

MEMORANDUM OF AGREEMENT

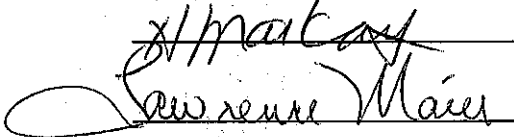
Between: HEARTLAND LIVESTOCK SERVICES
(Hereinafter referred to as "the Company")

and GRAIN SERVICES UNION (ILWU CANADA)
Unit 1.4 (hereinafter referred to as "the Union")

The above referenced parties agree to renew the collective agreement, which expired on December 31, 2008, as is, with the following amendments:

1. All proposals are retro-active to January 1, 2009 unless specifically noted below.
2. Amend Article 29 to reflect the following:
Pay all in scope employees on payroll as of December 4, 2009 a lump sum payment of 1.5% of all wages (regular and overtime) earned between January 1, 2009 and December 14, 2009.
All wage rates in effect on December 31, 2009 shall be increased by 1.75% starting January 1, 2010.
All wage rates in effect December 31, 2010 shall be increased by a further 1.75% starting January 1, 2011.
3. The term of the agreement shall be for three years – from January 1, 2009 to December 31, 2011.
4. All letters of understanding shall be continued in full force and effect in the new agreement.
5. The threshold of 1040 hours maximum that a casual can work as set out in Article 1- CASUAL EMPLOYEE (b), shall be increased to 1300 hours.
6. Article 10 – BOOT ALLOWANCE AND UNIFORM POLICY shall be increased by \$10 to \$120.
7. Increase the Corporate mileage rate to 39 cents per kilometre as of December 4, 2009.

For Grain Services Union



Lawrence Maier

January 6, 2010

For Heartland Livestock Ltd

