

COLLECTIVE BARGAINING AGREEMENT

By and Between

SP0N, INC., D/B/A CITIZEN

And

**COMMUNICATIONS WORKERS OF AMERICA AFL-CIO, and its
LOCAL 1101**

EFFECTIVE July 15, 2022 to July 14, 2023

THIS AGREEMENT is made and entered into effective July 15, 2022 by and between Sp0n, Inc., d/b/a Citizen (hereinafter referred to as the “Employer”) and the Communications Workers of America, AFL-CIO and its Local 1101 (hereinafter referred to as the “Union” or “Local 1101”).

ARTICLE I RECOGNITION

The Employer recognizes the Union as the exclusive representative of employees in the bargaining unit covered by this Agreement for the purpose of collective bargaining with respect to rates of pay, hours of work, and other conditions of employment.

Included in the bargaining unit: All full-time and regular part-time employees of the Employer in the Central Ops department.

Excluded from the bargaining unit: All other employees, including managerial employees, Shift Managers, Project Managers, professional employees, guards, and supervisors as defined by the National Labor Relations Act.

Attached as Exhibit A hereto is a list of all employees and current positions in the bargaining unit as of the execution of this Agreement.

ARTICLE II UNION SECURITY

A. Effective thirty (30) days following the effective date of this Agreement, each employee employed on or before such effective date and covered by the terms and conditions of this Agreement shall, as a condition of employment, either become a member of the Union, or pay or tender to the Union amounts which are the equivalent of periodic Union dues.

B. Employees covered by this Agreement employed after the effective date thereof shall, on or after the thirtieth (30th) day of their employment, and as a condition of such employment, either become a member of the Union or pay or tender to the Union amounts which are the equivalent of periodic Union dues.

C. The foregoing shall be subject to any prohibitions or restrictions contained in the applicable state laws.

ARTICLE III
PAYROLL DEDUCTION OF DUES

A. The Employer shall collect Union dues through regular payroll deductions from the employee's pay, upon receipt of a written authorization form signed by the employee and delivered by the Union to the Employer. This authorization shall continue in effect until canceled by written notice from either the Secretary-Treasurer of the Union or the employee as set forth in the Payroll Deduction Authorization for Union Dues card. The Employer shall electronically remit the amount so deducted to the designated representative of the Union on a monthly basis by the tenth (10th) working day in the month following the month in which the dues were collected and furnish the Union a list of employees for whom such deductions have been made and the amount of each deduction.

B. The Employer shall bear the full cost of dues deduction as set forth in paragraph A above, except that the Union agrees to print (or electronically produce) the dues deduction authorization cards.

C. The Union indemnifies the Employer and holds it harmless against any and all claims, demands or other forms of liability that may arise out of any action taken by the Employer in fulfilling the terms of paragraphs A and B, including liability for any refund of all or any part of the dues and/or initiation fees deducted from the wages of any employee and transmitted to the Union pursuant thereto. The Employer shall promptly notify the Union of any claim for such refund and the Union shall thereupon bear all responsibility therefore (including the selection of counsel mutually satisfactory to the Employer and the Union) and shall pay all costs and expenses in connection therewith.

ARTICLE IV
MANAGEMENT RIGHTS

A. Except to the extent expressly modified or restricted by a specific provision of this Agreement, the Employer reserves and retains all of its management rights as such rights existed

prior to this Agreement and nothing herein shall be construed to limit the Employer's exclusive right to manage its facilities and direct its workforce. Subject to and as modified by the specific provisions of this Agreement, the rights of management include, but are not limited to: the right to plan, direct, and control operations; the right to direct the work force including the right to assign duties to bargaining unit employees and determine job content; the right to determine the size of the work force and to hire, layoff, and promote bargaining unit employees; the right to determine the qualifications of bargaining unit employees and to select bargaining unit employees; the right to establish, modify, eliminate, and enforce compliance with all Employer policies, including but not limited to rules, regulations, and handbook or other written performance or conduct standards; the right to develop and implement performance management/evaluation programs; the right to discipline, suspend, demote or discharge bargaining unit employees for just cause; the right to plan, direct, control, subcontract, continue, discontinue, sell, close, or relocate all or any part of the organization; the right to determine and change the method and manner of operations and the number of bargaining unit employees necessary to perform such operations; the right to expand, reduce, alter, combine, transfer, assign, or cease any job, job classification, department, or operation; the right to introduce or change technology; and the right to establish and change working shifts and schedules.

