AGREEMENT

between

OF FLORIDA CORP., INC.

and

LOCAL LODGE NO. 2061

of the

INTERNATIONAL ASSOCIATION OF MACHINISTS
AND AEROSPACE WORKERS

EFFECTIVE DATE
July 1, 2009

ARTICLE I

EFFECTIVITY OF AGREEMENT

1.01 Period Covered

This Agreement shall become effective July 1, 2009 and renders null and void all other Agreements, written and verbal, and Letters of Understanding between Wiltech of Florida Corporation, Inc., and Lodge 2061 of the International Association of Machinists and Aerospace Workers. It shall remain in effect through June 30, 2012. Moreover, it shall continue in effect from year to year thereafter, unless official notice is given as provided in Section 1.02 below.

1.02 Request for Modification, Amendment, or Termination

If either the Company or the Union desires to modify, amend, or terminate this Agreement at its normal expiration date, as specified in Section 1.01 above, official notice of such desire must be given in writing as provided in Section 10.01, not less than sixty (60) calendar days or more than one hundred twenty (120) calendar days prior to midnight of June 30, of any subsequent year during which this Agreement remains effective. Within thirty (30) days following receipt of such notice, unless there is a mutual agreement to the contrary, the Company and the Union shall commence negotiations.

1.03 Termination of Agreement

If, after entering into negotiations, the parties fail to reach an Agreement by midnight of June 30, 2012 or by midnight of June 30 of any subsequent year during which the Agreement remains effective, either the Company or the Union may terminate the Agreement by giving the other an official seven (7) calendar days written notice of desire to terminate in the manner prescribed in Article X, Section 10.01.

1.04 Alteration of Agreement During Its Effectivity

(1) The Company and the Union may mutually agree at any time during the effectivity of this Agreement to amend, alter, or modify any of its terms or conditions; however, any and all such Agreements must be reduced to writing and signed by the authorized representatives of the Company and the Union.

(2) The waiver of any breach or condition of this Agreement by either party shall not constitute a precedent for any future enforcement or waiver of such breach or condition.

(3) This Agreement sets forth all Understandings and Agreements arrived at by the parties, and supersedes any and all Agreements which heretofore have existed, written or unwritten, between the parties.

1.05 Separability

In the event any of the provisions of this Agreement are found to be in any way inconsistent with any Federal, State, or Local Law or any rules or regulations issued thereunder, the remainder of the Agreement shall not be affected, but shall remain in full force and effect.

1.06 Waiver

The Union and the Company acknowledge that during the negotiation of this Agreement, each had an unlimited right and opportunity to submit demands and proposals, and that this Agreement was arrived at by the parties after the exercise of such right opportunity. Therefore, the Company and the Union, during the effectivity of this Agreement, waive the right, and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter not specifically referred to or covered in this Agreement, even though such subjects or matters may not have been within the knowledge or contemplation of either or both of the parties at the time they negotiated or signed this Agreement, except as provided in Section 1.04.

ARTICLE II

BARGAINING UNIT

2.01 Recognition for Bargaining

The International Association of Machinists and Aerospace Workers, Local Lodge 2061, and its District Lodge 166, is recognized as the exclusive representative of all Employees in the Units for the purpose of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment. The Employee Units so designated are defined as follows:

"All Engineering Specialists, Cleaning Mechanics, Laboratory Technicians, Sampling Technicians, Quality Assurance Technicians, Material Analysts, and Production Control Specialists employed by the Company at the John F. Kennedy Space Center and Cape Canaveral Air Station; but excluding all other Employees, including office clerical employees, professional employees, executive and management employees, guards and supervisors as defined in the Act."

The term "Employees" as used in this Agreement, shall mean each Employee and all Employees for whom the Union is recognized as the exclusive bargaining representative.

2.02 Discrimination

(1) The Company and the Union agree that neither shall discriminate against an Employee because of his race, color, creed, national origin, sex, or age in the application of any of the terms or conditions of this Agreement.

