### **AGREEMENT**

#### **BETWEEN**

# NATIONAL GRID USA SERVICE COMPANY, INC AND

MATRIX NORTH AMERICAN CONSTRUCTION, INC.

**FOR** 

### OVERHEAD LINE EMERGENCY RESTORATION SERVICES Transmission & Distribution Blanket Agreement

**April 1, 2024** 

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#### **Blanket Agreement**

THIS AGREEMENT made and entered into effective on the date when signed by the party signing last in time, by and between National Grid USA Service Company, Inc., a corporation organized and existing under the laws of the Commonwealth of Massachusetts, with its principal place of business at 170 Data Drive, Waltham, Massachusetts 02451 (hereinafter collectively the "COMPANIES" and individually the "Company") ("Owner"), and MATRIX NORTH AMERICAN CONSTRUCTION, INC. ("Contractor"), having its office and principal place of business at 1974 Sproul Rd. Broomall, PA 19008, collectively the Parties for the Services identified hereafter as:

# New York and New England Overhead Line Emergency Restoration Services Transmission & Distribution

#### ARTICLE 1 – SCOPE OF WORK

1.1 The Contractor hereby agrees to meet all requirements of the full scope of work as described in the Contract Specification (see Schedules).

#### <u>ARTICLE 2 - CONTRACT DOCUMENTS</u>

2.1 The following documents, including all attached schedules, appendices, exhibits or other attachments thereto, that are incorporated by reference as if fully set forth herein, and are hereinafter referred to collectively and individually as the "Contract Documents" or the "Agreement". The order of precedence for commercial terms shall be as follows, with the caveat that if there is a conflict for field operations and invoicing, the terms of Schedule B shall take precedence over the respective terms in Schedule A:

**Schedule A:** Terms and Conditions for Overhead Line Emergency Restoration Services

Form 00750 Rev. December 1, 2022

Schedule B: Specification
Schedule C: Price Schedules

Schedule D: Non-disclosure Agreement Rev. July 18, 2023

**Schedule E:** NGSP 6 – Attachment B-2 National Grid Requirements for Contractor Information Sheet and Compliance Statement for Employee Background Check Requirements (National Grid Level 2 Baseline and Supplemental Requirements) Rev. 12/28/22

**Schedule F:** Compliance Affidavit – Compliance with U.S. Department of Transportation

Regulations 49 CFR Parts 40, 199 & 382

Schedule G: N-1402: Contractor Safety Requirements Rev. November 16, 2022

#### **ARTICLE 3 - TERM**

3.1 The Agreement shall become effective when the Agreement is executed by both parties

- and shall continue in full force and effect until the expiration of all guarantees, warranties and indemnities provided for therein.
- 3.2 This Agreement shall remain valid through March 31, 2027. Company may, after providing written notice to Contractor at least thirty (30) days prior to the end of the then current Term or Renewal Term, extend the Term for two (2) consecutive renewal terms of one (1) year each (each, a "Renewal Term"). The Company reserves the right, at its sole option, to cancel this contract at any time and for any reason without liability.
- 3.3 Owner reserves the right to extend or suspend or terminate this Agreement in accordance with Schedule A, 750 Terms and Conditions.

#### **ARTICLE 4 – SCHEDULE**

4.1 The Contractor agrees to commence any Work to be performed under this Agreement at the time specified by Owner under this Agreement, and to carry it on continuously with such diligence that the Work will be completed on schedule. Any planned, contemplated, or unforeseen changes to project schedules must be documented in detail by the Contractor, inclusive of all cascading effects, particularly any change to the project end date. This information must be provided to and discussed with, the Owner and must be approved in writing by the Owner.