B. Non-bargaining unit members shall be permitted to perform bargaining unit work.

ARTICLE V

EMPLOYEE HANDBOOK

The policies and benefits set forth in the Employee Handbook shall apply to bargaining unit members on the same terms and conditions as set forth in the Handbook, except where this Agreement specifies otherwise. Nothing shall preclude the Employer from modifying, changing, or eliminating the policies set forth in the Handbook provided that such change applies to all applicable employees of the Employer. A copy of any new or amended Handbook shall be provided to the Union in advance of providing it to the bargaining unit.

ARTICLE VI
COMPENSATION

A. Employee compensation shall be comprised of an hourly wage plus merit and performance-based payments. The Employer is committed to maintaining a performance-based culture with performance-based compensation, and the Employer reserves discretion to provide compensation beyond that specified in this Agreement.

B. Within the calendar year in which the CBA is ratified, the Employer shall pay performance bonuses to Union-represented employees as a whole, in total aggregate amount equal to at least 2% of the total annual payroll amount for the Union-represented bargaining unit employees. The Employer shall provide the Union upon request a list of all employees receiving such performance bonuses, the amounts paid, and the criteria used to determine the payments on at least a quarterly basis as well as upon Union request. The Employer shall determine performance bonuses based on exercise of its reasonable discretion.

C. Effective as of the first day of the payroll period following ratification of this Agreement, employees who have at least one (1) year of service shall receive a minimum hourly wage increase of two and a half percent (2.5%). Effective as of the first day of the payroll period following ratification of this Agreement, employees who have at least two (2) years of service shall receive a minimum hourly wage increase of three percent (3%). Employees who reach one (1) year of seniority after execution of this Agreement shall receive a minimum hourly wage increase of two and a half percent (2.5%) effective as of their one-year work start anniversary date.

D. Notwithstanding the foregoing subsection C in this Article VI, an employee who has been promoted within twelve (12) months prior to an effective date for an above-specified wage increase or otherwise received an increase in pay rate within such period shall receive the greater of either such resulting higher wage rate already received or the above-specified wage increase in subsection C, but not both (however, if a promotion resulted in a wage rate increase less than the above-specified wage increase in subsection C, the employee's wage rate will be increased to close the difference); provided, however, that an employee shall be eligible for a wage increase pursuant to subsection C (if not already received) if the employee has not received any additional wage increases within twelve months of the date of the employee's last wage increase,

subject to the terms of subsection E. For example, an employee with 3 years of seniority who received a promotion and resulting 3% wage increase on June 1, 2022, would not receive an additional wage increase effective as of the first day of the payroll period following ratification of this Agreement but would receive a 3% wage increase on June 1, 2023 if such employee had not received any further wage increases between June 1, 2022 and June 1, 2023 (assuming satisfaction of eligibility requirements under subsection E).

E. Notwithstanding the foregoing subsections in this Article VI, to be eligible for receiving any standard wage increase under any part of Article VI, an employee must actively employed and not on an active performance improvement plan (PIP).

F. Minimum Hourly Rates – The minimum hourly wage rate for current bargaining unit positions as of the effective date of this Agreement in the following metro areas (as reasonably defined by the Employer) will be twenty-six dollars per hour (\$26.00/hour): New York, San Francisco Bay Area, Los Angeles, Chicago, Philadelphia, Denver, Houston, and Seattle. The minimum hourly wage rate for current bargaining unit positions as of the effective date of this Agreement outside of the above-specified metro areas shall be twenty-one dollars per hour (\$21.00/hour). The minimum hourly wage rate for future bargaining unit positions not currently in the bargaining unit as of the time of execution of this Agreement (i.e., a position not listed in Exhibit A) shall be at least eighteen dollars per hour (\$18.00/hour). The Employer shall give notice to and meet with the Union for no fewer than thirty days, upon request, regarding a future bargaining unit position not currently in the bargaining unit as of the time of the execution of the contract before proceeding with filling such new position at a rate less than \$21.00/hour but at least \$18.00 per hour.

G. Promotions – Employees shall be eligible for promotions at the time of their annual performance review or during the calendar year. In the event, an employee believes that they have met the criteria to advance to the next step of their job classification they will notify their manager of such belief. The employee and manager will schedule a meeting to discuss the request for a promotion. In instances where the manager feels the promotion is not appropriate, they shall explain why the employee does not meet the criteria for a promotion. In instances where the

manager believes the promotion is appropriate, the employee shall be promoted and receive an adjustment to their salary.

