

November 11, 2008

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

**Re: Payout for Vacation Beyond the 2-Year Accumulation
Maximum (Engineering and Technical Units)**

Dear Mr. Goforth:

The Company recognizes this is a period of unusually high workload resulting in situations where employees may not have sufficient opportunity to use their vacation credits prior to reaching the 2 year vacation balance maximum.

In consideration of this, beginning December 5, 2008 through December 31, 2010, vacation credits not awardable due to the 2 year vacation balance maximum will be paid to the employee quarterly.

In the event that this practice is adopted for non union salaried Puget Sound employees the expiration date of this letter will be extended so long as the Company continues the practice.

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

Very truly yours,