

AGREEMENT

by

and

between

Cardtronics USA, Inc.

And

**INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS
LOCAL UNION NO. 2222**

March 25, 2026 TO March 24, 2029

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ARTICLE 1

PURPOSE

The purpose of this Agreement is to promote efficient, safe, and economical operations while ensuring the delivery of high-quality service and the maintenance of fair wages, hours, and working conditions. It is the intent of the Employer, the Union, and the employees to cooperate in good faith to resolve matters promptly and to sustain a competitive and flexible work environment. The Union acknowledges that, in agreeing to the provisions herein, the Employer has relied upon the Union's commitment to act in good faith, refrain from obstruction, and conduct itself in a manner consistent with supporting the success of the Employer, including the interpretation and application of this Agreement. The Employer agrees to the same.

ARTICLE 2

RECOGNITION

Cardtronics USA, INC. also referred to as “NCR Atleos” or “the Company” (the Employer) recognizes the International Brotherhood of Electrical Workers, Local 2222, AFL-CIO (the Union) as the exclusive bargaining representative for Customer Engineers employed by the Employer in the 107J Territory. All other Company employees are excluded from this contract.

ARTICLE 3

MANAGEMENT RIGHTS

SECTION 1: All rights, functions, prerogatives, and discretions of the management of the Employer formerly exercised by the Employer are retained by and remain vested solely and exclusively in the Employer, except to the extent they are specifically and explicitly modified by the express provisions of this Agreement. Without limiting the generality of the foregoing, these include but are not limited to:

- the right to maintain the orderly, efficient, and profitable operation of the business;
- the right to manage all of its departments;
- the right to determine the size of the work force;
- the right to direct the work force;
- the right to assign employees to any work orders, and the duties and tasks associated with those work orders, and the right to modify those assignments, duties, and tasks;
- the right to assign employees to perform/participate in administrative tasks/duties, such as but not limited to checking emails, vehicle maintenance, participation in training, participation in team meetings or conference calls, managing parts, organizing vehicles, key audits, and expense reports;
- the right to assign employees to work in any and all lines of business and to change those assignments;
- the right to establish, modify, combine and/or eliminate any job classification(s);
- the right to assign employees to job classifications that currently exist or exist in the future and to change those assignments;
- the right to allocate work to employees and to change that allocation;
- the right to hire, promote, transfer, suspend, discipline, discharge, lay off or recall employees;
- the right to monitor/track the position and speed of Employer-issued vehicles and all other aspects of how they are being driven, including hard braking ,acceleration and cabin surveillance, only during detection of a defined unsafe behavior, as defined in the Company AI Safety Dashcam Presentation;
- the right to establish, modify, and enforce safety standards after providing the Union written notice of any such safety standard seven (7) days in advance of its establishment or modification;
- the right to establish, modify, and enforce standards regarding the quality and quantity of work performed by employees, after providing the Union written notice of any such standard seven (7) days in advance of its establishment or modification;
- the right to close down its operations, line(s) of business, or any part thereof;
- the right to direct, modify, expand, contract, combine, transfer, assign, cease or eliminate, in whole or in part, any line(s) of business, service area, job, customer, route, operation, work, or service;
- the right to introduce new, improved, or different service methods;
- the right to determine work to be subcontracted and to subcontract as specified in Section 3;
- the right to determine and modify what machinery, equipment, tools, vehicles and other property of the Employer will be used and for what task they will be used;
- the right to make, modify and enforce policies, rules and regulations relating to the conduct of its business;
- the right to require employees to observe such policies, rules and regulations;
- the right to create, amend, abolish, and implement rules, policies and/or procedures related to or affecting terms and conditions of employment, after providing the Union written notice of any such rule,

policy and/or procedure seven (7) days in advance of its implementation, and to enforce and administer them;

the right to determine, modify, apply and enforce requirements of dress codes and uniforms;

the right to require background and security checks, motor vehicle reports and/or drug testing;

the right to enforce customer-mandated credentialing or badging requirements;

the right to retain and act upon all rights and prerogatives granted by applicable law.

SECTION 2: Employees will perform work as scheduled and assigned without regard to CE level.

SECTION 3: The Employer may use persons not covered by this Agreement to perform bargaining unit work under the following categories or circumstances:

Supervisors or CEs from other territories in emergencies or urgent situations where insufficient qualified bargaining unit members are available;

Supervisors to work incidental to the training and direction of employees;

Supervisors or vendors in demonstrations (e.g., demonstrating the use of newly installed equipment or demonstrating the proper use of equipment);

Supervisors or Customer Engineer Specialists (CES) for troubleshooting (e.g., involvement of the Territory Manager or other employee in resolving and/or identifying a problem with chronically malfunctioning equipment);

Supervisors or auditors for quality control (e.g., evaluating the quality of maintenance or other services performed by an employee);

To perform clerical work (to the extent clerical work is currently being performed by employees);

Vendors and contractors for maintenance, installation, removal, repair of equipment in all or any portion of the Employer's operations to meet customer needs;

During temporary periods of additional staffing needs (e.g., staffing shortages due to vacation, illness, leaves of absence or turnover; increased volume due to spikes in customer demands or new service contracts);

To respond to customer needs within the SLA guidelines applicable to the particular customer; and

For reasons other than outlined above by mutual agreement with the Union, provided that such agreement will not be unreasonably withheld.

ARTICLE 4

UNION SECURITY

SECTION 1: An employee who is a member of the Union at the time this Agreement is signed shall continue membership in the Union for the duration of this Agreement to the extent of paying membership dues and fees as uniformly required.

SECTION 2: It shall be a condition of employment that an employee who is not a member of the Union at the time this Agreement is signed shall become a member of the Union within thirty (30) days after the signing of this Agreement, or within thirty (30) days following employment, and shall remain a member of the Union to the extent of paying membership dues and fees uniformly required.

SECTION 3: Any employees whose religious beliefs forbid them from becoming a member of the Union shall not be required to become or remain a member of the Union. However, they shall be required in lieu thereof to pay to the Union such fees and dues as they would have paid as membership dues to the Union, had they become and remained a member of the Union as provided above. Employees entering the unit during the term of this Agreement whose religious beliefs forbid them from becoming a Union member shall notify the Union in writing of such fact.