H. Establishment of New Titles – In the event that the Employer creates a new title in the bargaining unit, it shall give the Union notice of the new title and the wage it has established for the title. The Union shall have sixty (60) days from the date of the notice to request and bargain over such wage.

I. Overtime – Employees shall receive \$5 night shift differentials per Employer policy and overtime pay in accordance with applicable federal and state laws.

J. No current bargaining unit employee shall have their hourly wage rate reduced as a result of the implementation of this Agreement.

ARTICLE VII BENEFITS

A. The Employer shall make (i) health, dental, vision, long-term and short-term disability benefit plans available to eligible employees and their dependents and, (ii) a 401K plan and stock option plan available to eligible employees. Eligibility for such benefit plans shall be determined by the requirements set forth in the applicable plan document. Benefits shall be made available to employees on the same, or if commercially impractical to be the same, substantially similar terms and conditions as such benefits are made available to non-represented employees of the Employer.

B. Nothing herein shall prevent the Employer from changing, amending, or modifying, including but not limited to restating plans, merging plans, changing third-party administrators or investment options, changing the Employer-matching contribution or Employer share of monthly premium costs, or discontinuing the benefits set forth in this Article VII without any further obligation to bargain with the Union, provided the Employer has changed, amended, modified or discontinued such benefits for its non-represented employees on the same, or if commercially impractical to be the same, substantially similar basis as bargaining unit employees.

The Employer shall provide the Union with advance notice of any material change, amendment, modification or discontinuation to any of the benefit plans set forth in this Article VII.

C. Notwithstanding the foregoing paragraph B, the Employer shall not make any material changes to the benefits set forth in paragraph A during the term of this Agreement. However, in the event that it is necessary to make another material change that would be effective July 1, 2023, the Employer shall have the right to do so provided it notifies the Union in advance of such change(s) and the parties shall have thirty (30) days to discuss such change(s) before going into effect. The Employer shall not make any material changes to the employer/employee cost-sharing for monthly benefit premiums during the term of this Agreement except in the case that the Employer makes the same change as to non-bargaining unit employees of the Employer. This paragraph C shall expire on the last day of the Agreement and shall be of no further force or effect and shall not be continued as part of the post-expiration status quo.

D. Protect Agents and any other public-facing worker may be required to wear a uniform at work. If the Employer chooses to require Protect Agents and other public-facing workers to wear a uniform, the Employer shall provide a minimum of five uniforms to each bargaining unit employee who is required to wear a uniform. The Employer agrees that when choosing a uniform it will consider how comfortable an employee will be while wearing the uniform at work.

Until the Employer requires all bargaining unit employees to work in-person at a facility maintained by the Employer, the Employer shall provide to all bargaining unit employees a monthly reimbursement for qualifying remote work expenses (e.g., meals during shifts and WiFi subscriptions) of up to \$150 per month.

ARTICLE VIII

HOLIDAYS

Official Employer Holidays are:

- New Year's Day (January 1)
- Dr. Martin Luther King Jr.'s Birthday (Third Monday in January)
- Presidents' Day

- Memorial Day (Last Monday in May)
- Juneteenth
- Independence Day (July 4)
- Labor Day (First Monday in September)
- Veteran’s Day
- Thanksgiving and the following day (Fourth Thursday and Friday in November)
- Christmas Day (December 25)

The Employer will pay 2x an employee’s regular hourly rate for any shift that is scheduled to start work on an official Employer holiday above.

ARTICLE IX VACATION

The Employer considers vacation time extremely important to employees’ overall happiness and well-being. Each employee shall accrue thirteen (13) vacation days or one hundred and four (104) hours per employment year. An employee can roll over any unused vacation time to the next year and will continue to accrue vacation up to a cap of twenty-two (22) days or one hundred seventy-six (176) hours. Once an employee reaches the maximum vacation cap, the employee will not accrue additional vacation time until the employee takes vacation time and brings their balance below the cap. Accrued and unused vacation shall be paid out at separation of employment.

A. How to accrue vacation time

Employees shall accrue 4 hours of vacation time per paycheck. The Employer is generally flexible if an employee needs to take more time off than they have accrued at that particular time. However, employees should refrain from requesting an amount of vacation that is more than twenty-four (24) hours over their accrued vacation time. An employee’s balance in the Employer’s human resources software will reflect a “negative” vacation until the employee accrues additional hours.

B. How to take vacation time

- An employee shall request time off from their manager, give plenty of notice, and talk to their manager before booking any travel. If an employee is taking more than three (3) days off, they shall try to give at least two (2) weeks' notice.
- The employee shall request and record their time off in Sling.

