

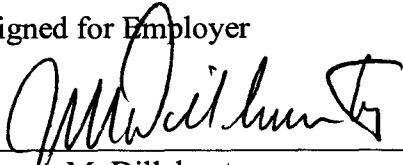
MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (MOU), between Henkels & McCoy, Inc., hereinafter referred to as "Employer", and IBEW Local 47 and 1245, hereinafter referred to as "Union", shall serve as an addendum to the existing Outside Line Agreement between Employer and Union, and all successor Agreements.

It is agreed and understood that:

- 1) Due to a printing error in the aforesaid Agreement, the listed wage rate for the 6/1/07 Apprentice 2nd Period classification is incorrect.
- 2) The correct wage rate for the Apprentice 2nd Period classification should be \$26.66, as opposed to the \$26.63 wage rate listed in the aforesaid Agreement.
- 3) On or before December 31, 2007, Employer will begin to pay the correct rate of \$26.66.
- 4) Since the incorrect wage rate is the result of a printing error, over which Employer had no control, no retroactive wage adjustment will be made.
- 5) In the event of any conflict between the provisions of the aforesaid Agreement and the provisions of this MOU, the provisions of this MOU shall prevail and take precedence.

Signed for Employer



James M. Dillahunty
Regional Vice President
Henkels & McCoy, Inc.

Date: 12/5/07

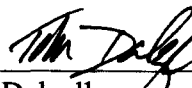
Signed for Union



Patrick Lavin
Business Manager
IBEW Local 47

Date: 12/19/07

Signed for Union



Tom Dalzell
Business Manager
IBEW Local 1245

Date: 12/28/07