



Date: Nov 5th, 2025
 To: Doug Pehrson, Vice President
 From: Brian Erwin, Business Manager IBEW 647
 Subject: ANO Painting Support

In a continuing effort to achieve excellence at Arkansas Nuclear One the Company and the IBEW are working together to improve the material condition and appearance of the facility, while reducing the cost and the dependence upon contractors to perform painting task.

The purpose of this Memorandum of Understanding (MOU) is to allow employees to paint on non-safety related equipment or non-plant related equipment.

1. Any painting activities performed by bargaining employees outside normal working hours will be at the applicable employee's set overtime rate.
2. Employees may perform limited painting work as directed by management in conjunction with a previous assigned task. This work shall be incidental to their regular duties and will be selected on a volunteer basis first after which work will be assigned by lowest seniority.
3. Painting overtime will be selected based on volunteer only.
4. All painting overtime will be posted, and selection will be based on the current overtime list.
5. This agreement is not limited to any one department; however, each department will be required to provide their own funding for such overtime.
6. No Reactor Building painting activities will be allowed by this MOU.
7. ANO will ensure personnel who are involved in plant painting are briefed by a supervisor and will be provide Personnel Protective Equipment, ventilation, and general painting requirements prior to starting.

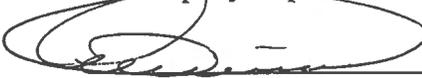
This MOU is non-precedent setting and shall not modify the existing job classifications. Any dispute regarding the meaning or implementation of this MOU shall be handled under the dispute resolution provisions of the CBA.

This Memorandum of Understanding can be cancelled at any time by either party with Thirty (30) days' notice.

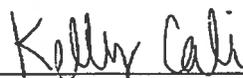
Concurrence: IBEW Local 647

 11/12/25
 Brian Erwin Date

Company Representative:

 11-12-25
 Doug Pehrson Date

Concurrence: Labor Relations

 11/12/25
 Kelly Cali Date