

| 7-DAY                  |                        | 01-NOV-25 THRU 31-OCT-26 |                        |                        | DES MOINES PLANT       |                        |
|------------------------|------------------------|--------------------------|------------------------|------------------------|------------------------|------------------------|
| WORK HOURS             |                        | 1&3 6AM-6PM              |                        | 2&4 6PM-6AM            |                        |                        |
| SUNDAY                 | MONDAY                 | TUESDAY                  | WEDNESDAY              | THURSDAY               | FRIDAY                 | SATURDAY               |
|                        |                        |                          |                        |                        |                        | 1-Nov-25<br>shift 1&2  |
| 2-Nov-25<br>shift 1&2  | 3-Nov-25<br>shift 3&4  | 4-Nov-25<br>shift 3&4    | 5-Nov-25<br>shift 1&2  | 6-Nov-25<br>shift 1&2  | 7-Nov-25<br>shift 3&4  | 8-Nov-25<br>shift 3&4  |
| 9-Nov-25<br>shift 3&4  | 10-Nov-25<br>shift 1&2 | 11-Nov-25<br>shift 1&2   | 12-Nov-25<br>shift 3&4 | 13-Nov-25<br>shift 3&4 | 14-Nov-25<br>shift 1&2 | 15-Nov-25<br>shift 1&2 |
| 16-Nov-25<br>shift 1&2 | 17-Nov-25<br>shift 3&4 | 18-Nov-25<br>shift 3&4   | 19-Nov-25<br>shift 1&2 | 20-Nov-25<br>shift 1&2 | 21-Nov-25<br>shift 3&4 | 22-Nov-25<br>shift 3&4 |
| 23-Nov-25<br>shift 3&4 | 24-Nov-25<br>shift 1&2 | 25-Nov-25<br>shift 1&2   | 26-Nov-25<br>shift 3&4 | 27-Nov-25<br>shift 3&4 | 28-Nov-25<br>shift 1&2 | 29-Nov-25<br>shift 1&2 |
| 30-Nov-25<br>shift 1&2 | 1-Dec-25<br>shift 3&4  | 2-Dec-25<br>shift 3&4    | 3-Dec-25<br>shift 1&2  | 4-Dec-25<br>shift 1&2  | 5-Dec-25<br>shift 3&4  | 6-Dec-25<br>shift 3&4  |
| 7-Dec-25<br>shift 3&4  | 8-Dec-25<br>shift 1&2  | 9-Dec-25<br>shift 1&2    | 10-Dec-25<br>shift 3&4 | 11-Dec-25<br>shift 3&4 | 12-Dec-25<br>shift 1&2 | 13-Dec-25<br>shift 1&2 |
| 14-Dec-25<br>shift 1&2 | 15-Dec-25<br>shift 3&4 | 16-Dec-25<br>shift 3&4   | 17-Dec-25<br>shift 1&2 | 18-Dec-25<br>shift 1&2 | 19-Dec-25<br>shift 3&4 | 20-Dec-25<br>shift 3&4 |
| 21-Dec-25<br>shift 3&4 | 22-Dec-25<br>shift 1&2 | 23-Dec-25<br>shift 1&2   | 24-Dec-25<br>shift 3&4 | 25-Dec-25<br>shift 3&4 | 26-Dec-25<br>shift 1&2 | 27-Dec-25<br>shift 1&2 |
| 28-Dec-25<br>shift 1&2 | 29-Dec-25<br>shift 3&4 | 30-Dec-25<br>shift 3&4   | 31-Dec-25<br>shift 1&2 | 1-Jan-26<br>shift 1&2  | 2-Jan-26<br>shift 3&4  | 3-Jan-26<br>shift 3&4  |
| 4-Jan-26<br>shift 3&4  | 5-Jan-26<br>shift 1&2  | 6-Jan-26<br>shift 1&2    | 7-Jan-26<br>shift 3&4  | 8-Jan-26<br>shift 3&4  | 9-Jan-26<br>shift 1&2  | 10-Jan-26<br>shift 1&2 |