(2) The Company and the Union will not interfere with, restrain, or coerce Employees because of membership in, or lack thereof, or activity on behalf of the Union. The Union agrees that its representatives will not conduct any Union business or other Union activity on Company time, except as may be elsewhere provided in this Agreement.

(3) It is understood that, wherever in this Agreement Employee or jobs are referred to in the masculine gender, it shall be recognized as referring to both male and female employees.

ARTICLE III

MANAGEMENT

The management of the Company and the direction of the working forces, including, but not limited to the services performed; the location of the work force; the schedules and standards of performance; schedules of hours and shifts; methods; processes; the right to hire; promote, demote, transfer Employees; establish reasonable rules of conduct; establish new job classifications and place within the wage structure; to discharge or discipline; and to maintain discipline and efficiency of Employees are the sole and exclusive rights of the Company, except as limited by this Agreement. Any of the rights, powers, functions, or authority which the Company had prior to the signing of this Agreement are retained by the Company, except as limited by this Agreement.

ARTICLE IV

LEAVE OF ABSENCE

4.01 Conditions Under Which Granted

When the requirements of the operation will permit, any non-probationary employee, upon proper application and approval of the Company, shall be granted a leave of absence, without pay, in accordance with the following provisions:

(1) Union Business (Training, Conferences, Schools, and Conventions) - Request shall be made by the certified Representative of the Union. Leave shall not exceed ninety (90) days.

(2) Personal Illness or Physical Disability - Request shall include a doctor's statement. Leave shall not exceed twenty-four (24) months. A doctor's statement must be provided as soon as possible indicating reason for leave and approximate leave time and an additional statement will be needed to verify the Employee's ability to return to work.

(3) Full-Time Student - Educational leave will be granted for full time enrollment in an accredited institution for a maximum of one year.

(4) Election to Public Office - Leave will be granted for one term in office.

(5) Illness of Dependent Spouse and Dependent Children - Leave will be granted for up to a maximum of twelve (12) months.

(6) Full-time position as Union Representative - Leave will be granted for the term of his office with automatic renewal, provided official Union notification is given to the Company at the beginning of each term.

(7) Maternity Leave - Commencement date for maternity leave shall be determined individually based on physician's assessment, employee's request and requirements of employee's job position. Maternity absence for a period of up to three (3) months following termination of pregnancy shall be granted to employees who have requested such leave in writing. Seniority shall accumulate during maternity leave for up to twelve (12) months. Reinstatement shall be contingent upon receipt of statement from employee's

physician.

(8) Family and Medical Leave Act - Eligible employees who qualify under the terms of FMLA may take up to twelve (12) weeks unpaid leave in the twelve (12) month period from March 1 to the end of February. A certification from a qualified health care provider that the leave is medically necessary is required. A re-certification is required every thirty (30) days, if requested.

(9) Other Leaves of Absence - Other leaves of absence may be granted only by mutual agreement of the Company and the Union.

(10) Medical coverage will be supplied for a period of twenty-four (24) months. Employee co-payments, as defined in Article XII, will still be required.

4.02 Effect Upon Seniority

Seniority will continue to accumulate during the Employee's leave of absence and he will be credited, upon application to the Company, with full seniority and the applicable rights thereunder. Sick leave and vacation time will not accrue during the leave of absence.

4.03 Whenever possible, the request for leave shall be reduced to writing and submitted to the supervisor at least thirty (30) calendar days prior to the effective date of the leave.

4.04 Effect on Accruals

Vacation and paid leave will not accrue after the first of the month immediately following the exhaustion of paid leave plus 30 days on sick and disability leaves. Vacation and paid leave will not accrue for employees placed on a non-paid leave for any other reason beginning with the first of the month immediately following effective date of said leave.

ARTICLE V

GRIEVANCE HANDLING

5.01 Definitions

For the purposes of Articles V and VI on Grievance Handling and Arbitration, respectively, the following definitions shall apply.

(1) Complaint - Shall designate any disagreement between the Employee and the Company concerning interpretation or application of any of the terms or conditions set forth in the Agreement which have been processed only to Step One of the grievance procedure.

(2) Complainant - Shall designate the Employee or one designated member of a group of Employees having a Complaint.

