

Our December 9, 2022, proposal provides very competitive wages, comprehensive benefits, and improved working conditions for our people. Our #1 priority is reaching a fair agreement as soon as possible — so that together, we can continue to build on the facility’s proud history as a vital part of the community.

Issue	Facts About Negotiations and Ingredion’s Most Recent Proposal
<p><b>The company is introducing pay cuts to its employees.</b></p>	<p>Ingredion’s December 9, 2022, proposal is the highest wage package ever offered and includes <b>guaranteed annual increases of 6%, 3%, 3%, and 3% for Tier 1 employees and 8.5%, 8%, 7.4%, and 6.9% to Tier 2 employees upon ratification and each year thereafter.</b></p> <ul style="list-style-type: none"> <li>• Approximately 90% of employees would receive these amounts as wage increases. To put this in perspective, <b>employees who currently make \$24.88 or \$28.95 will make \$33.53</b> by the end of the contract under the company’s last offer.</li> <li>• Ingredion also proposed an immediate increase from \$24.88 to \$28.95 upon contract ratification to eight employees.</li> <li>• The remaining 10% of employees would receive <b>annual lump sum amounts ranging between \$4,100 in year one and \$2,100</b> in subsequent years. These lump sums now include additional incentives increasing the annual amounts from 10% and up to 50%. Employees also have the choice of displacing others as outlined in the contract and selecting <b>a job that offers an annual increase.</b></li> <li>• Our last offer also eliminated the two-tier pay system, which addresses a union request and would reward employees for performing more complex and challenging jobs.</li> </ul> <p>Ingredion is a top-paying company in the Cedar Rapids community. In fact, <b>all employees working under this contract are receiving above-market wages.</b> According to the U.S. Bureau of Labor Statistics, the average hourly wage for manufacturing roles in Iowa is \$24.77.</p>
<p><b>The company is introducing insurance with higher deductibles and out-of-pocket costs.</b></p>	<p>We have proposed improved benefits overall including a <b>more</b> comprehensive health insurance plan with <b>comparable premiums and out-of-pocket costs.</b> Our proposed plan also includes several improvements such as:</p> <ul style="list-style-type: none"> <li>• Improved wellness incentives including fitness center reimbursement and potential for future wellness credit eligibility (a value of up to \$880 annually)</li> <li>• Smoking cessation program incentives (a value of up to \$600 annually)</li> <li>• Added hearing aid coverage up to \$2,500 per plan participant</li> <li>• Adoption Assistance Benefit of \$5,000 or \$6,000 for a special needs child</li> <li>• Significant improvements in short-term disability (“STD”) and long-term disability (“LTD”) coverage for the majority of employees resulting in an approximate \$350 - \$420 weekly benefit increase</li> <li>• Improves benefits related to PTO for vacation, bereavement leave, and jury duty</li> <li>• Offers an average increase of \$65 annually toward the purchase of safety equipment</li> </ul>
<p><b>The company is eliminating five positions.</b></p>	<p>The company’s most recent offer maintains all current jobs and does not eliminate any jobs.</p>

<p><b><i>The company is forcing overtime and longer shifts and lowering earned vacation time.</i></b></p>	<p>Ingredion’s proposed schedule <b>substantially improves shift configuration options and work-life balance</b> by offering the following advantages:</p> <ul style="list-style-type: none"> <li>• Doubles the total number of scheduled days off (from 91 to 182)</li> <li>• Nearly doubles the number of “long weekends” each year (from 13 to 26)</li> <li>• Improves benefits related to paid time off in several areas, including short- and long-term disability, bereavement leave, holidays, and jury duty</li> <li>• Employees – not Ingredion – retain the option to accept whether they maintain their current 8-hour schedule or move to a 12-hour option</li> </ul>
<p><b><i>The company “caused the work stoppage.”</i></b></p>	<p>Ingredion believes in the collective bargaining process and complying with all other provisions under the National Labor Relations Act (“NLRA”). For this reason, we agreed to meet and confer with BCTGM representatives on a regular basis [before the strike and after the strike] to obtain a deal that would be mutually beneficial to our employees and the company. In addition, we sent letters to <u>all</u> employees inviting them to return to work if they chose to do so. While we respect employees’ rights to engage in a work stoppage, we were disappointed to learn that the membership chose to strike rather than continue to work throughout negotiations.</p> <p>If employees are interested in returning to work, they should contact their Union Negotiating Committee and urge them to present the company’s latest offer to the membership for a vote.</p>