

Addendum

Between

SDH Services East, LLC.

a subsidiary, of Sodexo Inc.

And

**Industrial, Technical, and Professional Employees Union,
OPEIU Local 4873, AFL-CIO**

Covering Food Service Employees At

Fort Stewart Army Base

Effective October 1, 2025-September 30, 2027

Government Contract #W81K04-21-C-0002

ADDENDUM

WHEREAS, SDH Services West, LLC, a subsidiary of SODEXO, INC., (hereinafter referred to as the "Company") and **INDUSTRIAL, TECHNICAL AND PROFESSIONAL EMPLOYEES UNION, OPEIU LOCAL 4873, AFL-CIO,** (hereinafter referred to as the "Union") have entered into a National Agreement effective October 1, 2022, and

WHEREAS, the Union has been duly designated by the Company's non-supervisory Food Service employees at WINN Army Community Hospital. Ft. Stewart, GA, as their collective bargaining representative, and

WHEREAS, the National Agreement provides for the Company and the Union to negotiate wages and fringe benefits for each facility covered thereby and to enter into an Addendum setting forth those economic terms.

NOW, THEREFORE, it is hereby agreed as follows:

WAGES

Wages shall be paid by check, direct deposit or electronic money card, as determined by the Employer, subject to applicable law.

Former CBA Classification	SCA Classification (SDX Payroll classification)	Current through 9/30/25	Effective 10/01/2025	Effective 10/01/2026
Cook Sr. (Formerly Chief Cook)	(SCA Cook Sr) (Conformance)	\$21.31	\$21.82	\$22.35
Cook I	07041 Cook I (SCA Cook I)	\$18.67	\$19.12	\$19.58
Cook II	07042 Cook II (SCA Cook II)	\$19.81	\$20.29	\$20.77
Nutrition Assistant	99050 Desk Clerk (SCA Desk Clerk)	\$18.20	\$18.64	\$19.08
Dishwasher (formerly Utility)	07070 Dishwasher (SCA Dishwasher)	\$18.20	\$18.64	\$19.08
Cashier	99030 Cashier (SCA Cashier)	\$18.20	\$18.64	\$19.08
Food Service Worker (FSW)	07130 Food Service Worker (SCA Food Service Worker)	\$18.20	\$18.64	\$19.08
Stock Clerk	21150 Stock Clerk (SCA Stock Clerk)	\$20.14	\$20.62	\$21.12

The employees will be paid on a weekly basis. Should the Company decide to utilize a bi-weekly system, it will notify the employees and the Union in advance.

Wages shall be paid by check, direct deposit or electronic money card, as determined by the Employer, subject to applicable law.

OVERTIME

All work performed in excess of forty (40) hours per week shall be deemed to be overtime and shall be compensated at the rate of one and one-half (1½) times the employee's regular hourly rate of pay, or in accordance with the requirements of applicable State or local law.

No overtime shall be worked without the prior approval of the Employer.

There shall be no pyramiding of overtime.

HEALTH AND WELFARE

CURRENT THROUGH SEPTEMBER 30, 2025:

The Company shall provide and/or contribute to a Health and Welfare Plan (e.g. FCE plan), or a benefits vendor, of the employer's choice, for an ACA-compliant benefit plan the sum of four dollars and ninety-three cents (\$4.93) per hour for all straight time hours worked, including vacation, holiday and sick leave for each and every employee covered under this agreement.

Contributions for Family or Medical Leave. The Company shall contribute four dollars and ninety-three cents (\$4.93) per hour to a bona fide SCA compliant benefits plan on behalf of any employee who is on a family or medical leave of absence under the Federal Family and Medical Leave Act. In order to be eligible for such contributions, an employee must have worked for the Company or its Predecessor at the Base for a total of at least twelve (12) months and for at least 1,250 hours in the twelve (12) month period of family medical leave.

