

**Letter of Understanding**  
**between**  
**Weyerhaeuser Western Timberlands and Northwest Lumber Mills**  
**And**  
**The International Associate of Machinists and Aerospace Workers**

This Letter of Understanding acknowledges that Weyerhaeuser understands that the International Associate of Machinists and Aerospace Workers will offer the Machinists Custom Choices Worksite Benefits program of supplement insurance benefits (excluding benefits Weyerhaeuser already offers, such as short term and long term disability) to represented employees at the following locations: Raymond, Longview Mill, Santiam, Cottage Grove, Oregon Trucking, Washington Trucking, Pe Ell, Aberdeen, Vail, Longview Woods/Yard, Olympia Yard, Snow Peak, Springfield Woods/Tops, and Coos Bay through their designated agent, Employee Benefit Systems, Inc. (EBS). All plan administration including enrollment and payment collection will be handled and coordinated between the Machinists Custom Choice Benefits Program and the employee. Weyerhaeuser will have no obligations, administrative or otherwise, with respect to this program of supplemental insurance benefits to be administered by the Mechanists Custom Choice Benefits Program.

The Union and EBS agree to hold harmless and indemnify Weyerhaeuser against any threatened or actual claims, actions or damages arising from or related to the Machinists Custom Choices Worksite Benefits Program. All policy holder service will be provided by the underwriter and Employee Benefit Systems, Inc.

Agreed to this day \_\_\_\_\_ of June 2026.

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