

October 10, 2006

Mr. James D. Smith
Grand Lodge Representative
International Association of Machinists and Aerospace Workers
Executive Plaza III
135 Merchant Street, Suite 265
Cincinnati, Ohio 45246-3734

Re: Pay Practices

Dear Mr. Smith:

This letter confirms the parties' agreement on pay practices during the 2006 Labor Agreement:

1. The pay office or pay station will be discontinued.
2. Upon request of an employee, the Company will make direct deposit of the employee's paycheck to any financial institution chosen by the employee. It is understood that the request will be implemented as soon as administratively feasible. If no request is made or while a request is being processed, paychecks will be mailed to the home address of the employee on record with the Company.

Sincerely,

Thomas F. McKenna
Vice President, Labor Relations

Agreed:

Mr. James D. Smith, Grand Lodge Representative
International Association of Machinists and Aerospace Workers