

Agreement to Amend the “Memorandum of Understanding Concerning Retirees”

This confirms our understanding to change from 120 days to 220 days the maximum number of days during a calendar year that the Company may employ working retirees. All other provisions of the “Memorandum of Understanding Concerning Working Retirees” remain in effect.

Signed 10-15-04 by

J.R. Davis, Company Bargaining Chair and Ron Collins, Union Bargaining Chair