| 11-Jan-26<br>shift 1&2 | 12-Jan-26<br>shift 3&4 | 13-Jan-26<br>shift 3&4   | 14-Jan-26<br>shift 1&2 | 15-Jan-26<br>shift 1&2 | 16-Jan-26<br>shift 3&4 | 17-Jan-26<br>shift 3&4 |
| 18-Jan-26<br>shift 3&4 | 19-Jan-26<br>shift 1&2 | 20-Jan-26<br>shift 1&2   | 21-Jan-26<br>shift 3&4 | 22-Jan-26<br>shift 3&4 | 23-Jan-26<br>shift 1&2 | 24-Jan-26<br>shift 1&2 |
| 25-Jan-26<br>shift 1&2 | 26-Jan-26<br>shift 3&4 | 27-Jan-26<br>shift 3&4   | 28-Jan-26<br>shift 1&2 | 29-Jan-26<br>shift 1&2 | 30-Jan-26<br>shift 3&4 | 31-Jan-26<br>shift 3&4 |
| 1-Feb-26<br>shift 3&4  | 2-Feb-26<br>shift 1&2  | 3-Feb-26<br>shift 1&2    | 4-Feb-26<br>shift 3&4  | 5-Feb-26<br>shift 3&4  | 6-Feb-26<br>shift 1&2  | 7-Feb-26<br>shift 1&2  |
| 8-Feb-26<br>shift 1&2  | 9-Feb-26<br>shift 3&4  | 10-Feb-26<br>shift 3&4   | 11-Feb-26<br>shift 1&2 | 12-Feb-26<br>shift 1&2 | 13-Feb-26<br>shift 3&4 | 14-Feb-26<br>shift 3&4 |
| 15-Feb-26<br>shift 3&4 | 16-Feb-26<br>shift 1&2 | 17-Feb-26<br>shift 1&2   | 18-Feb-26<br>shift 3&4 | 19-Feb-26<br>shift 3&4 | 20-Feb-26<br>shift 1&2 | 21-Feb-26<br>shift 1&2 |
| 22-Feb-26<br>shift 1&2 | 23-Feb-26<br>shift 3&4 | 24-Feb-26<br>shift 3&4   | 25-Feb-26<br>shift 1&2 | 26-Feb-26<br>shift 1&2 | 27-Feb-26<br>shift 3&4 | 28-Feb-26<br>shift 3&4 |
| 1-Mar-26<br>shift 3&4  | 2-Mar-26<br>shift 1&2  | 3-Mar-26<br>shift 1&2    | 4-Mar-26<br>shift 3&4  | 5-Mar-26<br>shift 3&4  | 6-Mar-26<br>shift 1&2  | 7-Mar-26<br>shift 1&2  |
| 8-Mar-26<br>shift 1&2  | 9-Mar-26<br>shift 3&4  | 10-Mar-26<br>shift 3&4   | 11-Mar-26<br>shift 1&2 | 12-Mar-26<br>shift 1&2 | 13-Mar-26<br>shift 3&4 | 14-Mar-26<br>shift 3&4 |
| 15-Mar-26<br>shift 3&4 | 16-Mar-26<br>shift 1&2 | 17-Mar-26<br>shift 1&2   | 18-Mar-26<br>shift 3&4 | 19-Mar-26<br>shift 3&4 | 20-Mar-26<br>shift 1&2 | 21-Mar-26<br>shift 1&2 |
| 22-Mar-26<br>shift 1&2 | 23-Mar-26<br>shift 3&4 | 24-Mar-26<br>shift 3&4   | 25-Mar-26<br>shift 1&2 | 26-Mar-26<br>shift 1&2 | 27-Mar-26<br>shift 3&4 | 28-Mar-26<br>shift 3&4 |
| 29-Mar-26<br>shift 3&4 | 30-Mar-26<br>shift 1&2 | 31-Mar-26<br>shift 1&2   | 1-Apr-26<br>shift 3&4  | 2-Apr-26<br>shift 3&4  | 3-Apr-26<br>shift 1&2  | 4-Apr-26<br>shift 1&2  |
| 5-Apr-26<br>shift 1&2  | 6-Apr-26<br>shift 3&4  | 7-Apr-26<br>shift 3&4    | 8-Apr-26<br>shift 1&2  | 9-Apr-26<br>shift 1&2  | 10-Apr-26<br>shift 3&4 | 11-Apr-26<br>shift 3&4 |
| 12-Apr-26<br>shift 3&4 | 13-Apr-26<br>shift 1&2 | 14-Apr-26<br>shift 1&2   | 15-Apr-26<br>shift 3&4 | 16-Apr-26<br>shift 3&4 | 17-Apr-26<br>shift 1&2 | 18-Apr-26<br>shift 1&2 |