SECTION 4: Employees cited to the Employer for alleged violation of this Article shall first be furnished reasonable advance written notification of such delinquency which shall contain a precise statement of the amount and months for which dues and fees are owed and a statement of exactly what action is required of employees to protect their jobs.

SECTION 5: The Union will notify the Employer of employees who fail to tender uniform dues within the required time. Upon receipt of such notice, the Employer will, within ten (10) calendar days, so notify the employees that they are in violation of the provisions of this Article, and they shall have their employment terminated. The Employer will furnish copies of this notice to the employees, and mail copies to Union Headquarters.

SECTION 6: The Employer will furnish the names and addresses of all employees entering or leaving the bargaining unit during the term of this Agreement to the Recording Secretary of the Local within ten (10) calendar days.

ARTICLE 5

DUES CHECK-OFF

SECTION 1: The Employer agrees to deduct Union membership dues and fees, as determined by the Union, from the biweekly earnings of any Employee who has voluntarily authorized the making of such deduction. Such authorization must be provided to the Territory Manager to take effect in the month following submission of the authorization. Such deductions shall be in the amount certified by the Union, from time to time, and shall be made in accordance with the terms of said authorization. Employees who do not sign written authorizations for deductions shall make such payments, if responsible for any, directly to the Union.

SECTION 2: The Employer shall be exempt from any obligation to deduct and remit dues or fees to any employee who has not submitted and filed a written authorization for deduction with the Employer.

SECTION 3: The Employer shall be relieved from making such dues deduction or paying arrears upon:
Termination of employment; or
Transfer to a job outside the Bargaining Unit; or
Layoff from work; or
An agreed unpaid leave of absence; or
Revocation of the deduction authorization in accordance with its terms or with applicable law.

The Employer will resume dues deduction if an Employee on an agreed leave of absence returns to work, however, the Employer shall be relieved from paying arrears arising from an absence covered by the Section above. If a terminated or laid off employee is rehired 90 days or longer after the date of separation from employment with the Employer, dues/fees deduction will be recommenced only upon execution of a new authorization for deduction. The Employer shall not be obliged to make dues or fees deductions of any kind from any employee who, during the month(s) involved, shall have failed to receive sufficient net wages (i.e., gross wages, less taxes, applicable state and federal withholdings, garnishments, and other deductions authorized by the employee and/or law) to equal the dues and fees deduction.

SECTION 4: Indemnification. The Employer assumes no obligation, financial or otherwise, because of complying with the terms of this Article and the Union agrees that it will indemnify and hold the Employer harmless from any claim, action, omission or proceeding by any Employee or any other person or entity arising from deductions made by the Employer under this Article. Once the funds are transmitted to the Union, their disposition thereafter shall be the sole and exclusive obligation and responsibility of the Union.

Section 5: Dues Report

The company will furnish a report with each dues check, listing the names of CE's and the dues amount withheld.

ARTICLE 6

NO DISCRIMINATION

SECTION 1: The Employer and the Union agree that no employee covered by this Agreement shall be discriminated against on the basis of any legally protected status, including sex, age, race, ethnicity, color, creed, religion, national origin, disability, citizenship, marital status, sexual orientation, gender identity or expression, veteran status, military service, genetic information, or other protected characteristics, and that no employee covered by this Agreement shall be subject to retaliation for engaging in protected activity under applicable laws. The Employer and the Union further agree that a qualified individual with a disability must be able to perform the essential functions of his position, with or without reasonable accommodation.

SECTION 2: An alleged violation of this Article shall not be subject to the provisions of Article 16 Arbitration Procedure

ARTICLE 7

VACANCIES

When the Employer decides there's a vacant bargaining unit position, it will be posted on the Company website and the internet for at least six calendar days. Internal candidates (anyone employed by Company) get first consideration. The employer can choose the internal applicant it considers best qualified and most suitable, based on knowledge, skill, training, and ability. If two or more internal applicants are fully qualified and equal, the employer will select the most senior to the Company internal applicant. If there are no applicants or no qualified and suitable internal candidates, the Employer will look externally to fill the vacancy.

ARTICLE 8

SENIORITY

Seniority is defined as an employee's total length of continuous employment within the Bargaining Unit beginning when the employee satisfactorily completes his/her nine (9)-month probationary period or extended probationary period. Except as otherwise noted herein, seniority will cease to accrue but will not be lost until after a break in service of thirty (30) days or more. A break in service includes covered Leaves of Absence, or positions outside of the bargaining unit. An employee's seniority date will be adjusted upon return to the bargaining unit following a break of (30) days or more. An employee's seniority will be lost if the employee:

- (a) resigns or retires; or
- (b) is discharged for just cause; or
- (c) is absent from work for three (3) or more consecutive working days without notifying their Employer unless the employee cannot notify the Employer because of the employee's incapacity; or
- (d) fails to return to work within the period designated by their Employer following the expiration of an authorized leave of absence or following denial of a leave of absence; or
- (e) is laid off.

Seniority lists with addresses and salaries will be supplied to the Union by the Employer upon request but not more than once a quarter, or when a CE is added to the bargaining unit.

ARTICLE 9

LAYOFF/RECALL

SECTION 1: In deciding which employee or employees to lay off or recall, the Employer may take into account any or all of the following: geography and CE classification. Where all factors are equal between/among two or more employees, the employee(s) with the least seniority shall be the first laid off or the last recalled. Notwithstanding the above, a senior CE will be given the opportunity to move to a different CE classification at the appropriate rate, that has a junior CE, in lieu of layoff.

SECTION 2: Probationary and temporary employees employed within affected CE levels shall be laid off first.

ARTICLE 10

ATTENDANCE/TARDINESS

The Employer has the right to create, amend, abolish, and implement attendance/tardiness rules, policies and/or procedures after providing the Union with written notice of any such rule, policy and/or procedure fourteen (14) days in advance of its implementation, and to enforce and administer them in accordance with company attendance policy.

Absent extraordinary circumstances CEs are expected to be mobile in their workgroup or at their first assignment within their workgroup when their shift assignment begins. If a CE has call at the start of their shift the CE will be expected to be active on the call 30 minutes before the start time, and time permitting at the start of their shift. Thirty minutes prior to your shift start time, if you do not have an assignment, you should check in via mobile device for call assignments, if no call is assigned contact your Territory Manager or Service Planner.

