

Memorandum

To: Jessica Bonebright  
From: B.V. McGrue  
Date: October 31, 2008  
Subject: SPEEA Data Reports

The Company has agreed to provide the following reports to SPEEA:

- SPEEA extract – Total Population
- SPEEA union dues extract
- SPEEA extract – Ins & Outs including transfers within the Company
- SPEEA FSP/VIP Extracts
- Selective Salary Adjustment Data for SPEEA represented employees
- Retention Index Data for SPEEA represented employees
- Contract employee data in SPEEA represented jobs
- Layoff data (i.e., 60 day and 14 day notices) for SPEEA represented employees
- SPEEA retiree data
- Form 5500s for Plans in which SPEEA participates
- Dues deduction reports for SPEEA represented employees

The reports are provided in the frequency as previously established. Nothing herein shall change the reports furnished nor the frequency upon which they have historically been furnished absent the mutual agreement of SPEEA and the Company.