Memorandum of Agreement

(Extension of Collective Bargaining Agreement)

Effective 12:01 A.M MARCH 16, 2015, Wastren-EnergX Mission Support, LLC (WEMS) and United Steelworkers (USW) hereby agree to the following:

1. Operate the Portsmouth Facility Site Services (FSS) contract under the terms and conditions of the existing Collective Bargaining Agreement (CBA) between WEMS and USW (effective date of 12:01 AM January 18, 2011 and expiring 12:01 AM on March 16, 2015) for work classifications covered under the CBA.
2. that the terms and conditions of the CBA are extended to midnight, July 25, 2015; and
3. the wages increase effective May 2, 2015, will be 2% base hourly rate with $1.00 roll-in of COLA.

Date: November, 19, 2014

United Steelworkers

David W. McLean

(Print)

David W McLean

(Signature)

Title: Sub-District 5 Director

Herman Potter

(Print)

(Signature)

Title: President USW Local 689

Wastren-EnergX Mission Support, LLC

Damon A. Detillion

(Print)

Damon A. Detillion

(Signature)

Title: WEMS Project Manager

(Print)

(Signature)

Title: