



IN WITNESS WHEREOF THE PARTIES HAVE SET THEIR HANDS:

INTERNATIONAL UNION, UNITED
AUTOMOBILE, AEROSPACE AND
AGRICULTURAL IMPLEMENT WORKERS
OF AMERICA (TECHNICAL, OFFICE AND
PROFESSIONAL AND ITS LOCAL 2178)


Betsy Bennett, International Representative
Region 1D – UAW

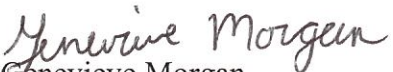
Gerald Kariem, Director
Region 1D – UAW



Andrew Hill, President
Local 2178 – UAW


Kristen Beck
Bargaining Committee Chair


Ross Broughton
Bargaining Committee Member


Lindsey Haukkala
Bargaining Committee Member


Genevieve Morgan
Bargaining Committee Member

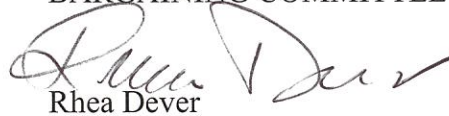

Garrett Taylor
Bargaining Committee Member

ON BEHALF OF THE
NORTHERN MICHIGAN UNIVERSITY
BOARD OF TRUSTEES



R. Gavin Leach
Vice President for Finance and
Administration

NORTHERN MICHIGAN UNIVERSITY
BARGAINING COMMITTEE



Rhea Dever
Assistant Vice President, Human Resources


Kristen Bjorne
Director, Human Resources; Benefits



Matt Franti
Director, Business Analysis



Kari Garcia
Senior Associate Director, Recruitment,
Marketing and Communications


Renee Sheen
Associate Director, Human Resources

Ratified by UAW – Local 2178 on September 27, 2021
Approved by the Board of Trustees on October 1, 2021