(3) Grievance - Shall designate any disagreement between the Employee and the Company concerning interpretation or application of the terms or conditions set forth in the Agreement which has been processed to Steps Two or Three of the grievance procedure, or to arbitration.

(4) Supervisor - Shall mean the person directly over the Complainant at the time the incident, action or occurrence transpired which gave rise to the Grievance.

(5) Day - Shall mean a regular workday, unless otherwise stated.

(6) Steward - Shall mean the Union representative having jurisdiction over Step One of the grievance procedure.

(7) Chief Steward - Shall mean the appointed or elected representative of the Union having jurisdiction over Step Two of the grievance procedure.

(8) IAM & AW Representative - Shall mean the Union's International Representative or Business Representative assigned to Local Lodge 2061 and the International Association of Machinists and Aerospace Workers.

5.02 General

(1) The Company desires that there be no unfairness to any Employee. In order to prevent unfairness, there must be an orderly process for the settlement of disputes. Since an orderly grievance procedure is provided by this Agreement, there shall be no work stoppage, picketing, or any other interference with work because of any Complaint or Grievance.

(2) It is understood and agreed by and between the parties to this Agreement that for the orderly and expeditious settlement of all Complaints and Grievances, the following steps and time limits will be strictly adhered to. Exceptions to the following order and time limits may be made only by mutual consent of the parties to this Agreement.

(3) No Complaint or Grievance will be considered under this procedure with respect to any occurrence, incident, or condition which arose prior to the effective date of this Agreement. No Complaint will be considered which is not submitted to the Supervisor in Step One of the grievance procedure within two (2) days after the occurrence which produced the cause for complaint, unless the Employee or the Union was not aware of the occurrence, in which case the Complaint must be submitted to the Supervisor within two (2) days of his knowledge of the occurrence. In no case, however, will the Company be obligated for retroactive pay covering more than five (5) days immediately preceding the date of the incident which gave rise to the Grievance.

5.03 Grievance Procedure

Step One

The Complainant shall, with or without the presence of his Union Steward, discuss his Complaint and attempt to settle it orally with his immediate Supervisor. If the Complainant is not satisfied by the decision, and if he desires to press his Complaint further, the Steward may reduce the Complaint to writing. The Complainant and the Steward shall sign the written Grievance and the Steward will present and discuss it with the Supervisor within four (4) days of the oral hearing.

The Supervisor will prepare a written reply explaining reason for decision and return it

to the Steward within three (3) days of the receipt of the written Grievance.

Step Two

Within eight (8) days of receipt of the Company's Step One answer, the Chief Steward may appeal the Grievance to the Supervisor - Component Refurbishment, Supervisor of Chemical Analysis, or Technical Support Supervisor. Based on the facts presented, the Committeeman will contact the appropriate Section Supervisor, or a designated representative, within three (3) days from the time the Chief Steward appeals the grievance and request a meeting for the purpose of discussing the grievance. Such meeting will take place within five (5) days of the request at a time and place mutually satisfactory to the parties. Within two (2) days following the meeting, the appropriate Section Supervisor, or his designee, shall render his decision in writing. Failure by the Chief Steward to appeal the Step Two answer within five (5) days will constitute a withdrawal of the grievance.

Step Three

If the Chief Steward desires to appeal the decision of Step Two, he will contact the International Representative, or his designee, who will arrange a joint meeting with the Project Manager, or his designee, within ten (10) days of the time of the decision by the appropriate Supervisor in Step Two. Such a meeting will be held within five (5) days of its request. Within five (5) days of this meeting, the Project Manager, or his designee, will give his answer in writing. The answer will be considered final and binding unless rejected or appealed to arbitration within five (5) days of the Company's answer.

Union "Policy Grievances" will start at Step Three when mutually agreed upon by the Union and the Company.

5.04 Union Stewards

(1) The Company agrees to recognize no less than one (1) Steward per shift for Component Refurbishment, one (1) for Chemical Analysis, one (1) for Sampling

South, and one (1) for Engineering Specialists and Logistics. The Company and the Union may, however, by mutual agreement, establish either more or fewer Stewards.

(2) The Steward shall be responsible for adjusting Employee Complaints or Grievances occurring under his jurisdiction as provided in Step One of the grievance procedure.

(3) He shall be an Employee of the Company, selected from among those Employees whom he represents.

(4) His area of jurisdiction shall be determined by mutual agreement of the Company and the Union, and the Company will post the list of Stewards and their jurisdiction on the Union Bulletin Boards.

(5) The action of the Steward shall be binding on the Union for the settlement of grievances in Step One of the Grievance procedure. No grievance resolutions in Step One shall be considered to be precedent setting for either the Union or the Company.

5.05 Chief Steward

(1) The Company agrees to recognize one (1) Chief Steward. The Company and the Union may, by mutual agreement, establish either more or fewer such Chief Stewards.

(2) The Chief Steward shall be responsible for adjusting Employee grievances occurring under his jurisdiction as provided for in Steps Two and Three of the grievance procedure.

(3) He shall be an Employee of the Company.

(4) His area of jurisdiction shall be determined by mutual agreement of the Company and the Union, and the Company will post a list of the Chief Stewards and their jurisdiction on the Union Bulletin Boards.

(5) The action of the Chief Steward shall be binding on the Union.

5.06 Notice to Company

The Union shall give official notice to the Company, as provided in Article X, Section

10.01, of names of the Union Stewards, Chief Stewards, and Officers.

5.07 Permission to Leave Work

A Steward may leave his work for the purpose of handling Complaints or Grievances in Step One of the grievance procedure, and a Chief Steward may leave his work for the purpose of handling grievances in Step Two of the grievance procedure. However, prior to leaving his work and work area, the Steward or Chief Steward must observe the following steps:

(1) Notify his Supervisor of the Grievance.

(2) Always immediately notify the Supervisor of that area of the Complaint.

5.08 Representative Work Performance

Each Steward and Chief Steward shall work on his assigned job and meet the same standards as any other Employee of the Company, except that as specifically provided herein, he may leave his work place for a reasonable period of time for the purpose of handling Grievances.

5.09 Pay for Time Spent on Union Business

The Company will pay for time spent by Stewards, Chief Steward, Complainants, and Employee witnesses in handling Grievances during their scheduled hours of work. Any alleged abuse of time spent on Union business, or violation of published procedure in reporting time spent on Union business, will be jointly investigated by the Project Manager and the International Representative, or their designated representatives, and corrective action will be taken by the responsible party.

5.10 Time limits on processing Grievances may be extended by mutual agreement.

5.11 Security Clearance - Union Representative

The appointment or election of any Employee to any Union post does not entitle him to access to any area or to any classified data to which his regular work as an Employee does not entitle him, unless he is cleared under security requirements.

5.12 Calling of Witnesses

At their respective steps of the Grievance procedure, the appropriate Union representative or the Company representative may summon witnesses as required.

5.13 Discharges

It is agreed that maintaining an efficient working force and the maintenance of discipline in the working force is essential to the performance of the Company operations. The Company will retain the right to discipline employees by discharge, suspension, or other action with the exception that no disciplinary action will be taken without just cause. In all cases of dismissal or suspension for just cause, the Department Supervisor will notify the Steward and meet with him, consistent with appropriate rules and regulations, advise him in writing the reason the action is taken. The Department Supervisor or the Steward may request to have the Employee present at the meeting, where practical.

An Employee discharged or suspended shall have the opportunity to talk with his appropriate Steward and/or Union Officials before he leaves the premises, unless the Employee's continued presence might be considered detrimental to the operations.

A dispute about the existence of cause for discharge, suspension, warning notices, or any disciplinary action of an employee shall be submitted as a Grievance directly at any step of the Grievance procedure within fifteen (15) days.

The Company will give the Union and the affected Employee a copy of any termination notice or disciplinary action that is put in written form.

Any disciplinary action given an employee by the Company shall not be a basis for further disciplinary action, provided it has been six (6) months or more since it was given.