ARTICLE X
SICK LEAVE

The Employer shall have a flexible sick day policy, subject to the Employer's applicable leaves of absence, up to a cap of twelve (12) days or ninety-six (96) hours per year. This time off is to be used for an employee's own personal well-being to rest, go see a doctor, or do whatever they need to do to get back to feeling 100%.

A. How to take a sick day

- The employee shall let their manager know that they won't be in that day.
- The employee shall request and record the day off in Sling.

If an employee is sick for seven (7) consecutive days (including weekends) due to the employee's own health condition, the employee will be removed from "sick time" and placed on short term disability insurance, which the Employer pays for every employee. In some locations, this may be provided through the state.

If an employee needs to be out for a longer period due to their serious health condition or a qualifying family member's, the employee is required to go on Family Medical Leave.

If an employee is sick for ten (10) or more days in any given three (3)-month period (quarter), the Employer will reach out to see if there is anything it can do to help the employee. In

all cases, anyone who takes ten (10) or more sick days in a three (3)-month period will be asked to provide a doctor's note for any additional sick days.

B. Unexpected Family Care (UFC)

Life happens. Sometimes a family member (due to the changing dynamics in this country to family structure and how individuals identify themselves and who their family members are; employees shall be allowed to identify up to three individuals who they identify with as family members that the employee would be eligible to assist under this provision) unexpectedly falls sick or a snow day closes schools and an employee needs to stay home with their child. The Employer provides three (3) paid days for these unpredictable circumstances. This time is meant to address full-day occurrences on a short-term basis not qualifying under the Employer's Family Medical Leave policy. So, although we love our pets, these three days only apply for the care of an employee's human family. When using these days, the employee shall inform their manager and record their absence in the Employer's human resources software.

**ARTICLE XI
BEREAVEMENT**

The Employer provides employees, upon request, with at least five (5) paid days to make arrangements for/attend the funeral of a family member. If additional time is needed, an employee may request additional unpaid leave of absence or may request use of accrued vacation days. Qualifying "family members" include:

- Spouse
- Domestic partner (including same and different gender couples; legal registration not required)
- Child/stepchild and anyone for whom the employee has legal custody
- Parent/stepparent/foster parents/parent-in-law
- Siblings
- Grandparent
- Grandchild

In limited circumstances, bereavement leave may also be granted in the event of the death of any other individual. If an employee needs such a leave, they shall notify their manager and Operations for approval. The Employer shall also abide by any state or local laws regarding Bereavement leave.

ARTICLE XII

JURY DUTY/WITNESS APPEARANCE

Civic duty is important, and an employee shall be granted leave if they are called as a juror or witness in a legal proceeding. Once the employee receives a jury duty notice or subpoena, they shall promptly provide their manager with a copy of the notice/subpoena. The employee may take whatever time is required to complete their service without jeopardy to their position with the Employer.

During any portions of the day that the employee is not on jury duty assignment, or when court attendance is not required, the employee is expected to meet their regular job responsibilities. The employee shall inform their manager as soon as possible upon learning that they have been called for jury duty or have been called to appear as a witness, and keep their manager informed as to the likely duration of their service.

Employees who have been summoned for jury duty or for witness appearance shall be paid for work time missed up to four (4) weeks each calendar year. For instances where the employee is a party to a court action, available vacation days may be used or the Employer, in its discretion, can provide personal days if reasonable advance notice is provided.

After the employee's period of jury duty/witness appearance is complete, the employee shall provide written proof of having served for the time claimed to their manager.

ARTICLE XIII

NON-DISCRIMINATION AND DIVERSITY

A. Neither the Employer nor the Union shall discriminate any employee covered by this Agreement on the basis of race, color, religion, sex (including pregnancy, childbirth or related medical condition), gender identity, sexual orientation, national origin, ancestry, age, disability,

veteran status, union activities or sympathies, or any other characteristic prohibited by law or the Employer's policies.

B. The Union and the Employer are committed to a working environment in which underrepresented groups in the tech industry are heard, appreciated, respected, and afforded real opportunities for career advancement.

C. The Employer shall continue to provide a safe outlet for every employee to communicate their name and preferred pronouns of choice, not just for queer, gender neutral, gender non-conforming, non-binary, trans, or gender variant people. The Employer shall make a good faith effort to honor an employee's reasonable request to update internal systems to reflect such employee's name and pronouns of choice, subject to Employer's ability to control the applicable systems.

