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Jack,

We are now in a position to implement wage concession actions for both our unionized dedicated division drivers and our non-union drivers for all divisions. I understand that our unionized employees will need to ratify the agreement, however we plan to proceed with the non-union actions effective Monday, October 26<sup>th</sup>, with the understanding that the union agreement will be ratified immediately thereafter.

I appreciate all of the assistance that you have provided in bringing this matter to conclusion.

Regards,

Gary

A handwritten signature in black ink, appearing to read "Gary", written over a large, stylized loop.