When a dispute or a Grievance is filed on a disciplinary action, the Company will make available to the Union the Employee's personnel records or any other Company records which are relevant to the dispute.

ARTICLE VI

ARBITRATION

6.01 Authority of Arbitrator

(1) Any Grievance within the scope of this Agreement on which an arbitrator is empowered to rule, which is not settled under Step Three of the Grievance procedure herein provided, may be submitted to an arbitrator as hereinafter provided.

(2) This arbitration procedure shall be available for only those disputes which arise out of the interpretation or application of this Agreement. Even though a Complaint may be processed through Step Three of the Grievance procedure, such action shall not be considered a concession by either party that the Grievance is properly in arbitration.

(3) The arbitrator shall have no power to add to, subtract from, or modify any of the terms of this Agreement or any agreement made supplementary hereto; such as, but not limited to, establishing or changing wage rates, or passing on matters having to do with production standards.

(4) In disciplinary layoff and discharge cases, the arbitrator shall have the power to adjudge the degree of guilt or innocence of the Employee involved and review any penalties imposed on Employees and modify or amend penalties if, in his judgment, the penalty is too severe. If the arbitrator shall adjudge the Employee innocent of the offense for which he was disciplined or discharged, the Company shall reinstate the Employee in full with accumulated Seniority, and in case the Employee was penalized by loss of working time, will pay his back wages, less any unemployment compensation which he may have received during the period of separation from the payroll of the Company and/or the amount of compensation he received from any other employment during his period of layoff.

6.02 Selection of Arbitrator

(1) If the Grievance cannot be resolved, the International Representative shall meet with the Project Manager, or his designated representative, and select an arbitrator to whom the case will then be submitted.

(2) If in any case an arbitrator is not agreed on within fifteen (15) days of the date of the notice of intent to submit to arbitration, then the parties shall request the Federal Mediation and Conciliation Service to submit the names of seven (7) arbitrators. The Company and the Union will select one of the seven (7) as the arbitrator. If the parties cannot agree on the arbitrator, each party shall alternately strike three (3) names from the list and the seventh shall become the arbitrator. No more than fifteen (15) days shall elapse from date of receipt of the list before selection is made.

6.03 Submission to Arbitration

(1) After a case has been referred to arbitration, it may be withdrawn by the submitting party at any time prior to the actual hearing before the arbitrator. Any cost incurred as a result of the withdrawal of an issue before arbitration shall be borne by the withdrawer.

(2) The Union and the Company may mutually agree to suspend arbitration action on any case in order to build a backlog of cases for simultaneous submission to an arbitrator.

6.04 Decision of Arbitrator

(1) There shall be no appeal from the decision of an arbitrator. Such decision shall be final and binding.

(2) The arbitrator shall render his decision within thirty (30) calendar days after the closing of the arbitration proceedings. Four copies of the award shall be signed by the arbitrator, two copies of which shall be delivered or mailed to each of the parties to this Agreement.

6.05 Expenses of Arbitration

Regardless of the outcome of any matters submitted to arbitration, costs thereof shall be borne equally by the Company and the Union. Such costs shall be limited to the arbitrator's fees and expenses. The cost of any additional services required by either party shall be borne by the party requesting these additional services.

ARTICLE VII

SENIORITY

7.01 Definitions

For the purpose of this Article, the following definitions will apply:

(1) Seniority

(a) The seniority of Employees who were with the previous contractor and who accepted employment with Wiltech prior to March 2, 1982, will have seniority from date of hire with the previous contractors.

(b) Employee hired or transferred after March 2, 1982 shall have seniority as of the date of hire or transfer.

(2) Seniority Rights - Entitles an Employee to job retention, recall to employment, and shift preference under conditions set forth in this Article. If two or more Employees are hired on the same day, seniority shall be determined by the last four (4) digits of their Social Security number. Employee with the smallest number shall be deemed to be the Senior Employee.

(3) Day - Shall mean any one of the Company's regular working days.

7.02 Accrual

The seniority of each Employee on the payroll as of the effective date of this Agreement, and those hereafter hired or transferred, shall accumulate without break, except as limited by this Agreement.

