

LETTER OF AGREEMENT

The Company and the Union agree to modify the current collective bargaining agreement (the "Agreement") and the parties' Letter of Agreement dated February 15, 2018, as follows:

1. **3.01.** The term of the Agreement shall begin on July 10, 2012 and shall expire at midnight on June 15, **2024** with June 15 being the anniversary date thereof.

2. Appendix B. The Company will adjust the wage rates set forth in Appendix B as follows:
 - a. The wage rate for **6/15/2021** will be **4%** the National Oil Bargaining pattern percentage increase (established and effective in 2021) over the 6/15/2020 base rate.

 - b. The wage rate for **6/15/2022** will be the National Oil Bargaining pattern percentage increase (established and effective in 2022) over the 6/15/2021 base rate.

 - c. The wage rate for **6/15/2023** will be the National Oil Bargaining pattern percentage increase (established and effective in 2023) over the 6/15/2022 base rate.

ACCEPTED and AGREED this 15th day of April 2021.

**International Union of
Operating Engineers, AFL-CIO and
its Local 351**

Elna L. Campbell
David W. Kunk
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Wynnewood Refinery Company, LLC

W. David Wilkerson
Susan Huskey