#### ARTICLE 5 – CONTRACT PRICING

5.1 The Contract price for the Work is described in Schedules B and C.

#### ARTICLE 6 – INVOICING AND PAYMENT

- 6.1 Contractor acknowledges that it understands that National Grid is allowed to recover the incremental cost of storm restoration not included in its base rates. By accepting this Agreement the Contractor agrees to provide Owner with timely, complete, and precise backup documents with each invoice that are sufficient to support the Owner's cost recovery reporting and audits. Invoices are to be submitted for each event (call out, storm, assignment, or emergency). Contractor agrees that it will implement management controls to ensure the accuracy of billing of resources for man hours, equipment, and miscellaneous expenses associated with the Work for each assignment.
- 6.2 Final Payment by the Owner shall not relieve the Contractor of any responsibility, warranty, or continuing obligation under the Agreement, nor shall it constitute a waiver by the Owner of any claim arising hereunder. Acceptance of the final payment shall constitute a waiver of all claims by the Contractor. Owner will not accept any changes submitted by the Contractor after final payment.
- 6.3 No payment made hereunder, except for the final payment, shall be considered as acceptance of any Work. All payments shall be subject to correction or adjustment in subsequent payments. Owner may request, and Contractor agrees to issue, a credit or refund if partial payments, upon audit, are determined as overcompensated.

6.4 Additional detailed information can be found in Schedules B, C, and the OHLERS Handbook.

#### **ARTICLE 7 - SAFETY**

- 7.1 The Contractor agrees to provide services conforming to Owners Safety policies, procedures, and requirements, notwithstanding those incorporated into Schedule B.
- 7.2 Any and all subcontractors retained by the Contractor shall observe and operate in accordance with all terms, provisions, criteria, and requirements incumbent upon the Contractor, including Safety. Failure by any Contractor resource to adhere to Owner's Safety requirements and practices could result in removal of that (those) resources from the site.
- 7.3 It is understood that the Owner reserves the right to remove the Contractor from the site for flagrant safety violations. Such shall be the cause for Termination (Schedule A, Article Termination for Safety will allow Owner to deny Contractor's entitlement to any further compensation after the time of the incident causing termination.

#### **ARTICLE 8 - NOTICES**

8.1 Written notices required or permitted under this Agreement shall be provided by post and email addressed to:

For the Contractor: For the Owner:

Name Daniel Fulcher Danielle Powers

Title GM-T&D Operations Senior Category Specialist

Company Matrix NAC National Grid

Address 1974 Sproul RD 170 Data Drive

Town, State, Zip Broomall, PA 19008 Waltham, MA 02451

\_\_\_\_\_Danfulcher@matrixnac.com

Email Danielle.Powers@nationalgrid.com

#### <u>ARTICLE 9 - ENTIRE AGREEMENT</u>

9.1 This Agreement, including all Contract Documents, constitutes the entire Agreement between the Owner and the Contractor, with respect to the Work specified, and all previous representations relative thereto, not included in this contract, either written or oral are hereby annulled and superseded. No modification of any of the provisions of

this Agreement shall be binding unless committed to in writing and signed by a duly authorized representative of each party hereto.

#### ARTICLE 10 – CONTRACT DOCUMENT RETENTION

10.1 Participant understands and agrees to the following: (a) if Participant submits a bid in connection with this RFP, Participant will (i) download and review all documentation included in the event (such documentation to be downloaded from Ariba Bid Event), and (ii) comply with all requirements and terms set forth in such documentation in Participant's bid; (b) if Participant is selected for an award as a result of this RFP and Participant's corresponding bid, unless otherwise explicitly provided in writing by National Grid, the documents contained in this RFP will be considered "Contract Documents" under the Agreement that will be executed by Participant and National Grid; and (c) Participant will retain a copy of the downloaded documentation included in the event and RFP along with the Agreement and all other Contract Documents in accordance with the terms and conditions of the Agreement, provided however Participant will retain such documents for its records for at least six (6) years following the expiration or termination of the Agreement.

IN WITNESS WHEREOF, each party hereto has caused this Agreement to be executed by its duly authorized representative on the day and year set forth below.

| Matrix North American Construction        | National Grid USA Service Company, Inc.           |
|-------------------------------------------|---------------------------------------------------|
| Signature Docusigned by:  A1A88120B346492 | Signature Barbara Barrett                         |
| Dan Fulcher Name                          | Barbara Barrett<br>Name                           |
| General Manager Transmission and Di       | stribution Operations Category Manager<br>_ Title |
| April 3, 2024   1:42 PM BST Date          | April 22, 2024   9:06 PM BST<br>Date              |

