

October 15, 2013

Mr. Dan Dominguez

Re: Extension of Benefits Agreement

Dear Dan:

Per our discussion, the Company is requesting that the Health and Welfare (Benefits) Agreement that is currently scheduled to expire on March 31, 2014, be extended through June 30, 2015.

This letter will serve as documentation of our understanding and agreement to extend the expiration date of March 31, 2014 for the Benefits Agreement (Health and Welfare re-opener), through June 30, 2015. Applicable notification provisions of the Benefits Agreement will remain in place regarding either party's desire to request a re-opener of this Agreement.

If you concur with the above extension, please sign in the space provided and return a signed copy of the agreement to my office.

In Agreement:

Dan Dominguez
Business Manager, UWUA Local #246

Date

Very truly yours,

Douglas M. DeDea
Principal Advisor, Labor Relations