



Michael Edmondson
Director-Labor Relations

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September 4, 2007

Mr. Mark Franken
CWA Representative
10733 Sunset Office Drive, Suite 201
St. Louis, MO 63127

Dear Mr. Franken:

This is to confirm agreements reached during recent discussions that have taken place between the Union and the Company. The following summarizes the agreements reached by the parties. The agreements outlined below will become effective immediately.

- The Company agrees to extend their commitment to have no surplus due to clerical realignment, premise segmentation, or T-Sales consolidation initiatives. This commitment will continue through the duration of the 2004 Labor Agreements.
- The Company agrees to not offshore any work that is currently being performed, or has previously been performed, by bargaining unit employees. Current offshore trial (spec art work) will be discontinued by December 31, 2007. This commitment will continue through the duration of the 2004 Labor Agreements.

The Company appreciates the Union's willingness to discuss and consider issues relevant to our constantly evolving industry.

Sincerely,

A handwritten signature in black ink, appearing to read "R. M. Edmondson".