## **SCHEDULE C**

# National Grid Equipment Rate Sheet for Emergency Restoration

Matrix North American Construction

| Unit<br>Code | Type of<br>Equipment | Unit Description                                       | Any standby rate or additional equipment will be based on Schedule B, Son Notes                             | ection 11.  Example | Hourly<br>Rate* | Requires Prior<br>Approval | Line | Civil |
|--------------|----------------------|--------------------------------------------------------|-------------------------------------------------------------------------------------------------------------|---------------------|-----------------|----------------------------|------|-------|
| BT1          |                      | Distribution Bucket Truck                              | All bucket trucks less than 60'. It is assumed most of your fleet with have material handling capabilities. |                     |                 | N                          | Y    | Ν     |
| BT2          | Bucket               | Transmission Bucket Truck                              | All bucket trucks greater than 60'                                                                          | ACC -00. 37         |                 | Υ                          | Y    | N     |
| ВТ3          | Bucket               | Squirt Boom                                            | Bucket does not extend over 40', and there are not outriggers                                               |                     |                 | Y                          | Y    | N     |
| BT4          | Bucket               | Track Bucket                                           | Inclusive of trailer and required transportation                                                            | Alec Alec           |                 | Υ                          | Y    | N     |
| DD1          | Digger               | Distribution Digger Derrick                            | Capable of setting up to 60' poles                                                                          | 70-63               |                 | N                          | Y    | N     |
| DD2          | Digger               | Transmission Digger Derrick                            | Capable of setting over 60' poles                                                                           |                     |                 | Υ                          | Y    | N     |
| DD3          | Digger               | Track Digger                                           | Inclusive of trailer and required transportation                                                            |                     |                 | Υ                          | Y    | N     |
| DD4          | Digger               | Backyard machine - Walk along                          | Inclusive of trailer                                                                                        |                     |                 | N                          | Y    | N     |
| DD5          | Digger               | Backyard machine - Driveable                           | Inclusive of trailer, towable by digger                                                                     |                     |                 | N                          | Y    | N     |
| PT1          | Transportation       | Pickup Truck                                           | 1/2 ton - 1 ton, all styles, inclusive of SUVs                                                              |                     |                 | N                          | Y    | Y     |
| MT1          | Miscellaneous        | Mechanic Truck                                         | Specifically for repairing line equipment                                                                   |                     |                 | Υ                          | Y    | Y     |
| MT2          | Miscellaneous        | Tool Truck                                             | Carrying storm relevant tooling only                                                                        |                     |                 | Y                          | Y    | Y     |
| МТ3          | Miscellaneous        | Stakerack Truck                                        | For material movement, debris hauling, etc                                                                  |                     |                 | Υ                          | Y    | Y     |
| MT4          | Miscellaneous        | Cargo/Utility Trailer                                  | For material movement, debris hauling, etc                                                                  |                     |                 | Y                          | Y    | Y     |
| MT5          | Miscellaneous        | Pole Trailer                                           | No pole dinky                                                                                               |                     |                 | N                          | Y    | Z     |
| MT6          | Miscellaneous        | Pickup Truck with Plow                                 | Rate for pickup truck and plow combined                                                                     |                     |                 | Y                          | Y    | Y     |
| CS1          | Civil Support        | Rubber Tire Backhoe                                    | Inclusive of trailer and required transportation                                                            |                     |                 | Y                          | N    | Y     |
| CS2          |                      | Small Dump Truck (6 Wheel) approximate capacity 2-3 CY | Light single axle - example Ford F350 through F550 dump truck                                               |                     |                 | Υ                          | N    | Y     |

