



APPLIANCE PARK

2024 Contract Negotiations

Media Fact Sheet

Gains in Wages

- This contract offers record wages and hourly rate increases for **all** production employees.
- New progression with path to higher wages – Employees with 2, 5 and 10 years of service automatically move up to higher wages.
- All Maintenance technicians hired after June 1, 2009, will move up to the same wage tier, which will keep maintenance positions competitive with those in skilled trades.

Ratification Bonus

- A \$1,500 one-time cash bonus will be paid in December 16, 2024 if employees vote “YES” on this contract.

Healthcare

- The Company is introducing a new Health Plan with **lower** deductibles, **lower** payroll contributions and **lower** annual out-of-pocket maximums.
- The Company is taking on more of the costs of healthcare, so employees can keep more money in their wallet.
- CareATC – the onsite primary care clinic in Building 4 at Appliance Park – continues to provide free or low-cost, high-quality healthcare for all employees and any family members on a Company health plan.

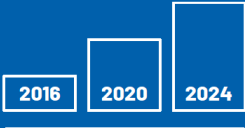
Benefits Package Extended

- The benefits package is extended in the new contract, including 401(k), vacation time, sick time, vision & dental plans, short- and long-term disability, life and AD&D insurance and more.

Voluntary Separation Incentive (VSI)

- The Company is offering up to 50 NIT Production employees at Appliance Park an incentive to voluntarily leave the company by February 28, 2025, for a one-time payment of \$20,000.
- The incentive will be offered based on seniority.

Employee Wins—A “YES” vote on this contract means employees receive the following wins.*

RECORD WAGE GAINS ALL employees receive hourly rate increases. 	PATH TO HIGHER WAGES 2 years of service 5 years of service 10 years of service 	\$1,500 RATIFICATION BONUS A “yes” vote means a bonus will be paid on Dec. 16, 2024. 
NEW HEALTH PLAN IN 2026 With lower payroll contributions and lower out-of-pocket maximums. 	NEW HEALTH PLAN DEDUCTIBLES LOWERED BY \$1,000 OR MORE 	CareATC PROVIDES HIGH-QUALITY, CONFIDENTIAL HEALTHCARE 
INCENTIVE FOR LONG-SERVICE EMPLOYEES 	MAINTENANCE TECHS LEVEL UP All Maintenance Techs move up to the same wage level. 	BEST CONTRACT WITH COMPANY  Wages and Benefits

* subject to ratification

Benefits Package Extended

- My Savings Plan 401(k)
- Vacation Time
- Sick Time
- Vision and Dental Plans
- Job & Income Security/Income Extension Aid
- Individual Development Plan/ Education Assistance

- Life and AD&D Insurance
- Emergency & Family Aid Plan
- Short- and Long-Term Disability
- Appliance Discounts
- Employee Assistance Program
- Paid Parental Leave
- Adoption Assistance
- Service Anniversaries

