

27 July, 2010

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**Letter of Agreement
Satisfactory Performance**

The parties agree that, if the Company changes its performance rating method, the parties will agree upon the appropriate definition of “a satisfactory performance record” for the purposes of Article 13.04, and will replace the phrase “(meaning that the employee’s most recent performance rating was “Achieves” or “Exceeds”)” with new language reflecting the new performance rating method. The general principle will be that “a satisfactory performance record” means the employee has met or exceeded expectations in all areas being assessed.

A handwritten signature or set of initials, possibly 'JH', written in black ink. The signature is stylized and appears to be written over a line of text that is mostly obscured.