In no event shall contributions for family or medical leave exceed a period of twelve (12) weeks per employee per calendar year. The hours of contributions for each week of family or medical leave shall be calculated by determining the average weekly hours worked by the employee during the twelve (12) week period preceding family or medical leave, including all hours during said period of paid vacation, holiday and/or sick leave.

EFFECTIVE OCTOBER 1, 2025, THROUGH SEPTEMBER 30, 2027

The Company shall provide and/or contribute to a Health and Welfare Plan (e.g. FCE plan), or a benefits vendor, of the employer's choice, for an ACA-compliant benefit plan with the below sums per hour for all straight time hours worked,

including vacation, holiday and sick leave for each and every employee covered under this agreement.

Date	Amount
10/01/2025-09/30/2026	\$5.09
10/01/2026-09/30/2027	\$5.24

Contributions for Family or Medical Leave. The Company shall contribute the below sums per hour to a bona fide SCA compliant benefits plan on behalf of any employee who is on a family or medical leave of absence under the Federal Family and Medical Leave Act. In order to be eligible for such contributions, an employee must have worked for the Company or its Predecessor at the Base for a total of at least twelve (12) months and for at least 1,250 hours in the twelve (12) month period of family medical leave.

Date	Amount
10/01/2025-09/30/2026	\$5.09
10/01/2026-09/30/2027	\$5.24

In no event shall contributions for family or medical leave exceed a period of twelve (12) weeks per employee per calendar year. The hours of contributions for each week of family or medical leave shall be calculated by determining the average weekly hours worked by the employee during the twelve (12) week period preceding family or medical leave, including all hours during said period of paid vacation, holiday and/or sick leave.

VACATION

CURRENT AND EFFECTIVE OCTOBER 1, 2025, THROUGH SEPTEMBER 30, 2027:

Vacation shall be determined based on length of service (anniversary date) as follows, and shall become vested (available to use) upon reaching their anniversary date each year.

- From date of employment through 84 months of employment, employees will earn .03847 hours of vacation per hour paid, with a yearly maximum of 80 hours.
- From 85 months of employment, through 168 months, employees will earn .05798 hours of vacation per hour paid, with a yearly maximum of 120 hours.
- From 169 months of employment, and beyond, employees will earn .07693 hours of vacation per hour paid, with a yearly maximum of 160 hours.

The total hours paid (to include hours worked and paid time off for holidays, vacation, sick leave, bereavement leave, and jury duty leave) during the employee's previous employment year.

The term "Anniversary Date", as used in this Agreement, shall mean the date on

which an employee commences employment with the Company, or with a predecessor contractor, in each succeeding annual anniversary following 12 months of continuous service. If an employee has a break in service with the Employer, the employee's anniversary date will be adjusted to reflect their break in service.

Example:

- Employee hired 7/1/2011 with predecessor contractor; vacation and vesting based on 7/1/2011 date
- Employee leaves Employer and is rehired 120 days later; anniversary date is adjusted by 120 days to 10/29/2011; employee will accrue and vest vacation based on this date.

The term "predecessor contractor" shall refer to a business entity which immediately preceded the Company at Winn Army Hospital in Ft. Stewart pursuant to a service contract requiring the providing of similar services as those provided by the Company.

Length of service includes the whole span of continuous service with the present (successor) contractor, wherever employed, and with the predecessor contractors in the performance of similar work at the same federal facility. The employee will receive vacation pay through the normal payroll cycle reflecting the time when the vacation occurs.

Vacation will begin to accrue, or accumulate, from your first day of work. Vacation leave accrues while you are actively at work, or on paid vacation, sick, or holiday leave. Vacation leave is not available for you to use until your first service anniversary.

Your accrued vacation leave is held in two vacation leave balances—unvested and vested vacation leave. The vacation leave you accrue each pay period is placed in your unvested vacation leave balance. Unvested vacation leave is not available for you to use until your service anniversary date.

After your service anniversary date, all leave accrued during the year transfers to your vested vacation leave balance, and is available for use.

Vacation accrual rates vary depending on your seniority date. If your vacation accrual rate increases, you will immediately begin to accrue unvested vacation leave at the new increased vacation leave accrual rate.