| 19-Apr-26<br>shift 1&2 | 20-Apr-26<br>shift 3&4 | 21-Apr-26<br>shift 3&4   | 22-Apr-26<br>shift 1&2 | 23-Apr-26<br>shift 1&2 | 24-Apr-26<br>shift 3&4 | 25-Apr-26<br>shift 3&4 |

WORK SCHEDULE SUBJECT TO CHANGE UP TO SEPTEMBER 15, 2025

| SUNDAY                 | MONDAY                 | TUESDAY                | WEDNESDAY              | THURSDAY               | FRIDAY                 | SATURDAY               |
|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|
| 26-Apr-26<br>shift 3&4 | 27-Apr-26<br>shift 1&2 | 28-Apr-26<br>shift 1&2 | 29-Apr-26<br>shift 3&4 | 30-Apr-26<br>shift 3&4 | 1-May-26<br>shift 1&2  | 2-May-26<br>shift 1&2  |
| 3-May-26<br>shift 1&2  | 4-May-26<br>shift 3&4  | 5-May-26<br>shift 3&4  | 6-May-26<br>shift 1&2  | 7-May-26<br>shift 1&2  | 8-May-26<br>shift 3&4  | 9-May-26<br>shift 3&4  |
| 10-May-26<br>shift 3&4 | 11-May-26<br>shift 1&2 | 12-May-26<br>shift 1&2 | 13-May-26<br>shift 3&4 | 14-May-26<br>shift 3&4 | 15-May-26<br>shift 1&2 | 16-May-26<br>shift 1&2 |
| 17-May-26<br>shift 1&2 | 18-May-26<br>shift 3&4 | 19-May-26<br>shift 3&4 | 20-May-26<br>shift 1&2 | 21-May-26<br>shift 1&2 | 22-May-26<br>shift 3&4 | 23-May-26<br>shift 3&4 |
| 24-May-26<br>shift 3&4 | 25-May-26<br>shift 1&2 | 26-May-26<br>shift 1&2 | 27-May-26<br>shift 3&4 | 28-May-26<br>shift 3&4 | 29-May-26<br>shift 1&2 | 30-May-26<br>shift 1&2 |
| 31-May-26<br>shift 1&2 | 1-Jun-26<br>shift 3&4  | 2-Jun-26<br>shift 3&4  | 3-Jun-26<br>shift 1&2  | 4-Jun-26<br>shift 1&2  | 5-Jun-26<br>shift 3&4  | 6-Jun-26<br>shift 3&4  |
| 7-Jun-26<br>shift 3&4  | 8-Jun-26<br>shift 1&2  | 9-Jun-26<br>shift 1&2  | 10-Jun-26<br>shift 3&4 | 11-Jun-26<br>shift 3&4 | 12-Jun-26<br>shift 1&2 | 13-Jun-26<br>shift 1&2 |
| 14-Jun-26<br>shift 1&2 | 15-Jun-26<br>shift 3&4 | 16-Jun-26<br>shift 3&4 | 17-Jun-26<br>shift 1&2 | 18-Jun-26<br>shift 1&2 | 19-Jun-26<br>shift 3&4 | 20-Jun-26<br>shift 3&4 |
| 21-Jun-26<br>shift 3&4 | 22-Jun-26<br>shift 1&2 | 23-Jun-26<br>shift 1&2 | 24-Jun-26<br>shift 3&4 | 25-Jun-26<br>shift 3&4 | 26-Jun-26<br>shift 1&2 | 27-Jun-26<br>shift 1&2 |
| 28-Jun-26<br>shift 1&2 | 29-Jun-26<br>shift 3&4 | 30-Jun-26<br>shift 3&4 | 1-Jul-26<br>shift 1&2  | 2-Jul-26<br>shift 1&2  | 3-Jul-26<br>shift 3&4  | 4-Jul-26<br>shift 3&4  |
| 5-Jul-26<br>shift 3&4  | 6-Jul-26<br>shift 1&2  | 7-Jul-26<br>shift 1&2  | 8-Jul-26<br>shift 3&4  | 9-Jul-26<br>shift 3&4  | 10-Jul-26<br>shift 1&2 | 11-Jul-26<br>shift 1&2 |
| 12-Jul-26<br>shift 1&2 | 13-Jul-26<br>shift 3&4 | 14-Jul-26<br>shift 3&4 | 15-Jul-26<br>shift 1&2 | 16-Jul-26<br>shift 1&2 | 17-Jul-26<br>shift 3&4 | 18-Jul-26<br>shift 3&4 |
