

[For Part B – Marietta, Local 709]

MEMORANDUM OF UNDERSTANDING

Potential Effects of Multi-Site Closure and/or Consolidation

In the event the Company decides to cease operations at the Meridian and/or Clarksburg plant(s), the Company will meet with the Union to discuss the effects of the decision. The Company and Union will discuss a plan for employee placement, the implications of placing Meridian and/or Clarksburg employees at the Marietta plant, and any other pertinent issues related to the decision.

The Company reserves the right to open for discussion, add, delete, and/or modify any of these proposals, the right to propose changes and to make counter proposals and reserves the right to make counter proposals in any area of the Agreement opened by the Union.