

Side letter
11/19/08 Rcd frrf

November 19, 2008

Mr. Ray Gorforth
Society of Professional Engineering
Employees in Aerospace
15205 52nd Ave South
Seattle, WA 98188



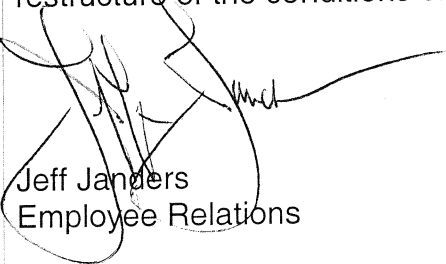
Dear Ray,

In the regular course of assigning duties and responsibilities, we regularly request employees to be available for On-Call status. We utilize On-Call status when business conditions require management to schedule employees to be available outside normal working hours for an assigned period of time to provide technical assistance and problem resolution in support of company operations.

When we assign non exempt employees to On-Call status, we strive to make sure any resultant restrictions are not such that the employees are unable to use the majority of the time for leisure activities (although the ability to pursue all personal activities is not required).

If an employee on On-Call status believes that the conditions of their particular On-Call status results in their inability to use the majority of their time for leisure activities, we understand SPEEA may choose to bring the matter to the Company to mutually discuss potential remedies. Potential remedies will include either 1) restructuring the conditions related to the employee's On-Call status or 2) a change to the employee's work schedule.

In the case where a systemic situation arises (i.e. not an occasional circumstance) where an employee or group of employees feels that conditions of their management requested On-Call status results in their inability to use the majority of their time for leisure activities, we will engage in dialogue with SPEEA to develop a mutually agreeable resolution to a restructure of the conditions of On-Call status.



Jeff Janders
Employee Relations