| 19-Jul-26<br>shift 3&4 | 20-Jul-26<br>shift 1&2 | 21-Jul-26<br>shift 1&2 | 22-Jul-26<br>shift 3&4 | 23-Jul-26<br>shift 3&4 | 24-Jul-26<br>shift 1&2 | 25-Jul-26<br>shift 1&2 |
| 26-Jul-26<br>shift 1&2 | 27-Jul-26<br>shift 3&4 | 28-Jul-26<br>shift 3&4 | 29-Jul-26<br>shift 1&2 | 30-Jul-26<br>shift 1&2 | 31-Jul-26<br>shift 3&4 | 1-Aug-26<br>shift 3&4  |
| 2-Aug-26<br>shift 3&4  | 3-Aug-26<br>shift 1&2  | 4-Aug-26<br>shift 1&2  | 5-Aug-26<br>shift 3&4  | 6-Aug-26<br>shift 3&4  | 7-Aug-26<br>shift 1&2  | 8-Aug-26<br>shift 1&2  |
| 9-Aug-26<br>shift 1&2  | 10-Aug-26<br>shift 3&4 | 11-Aug-26<br>shift 3&4 | 12-Aug-26<br>shift 1&2 | 13-Aug-26<br>shift 1&2 | 14-Aug-26<br>shift 3&4 | 15-Aug-26<br>shift 3&4 |
| 16-Aug-26<br>shift 3&4 | 17-Aug-26<br>shift 1&2 | 18-Aug-26<br>shift 1&2 | 19-Aug-26<br>shift 3&4 | 20-Aug-26<br>shift 3&4 | 21-Aug-26<br>shift 1&2 | 22-Aug-26<br>shift 1&2 |
| 23-Aug-26<br>shift 1&2 | 24-Aug-26<br>shift 3&4 | 25-Aug-26<br>shift 3&4 | 26-Aug-26<br>shift 1&2 | 27-Aug-26<br>shift 1&2 | 28-Aug-26<br>shift 3&4 | 29-Aug-26<br>shift 3&4 |
| 30-Aug-26<br>shift 3&4 | 31-Aug-26<br>shift 1&2 | 1-Sep-26<br>shift 1&2  | 2-Sep-26<br>shift 3&4  | 3-Sep-26<br>shift 3&4  | 4-Sep-26<br>shift 1&2  | 5-Sep-26<br>shift 1&2  |
| 6-Sep-26<br>shift 1&2  | 7-Sep-26<br>shift 3&4  | 8-Sep-26<br>shift 3&4  | 9-Sep-26<br>shift 1&2  | 10-Sep-26<br>shift 1&2 | 11-Sep-26<br>shift 3&4 | 12-Sep-26<br>shift 3&4 |
| 13-Sep-26<br>shift 3&4 | 14-Sep-26<br>shift 1&2 | 15-Sep-26<br>shift 1&2 | 16-Sep-26<br>shift 3&4 | 17-Sep-26<br>shift 3&4 | 18-Sep-26<br>shift 1&2 | 19-Sep-26<br>shift 1&2 |
| 20-Sep-26<br>shift 1&2 | 21-Sep-26<br>shift 3&4 | 22-Sep-26<br>shift 3&4 | 23-Sep-26<br>shift 1&2 | 24-Sep-26<br>shift 1&2 | 25-Sep-26<br>shift 3&4 | 26-Sep-26<br>shift 3&4 |
| 27-Sep-26<br>shift 3&4 | 28-Sep-26<br>shift 1&2 | 29-Sep-26<br>shift 1&2 | 30-Sep-26<br>shift 3&4 | 1-Oct-26<br>shift 3&4  | 2-Oct-26<br>shift 1&2  | 3-Oct-26<br>shift 1&2  |
| 4-Oct-26<br>shift 1&2  | 5-Oct-26<br>shift 3&4  | 6-Oct-26<br>shift 3&4  | 7-Oct-26<br>shift 1&2  | 8-Oct-26<br>shift 1&2  | 9-Oct-26<br>shift 3&4  | 10-Oct-26<br>shift 3&4 |
| 11-Oct-26<br>shift 3&4 | 12-Oct-26<br>shift 1&2 | 13-Oct-26<br>shift 1&2 | 14-Oct-26<br>shift 3&4 | 15-Oct-26<br>shift 3&4 | 16-Oct-26<br>shift 1&2 | 17-Oct-26<br>shift 1&2 |
| 18-Oct-26<br>shift 1&2 | 19-Oct-26<br>shift 3&4 | 20-Oct-26<br>shift 3&4 | 21-Oct-26<br>shift 1&2 | 22-Oct-26<br>shift 1&2 | 23-Oct-26<br>shift 3&4 | 24-Oct-26<br>shift 3&4 |
| 25-Oct-26<br>shift 3&4 | 26-Oct-26<br>shift 1&2 | 27-Oct-26<br>shift 1&2 | 28-Oct-26<br>shift 3&4 | 29-Oct-26<br>shift 3&4 | 30-Oct-26<br>shift 1&2 | 31-Oct-26<br>shift 1&2 |