## National Grid Emergency Contract Rate Sheet

Contractor: Matrix North American Contractor: IBEW 42

|                         | April 1       | l, <mark>2024 - A</mark> ugust 3 | 1, 2024     | Septemb       | er 1, 2024 - Augus | t 31, 2025  | Septem        | ber 1, 2025 - <i>l</i> | August 31, 2026 | Septer        | mber 1, 2026 - Au | gust 31, 2027 | Septembe      | er 1, <mark>2027 - A</mark> ugu | ıst 31, 2028 | Septemb       | oer 1, 2028 - August | t 31, 2029  |
|-------------------------|---------------|----------------------------------|-------------|---------------|--------------------|-------------|---------------|------------------------|-----------------|---------------|-------------------|---------------|---------------|---------------------------------|--------------|---------------|----------------------|-------------|
|                         |               |                                  |             |               |                    |             |               | Premium                |                 |               |                   |               |               |                                 |              |               |                      |             |
|                         |               | Premium Time                     | Double Time |               | Premium Time       | Double Time |               | Time                   | Double Time     |               | Premium Time      | Double Time   |               | Premium Time                    | Double Time  |               | Premium Time         | Double Time |
| Classification          | Straight Time | (x1.5)                           | (x2)        | Straight Time | (x1.5)             | (x2)        | Straight Time | (x1.5)                 | (x2)            | Straight Time | (x1.5)            | (x2)          | Straight Time | (x1.5)                          | (x2)         | Straight Time | (x1.5)               | (x2)        |
| *GENERAL FOREMAN        |               |                                  |             |               |                    |             |               |                        |                 |               |                   |               |               |                                 |              |               |                      |             |
| FOREMAN                 |               |                                  |             |               |                    |             |               |                        |                 |               |                   |               |               |                                 |              |               |                      |             |
| HEAD LINEMAN            |               |                                  |             |               |                    |             |               |                        |                 |               |                   |               |               |                                 |              |               |                      |             |
| SPLICER                 |               |                                  |             |               |                    |             |               |                        |                 |               |                   |               |               |                                 |              |               |                      |             |
| JOURNEYMAN LINEMAN      |               |                                  |             |               |                    |             |               |                        |                 |               |                   |               |               |                                 |              |               |                      |             |
| APPRENTICE PERIOD 7     |               |                                  |             |               |                    |             |               |                        |                 |               |                   |               |               |                                 |              |               |                      |             |
| APPRENTICE PERIOD 6     |               |                                  |             |               |                    |             |               |                        |                 |               |                   |               |               |                                 |              |               |                      |             |
| APPRENTICE PERIOD 5     |               |                                  |             |               |                    |             |               |                        |                 |               |                   |               |               |                                 |              |               |                      |             |
| APPRENTICE PERIOD 4     |               |                                  |             |               |                    |             |               |                        |                 |               |                   |               |               |                                 |              |               |                      |             |
| APPRENTICE PERIOD 3     |               |                                  |             |               |                    |             |               |                        |                 |               |                   |               |               |                                 |              |               |                      |             |
| APPRENTICE PERIOD 2     |               |                                  |             |               |                    |             |               |                        |                 |               |                   |               |               |                                 |              |               |                      |             |
| APPRENTICE PERIOD 1     |               |                                  |             |               |                    |             |               |                        |                 |               |                   |               |               |                                 |              |               |                      |             |
| EQUIPMENT OPERATOR A    |               |                                  |             |               |                    |             |               |                        |                 |               |                   |               |               |                                 |              |               |                      |             |
| EQUIPMENT OPERATOR B    |               |                                  |             |               |                    |             |               |                        |                 |               |                   |               |               |                                 |              |               |                      |             |
| CABLEMAN                |               |                                  |             |               |                    |             |               |                        |                 |               |                   |               |               |                                 |              |               |                      |             |
| CABLE TECHNICIAN        |               |                                  |             |               |                    |             |               |                        |                 |               |                   |               |               |                                 |              |               |                      |             |
| DRIVER GROUNDMAN CDL    |               |                                  |             |               |                    |             |               |                        |                 |               |                   |               |               |                                 |              |               |                      |             |
| GROUNDMAN               |               |                                  |             |               |                    |             |               |                        |                 |               |                   |               |               |                                 |              |               |                      |             |
| GROUNDMAN INEXPERIENCED |               |                                  |             |               |                    |             |               |                        |                 |               |                   |               |               |                                 |              |               |                      |             |
| *MATERIAL PERSON        |               |                                  |             |               |                    |             |               |                        |                 |               |                   |               |               |                                 |              |               |                      |             |
| *MECHANIC               |               |                                  |             |               |                    |             |               |                        |                 |               |                   |               |               |                                 |              |               |                      |             |
| *SAFETY PERSON          |               |                                  |             |               |                    |             |               |                        |                 |               |                   |               |               |                                 |              |               |                      |             |
|                         |               |                                  |             |               |                    |             |               |                        |                 |               |                   |               |               |                                 |              |               |                      |             |

- A. Removed unutilized categories:
  - a. Splicer
  - b. Cableman
  - c. Cable technician
  - d. Groundman inexperienced
  - e. Welder
  - f. Technician
  - g. Dynamite Man h. Groundman Trucker Driver B
  - i. Flagman
- B. Head Lineman and Working Foreman combined into one category name Pricing was carried over to the new titled category.
- \* All changes should have no cost impact on your rates, but we will leave that to you to evaluate before you sign. Execution of the contract documents provided is inclusive of the current document changes, and all enclosed documents in their current state.