ARTICLE 11

PAY PERIOD/TIME RECORDS

SECTION 1: Work Week is defined as Saturday-Friday. Employees are paid on a bi-weekly basis (i.e., every other week). The payday for each pay period is Friday following the two-week pay period. The Employer may change the workweek and pay period if a law is passed to do so. The Union will allow a grace period for such change of 6 months.

SECTION 2: Time Recording. To ensure accurate timekeeping, employees are required to report all time worked by the end of that day's shift in the applicable time tracking system. Daily time records must reflect all hours worked for that day. Employees are required to accurately report all time worked. Any time that is not recorded by the end of the work week will not be paid until the following pay period.

SECTION 3: Falsification of Time Records. Falsification of time records will constitute just cause discharge, with the exception of minor clerical errors which will be addressed through progressive discipline. An employee who is discharged for falsification of time records may challenge or discharge in arbitration with the sole question to be whether the employee falsified time records.

ARTICLE 12

SCHEDULING

SECTION 1: Scheduling

- (a) Employees will be scheduled to work on a weekly basis as determined by the Employer.
- (b) Employees will be notified of their weekly (days of the week) schedules, as determined by the Employer, no less than seven (7) calendar days prior to the first day of the scheduled work period. Schedules are subject to change at any time based on emergencies, employee illness, unplanned absences, termination, training, customer needs, weather-related issues, and similar circumstances.
- (c) The Employer will factor in the following decisions when scheduling tours:
 - Location (MA, RI)
 - Qualifications (Levels)
 - Seniority

SECTION 2: Shifts

- (a) The Employer may determine that an employee's shift (starting and quitting) time(s) should be changed temporarily or permanently.
- (b) Temporary changes, including the assignment of overtime, as determined by the Employer, may be made by the Employer at any time due to emergencies, employee illness, unplanned absences, termination, training, customer needs, weather-related issues, and unforeseen circumstances. Otherwise, unless doing so is not feasible, seven days' advance notice of a temporary (less than 30 days) change will be given to the employee.
- (c) The Employer will, to the best of its ability, give the employee an estimate of the length of the temporary change at the time the employee is notified of the change.
- (d) Unless doing so is not feasible, fourteen days' notice will be given to the employee of a permanent (more than 30 days) change.

ARTICLE 13

PERFORMANCE EVALUATION AND PERFORMANCE IMPROVEMENT

SECTION 1: Performance Evaluation.

The Employer has the right to:

- evaluate, assess, and measure the quantity and quality of employee performance through any analytic, technological, statistical, monitoring, or other mechanism, program, or tool it currently utilizes or may utilize in the future.
- determine, modify, enforce, and apply standards of performance, conduct, order and safety.
- determine when and whether to evaluate employees formally or informally.
- determine, modify, and apply the processes, methods, and criteria by which employees' performance is evaluated and assessed.
- determine and modify the frequency employees are evaluated, formally or informally.

SECTION 2: Performance Improvement:

- The Employer may place an employee whose performance falls below Employer standards on a Performance Improvement Plan ("PIP"), after notifying the Union. The determination of (i) whether an employee's performance falls below the Employer's standards and/or (ii) whether an employee will be placed on a PIP shall be made by the Employer in its sole discretion. PIPs shall be presented to employees in writing and shall provide the designated length of the PIP (e.g., 14 days). Regardless of the designated PIP length, the Employer may extend the PIP length for any length of time if a reasonable basis exists. Additionally, the Employer has the right to progressively discipline the employee under the PIP if the employee fails to meet the performance improvement objectives set forth in the PIP.
- Employees will be subject to all Employer policies and practices regarding performance evaluations. The Employer may terminate, modify, or implement any policies, procedures, or practices regarding performance evaluations consistent with the Employer's right to implement reasonable work rules under Article 3 Management Rights. The Employer will notify the Union of such changes.
- Employees may be progressively disciplined for performance issues up to and including termination. Employees wishing to challenge their performance improvement plan/evaluation may file a grievance.

ARTICLE 14

CORRECTIVE ACTION AND DISCHARGE

SECTION 1: The Employer retains the discretion to discipline or discharge any employee who has not yet completed the probationary period, as defined in Article 8 (Seniority), with or without cause. Such disciplinary actions involving probationary employees are not subject to the grievance, mediation, or arbitration procedures outlined in this Agreement.

SECTION 2: Employees who have successfully completed their probationary period may be disciplined or discharged for just cause. Just cause includes, but is not limited to, the offenses enumerated in Section 4 of this Article. The omission of an offense from Section 4 shall not limit an arbitrator's authority to determine whether just cause exists for discipline or discharge based on conduct not expressly listed.

SECTION 3: The Employer shall provide copies to the Union of all written warnings issued on or after the date of execution of this Agreement. Upon written request by the Union, the Employer shall provide to the Union relevant and reasonable documentation supporting the basis for the discipline or discharge. Nothing herein shall preclude the Employer from utilizing any relevant information or documentation in arbitration.

SECTION 4: Certain offenses, including but not limited to, driving under the influence, acts of theft, Company TA dishonesty, violence, violations of Code of Conduct, violation of any safety rules, unprofessional or inappropriate behavior directed towards a customer, harassment, discriminatory, threatening, or abusive conduct, insubordination, performance issues, and illegal drug use, shall constitute just cause for discipline or discharge. If, in accordance with the provisions of Article 16 Arbitration Procedure, an arbitrator concludes that an employee who has completed the probationary period engaged in any of the preceding conduct, just cause for the discipline or discharge imposed shall be established and the grievance shall be denied.

SECTION 5: The Employer may, at its discretion, utilize progressive discipline, which may include verbal warnings, written warnings, final written warnings, and termination. The Employer may also suspend an employee, with or without pay, as part of the progressive Company TA disciplinary process.

SECTION 6: Variations in the level of discipline issued to other employees for the same or similar offenses shall not constitute grounds for contesting the discipline imposed on the employee in question, unless all other relevant factors are identical.

SECTION 7: An employee who is discharged or suspended will receive written notice of such action electronically to the email on file, and via US Mail. A copy of the notice shall be sent to the Union Business Agent electronically, and via US Mail, and shall include a statement of the facts upon which the action is based.