There shall be no carry-over for unused vacation time. You are encouraged to use your vacation leave during the year after it vests, any vacation time that you have vested (earned) and remains unused during that year shall be paid out to you after your next vesting (anniversary) date. Carry-over of vacation leave is not permitted on government contracts due to the liability of a successor contractor if and when the contract is awarded to another contractor.

Separations

Vested unused vacation will be paid upon separation of employment.

Additionally, accrued unvested vacation will be paid upon separation of employment.

The employee may take his vacation in more than one segment with the consent of the Company. The employee will be paid at the employee's current rate of pay.

An employee will receive an extra day's vacation or be paid an extra day's pay for a paid holiday that falls within his vacation period.

Vacations will be granted to employees in order of their seniority within classification and work shift. Scheduling of vacation periods is reserved to the Company in order to assure the orderly operation of its business. Employees will apply, in writing, for vacation at least three (3) weeks prior to the date vacation is desired. The Company will approve or disapprove all vacations within one (1) week after such a request for vacation has been made. A vacation period once assigned will not be canceled by the Company, except in cases of emergency.

HOLIDAYS

CURRENT AND EFFECTIVE 01 OCTOBER 2025 THROUGH SEPTEMBER 30, 2027:

New Year's Day	Washington's Birthday
Martin Luther King, Jr. Birthday	Memorial Day
Juneteenth	Independence Day
Labor Day	Columbus Day
Thanksgiving Day	Veteran's Day
Christmas Day	

An employee's amount of holiday pay shall be determined by dividing the number of hours normally scheduled in a week by the number of days normally scheduled in a week and multiplying that number by his regular rate of pay.

Any work performed on a holiday will be paid at the employee's regular rate of pay in addition to the holiday pay. If any of the named holidays fall on a non-working day, the employees shall receive pay for their average number of hours normally worked in lieu of observance, as calculated above.

In the event that one of the holidays shall occur during the employee's vacation, the employee will receive an additional day of paid vacation, unless the employee and the Company agree that he may receive pay in lieu thereof.

When the Company requires work of any shift on a holiday, the Company will first seek qualified volunteers for such work. The work will be assigned according to job classification seniority and business needs as established by management. If there are not enough volunteers to perform such work, the Company will direct the least senior qualified employee in that job classification to perform the work.

In order for an employee to qualify for a paid holiday, he must have worked his regularly scheduled work day immediately preceding the holiday and his regularly scheduled work day immediately following the holiday, and if scheduled to work on the holiday, unless on vacation, leave of absence, jury duty or bereavement leave.

PENSION

CURRENT THROUGH SEPTEMBER 30, 2025:

The Company and its sub-contractors shall pay thirty cents (\$0.30) for all straight time hours worked, not to exceed forty (40) hours in any week for each employee into the ITPEU Pension Fund.

In executing this agreement, the Company agrees to be bound by the terms and conditions of the Agreement and Declaration of Trust establishing the ITPEU Pension Plan and any amendments duly adopted hereto.

The Company further agrees to be bound by all resolutions and other actions taken by the Board of Trustees of such Fund.

EFFECTIVE 01 OCTOBER 2025, THROUGH SEPTEMBER 30, 2027:

The Company and its sub-contractors shall pay the below sums per hour for all straight time hours worked, not to exceed forty (40) hours in any week for each employee into the ITPEU Pension Fund.

Date	Amount
10/01/2025-09/30/2026	\$0.40
10/01/2026-09/30/2026	\$0.50

In executing this agreement, the Company agrees to be bound by the terms and conditions of the Agreement and Declaration of Trust establishing the ITPEU Pension Plan and any amendments duly adopted hereto.

The Company further agrees to be bound by all resolutions and other actions taken by the Board of Trustees of such Fund.

