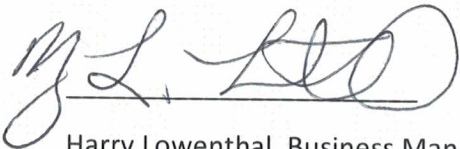


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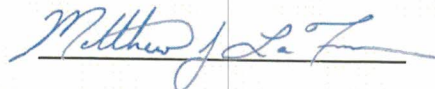
RE: Memorandum of Understanding

COPE Voluntary Deduct – The Employer agrees to deduct and transmit to IBEW-PAC an amount of five cents (\$.05) per hour worked from the wages of each employee who voluntarily authorizes such contributions on the forms provided for that purpose by IBEW-PAC.

These Transmittals shall occur on or before the fifteenth (15th) day of the month following the month for which they are due and shall be accompanied by a list of the names of those employees for whom such deductions have been made and the amount deducted for each such employee

A handwritten signature in blue ink, appearing to read 'H. Lowenthal', written over a horizontal line.

Harry Lowenthal, Business Manager

A handwritten signature in blue ink, appearing to read 'Matthew J LaFree', written over a horizontal line.

Matthew J LaFree, NECA