SECTION 8: An employee who is discharged or suspended for more than three (3) working days may file a grievance at Step 2 of the Grievance and Mediation Procedure within seven (7) calendar days of the discharge or suspension. The time limits set forth in Article 15 (Grievance and Mediation Procedure) and Article 16 (Arbitration Procedure) remain in full force and effect. Time is of the essence; however, the time limits in this Section may be waived only through written agreement between the Employer and the Union. Any prior waivers or extensions shall not influence future cases and shall not be considered by an arbitrator when determining arbitrability.

ARTICLE 15

GRIEVANCE AND MEDIATION PROCEDURE

SECTION 1: For the purposes of this Agreement, a grievance shall mean any complaint or dispute concerning the interpretation or application of a specific provision of this Agreement, provided that such complaint or dispute arose during the term of this Agreement or any written extension thereof.

SECTION 2: A grievance may be initiated by the Union for an employee(s) or for the Good of the Union. Any request for mediation or demand for arbitration may only be submitted by the Union or the Employer. Each grievance must clearly identify the affected employee, specify the nature of the complaint or dispute, cite the specific provisions of this Agreement involved, state the remedy sought, and bear the signature of the Union steward, or Union representative. The Employer retains the right to file a grievance against the Union in accordance with Section 5 of this Article.

SECTION 3: Prior to filing the grievance the Employee and TM should make a good faith attempt to resolve the dispute. Nothing in this Agreement shall prevent an employee or the Union from resolving any complaint or dispute consistent with this Agreement and the law at any time. Any such resolution shall be without precedent unless the Employer and the Union agree otherwise in writing and signed by the Employer and the Union. Informal discussion and resolution are encouraged and preferred. If the complaint is not resolved, the procedure outlined below must be followed.

SECTION 4: A grievance shall be processed as follows:

Step One: The grievance shall be presented to the Territory Manager. To be timely and properly filed, a grievance must be presented in writing to the Territory Manager within seven (7) calendar days after the occurrence of the facts or circumstances giving rise to the dispute over which the grievance arose. The Employer will hold a meeting to discuss the grievance. The Territory Manager will schedule a meeting within (7) calendar days to hear the grievance. The Employer shall give a written response to the grievance within fourteen (14) calendar days after the meeting (unless otherwise agreed to in writing).

Step Two: The grievance shall be presented to Sr. Service General Manager or Company designee. To be timely and properly filed, a grievance must be presented at Step Two in writing to the Sr. Service General Manager within seven (7) calendar days after the date of the written response in Step One. The Employer will hold a meeting to discuss grievance within (7) business days. The Employer shall give a written response to the grievance within fourteen (14) calendar days after the meeting (unless otherwise agreed upon in writing). The Union has seven (7) calendar days to initiate Step Three process or the grievance will be considered closed.

Step Three: If the grievance is not resolved at Step Two, mediation shall take place by the Federal Mediation and Conciliation Service (FMCS), or The Labor Relations Connection (LRC) if the FMCS is unavailable. The parties will notify the FMCS or LRC jointly in writing within seven (7) calendar days after the date of the Step Two decision that they request mediation and shall thereafter choose a mediator and proceed to mediation in accordance with FMCS's or LRC's procedures. Mediation under

this Step is a condition precedent to arbitration. The mediation shall be held in a mutually agreeable location.

SECTION 5: A grievance alleging a violation of the Agreement by the Union which is initiated by the Employer shall be presented in writing to and discussed with the Union Steward. If such a grievance is not resolved within fourteen (14) calendar days after this discussion, it may be submitted to mediation by the Employer in accordance with Section 4, Step 3 of this Article. 20

SECTION 6: Time is of the essence, but any time limits in this Article can be waived by the written agreement of the Employer and the Union. Any past waivers or extensions given shall have no bearing on whether the time limits in a future case have been waived and shall not be taken into account by the arbitrator in deciding whether a grievance is arbitrable.

ARTICLE 16

ARBITRATION PROCEDURE

SECTION 1: Selection of Arbitrator. In the event the Union notifies the Employer of its intent to take a grievance to arbitration, a written request shall be made to the AAA or Labor Relations Connection to provide a panel of seven (7) qualified arbitrators along with the resume and arbitration experience of all arbitrators on the panel. Upon receipt of such list of arbitrators, the Parties will alternately strike one (1) name from the list with the non-grieving Party striking first. The arbitrator whose name remains shall be the arbitrator.

SECTION 2: Arbitrator's Limitations. The Arbitrator shall have no power to add to, subtract from, or modify the terms of this Agreement; to impose on either Party a limitation or obligation not explicitly provided for in this Agreement; or to establish or change wage rates or wage scales and benefits. In cases in which the subject of the grievance is the discharge or discipline of an employee, the arbitrator's authority is limited to determining whether the employer has established by a preponderance of the evidence that the employee engaged in the conduct on which the discipline or discharge is based. If the arbitrator concludes that the preponderance of evidence does support a finding that the employee did engage in such conduct, s/he shall have no authority to reduce or modify the discipline or discharge as imposed by the Employer, unless the Arbitrator also finds that the discharge or level of discipline is so clearly excessive that it is arbitrary and capricious. The Arbitrator may not award punitive damages or exemplary damages. Furthermore, the Arbitrator has no authority to rule on any grievance which is based on any event or circumstance which occurs after this Agreement terminates. Arbitrator's decision shall be based exclusively on evidence at the arbitration hearing.

SECTION 3: Single Grievance. Arbitrations shall be limited to a single grievance for a single employee unless the Employer and Union mutually agree to the contrary. However, when a single operative event affects more than one employee for the same operative reason, i.e., there are no different individualized circumstances, such grievance(s) may be arbitrated as one, provided that the grievance specifies that the alleged single operative event affects more than one employee and the basis therefor.

SECTION 4: Arbitrator's Decision. The decision of the Arbitrator shall be issued as promptly as possible. The Arbitrator's decision shall be final and binding upon the Employer, the Union and the grievant. Arbitration awards shall in no case be made retroactive and/or effective earlier than the date upon which the grievance was first presented.

