

November 6, 2008

Mr. Ray Goforth
Society of Professional Engineering
Employees in Aerospace
15205 52nd Avenue South
Seattle, WA 98188

RE: Long Term Disability Open Enrollment

Dear Mr. Goforth:

This letter serves as confirmation that the Company agrees to provide SPEEA represented employees an opportunity to enroll in the Long Term Disability Plan currently insured by Aetna Life Insurance Company during the spring 2009 open enrollment period. The Company has confirmed that Aetna Life Insurance Company agrees to waive the evidence of insurability enrollment requirement for this open enrollment period with an 8% increase to the current rate which will be applied to all SPEEA participants. The pre-existing condition rule will continue to apply and a disability must commence while the employee is covered. All terms and conditions of the plan will continue to apply.

If you have any questions or concerns, please contact me,

Very truly yours,

Thomas A Easley