SICK LEAVE

CURRENT AND EFFECTIVE OCTOBER 1, 2025 THROUGH SEPTEMBER 30, 2027:

All employees shall accrue Sick Leave at the rate of one (1) hour of sick leave for every thirty (30) hours worked, not to exceed fifty-six (56) hours per year. The rate of pay for hours for sick leave shall be the employee's regular rate of pay times their regular hours worked. No more than 8 hours per day shall be paid as sick pay.

Elect to carry over or payout.

Employees shall be allowed to carry over up to fifty- six (56) hours of sick pay per year to a maximum balance of one hundred and twelve (112) hours. By no later than September 1st, of each year the employee shall indicate to the manager whether they wish to carry over any of their unused sick time and how many hours they wish to carry over. Employees who do not notify the manager that they wish to carry over unused sick time, shall have their unused sick leave paid out to them at the end of each Government contract year.

Separations. Unused earned sick leave will be paid out upon separation of employment.

In accordance with Executive Order 13706, employees are permitted to use paid sick leave for their own illness or injury, or other health-related needs including preventative care; to assist a family member (or person who is like family to the employee) who is ill, injured or has other health-related needs including preventative care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence, sexual assault, or stalking.

Employees shall be required to provide a doctor's note after being absent from work for more than three (3) days. It is understood that the employee is responsible for any costs incurred in order to fulfill this requirement. Producing such documentation does not guarantee an absence will be authorized and is subject to attendance guidelines.

JURY DUTY

CURRENT AND EFFECTIVE 01 OCTOBER 2025 THROUGH SEPTEMBER 30, 2027:

All employees who have been called for jury duty shall be granted leave with pay for a period not to exceed twenty (20) working days in any calendar year. Employees shall be paid at their regular rate of pay times their regular hours scheduled to work, up to a maximum of eight (8) hours in a day; and not reduced

by any amounts received by the court. Employees must submit to their manager a certificate from the court that lists the day(s) the employee served on Jury Duty and proof of any money received from the court, to receive their normal daily pay. Official notification shall be submitted to the Employer prior to such leave being granted. The Employer shall provide leave for jury duty in accordance with all applicable laws.

If the employee is dismissed early from Jury Duty service and has 4 or more hours of regularly scheduled work remaining in their regular work shift, they must report for work to receive their full pay for that day, unless otherwise approved by management.

Employees will not receive pay for Jury Duty service performed on a scheduled day off, or during any type of Leave of Absence.

BEREAVEMENT

CURRENT AND EFFECTIVE 01 OCTOBER 2025 THROUGH SEPTEMBER 30, 2027:

In instances of the death of a member of the immediate family of an employee, occurring after the completion of the employee's probationary period, the Employer will grant a paid leave of not to exceed three (3) days to enable such employee to attend the funeral and other wise assist in arrangements pertaining to the burial of such family member.

A day's pay will consist of the employee's regular base rate for the hours scheduled for the day during which the bereavement leave occurs and shall be applicable only to days within his regular work week.

The term "family member" as used herein, is defined as consisting of the following family members only: spouse, domestic partner, children, step-children, domestic partner's children, Parents, step-parents, spouse's parents, spouse's step-parents, domestic partner's parents, domestic partner's step-parents, siblings, step-siblings, legal guardian, grandparents, or grandchildren.

No employee entitled to bereavement leave under this Article shall receive such benefits unless he gives reasonable notice to the Employer prior to taking time off for bereavement leave.

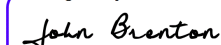
In order to qualify for bereavement leave, an employee must have completed their probationary period.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement.

FOR THE UNION:

Industrial, Technical and Professional
Employees Union, OPEIU Local 4873

Signed by:



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John Brenton

ITPEU Representative

Date: 8/27/2025

FOR THE COMPANY:

SDH Services West, LLC

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Andy Whisnant

VP, Operations

Date: 8/27/2025

DocuSigned by:



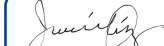
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Mark Combs,

Sr. Director, Labor Relations

Date: 8/27/2025

Signed by:



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Jazmin Diaz

Sr. Manager, Labor Relations

Date: 8/27/2025