SECTION 5: Costs of Arbitration. Each Party shall be responsible for its own costs of arbitration including but not limited to the expense of preparing its case including attorney and expert fees and the expense of its own witnesses or others selected or called by a Party to attend or appear before the Arbitrator. The parties shall each be responsible for payment of one-half (1/2) the fees and other expenses of the arbitrator and of the hearing room.

SECTION 6: In the event of a violation of Article 17 No Strikes/No Lockouts, and either party requests expedited arbitration, the following procedure will apply. The AAA or Labor Relations Connection shall, immediately upon receipt of such facsimile or electronic notice, appoint an arbitrator to hear the matter who can hear the matter within 48 hours. Immediately after being appointed, the arbitrator shall notify

the Employer and the Union in writing of such and hold a hearing within no more than 48 hours thereafter. The failure of either party or any witness to attend the hearing as scheduled and noticed by the arbitrator shall not delay the hearing, and the arbitrator is authorized to proceed to take evidence and issue an award and order as though such party and/or witness was present. The arbitrator shall have jurisdiction to issue a cease-and-desist order with respect to such a violation and order such other relief as he/she may deem appropriate to promptly terminate such a violation. The arbitrator shall be required to issue only a written order and award (no opinion), which shall be issued at the hearing. The party that prevails in the arbitration may file a motion, application, or petition with any court of competent jurisdiction to confirm and specifically enforce the arbitrator's award. Nothing herein shall preclude the Employer from instituting a federal or state court action to remedy any violation of this Article, either in lieu of or in addition to arbitration and the Employer shall be entitled to a court order enjoining the breach and any other remedy provided by law.

SECTION 7: Time is of the essence, but any time limit in this Article can be waived by the written agreement of the Employer and the Union. Any past waivers or extensions given shall have no bearing on whether the time limits in a future case have been waived and shall not be considered by the arbitrator in deciding whether a grievance is arbitrable.

ARTICLE 17

NO STRIKES/NO LOCKOUTS

SECTION 1:

During the life of this Agreement, or any written extension thereof, neither the Union (including its officers, officials, other agents, and members) nor any employees will, whether on or off duty and whether directly or indirectly, engage in, instigate, sponsor, assist, authorize or threaten any:

primary or secondary action;

corporate campaign,

mass absenteeism;

boycott;

work stoppage;

strike;

sit-down;

sit-in;

walkout;

picketing;

sick out;

slow-down;

hand billing, including but not limited to informational picketing at nonwork sites;

sympathy strike,

unfair labor practice strike,

refusal to cross any picket line at any Company facility or Company customer, affiliate, subsidiary, or any other related entity;

any other interference with or interruption of the Employer's operations or any of its customers or suppliers for any reason,

or other activity directed at the Employer or any of its customers, vendors, or suppliers or any of its officers, directors, board members, employees or agents with a purpose to disrupt or interfere with the operations of the Employer or interfere with its relationships with its customers or suppliers.

Nothing herein shall be construed to prevent an employee while off-duty from picketing a company other than the Company, provided that, in connection with picketing or any job action involving an the Company's customer, the following rules will apply:

Employees may not wear any clothing or wear or carry any paraphernalia that identifies the employee as a Company employee.

Employees may not identify themselves as Company employees on social media or to any member of the media.

Employees may not identify themselves as Company employees to any individual in any forum.

The Employer may notify employees about these requirements orally and/or in writing and that they may be disciplined or discharged for violation of this provision.

It shall not be a violation of this Agreement nor basis for discipline or other action by the Employer for an employee not to cross a picket line if, under the circumstances, the employee has reasonable cause to believe he/she will be subjected to physical violence if he/she crosses the picket line. If the employee has reasonable cause to believe he/she will be subjected to physical violence if he/she crosses the picket line, the employee shall immediately contact his/her supervisor for further instructions.

There shall be no lockouts by the Employer during the term of this Agreement.

SECTION 2: Officers and officials of the Union shall be readily accessible to the Employer by office phone, mobile phone or email and to take all prompt and effective measures to prevent and stop any acts prohibited by Section 1 of this Article. This includes, but is not limited to, contacting, by expeditious and effective means, everyone which the Union may be aware is engaging in such acts and instructing those individuals to immediately cease such actions.

SECTION 3: Where an action in violation of Section 1 occurs or the Employer believes may occur, employees shall, upon demand, immediately turn into their supervisors all Employer assets, equipment, and customer keys used to access customer premises and/or customer equipment. The Union shall instruct all employees about their obligation to do so.

SECTION 4: Any employee who engages in any conduct which violates the provisions of Section 1 of this Article shall be subject to discipline or discharge by the Employer and may have recourse to Article 15 Grievance and Mediation Procedure and Article 16 Arbitration Procedure, where the sole question to be decided will be whether the employee engaged in any conduct prohibited by Section 1.

SECTION 5: For all purposes in this Article and throughout this Agreement, officials, officers, stewards, and employees of the Union, including delegates and other employees holding elected positions within the Union, shall be considered agents of the Union.

ARTICLE 18

REQUIRED CLOTHING AND TOOLS

SECTION 1: Employees are required to comply with all Employer policies and practices related to CE dress code as defined in the CE Handbook. **The Employer can discontinue, modify, amend, or institute any policies or practices regarding dress code consistent with the Employer's right to implement rules and policies covering terms and conditions of employment pursuant to this Agreement.**

SECTION 2: The Employer will provide employees with all tools and/or equipment deemed necessary at the Employer's sole discretion. Such tools and/or equipment may be supplied directly by the Employer or reimbursed upon proof of purchase, Employees are not required to purchase needed tools at their expense. All purchases of tools and/or equipment must receive prior approval from the Territory Manager. If an employee does not possess the required tools, they must immediately notify their Territory Manager to obtain approval for purchase. Personal tools are not to be used.

ARTICLE 19

HEALTH/SAFETY/SECURITY

SECTION 1: The Employer and the Union mutually agree to maintain the highest standards of safety and health to prevent injury and illness. Accordingly, the Employer, the Union, and Employees shall cooperate in the prevention of accidents and in the establishment, implementation, enforcement, and compliance with the Employer's safety and security rules, policies, and practices.

SECTION 2: An Employee's may be assigned to a site that may be determined to pose potential risk to the employee's safety in accordance with the Employer's policy and procedures. The Employee is expected to follow the Guard Request and Escalation process. When potential risk is determined to exist, it shall be dealt with in accordance with the Employer's current Guard Request and Escalation Procedure; which can be amended from time to time.

