

Letter Agreement

September 28, 2021

Robert L. Dean
Business Manager
I.B.E.W. Local #1245
PO Box 2547
Vacaville CA 95696

Re: Great Basin Transmission, LLC
Southwest Intertie Project-North ("SWIP-North")

Dear Mr. Dean:

Great Basin Transmission, LLC ("Owner") is developing the Southwest Intertie Project-North ("SWIP-North" or "Project"). The Project is a 285-mile 500 kV transmission line connecting Idaho Power Company's Midpoint 500 kV substation (near Twin Falls, Idaho) and the Robinson Summit 500 kV substation (near Ely, Nevada) operated by NV Energy.

With reference to the multi-employer collective bargaining agreement known as the California Outside Line Construction Agreement Between Western Line Constructors Chapter of N.E.C.A. and Local Unions No. 47 and 1245, AFL-CIO, International Brotherhood of Electrical Workers, in effect at the time of construction of the Project (as modified by that certain Southwest Intertie Project-North Addendum, dated as of September 27, 2021, (collectively, the "California Agreement"), this letter is to formalize our agreement for (i) Great Basin Transmission, LLC to use IBEW Local Union 1245 labor to construct the Project by requiring any contractor performing electrical work (as described in the California Agreement) for the Project to be signatory to the California Agreement, and (ii) the commitment of IBEW Local Union 1245 to support the development of the Project and to actively demonstrate such support in writing or in person when and where it is deemed helpful and reasonably requested by Owner.

There are many reasons for this decision, including:

1. Owner's desire to secure a sufficient supply of skilled construction workers on the Project which is located in a remote location;
2. Owner's desire to ensure optimum productivity and coordination of the work of the crafts that will be needed to construct the Project;
3. Owner's desire to protect the Project against strikes, lockouts and any other jobsite disruptions;

4. Owner's desire to protect the Project against any disruptions that may arise at the Project site if union employees had to work alongside non-union employees.
5. IBEW Local Union 1245's desire to promote and support an efficient electrical grid including the implementation of transmission lines, such as the SWIP-North.
6. IBEW Local Union 1245's desire to ensure a harmonious work site with safe and adequate working conditions and wages.

This Letter Agreement shall become effective upon its execution by the duly authorized representatives of each of Owner and IBEW Local Union 1245. Each person signing this Letter Agreement warrants that he or she has authority to execute this Letter Agreement and to thereby bind the Party on whose behalf he or she is signing to the terms of this Letter Agreement. This Letter Agreement may be signed in Counterparts. This Letter Agreement shall remain in effect until the Project achieves commercial operation.

We look forward to working with you to help make these Projects a success.

Sincerely,

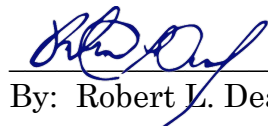
Great Basin Transmission, LLC



Mark D. Milburn
Vice President

AGREED

IBEW Local Union 1245



By: Robert L. Dean, Business Manager