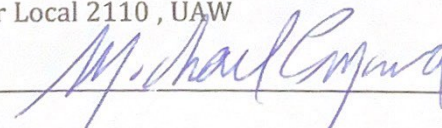


**MEMORANDUM OF AGREEMENT
BETWEEN
CHURCH WORLD SERVICE, Inc. AND LOCAL 2110, UAW**


The Collective Bargaining Agreement between the parties is hereby extended for a further period of one (1) year, up to and including December 31, 2022, in all its terms and conditions except as modified hereafter:

1. Five percent (5%) salary increase, effective January 1, 2022.
2. Increase internet stipend to fifty dollars (\$50) per month, or actual cost, whichever is less.
3. Incorporate fourteen (14) total holidays, including floating holiday, into the Collective Bargaining Agreement.
4. Church World Service agrees to allow hybrid schedules as business needs allow and will not unreasonably deny requests for the same.
5. Church World Service and Local 2110, UAW agrees to begin review of the contract and preparations for negotiations for the next Collective Bargaining Agreement no later than May 31, 2022. Church World Service and Local 2110, UAW agree to create a joint committee of at least four (4) persons, two (2) from Church World Services and two (2) from Local 21 10, in advance of negotiations, for the purpose of reviewing titles, scales, and housekeeping, changes to language in the current Collective Bargaining Agreement.

For Local 2110 , UAW


_____ date: 4/11/22

For Church World Service


_____ date: 04/11/2022