SECTION 3: The Company has a zero-tolerance policy for acts or threats of violence. Everyone must report any suspicious activity, including threats and actual acts of violence occurring while conducting business both on and off our premises. We prohibit the possession of weapons in the workplace. We prohibit the unlawful use, possession, distribution or sale of controlled substances on our premises, in our vehicles and while conducting business or representing the company. You may not use or be under the influence of alcohol or marijuana, even where use is lawful, while conducting business.

ARTICLE 20

STEWARDS

There shall be up to two (2) stewards located in Boston and up to (2) located in Rhode Island; appointed by the union. One steward will be the Chief Steward and main point of contact in Boston, and one steward will be the Chief Steward and main point of contact in Rhode Island. The Union will identify those stewards by written notice to the Employer and the Employer will recognize those employees as stewards. The Union will also notify the company of any change to steward appointments. A steward shall be paid his or her normal base hourly rate (excluding premiums) for Weingarten meetings, Step One meetings as set forth in Article 15, Section 4, or any other meeting if the Employer requires the attendance of the steward.

SECTION 2: The Union shall advise employees of their Weingarten Rights, including the employee's responsibility to request Weingarten representation. The employee may elect to meet with management without representation. Circumstances may require that a telephone conference can be used if a face-to-face meeting is not practical.

SECTION 3: The Employer may grant unpaid leave of absence of up to five working days to not more than two employees at any one time for the purpose of attending Union conventions. Customer needs should take precedence over the granting of any such leaves. The Employer also may grant unpaid leave of absence of up to two working days for other legitimate Union business, such as to participate in an arbitration involving a member of the bargaining unit. Such leaves of absence shall be capped for a total of ten working days across the entire bargaining unit in each calendar year and must be applied for in writing eight weeks prior to commencement of the requested leave or as far in advance as is feasible. If less than eight weeks' written notice is given, the employee shall be required to find coverage for his/her absence. An employee's choice of coverage shall be subject to approval by the Territory Manager. Customer needs shall take precedence over the granting of any such leaves described above.

SECTION 4: Investigation of and processing of grievances shall take place during the non-work time of the steward and employee(s) involved. However, if the issue is such that immediate attention is required that would disrupt operations or interfere with assigned duties, then with prior approval of the manager, the employee and steward may utilize Employer-issued cell phones to communicate regarding the issue, without loss of time or pay during their regular work time. If the communications would not disrupt operations or interfere with assigned duties, the employee and steward may communicate regarding the issue without loss of time or pay during their regular work time.

ARTICLE 21

SOLICITATION/DISTRIBUTION

Employees must comply with all Company customer policies regarding solicitation or the distribution of literature on customer property, provided such policies have been communicated or otherwise made known to the employee.

ARTICLE 22

TRAINING

Section 1: The Employer reserves the right to establish, modify, and enforce all Employee training requirements. This includes, but is not limited to, determining the dates, locations, times, and duration of training, as well as the types and subjects covered. Training may include orientation, site-specific or location-based training, safety training, and professional development programs. Employees are expected to arrive on time, dressed in accordance with the dress code policy, remain actively engaged throughout the training, and successfully complete and pass the training course. The Company expects all Employees to conduct themselves professionally throughout the duration of all Trainings that require an overnight stay.

Section 2: Employees who anticipate idle time of 15 minutes or more are expected to utilize that time to complete any assigned online training; if no training is assigned, they are expected to contact their Service Planner or Territory Manager.

ARTICLE 23

TECHNOLOGY

The Employer retains the sole discretion to develop, implement, and require training on any new or modified methods and means of performing bargaining unit work. This includes, but is not limited to, new technological processes, programs, hardware, or systems. Employees are required to comply with all such technological requirements. Failure or refusal to do so may result in disciplinary action, up to and including termination.

ARTICLE 24

OVERTIME

Overtime is paid at 1.5 times your regular rate for all hours worked over forty (40) in a workweek, as required by U.S. federal law. Paid time off (holidays, vacation, sick leave, bereavement, jury duty, etc.) does not count as "hours worked" for overtime purposes. All OT must be authorized by your Territory Manager prior to working. Any unauthorized use of overtime is subject to the progressive discipline process. All time spent conducting NCR Atleos work must be accounted for.

ARTICLE 25

BEREAVEMENT

SECTION 1: All full-time employees shall be granted up to three (3) days (up to eight hours pay per day at the employee's regular base hourly rate) excused absence upon the death of a member of the immediate family to make funeral arrangements, to attend the funeral, and to settle legal matters related to the death.

SECTION 2: Immediate family is defined as: spouse, parent, parent of current spouse, child, brother, sister, grandparent, grandchild, stepmother, stepfather, stepchild, stepbrother, stepsister, or another family member documented as living in the employee's home.

SECTION 3: If a death in the immediate family occurs while the employee is on vacation, an employee will be permitted to reclassify their time off as bereavement time, up to a maximum of three days. The Employee must notify the Employer immediately.

SECTION 4: An employee's manager may grant additional time off from work for the bereavement by allowing the employee to use his/her vacation, floating holidays, or an unpaid leave of absence in the manager's sole discretion.

ARTICLE 26

LEAVES OF ABSENCE

In addition to any leave required by law or provided under Company policy, the Employer may, at its sole discretion, grant an unpaid personal leave of absence for legitimate personal reasons for up to thirty (30) days. Such leave may be extended at the Employer's discretion.

ARTICLE 27

JURY DUTY

Section 1: Employees required to serve on jury duty will receive the difference between their regular base pay and the compensation received for jury service, for up to sixty (60) working days within any calendar year.

Section 2: Employees serving on jury duty are expected to work their scheduled weekend shifts unless jury duty occurs on a weekend.

Section 3: To qualify for jury duty pay, employees must notify their manager of the obligation by submitting a copy of the jury duty summons as soon as it is received, and no later than three (3) working days after receipt.

ARTICLE 28

NEW HIRE ORIENTATION

Section 1: The Union will participate in the Employer's new hire orientation for up to thirty (30) minutes via a video teleconferencing platform, such as Microsoft Teams, or in person, to introduce themselves; exchange personal information and distribute union materials. The orientation will be scheduled for the first week of employment. An Employer representative may also attend the orientation.

