

November 12, 2008

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

**Re: Overtime Rate for Hours Worked in Excess of 144 Hours in
a Budget Quarter (Engineering Unit only)**

Dear Mr. Goforth:

The Company recognizes this is a period of unusually high workload resulting in situations where employees are exceeding 144 hours of overtime in a budget quarter.

In consideration of this, for the period of December 19, 2008 through December 31, 2010, the hourly overtime rate for employees exceeding 144 overtime hours in any budget quarter will be straight time plus \$15.00 per hour for those hours worked over the 144-hour threshold during that same budget quarter.

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,