

Best and Final Offer  
August 28, 2008

***TENTATIVE AGREEMENT***

**LETTER OF UNDERSTANDING NO. 4**

**SUBJECT: EMPLOYEES ON OVERSEAS ASSIGNMENT**

Employees on overseas assignment who perform production work will continue to accumulate seniority during such period of assignment without regard to their payroll classification while on such assignment. If such an employee, at the time of such assignment, had on file with the Company an effective authorization for Union dues deduction, the Company will continue to make such Union dues deductions during such period, and the Union agrees to save the Company harmless from any claim for damages on the part of any employee so affected.