7.03 Termination of Seniority

All seniority of any Employee shall terminate if the Employee:

(1) Quits.

(2) Is discharged for just cause.

(3) Is absent from work three (3) or more consecutive days without reporting to his Supervisor, unless circumstances made it impossible for the Employee to comply.

(4) Fails to report within (3) days after a notice to report is sent by Registered Mail

to the address of the Employee as shown in the records of the Company's Employment Office. In extenuating circumstances, the Company and the Union may, by mutual agreement, extend the time required to report. If an individual so recalled should request an additional ten (10) days to report in order to give his current employer a notice, it will be granted. The Company shall have the right to hire temporary employees to meet staffing requirements if employees eligible for recall are not immediately available.

(5) Fails to return to work upon completion of any authorized absence from work.

(6) Engages in other employment while on authorized leave, unless mutually agreed to by the parties to this Agreement.

(7) Is on layoff and his layoff time exceeds his total active seniority or twelve (12) months, whichever is greater.

7.04 Layoffs

Layoffs shall be accomplished as follows:

(1) Whenever there is a temporary shortage of work, employees shall be laid off by seniority, within the job classification involved, with the least senior Employee being laid off first.

(2) Senior Employees being laid off may displace the junior Employee in an equal or lower classification, provided he has previously held the classification. Where layoffs of a non-temporary nature are involved, ten (10) working days notice shall be given. Where such notice is not feasible, forty (40) hours at the affected Employee's base hourly rate shall be paid in lieu thereof.

7.05 Filling Job Openings

(1) When a job opening occurs, it shall be filled by the most senior qualified Employee on layoff.

(2) When it becomes necessary to fill an open job and there is no Employee on layoff who is eligible for recall, first consideration will be offered to the most senior Employee in a lower or lateral classification who is qualified to perform the work.

All bargaining unit Employees will be interviewed prior to consideration and/or interviews to outside applicants. If, after a reasonable time not to exceed thirty (30) days, the Company determines the Employee is not qualified to perform the work, the Employee will be reassigned to his previous position. Employees not qualifying for an open position will, upon request by the Employee, be provided with suggestions on ways to improve skills in order to improve chances to qualify for future job openings.

(3) Job Posting

The Company shall post a list of bargaining unit job openings, a copy of which will be sent to the Union on a weekly basis. Employees on layoff and employees on the payroll at the time of posting will be given first consideration.

7.06 Transfer From and to Bargaining Unit

(1) An Employee who is transferred from the bargaining unit to a Company salaried position may, within thirty-five (35) days, be transferred back to the bargaining unit with full seniority.

(2) An Employee who has never been in the bargaining unit previously and is transferred to a job in the bargaining unit shall be treated the same as a new Employee for the purpose of this Agreement.

7.07 Union Officials

During their term of office, Stewards and Chief Stewards will remain on the shift and in the work area represented provided that there is work, and shall be deemed to hold the most Seniority for the application of Section 7.04 of this Article.

7.08 Military

Any active employee called to active military service shall retain and perpetuate all rights guaranteed him under the Universal Military Training and Service Act of 1948, as amended. Employees serving on short-term military duty or temporary special services, up to a maximum of ten (10) days, shall be paid the difference between the total military base pay

received and their regular pay, providing military pay doesn't exceed regular base pay. Such items as subsistence, rental and travel allowance shall not be included in determining pay received from the State or Federal Government. Continuous service credit and seniority will accumulate during such military training absence.

7.09 Preference of Shifts and Work Week

(1) A senior Employee may displace the junior Employee in the same classification on a shift or work week preferred by the more senior Employee, provided he so advises his Supervisor in writing on the forms furnished. The change in shift will be made within twenty (20) days of the request; however, all such shift changes will be made on the first day of a new work week. This privilege shall only be granted once every three (3) months. The most senior Employee submitting such shift change will receive the desired change.

(2) Employees will be exempt from being replaced until completion of the probationary period.

7.10 Probationary Employees

New Employees shall be considered probationary Employees for a period of thirty-five (35) working days.

