



**140 West Street
Room 09-114
New York, NY 10007**

**Patrick Prindeville
AVP - Labor Relations**

September 10, 2026

Mr. Eric Hetrick
Chairman, System Council T-6
International Brotherhood of Electrical Workers
106 West Grove Street
Middleboro, MA 02346

Dear Mr. Hetrick:

The Company is declaring a surplus under the provisions of Article G25 of the Labor Agreement. This notification includes a surplus in the departments, job titles, bargaining units and locations as identified in Attachment A. This force surplus may necessitate involuntary permanent reassignment of regular employees to a different job title involving a reduction in pay, or to a location requiring a change of residence.

The Company will offer the provisions of a Special Enhanced Income Protection Plan (S-EIPP) to regular employees in the surplus job titles at the work locations involved. S-EIPP offers will be distributed to the affected employees by September 18, 2026. An employee's election to accept the offer must be in writing and transmitted to the Company within fifteen days from the date of the offer. The decision is irrevocable after such fifteen-day period (October 2, 2026). The final date of employment in this case for those accepted volunteers will be October 10, 2026.

Should you have any questions please call me on 212-519-4867.

Very truly yours,

A handwritten signature in black ink, reading "Patrick J. Prindeville". The signature is written in a cursive, flowing style.

Patrick J. Prindeville
AVP - Labor Relations

Enclosures