## National Grid Emergency Contract Rate Sheet

Contractor: Matrix North American Contractor: IBEW 104

|                         | April 1       | , 2024 - August 3 | 1, 2024     | Septemb       | er 1, 2024 - Augus | st 31, 2025 | Septemb       | er 1, 2025 - Augu | st 31, 2026 | Septembe      | er 1, 2026 - Augus | st 31, 2027 | Septemb       | er 1, 2027 - Augus | st 31, 2028 | Septemb       | er 1, 2028 - Augus | st 31, 2029 |
|-------------------------|---------------|-------------------|-------------|---------------|--------------------|-------------|---------------|-------------------|-------------|---------------|--------------------|-------------|---------------|--------------------|-------------|---------------|--------------------|-------------|
|                         |               | Premium Time      | Double Time |               | Premium Time       | Double Time |               | Premium Time      | Double Time |               | Premium Time       | Double Time |               | Premium Time       | Double Time |               | Premium Time       | Double Time |
| Classification          | Straight Time | (x1.5)            | (x2)        | Straight Time | (x1.5)             | (x2)        | Straight Time | (x1.5)            | (x2)        | Straight Time | (x1.5)             | (x2)        | Straight Time | (x1.5)             | (x2)        | Straight Time | (x1.5)             | (x2)        |
| *GENERAL FOREMAN        |               |                   |             |               |                    |             |               |                   |             |               |                    |             |               |                    |             |               |                    |             |
| FOREMAN                 |               |                   |             |               |                    |             |               |                   |             |               |                    |             |               |                    |             |               |                    |             |
| HEAD LINEMAN            |               |                   |             |               |                    |             |               |                   |             |               |                    |             |               |                    |             |               |                    |             |
| SPLICER                 |               |                   |             |               |                    |             |               |                   |             |               |                    |             |               |                    |             |               |                    |             |
| JOURNEYMAN LINEMAN      |               |                   |             |               |                    |             |               |                   |             |               |                    |             |               |                    |             |               |                    |             |
| APPRENTICE PERIOD 7     |               |                   |             |               |                    |             |               |                   |             |               |                    |             |               |                    |             |               |                    |             |
| APPRENTICE PERIOD 6     |               |                   |             |               |                    |             |               |                   |             |               |                    |             |               |                    |             |               |                    |             |
| APPRENTICE PERIOD 5     |               |                   |             |               |                    |             |               |                   |             |               |                    |             |               |                    |             |               |                    |             |
| APPRENTICE PERIOD 4     |               |                   |             |               |                    |             |               |                   |             |               |                    |             |               |                    |             |               |                    |             |
| APPRENTICE PERIOD 3     |               |                   |             |               |                    |             |               |                   |             |               |                    |             |               |                    |             |               |                    |             |
| APPRENTICE PERIOD 2     |               |                   |             |               |                    |             |               |                   |             |               |                    |             |               |                    |             |               |                    |             |
| APPRENTICE PERIOD 1     |               |                   |             |               |                    |             |               |                   |             |               |                    |             |               |                    |             |               |                    |             |
| EQUIPMENT OPERATOR A    |               |                   |             |               |                    |             |               |                   |             |               |                    |             |               |                    |             |               |                    |             |
| EQUIPMENT OPERATOR B    |               |                   |             |               |                    |             |               |                   |             |               |                    |             |               |                    |             |               |                    |             |
| CABLEMAN                |               |                   |             |               |                    |             |               |                   |             |               |                    |             |               |                    |             |               |                    |             |
| CABLE TECHNICIAN        |               |                   |             |               |                    |             |               |                   |             |               |                    |             |               |                    |             |               |                    |             |
| DRIVER GROUNDMAN CDL    |               |                   |             |               |                    |             |               |                   |             |               |                    |             |               |                    |             |               |                    |             |
| GROUNDMAN               |               |                   |             |               |                    |             |               |                   |             |               |                    |             |               |                    |             |               |                    |             |
| GROUNDMAN INEXPERIENCED |               |                   |             |               |                    |             |               |                   |             |               |                    |             |               |                    |             |               |                    |             |
| *MATERIAL PERSON        |               |                   |             |               |                    |             |               |                   |             |               |                    |             |               |                    |             |               |                    |             |
| *MECHANIC               |               |                   |             |               |                    |             |               |                   |             |               |                    |             |               |                    |             |               |                    |             |
| *SAFETY PERSON          |               |                   |             |               |                    |             |               |                   |             |               |                    |             |               |                    |             |               |                    |             |
|                         |               |                   |             |               |                    |             |               |                   |             |               |                    |             |               |                    |             |               |                    |             |
|                         |               |                   |             |               |                    |             |               |                   |             |               |                    |             |               |                    |             |               |                    |             |

