

**LETTER OF UNDERSTANDING XX**

**SUBJECT: JOINT COMMITTEE TO STUDY  
EMPLOYMENT STABILIZATION**

The Company and the Union are committed to studying the feasibility of mitigating the disruption that results from large hiring and layoff cycles. The parties agree to form a Joint Committee to study employment stabilization. The Committee will have an equal number of representatives, including a co-chair, from each party. The Committee will study approaches that will keep employment levels stable and cost effective during layoff and hiring cycles. The Committee will complete its study within twelve (12) months of the ratification of this Agreement.

Any recommendations reached by the Committee will be implemented only upon the mutual agreement of the parties.

Nothing in this Letter of Understanding will impact, limit or impair either parties' rights under this Agreement.

Dated: September 4, 2008