and terminating on December 31, 2027, at 11:59 p.m.

2. WAGES. A Gross Wage Increase (GWI) in the amount of four and one-half percent (4.5%) effective January 1, 2026, and a GWI in the amount of three and one-half percent (3.5%) effective January 1, 2027, pursuant to the Minimum Hourly Rates stated in Exhibit "A", shall be applied for the term.

3. TERMS AND CONDITIONS UNCHANGED. Except as specifically modified by this Extension Agreement, all terms, conditions, provisions, and obligations contained in the Original Agreement shall remain in full force and effect during the extension period.

4. INCORPORATION BY REFERENCE. The Original Agreement is hereby incorporated by reference into this Extension Agreement as if fully set forth herein. In the event of any conflict between the terms of this Extension Agreement and the Original Agreement, the terms of this Extension Agreement shall control.

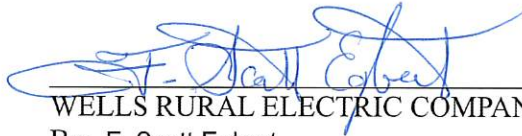
5. ENTIRE AGREEMENT. This Extension Agreement, together with the Original Agreement incorporated herein, constitutes the entire agreement between the parties with respect to the subject matter hereof.

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6. COUNTERPARTS. This Extension Agreement may be executed in counterparts, each of which shall be deemed an original, and all of which together shall constitute one and the same instrument.

Employer:



WELLS RURAL ELECTRIC COMPANY
By: F. Scott Egbert
Its: President

12/16/2025

Date

Union:



LOCAL UNION NO. 1245 OF THE INTERNATIONAL
BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO
By: Robert Dean
Its: IBEW 1245 Business Manager

12/01/2025

Date



LOCAL UNION NO. 1245 OF THE INTERNATIONAL
BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO
By: Dylan Gottfried
Its: IBEW 1245 Sr. Asst. Business Mgr.

12/01/2025

Date