- A. Removed unutilized categories:
  - a. Splicer
  - b. Cableman
  - c. Cable technician
  - d. Groundman inexperienced
  - e. Welder
  - f. Technician
  - g. Dynamite Man h. Groundman Trucker Driver B
  - i. Flagman
- B. Head Lineman and Working Foreman combined into one category name Pricing was carried over to the new titled category.
- \* All changes should have no cost impact on your rates, but we will leave that to you to evaluate before you sign. Execution of the contract documents provided is inclusive of the current document changes, and all enclosed documents in their current state.

DocuSign Envelope ID: 110F800A-76CA-4ACE-8655-49398DEC8157

### National Grid Emergency Contract Rate Sheet

Contractor: Matrix North American Cor Union: IBEW 1249

|                         | Apri          | April 1, 2024 - April 30, 2024 May 1, 2024 - April 30, 2025 |             |               |              |             |               | / 1, 2025 - April 30 | , 2026      | May 1, 2026 - April 30, 2027 |              |             | May 1, 2027 - April 30, 2028 |              |             | May           | 1, 2028 - April 30 | 2029        | May 1, 2029 - April 30, 2030 |              |           |
|-------------------------|---------------|-------------------------------------------------------------|-------------|---------------|--------------|-------------|---------------|----------------------|-------------|------------------------------|--------------|-------------|------------------------------|--------------|-------------|---------------|--------------------|-------------|------------------------------|--------------|-----------|
|                         |               | Premium Time                                                | Double Time |               | Premium Time | Double Time |               | Premium Time         | Double Time |                              | Premium Time | Double Time |                              | Premium Time | Double Time |               | Premium Time       | Double Time |                              | Premium Time | Double Ti |
| Classification          | Straight Time | (x1.5)                                                      | (x2)        | Straight Time | (x1.5)       | (x2)        | Straight Time | (x1.5)               | (x2)        | Straight Time                | (x1.5)       | (x2)        | Straight Time                | (x1.5)       | (x2)        | Straight Time | (x1.5)             | (x2)        | Straight Time                | (x1.5)       | (x2)      |
| *GENERAL FOREMAN        |               |                                                             |             |               |              |             |               |                      |             |                              |              |             |                              |              |             |               |                    |             |                              |              |           |
| FOREMAN                 |               |                                                             |             |               |              |             |               |                      |             |                              |              |             |                              |              |             |               |                    |             |                              |              |           |
| HEAD LINEMAN            |               |                                                             |             |               |              |             |               |                      |             |                              |              |             |                              |              |             |               |                    |             |                              |              |           |
| SPLICER                 |               |                                                             |             |               |              |             |               |                      |             |                              |              |             |                              |              |             |               |                    |             |                              |              |           |
| JOURNEYMAN LINEMAN      |               |                                                             |             |               |              |             |               |                      |             |                              |              |             |                              |              |             |               |                    |             |                              |              |           |
| APPRENTICE PERIOD 7     |               |                                                             |             |               |              |             |               |                      |             |                              |              |             |                              |              |             |               |                    |             |                              |              |           |
| APPRENTICE PERIOD 6     |               |                                                             |             |               |              |             |               |                      |             |                              |              |             |                              |              |             |               |                    |             |                              |              |           |
| APPRENTICE PERIOD 5     |               |                                                             |             |               |              |             |               |                      |             |                              |              |             |                              |              |             |               |                    |             |                              |              |           |
| APPRENTICE PERIOD 4     |               |                                                             |             |               |              |             |               |                      |             |                              |              |             |                              |              |             |               |                    |             |                              |              |           |