Section 2: The Employer will provide the Union with the names and job classifications of all bargaining unit employees at least annually. Additionally, the Employer will provide the Union with the names and job classifications of new hires within thirty (30) days of their hire date.

ARTICLE 29

PROMOTIONS WITHIN THE BARGAINING UNIT

Section 1: Decisions regarding promotions will be made by the Employer during the annual performance review process if a position is available or unless otherwise determined by Company Management. The Employer will establish the standards and requirements for determining when a promotion is warranted and when a position is available. These standards and requirements may be modified by the Employer at its discretion. Territory Managers will notify employees of any available promotions via email.

Section 2: Employees interested in being considered for a promotion must notify their supervisor. The supervisor will inform the employee of the applicable standards and requirements and will provide periodic updates on the employee's progress toward meeting those criteria.

Section 3: The Employer is under no obligation to create additional positions to provide promotional opportunities.

Section 4: When an employee is promoted, they will receive at least the minimum salary for the applicable promoted position.

Section 5: This Article is not subject to the Grievance and Mediation Procedure or the Arbitration Procedure.

ARTICLE 30

WAGES

SECTION 1: Minimum and Maximum Start Rates

Effective the beginning of the full payroll cycle after ratification, the minimum and maximum start rates for the following job categories will be as follows:

	Min. Annual Wage	Min. Hourly Wage	Max. Annual Wage	Max. Hourly Wage
CE 1:	\$46,155.20	\$22.19	\$50,960	\$24.50
CE 2:	\$50,169.60	\$24.12	\$57,200	\$27.50
CE 3:	\$60,195	\$28.94	\$65,530	\$31.50
CETL	\$73,133	\$35.16	\$80,000	\$38.46

Employees whose current salaries are below the new minimum start rates will accordingly receive an increase in their salary to the new minimum rate, or the percentage raise in section 2, whichever is greater.

Current employees whose salaries exceed the maximum ranges will be grandfathered in.

SECTION 2: General Wage Increase Component

Beginning with ratification and annually thereafter, annual wage increases shall be determined as follows for all customer engineers who are actively employed within the bargaining unit as of the date on which any increase is effective as outlined below:

Upon ratification	1 year anniversary of ratification	2 year anniversary of ratification
3.3%	3.6%	4%

due to receive their increases when they actively return to work.

Employees who are inactive an approved leave will

SECTION 3: Ratification Bonus; all CEs will receive a one-time ratification bonus in the amount of \$750.

SECTION 4: New Hires. New Hires start at the minimum rate based on the employer’s determinations of its needs. However, new hire pay shall not exceed the maximum rate established in the table.

SECTION 5: Shift Premiums. The Company recognizes two levels of shift premium pay based on the scheduled start time of the employee's assigned shift.

Noon through 10:59 pm – (\$2.00)

11:00 pm through 5:59 am – (\$2.30)

SECTION 6: Availability Pay and Procedure

Employees will be assigned to an availability schedule for the purpose of determining who will respond to customer service calls outside of the scheduled work hours. Employees who are approved by management for time away from work, sick leave, or vacation are not required to identify a backfill nor will their inability to cover the availability be considered an attendance violation. All other employees who are not available as scheduled will be in violation of the attendance policy.

All CEs are expected to complete the call they are on even if the maximum threshold below has been reached.

AV-1 will be limited to (3) three hours mandatory maximum additional hours per day. (CE's with networking skills excluded from this maximum threshold)

AV-2 will be limited to (8) eight hours mandatory maximum additional hours per day. (CE's with networking skills excluded from this maximum threshold)

Each CE will be guaranteed at least one (1) day off per week, unless they volunteer for AV-2 TA

Employees may request that a co-worker with similar shifts and skill sets be allowed to cover their availability schedule. This request must be approved by management. However, the following persons cannot be requested to cover the availability:

- a. Employees who lack the necessary skills and abilities;
- b. Employees already assigned to cover time on the availability schedule;
- c. Employees currently out sick, on medical leave or in inactive status.

Availability pay at the Non-Scheduled Workday Rate applies when employees are assigned by management to respond to unscheduled customer service calls outside of their scheduled work hours.

Availability pay at the Scheduled Workday Rate applies when employees are scheduled to be available or request that a co-worker be allowed to cover their availability schedule due to personal hardship or convenience. When on availability status for scheduled or non-scheduled reasons, employees will be expected to respond to the customer within fifteen (15) minutes on the phone and be at the customer's site within two (2) hours, or as specified by the customer.

Availability Pay shall be paid as follows:

- Availability Pay on Regularly Scheduled workday- \$18
- Availability Pay on Non-Scheduled workday \$40

Any employee who is called out outside of his/her normal working hours or while on Availability will receive the greater of:

- a) Two (2) hours pay at the appropriate overtime rate; or
- b) The appropriate overtime rate for all authorized time worked.

Should an employee complete a call, return home, and subsequently receive a second call-out, he/she will receive the greater of:

- a) Two (2) hours pay at the appropriate overtime rate; or
- b) The appropriate overtime rate for all authorized time worked.

ARTICLE 31

VACATION

Section 1: Vacation Submittals

All employees shall submit their vacation request by November 15th for the following calendar year via email. Vacation requests received by November 15th for the following calendar year shall be awarded based upon employees seniority, consistent with the needs of the business.

Vacation received post November 15th will be approved based on capacity constraints, business needs and on a first come; first-serve basis.

The Company shall email the vacation schedule to the group and post it on Employee Team Site by December 15th.

(a) For full-time employees, annual vacation eligibility is based on years of service. Additional vacation weeks are awarded at the beginning of the calendar year in which the employment anniversary occurs.

Years of Service	Annual Vacation Eligibility
1 to 4	2 weeks (80 hours)
5 to 9	3 weeks (120 hours)
10 to 23	4 weeks (160 hours)
24 or more	5 weeks (200 hours)

(b) All vacation time must be used within the calendar year (January 1 through December 31). Unused vacation time will be forfeited.