ARTICLE XIV TRAINING

Upon request by an employee and in the Employer's reasonable discretion, the Employer shall provide training on different parts of its operation, across departments, and shall cross-train employees across job functions within departments. Such training shall be scheduled at a time that does not conflict with the employee's assigned work or the needs of the business.

ARTICLE XV LAYOFFS AND SEVERANCE

A. The Employer shall not conduct layoffs of bargaining unit employees absent legitimate business need. "Legitimate business need," as used above, shall include the following situations: fewer than six (6) months of runway left, as measured by average burn and remaining cash from invested capital; sudden loss of radio access driven by encryption, change in city, state, or federal law, or other technological or infrastructure shifts; other non-market conditions, such as laws limiting the Employer's ability to operate in certain geographies; a sudden drop in usage of Employer's applications, as measured by a decrease in monthly active users by more than fifty percent (50%) within a two month period; or two (2) consecutive quarters of negative revenue growth. Notwithstanding the foregoing, the Employer may conduct layoffs among the bargaining

unit whenever layoffs are being implemented with respect to non-bargaining unit employees. The Employer will provide the Union with at least five (5) business days' notice of a plan to conduct layoffs of Employees in the bargaining unit. The notice shall include the number of employees the Employer has selected for layoff based on the Employer's reasonable evaluation of business need, performance record, skill, seniority, and other relevant factors. The Employer shall consider volunteers for layoff and soliciting volunteers for layoff.

B. An employee who is laid off by the Employer shall receive three (3) weeks of severance pay for each year of service as a full-time employee, prorated to the date of termination, in exchange for executing a general release in the form provided by the Employer and the employee complying with all employment and post-employment obligations therein. For the purpose of clarification, layoff within the meaning of this Article XV does not include dismissals for performance or cause, in which cases there shall not be severance eligibility under this Agreement.

C. Employees who are laid off shall be placed on a recall list and shall be eligible for recall to the bargaining unit position from which they were laid off or to another open position for which the employee is qualified for a period of six (6) months from the date of the layoff. The determination as to whether an employee on the recall list is qualified for a position, that they weren't in at the time of the layoff, shall be in Employer's reasonable judgment and shall not be subject to Article XVII, Grievance and Arbitration. If the employee is offered a position and turns down the offer for recall, they shall be removed from the recall list.

ARTICLE XVI

DISCIPLINE AND DISCHARGE

A. No employee shall be disciplined or discharged without just cause.

B. Newly hired employees shall have a probationary period of six (6) months. During the probationary period, an employee may be disciplined or discharged without just cause and any discipline or discharge during the probationary period shall not be subject to Article XVII Grievance and Arbitration.

ARTICLE XVII
GRIEVANCE AND ARBITRATION

A. Any dispute or controversy arising out of, or in connection with, the application or interpretation of this Agreement (“Grievance”), shall be settled by and between the duly authorized representatives of the Union and the Employer.

B. Step One: All Grievances must be in writing and must be delivered to the grievant’s immediate supervisor or their designee no later than twenty-one (21) calendar days from the date that the facts giving rise to the Grievance were known or should have been known with the exercise of due diligence. The Employer’s immediate supervisor and/or designee and the Union’s Business Agent and Steward shall meet to discuss the Grievance within fifteen (15) calendar days of the receipt of the Grievance. The Employer’s immediate supervisor or designee shall answer the Grievance in writing within seven (7) calendar days after the Step One meeting.

C. Step Two: The Union may appeal the Grievance to Step Two of the procedure by writing to Employer’s HR/designee within fourteen (14) calendar days of receipt of the Step One answer. The Employer’s HR/designee and the Union’s Vice President or designee shall meet to discuss the Grievance within fifteen (15) calendar days of the receipt of the appeal. The Employer’s HR/designee shall answer the Grievance in writing within seven (7) calendar days after the Step Two meeting.

D. Nothing in paragraphs B and C above shall be interpreted to limit the parties’ right to have other Employer representatives or Union representatives attend a grievance meeting if they are attending in good faith to facilitate a resolution.

E. Any grievance settled at Step One or Step Two of the procedure shall not be precedent setting.

F. Any grievance not settled by the duly authorized representatives of the Union and the Employer may be appealed to arbitration. The Union shall notify the Employer of its intention to proceed to arbitration within thirty (30) calendar days of the receipt of the Step Two answer. The parties agree to the use the Federal Mediation and Conciliation Service’s (“FMCS”) arbitration services and be subject to the FMCS Arbitration Procedures. Except as otherwise specified herein,

the parties will commence the arbitration in accordance with the FMCS's Arbitration Procedures.

