

LETTER OF UNDERSTANDING

COMPENSATION REVIEW APPEALS

1. For the 2008 Compensation Review, Employees who are not satisfied with the wage increment assessment shall be entitled to a “one up appeal.” An employee may request that a union representative present their appeal and such request will be honored.
2. The Company will consult with the GSU representative before announcing the result of the review to the Employee.
3. After the 2008 reviews are completed, the GSU and the Company shall have an equal and agreed upon number of representatives meet for the purpose of reviewing the appeal process and endeavor to agree upon a mutually satisfactory appeal process based on the experience gained in the 2008 Compensation Review.