| APPRENTICE PERIOD 3     |               |                                                             |             |               |              |             |               |                      |             |                              |              |             |                              |              |             |               |                    |             |                              |              |           |
| APPRENTICE PERIOD 2     |               |                                                             |             |               |              |             |               |                      |             |                              |              |             |                              |              |             |               |                    |             |                              |              |           |
| APPRENTICE PERIOD 1     |               |                                                             |             |               |              |             |               |                      |             |                              |              |             |                              |              |             |               |                    |             |                              |              |           |
| EQUIPMENT OPERATOR A    |               |                                                             |             |               |              |             |               |                      |             |                              |              |             |                              |              |             |               |                    |             |                              |              |           |
| EQUIPMENT OPERATOR B    |               |                                                             |             |               |              |             |               |                      |             |                              |              |             |                              |              |             |               |                    |             |                              |              |           |
| CABLEMAN                |               |                                                             |             |               |              |             |               |                      |             |                              |              |             |                              |              |             |               |                    |             |                              |              |           |
| CABLE TECHNICIAN        |               |                                                             |             |               |              |             |               |                      |             |                              |              |             |                              |              |             |               |                    |             |                              |              |           |
| DRIVER GROUNDMAN CDL    |               |                                                             |             |               |              |             |               |                      |             |                              |              |             |                              |              |             |               |                    |             |                              |              |           |
| GROUNDMAN               |               |                                                             |             |               |              |             |               |                      |             |                              |              |             |                              |              |             |               |                    |             |                              |              |           |
| GROUNDMAN INEXPERIENCED |               |                                                             |             |               |              |             |               |                      |             |                              |              |             |                              |              |             |               |                    |             |                              |              |           |
| *MATERIAL PERSON        |               |                                                             |             |               |              |             |               |                      |             |                              |              |             |                              |              |             |               |                    |             |                              |              |           |
| *MECHANIC               |               |                                                             |             |               |              |             |               |                      |             |                              |              |             |                              |              |             |               |                    |             |                              |              |           |
| *SAFETY PERSON          |               |                                                             |             |               |              |             |               |                      |             |                              |              |             |                              |              |             |               |                    |             |                              |              |           |

- A. Removed unutilized categories:
  - a. Splicer
  - b. Cableman
  - c. Cable technician
  - d. Groundman inexperienced
  - e. Welder
  - f. Technician g. Dynamite Man
  - h. Groundman Trucker Driver B
- i. Flagman B. Head Lineman and Working Foreman combined into one category name – Pricing was
- carried over to the new titled category. \* All changes should have no cost impact on your rates, but we will leave that to you to evaluate before you sign. Execution of the contract documents provided is inclusive of the current document changes, and all enclosed documents in their current state.