G. Within ten (10) days after providing a written request to arbitrate, the Union shall request a panel of arbitrators from the FMCS's roster. The parties shall select an arbitrator from the FMCS panel using that arbitration tribunal's arbitrator selection process. The parties agree that the selected arbitrator must be a member of the National Academy of Arbitrators.

H. The Arbitrator shall not have the power to add to, subtract from, or modify any of the terms of this Agreement. The decision of the arbitrator shall be in writing and shall be final and binding upon the Employer, the Union, and the employees. The fee of the arbitrator shall be shared equally by the Employer and the Union.

I. In the event the time periods set forth in this Article XVII are not adhered to, then the Grievance or the arbitration, as the case may be, shall be barred and the arbitrator shall have no authority to hear or decide it. The Employer and the Union may extend the time limits set forth in paragraphs A and B above by mutual written agreement. E-mail shall suffice for any writing requirement in this Article XVII.

J. No individual employee may initiate any grievance or arbitration proceeding or move to confirm or vacate an arbitration award.

ARTICLE XVIII

NO STRIKE/NO LOCKOUT

During the term of this Agreement, neither bargaining unit employees nor the Union shall cause, authorize, participate in, condone, threaten, sanction, or ratify any strike (whether sit-down, stay-in, sympathy, general, unfair labor practice, or any other kind), slow-down, walk-out, picket, work stoppage, sick out, boycott, or any other concerted interference with the Employer's business or the operation or conduct thereof.

During the term of this Agreement, the Employer shall not lock out bargaining unit employees.

ARTICLE XIX
UNION REPRESENTATIVES AND ACCESS

A. The Union shall inform the Employer of the names of the individuals who are designated as Union Stewards.

B. Up to two (2) duly authorized Union representatives shall be permitted to access the Employer's facilities at the same time to confer with the Employer and/or employees for the purpose of verifying the performance of this Agreement, provided that such Union Stewards provide twenty-four (24) hours' advance notice, except in urgent circumstances, of the visit to the Employer's designee, comply with all visitation rules, and do not interfere with the work to be performed by the employees.

C. The Employer shall provide a bulletin board in a mutually agreeable location for the Union to post Union notices at its physical office spaces where bargaining unit members are required to perform work.

ARTICLE XX
SAVINGS AND SEVERABILITY

In the event any portion of this Agreement is invalidated by the passage of legislation, final decision of a court, or government agency having competent jurisdiction, such invalidation shall apply only to the provision invalidated and all remaining provisions of this Agreement not invalidated shall remain in full force and effect. The parties shall bargain in good faith with respect to any provision found to be unlawful. Any substitution for the invalidated provision that is mutually agreed upon between the parties shall be reduced to writing and shall become a part of this Agreement.

ARTICLE XXI
EMPLOYER – UNION RELATIONSHIP

The Parties shall establish a joint committee within thirty (30) days of the effective date of this Agreement. The Union shall designate four members of the bargaining unit and one representative from the local to serve on the committee. The Employer shall designate up to five but no less than

three management employees to serve on the committee. One management appointee shall have the authority to make decisions regarding Employer policies.

The purpose of the committee shall be to discuss Employer policies and any change to those policies, including policies regarding editorial matters and operational standards that seek to enhance the safety of themselves, app users or members of the general public. The parties shall work together to address any concerns either party may present at these committee meetings regarding Employer policies or changes to them.

As a category innovator operating at the intersection of real-time safety, breaking news, emergency preparedness, and social media, Citizen has constantly evolving processes and is both observer and participant in a variety of situations that can be volatile, high-profile, or dangerous. The members of the bargaining unit work in an operations capacity which often requires them to make rapid judgments in the performance of their duties according to established policy and subject matter expertise. Employees shall not be made to take actions endangering the safety of themselves, app users or members of the general public.

The committee shall meet as often as is necessary to conduct the business of the committee but not less than monthly.

Time spent by bargaining unit employees participating in committee meetings shall be paid by the Employer.

ARTICLE XXII SUCCESSORS

The Employer shall give notice of this Agreement to any applicable successors or assigns per applicable law.

ARTICLE XXIII TERM OF AGREEMENT

The term of this Agreement shall be from July 15, 2022 to July 14, 2023.

ACCEPTED AND AGREED:

**COMMUNICATIONS WORKERS OF
AMERICA, AFL-CIO, LOCAL 1101**

By: _____

Date: _____

SP0N, INC., D/B/A CITIZEN

By: _____

Date: _____