

**Fourth Consecutive One-Year "Renewal Term" Extension Addendum to
"SOFTWARE LICENSE AND SUPPORT AGREEMENT"
between LaborKey Corporation and
the American Federation of Labor and Congress of Industrial Organizations**

This addendum extends the term of the enclosed SOFTWARE LICENSE AND SUPPORT AGREEMENT ("**Agreement**") between LaborKey Corporation, a Minnesota corporation ("**LK Corp**"), and the American Federation of Labor and Congress of Industrial Organizations, an unincorporated association ("**AFL-CIO**"), for a fourth one-year renewal term beginning July 1, 2025, and ending June 30, 2026.

The enclosed Agreement was executed in August of 2021, superseding the original agreement by the same name dated and executed July 1, 2019, and superseding all prior amendments to the original agreement. Per section 1(a) of the Agreement, the initial term of same ends at midnight at the end of June 30, 2022. Per section 1(b) of the Agreement, the initial term of same will automatically be extended by three consecutive one-year terms (each a "renewal term") unless no later than June 1, 2022, or the first day of June in either of the subsequent two years, the AFL-CIO notifies LK Corp that it does not wish to extend the Agreement.

Section 5(j) of the enclosed Agreement provides for an increase in the fees set forth in section 5(a) every four years to an amount no greater than the change in the Consumer Price Index ("**CPI**") over the previous four years. The four-year CPI rate increase was applied within the 2023 one-year renewal addendum which was signed by both parties and took effect July 1, 2023. The rate increase which took effect July 1, 2023 equated to 1.1655 according to the U.S. Bureau of Labor Statistics online CPI rate charts. The following itemized fees set forth in section 5(a) were increased as follows per the CPI rate increase of 1.1655:

- **Item [5.a.1] – "unlimited number of Chapters for CLC/ALFs"**

Annual Fee Increase: \$162,000 to \$188,811

Monthly Fee Increase: \$13,500 to \$15,734

- **Item [5.a.2] – "\$1,000.00 annually for the Option to Purchase Source Code set forth in Section 8"**

Zero Fee Increase

- **Item [5.a.3.b] – "those 10 State Federations that were using LaborKey pursuant to separate agreements as of June 30, 2019"**

Annual Fee Increase: \$34,380 to \$40,070

Monthly Fee Increase: \$2,865 to \$3,339

- **Item [5.a.3.b] – "those 30 State Federations that were onboarded between July 1, 2019 and June 30, 2021"**

Annual Fee Increase: \$105,420 to \$122,867

Monthly Fee Increase: \$8,785 to \$10,239

• **Item [5.a.3.c] – 1 State Fed onboarded betw. 07/01/2021 & 06/30/2022**

Annual Fee Increase: \$2,040 to \$2,378

Monthly Fee Increase: \$170 to \$198

• **Item [5.a.3.c] – 3 State Feds onboarded betw. 07/01/2022 & 06/30/2023**

Annual Fee Increase: \$5,940 to \$6,923

Monthly Fee Increase: \$495 to \$577

(A detailed spreadsheet which contains these same rate increases has been shared with the AFL-CIO and reviewed by the AFL-CIO earlier this year. This spreadsheet is being maintained without any alteration and copies can provided to the AFL-CIO upon request.)

Fees will not be increased again until July 1, 2027. Fees will never increase more than the change in the Consumer Price Index ("CPI") over the previous 4 years to ensure that real costs will never change for the AFL-CIO.

All terms and conditions set forth in the Agreement remain in effect and unchanged.

LK Corp and the AFL-CIO hereby agree to extend the Agreement for a fourth consecutive one-year renewal term, beginning July 1, 2025, and ending June 30, 2026. Each party is signing this addendum on the date stated below that party's signature.

For LK CORP

By: BRETT GURGEL
Brett Gurgel, President

Date: 4/23/2025

For the AFL-CIO

By: _____
John Paul Smith, Executive Asst. to the Secretary-Treasurer

Date: _____