

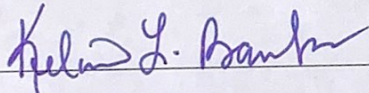
MEMORANDUM OF AGREEMENT
MARTIN LUTHER KING DAY HOLIDAY
DIRECTV/CWA DISTRICT 3

This Memorandum of Agreement covers the agreement reached between the Company and the Communications Workers of America (CWA) District 3 concerning the scheduling of Martin Luther King (MLK) Day as a paid Company Holiday.

Effective in 2023, MLK Day will be treated as a Holiday under Article 23 of the 2018 Regional Labor Agreement between the CWA District 3 and DIRECTV Customer Services, LLC.

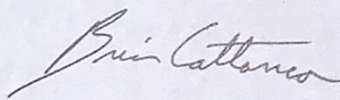
This Memorandum of Agreement will remain in effect until the expiration of the 2018 Regional Labor Agreement between the CWA District 3 and DIRECTV Customer Services, LLC.

AGREED:



CWA District 3

10/31/22
Date



DIRECTV

October 27, 2022
Date