ARTICLE 32

HOLIDAYS

Section 1: Employees who live in Massachusetts

Holiday procedures will be governed by the Employer's Holiday Policy. The Employer provides thirteen (13) paid holidays each calendar year, consisting of seven (7) fixed holidays and six (6) floating holidays. The fixed holidays are:

- New Year's Day
- Martin Luther King, Jr. Day
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- Christmas Day

Section 2: Employees who live in Rhode Island

Holiday procedures will be governed by the Employer's Holiday Policy. The Employer provides thirteen (13) paid holidays each calendar year, consisting of seven (7) fixed holidays and six (6) floating holidays. The fixed holidays are:

- New Year's Day
- Martin Luther King, Jr. Day
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- Christmas Day

In compliance with Rhode Island law, employees working in Rhode Island will be paid one and one-half (1½) times their regular hourly rate for all hours worked on Veterans Day, Victory Day, Columbus Day and Juneteenth. Employees will not receive additional holiday pay for these days.

ARTICLE 33

Group Insurance Benefits

Section 1: Group insurance benefits—including life insurance, medical, and disability coverage—and associated costs, as currently provided and as amended by the Employer from time to time, which apply to non-represented, non-exempt Customer Engineer employees, shall also apply to employees covered by this Agreement.

Section 2: Nothing in this Article shall limit the Employer's right to amend or modify plan designs and/or costs of group insurance benefits, or to discontinue any of the benefits or plans, provided that any such changes are applied equally to non-represented, non-exempt Customer Engineers within the Services Organization.

Section 3: Nothing in this Article shall be construed to subject any of the benefits, plans, or their administration to the Arbitration Procedure outlined in this Agreement.

ARTICLE 34

CAMERAS

SECTION 1. Purpose

The purpose of this Article is to establish guidelines governing the installation and use of camera systems in Company vehicles while protecting employees from disciplinary action arising from the use of such systems.

SECTION 2. Installation of Cameras

The Company may install forward-facing and/or interior vehicle cameras in Company-owned vehicles for the purposes of safety, training, and accident review.

SECTION 3. Disciplinary Use

Data, video recordings, images, or other information obtained from vehicle camera systems shall not be used as the sole basis for discipline, discharge, or any form of corrective action against employees. If during a review of a safety incident, a serious violation is detected, the employee may be disciplined via the current progressive discipline process.

SECTION 4. Permitted Uses

Camera recordings may only be for the following purposes:

- a. Reviewing vehicle accidents or safety incidents
- b. Driver coaching and voluntary safety training
- c. Investigation of third-party claims against the Company including Customer complaints
- d. Compliance with insurance requirements or legal obligations

As a result, any coaching, mentoring and disciplinary action will be in accordance with Company Policy CMP 611.

SECTION 5. Privacy Protections

The Company agrees that camera systems will not be used for continuous employee surveillance. Cameras shall not record audio unless required by law and agreed to by the Union.

SECTION 6. Access to Footage

The Company shall maintain control of recorded footage. Upon request, the Union shall be provided access to relevant recordings involving bargaining unit members. Employees shall have the right to review footage involving themselves with Union representation present.

SECTION 7. Data Retention

Video recordings shall be retained in accordance with the Company Retention Policy. If during a review of a safety incident a minor violation is detected, the data shall be retained for no more than (30) working days.

SECTION 8. Notice to Employees

The Company shall notify all bargaining unit employees of the presence of cameras in vehicles and provide written information regarding their purpose and operation.

ARTICLE 35

NOTICE

Section 1: Unless otherwise specified in this Agreement, any notice required under its terms must be sent via email—by the Employer to the Union and by the Union to the Employer—using the email address(es) most recently provided by each party to the other.

Section 2: It is the responsibility of both the Employer and the Union to keep the other party informed of any changes to their current email address(es).

Section 3: All notices must be dated and issued by an authorized representative of the party providing the notice.

Section 4: Union is responsible for collecting personal data of employees.

COMPLETE AGREEMENT

Section 1: This Agreement represents the entire understanding between the Company and the Local 2222. No deletion, modification, or amendment of any term or provision shall be binding or effective during the term of this Agreement unless documented in writing, signed and dated by both the Employer and the Union. The Employer is not bound by any term, condition of employment, working condition, benefit, or practice that is not expressly stated in this Agreement.

Section 2: The Employer and the Union acknowledge that, during negotiations leading to this Agreement, each had the full opportunity to make demands and proposals on any subject or matter not precluded by law from collective bargaining. The understandings and agreements reached after exercising that right is fully set forth herein. Accordingly, neither Party shall be obligated to bargain further over any subject or matter addressed in this Agreement or any subject not specifically referenced herein, even if such subject was not contemplated during negotiations. However, upon the Employer's request, the Union agrees to negotiate over proposed changes to this Agreement or other terms and conditions of employment.

Section 3: The Employer's failure to enforce any provision of this Agreement in one or more instances shall not constitute a waiver of its right to require future compliance with such provision. All obligations under this Agreement remain in full force and effect.

ARTICLE 37

TERM OF AGREEMENT

Term of Agreement

Section 1:

This Agreement shall take effect on March 25, 2026, and remain in full force and effect until March 24, 2029, unless otherwise provided herein. Thereafter, it shall automatically renew from year to year unless modified or terminated as outlined in Section 2.

Section 2:

Either party may request negotiations for a new agreement by providing written notice via certified mail, return receipt requested, no more than ninety (90) days and no less than sixty (60) days prior to the expiration date. Such notice should be addressed to the Executive Director of Employee and Labor Relations (or their designee) as the Employer's representative and to the International Representative of the IBEW (or their designee) as the Union's representative.

Section 3:

If notice is given, the parties shall meet to exchange proposed amendments for inclusion in a renewal agreement no later than forty-five (45) days before the expiration date. This Agreement may be extended by mutual written consent of both parties.

IN WITNESS WHEREOF, the parties hereto have caused the Agreement to be executed by their duly authorized representatives as of this 25th day of March 2026 _____.

For the Employer:
Cardtronics USA, INC.



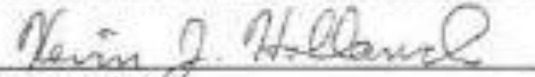
David Cardenas
RVP, NA Field Services



Jeff Hughes
VP, HRBP Global Ops. & Americas Region

Date: 3/26/2026

For the UNION:
INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, LOCAL 2222, AFL-CIO:



Kevin Holland
President & Assistant Business Manager

Date: 3/25/2026