

Extension of Collective Bargaining Agreement

Kay and Associates, Inc. (the "Company") and District Lodge No. 4, International Association of Machinists & Aerospace Workers AFL-CIO (the "Union") agree to extend the Collective Bargaining Agreement currently in place for the Contract Field Teams Task Order **Presidential Helicopter Squadron One (HMX-1) Program at Patuxent River Naval Air Station, Maryland and Quantico, Virginia** (the "Current Agreement") to and including November 30, 2026.

There shall be no changes to the Current Agreement, except for the following, that shall go into effect on the dates stated below.

ARTICLE VIII. PAY PROVISIONS

Section 8. - Premiums

Effective the first full pay period after 11/1/2026, CDI/CDQAR Premiums will be increased to \$2.25 for all hours worked.

Appendix A

Wages

Labor Categories	Location	Current	11/1/2025*	11/1/2026*
Aircraft Mechanic III	Quantico	\$ 55.06	\$ 56.71	\$ 58.84
Aircraft Mechanic III	Pax River	\$ 55.06	\$ 56.71	\$ 58.84
Supply Tech	Pax River	\$ 46.71	\$ 48.11	\$ 49.91

*Rates will be effective the first full pay period after the dates listed in the table.

Effective the first full pay period after 11/1/2026, employees designated as Lead(s) will receive \$2.50 an hour above the base rate while performing the Lead duties.

Appendix B

Section 1. Employee Benefits

The only change in Appendix B. Section 1 is the amount of the opt out amount.

FULL TIME EMPLOYEE MEDICAL OPT OUT

The allowance amount provided below, will be effective the first full pay period following the date listed in the table:

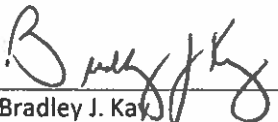
Category	Current	11/1/2026
Employee Opt-Out of Medical	\$ 5.75	\$6.00

Section 2. Retirement 401(k)

Effective upon ratification, the Company will contribute to each non-probationary employee's account \$3.55 per each hour worked up to 40 hours per week. All contributions made to the individual's 401(k) account shall be made by direct deposit into the employee's 401(k) account each pay period.

Effective the first full pay period after 11/1/2026, the Company will contribute to each non-probationary employee's account \$3.85 per each hour worked up to 40 hours per week.

Upon ratification, this extension of the collective bargaining agreement will be in full force and effect on December 1, 2025, and will continue from year to year thereafter unless written notice of desire to negotiate changes or revisions or terminate this Agreement is served by either party upon the other at least sixty (60) calendar days prior to the date of expiration of this Extension by certified mail and or email.

 9/23/2025

Bradley J. Kay Date:
Executive Vice President
Kay and Associates, Inc.

 9/22/25

Mark Duval Date:
Assistant Directing Business Representative
IAM&AW District Lodge No. 4