

Date: April 28, 2026

## META – New Mexico Project Program

The Owner reserves the right to cancel or modify the Incentive Program at any time. Contractors are authorized to distribute the incentive (LARP) as directed and in accordance with the qualifications outlined below. The managing contractor is responsible for administering the Incentive Plan and may establish requirements deemed to be in the best interest of META and the project.

Contractor management will determine available work hours based on Local Union agreements. META/Cupertino reserves the right to revise the program language at any time to ensure alignment with the program's intent and compliance with all applicable laws, rules, and regulations.

The purpose of this incentive is to attract and retain the required workforce and to increase participation in meeting the project schedule.

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### Incentive Details

- The incentive program will commence on **May 04, 2026**.
- All overtime hours will be paid at **Double Time** for all Union Apprentices, CW/CEs, Union Journeymen, Union Foremen, and General Foremen, excluding traveling employees who receive a per diem.

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### Requirements to Qualify for Incentive

- Traveling employees, as designated by the contractor, who are receiving a per diem are **not eligible** for participation in the incentive program.

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### Incentive Period

*(Subject to modification at the Owner's discretion)*

- The program will begin on **May 04, 2026**, and is currently projected to continue until it is terminated by META/Cupertino.
- Any changes to the incentive program will be made at the sole discretion of META/Cupertino.