



February 2, 2026

Mr. Jason Davis
President / Business Manager
IBEW, Local Union 50
1400 E Nine Mile Road
Highland Springs, VA 23075

Dear Mr. Davis:

For many years we have worked together addressing issues of importance to the Company as well as your members. We have had open communications and have embraced a collaborative relationship in resolving these issues. Continuing with this approach will be important as we work through the challenges and opportunities that these talks will present. Our constructive relationship is vital to our providing excellence and value to our customers, employees, and shareholders.

Per our earlier discussion, the exchange of letters on the first day of negotiations, provides notice to open discussion on the items listed. We propose discussion on these topics and will entertain other subjects that may be appropriate. Topics listed may not constitute all proposals that may be introduced in negotiations.

We are confident that with open discussion, thorough analysis, and commitment to our future success we will reach a mutually acceptable agreement.

Sincerely,

A handwritten signature in black ink, appearing to read "W. Pat Branch", written over a horizontal line.

W. Pat Branch
Labor Relations

Attachment

Corporate

- Medical (Prescription Drug Benefit), Dental, Vision & Contribution Rates
- Flexible Spending Accounts (FSA)
- Wellness
- Life Insurance (Basic, Dependent & Retiree Life)
- Long-Term Disability
- Retiree Medical
- Pension & Savings Plan
- Adoption Assistance
- Education Assistance
- Voluntary Benefits
- Wages
- Term of Agreement

Delivery

- Amend Joint Action Team (JAT) document
- Amend Crossover Agreement
- Create Lead Electrician Classification
- Amend Transmission Line Worker Program document
- Amend CBA Article XVIII Section 2
- Eliminate CMO & Utility Electrician classifications from the CBA

Power Generation

- Create a Renewable Energy Overtime document
- Create a Renewable Energy Technician Development Program

Nuclear

- Create out of state Standard Travel Agreement
- Amend Exhibit 18
- Modify Nuclear OT Policy

Other

- Add six Renewables departments under Article XI, Section 1.D.
- Eliminate old titles in parentheses in Schedule A of the CBA
- Change position titles to gender neutral on Line of Promotion Charts
- Do away with "Black Hole" grievances – Sunset Clause
- Good Friday / Easter Holiday
- Change bonus payment for holding an Operator's license to a reoccurring payment each month rather than lump sum at first of year