

## MEMORANDUM OF UNDERSTANDING

Entergy Arkansas, LLC (the "Company") and Local Unions No. 647, 750 and 1703 of the International Brotherhood of Electrical Workers (the "Union") with respect to the "transmission, distribution, utility support bargaining unit agree as follows:


Scheduling employee work shall include at least one (1) scheduled day off after fourteen (14) consecutive calendar days worked, unless working under an exception granted by management to the maximum allowed nineteen (19) consecutive calendar days per company policy (FATIGUE MANAGEMENT POLICY Rev 0.1) except as otherwise noted in this MOU.

Management will make every effort to ensure an overtime opportunity will not be denied however, if an unplanned overtime opportunity emerges while the most senior qualified employee is on a rest period, the overtime may be offered to the next most senior qualified employee and no compensation related to the emerging overtime will be owed to the employee who is on rest. This agreement is subject to the grievance process in accordance with the current applicable CBA.


Responsibility for tracking days will be in accordance with the Company Policy Rev 0.1. Any attempt to abuse the agreement captured within this MOU shall be dealt with on a case-by-case basis.

By the signatures below, the parties agree to the terms outlined in this agreement.

### FOR THE COMPANY

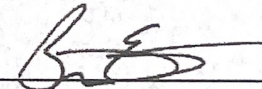
  
Adam Efrein, Dir. Power Delivery

Date: 5/16/2023

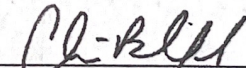
  
Gregory Winston, Labor Relation Mgr.

Date: 5/22/23

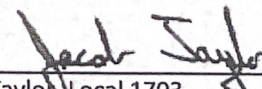
### FOR THE UNION

  
Brian Erwin, Local 647

Date: 05/11/2023

  
Chris Bodiford, Local 750

Date: 05/11/2023

  
Jacob Taylor, Local 1703

Date: 05/11/2023