



Michael Edmondson  
Director - Labor Relations

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February 9, 2006

Mr. Mark Franken  
CWA Representative  
10733 Sunset Office Drive, Suite 201  
Sunset Hills, Missouri 63127

Dear Mr. Franken:

This letter is to confirm our recent discussion regarding changing the contract provision dealing with "New Business Conversions", Article XXVI, Section 2.b. (3) in our 2004 Labor Agreements. The change is to replace the word "banner" with the words "Enhanced Placement Logo Listing" (EPLL). As discussed, the Company is no longer offering banners but are now offering a like item, Enhanced Placement Logo Listings instead. The price of the Enhanced Placement Logo Listings is \$39.00 in monthly dollars, the same as the previous banners.

I trust that the above accurately reflect our understanding of this matter. If so, please sign and date this letter in the spaces provided below. Please return the original to me and keep a copy for your file.

Sincerely,

COMMUNICATIONS WORKERS OF AMERICA

BY: Mark E Franken

TITLE: CWA Representative

DATE: 02/10/06