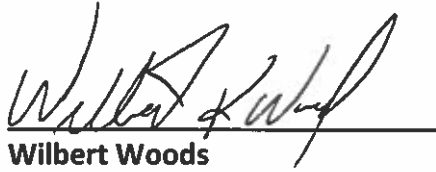


IN WITNESS WHEREOF the Parties have executed this Agreement on this 10 day of March, 2016.

FOR THE UNION:



Wilbert Woods  
President  
IAM&AW, Local Lodge 2297

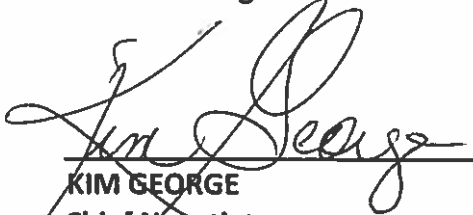


ANTHONY CRUZ  
Chief Negotiator

FOR THE EMPLOYER:



VINCENT E. CLARK  
Colonel, U.S. Marine Corps  
Commanding Officer



KIM GEORGE  
Chief Negotiator

Approved by Department of Defense on: 19 August 2016

Ratified by Local Lodge #2297, IAM&AW on: 16 Nov 2015

Effective on: 19 August 2016