### National Grid Emergency Contract Rate Sheet

Contractor: Matrix North American Contractor: Non-Union

|                          | April         | 1, <mark>2024 - A</mark> ugust 3 | 31, 2024    | Septemb       | er 1, 2024 - Augus | st 31, 2025 | Septemb       | er 1, 2025 - Augus | st 31, 2026 | Septembe      | er 1, 2026 - Augus | st 31, 2027 | Septembe      | er 1, 2027 - Augu | ıst 31, 2028 | September 1, 2028 - August 31, 202 |              |            |  |
|--------------------------|---------------|----------------------------------|-------------|---------------|--------------------|-------------|---------------|--------------------|-------------|---------------|--------------------|-------------|---------------|-------------------|--------------|------------------------------------|--------------|------------|--|
|                          |               | Premium Time                     | Double Time |               | Premium Time       | Double Time |               | Premium Time       | Double Time |               | Premium Time       | Double Time |               | Premium Time      | Double Time  |                                    | Premium Time | Double Tim |  |
| Classification           | Straight Time | (x1.5)                           | (x2)        | Straight Time | (x1.5)             | (x2)        | Straight Time | (x1.5)             | (x2)        | Straight Time | (x1.5)             | (x2)        | Straight Time | (x1.5)            | (x2)         | Straight Time                      | (x1.5)       | (x2)       |  |
| General Foreman*         |               |                                  |             |               | •                  |             |               |                    |             |               |                    |             |               |                   |              |                                    |              |            |  |
| Working Foreman          |               |                                  |             |               |                    |             |               |                    |             |               |                    |             |               |                   |              |                                    |              |            |  |
| Foreman                  |               |                                  |             |               |                    |             |               |                    |             |               |                    |             |               |                   |              |                                    |              |            |  |
| Splicer                  |               |                                  |             |               |                    |             |               |                    |             |               |                    |             |               |                   |              |                                    |              |            |  |
| Welder                   |               |                                  |             |               |                    |             |               |                    |             |               |                    |             |               |                   |              |                                    |              |            |  |
| Гесhnician               |               |                                  |             |               |                    |             |               |                    |             |               |                    |             |               |                   |              |                                    |              |            |  |
| Cableman                 |               |                                  |             |               |                    |             |               |                    |             |               |                    |             |               |                   |              |                                    |              |            |  |
| Dynamite Man             |               |                                  |             |               |                    |             |               |                    |             |               |                    |             |               |                   |              |                                    |              |            |  |
| Head Lineman             |               |                                  |             |               |                    |             |               |                    |             |               |                    |             |               |                   |              |                                    |              |            |  |
| Journeyman Lineman       |               |                                  |             |               |                    |             |               |                    |             |               |                    |             |               |                   |              |                                    |              |            |  |
| Apprentice Period 7      |               |                                  |             |               |                    |             |               |                    |             |               |                    |             |               |                   |              |                                    |              |            |  |
| Apprentice Period 6      |               |                                  |             |               |                    |             |               |                    |             |               |                    |             |               |                   |              |                                    |              |            |  |
| Apprentice Period 5      |               |                                  |             |               |                    |             |               |                    |             |               |                    |             |               |                   |              |                                    |              |            |  |
| Apprentice Period 4      |               |                                  |             |               |                    |             |               |                    |             |               |                    |             |               |                   |              |                                    |              |            |  |
| Apprentice Period 3      |               |                                  |             |               |                    |             |               |                    |             |               |                    |             |               |                   |              |                                    |              |            |  |
| Apprentice Period 2      |               |                                  |             |               |                    |             |               |                    |             |               |                    |             |               |                   |              |                                    |              |            |  |
| Apprentice Period 1      |               |                                  |             |               |                    |             |               |                    |             |               |                    |             |               |                   |              |                                    |              |            |  |
| Groundman Truck Driver A |               |                                  |             |               |                    |             |               |                    |             |               |                    |             |               |                   |              |                                    |              |            |  |
| Groundman Truck Driver B |               |                                  |             |               |                    |             |               |                    |             |               |                    |             |               |                   |              |                                    |              |            |  |
| Equipment Operator A     |               |                                  |             |               |                    |             |               |                    |             |               |                    |             |               |                   |              |                                    |              |            |  |
| Equipment Operator B     |               |                                  |             |               |                    |             |               |                    |             |               |                    |             |               |                   |              |                                    |              |            |  |
| Groundman                |               |                                  |             |               |                    |             |               |                    |             |               |                    |             |               |                   |              |                                    |              |            |  |
| Flagman                  |               |                                  |             |               |                    |             |               |                    |             |               |                    |             |               |                   |              |                                    |              |            |  |
| /lechanic*               |               |                                  |             |               |                    |             |               |                    |             |               |                    |             |               |                   |              |                                    |              |            |  |
| Material Person*         |               |                                  |             |               |                    |             |               |                    |             |               |                    |             |               |                   |              |                                    |              |            |  |
| Safety Person*           |               |                                  |             |               |                    |             |               |                    |             |               |                    |             |               |                   |              |                                    |              |            |  |

- A. Removed unutilized categories:
  - a. Splicer
  - b. Cableman
  - c. Cable technician
  - d. Groundman inexperienced
  - e. Welder
  - f. Technician
  - g. Dynamite Man h. Groundman Trucker Driver B
  - i. Flagman
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