7.11 At the time of layoff, a Senior Employee may elect to take a layoff and waive the right to replace the Junior Employee in the Bargaining Unit. Failure to accept a recall to his job classification will be an automatic forfeiture of his seniority rights and he will be assumed to have quit.

7.12 Temporary Work Assignment

When the occasion demands, the Company may temporarily assign an Employee to work which is not normally included with the requirements of his regular job classification. However, while performing such work, he will receive his regular rate of pay and all other rights and benefits normally accrued to him, and such assignments shall not be considered as violations of any rights or privileges or conditions of

employment provided under the terms and conditions of this Agreement. For the purpose of this paragraph, temporary shall mean no more than thirty (30) consecutive working days. However, when an Employee is assigned to a higher rated job, he will receive the higher rate for the day. The higher rate shall be the Employee's current rate plus $2.00 or the minimum rate for the job if less or maximum rate for the job if more.

7.13 Internal Audits

Bargaining unit personnel performing auditing tasks reference 9.09 Leadman for pay purposes only.

ARTICLE VIII

HOURS OF WORK AND OVERTIME

8.01 General

This Agreement shall not be construed as guaranteeing any Employee a specific number of hours of work per day, or per week. Further, the Company shall not be limited in the exercise of its right to require an employee to work overtime, except as provided elsewhere in this Agreement. There will be no pyramiding of overtime or premium rates provided for in this Agreement, except as may be required by Federal, State, or Local Law.

8.02 Workday and Work Week

(1) Workday - A standard work day shall be from 0001 to 2400.

(2) Work Week - The assigned work week for each employee shall be a period from the beginning of the third shift on Monday to the beginning of the third shift the following Monday. The normal work schedule shall consist of five (5) consecutive workdays, Monday through Friday, followed by two days of rest (Saturday and Sunday), except for those employees designated in advance, who regularly work on Saturday and/or Sunday, whose normal work schedule shall consist of five (5) consecutive workdays, plus two days of rest, which shall be treated as their Saturday and Sunday, in that order.

The Company will attempt to meet its non-regular work week assignments on a voluntary basis among the employees. In the event there are insufficient volunteers to meet the requirement, the supervisor may designate and require the necessary number of employees to work the non-regular work week. Such designation shall first affect the Junior employees in the classification. The purpose of non-regular work week assignments is to provide for those maintenance and service functions that are required for all or part of a weekend.

(3) At any given time, the maximum number of employees assigned to the non-

regular work week shall not exceed thirty-five (35) percent of the total number of employees in the bargaining unit; however, a minimum of one (1) employee per classification is permissible. In the event additional employees are required, the Union and the Company, by mutual agreement, will negotiate the additional number of employees.

8.03 Shifts of Work

(1) The starting times of the Company's regular shifts of work will be as follows:

1st Shift	0530 through 0830
2nd Shift	1400 through 1700
3rd Shift	2230 through 0130

(2) Change in an Employee's shift of work shall become effective at the beginning of his work week next following that in which he was notified of such change. In the event an Employee's shift is changed during the regular work week, the Employee shall be compensated at the appropriate overtime rate for the workday of the change for those hours worked outside of the previously established shifts of work.

(3) Where Employees are granted a thirty (30) minute unpaid lunch period, such lunch period may be advanced thirty (30) minutes or postponed ninety (90) minutes from the regularly established lunch break without penalty of overtime.

(4) Preshifting for launch or related activities by mutual agreement will be allowed without paying premium rates.

8.04 Overtime Compensation

(1) Time and One-Half

(a) The first twelve (12) hours worked on Saturday or the sixth day of a scheduled work week.

(b) The first four hours worked in excess of 8 hours in a continuous 24-hour period.

(2) Double Time

(a) All hours worked on Sunday, or the seventh day of a scheduled work week.

(b) All hours worked on a holiday. In addition, the Employee shall receive his normal holiday pay.

(c) All hours worked in excess of twelve (12) on any of the days in the Employee's work week.

(d) All hours worked in excess of twelve (12) on Saturday or the sixth day in the Employee's work week.

(3) Employees scheduled to work overtime on the 6th or 7th day of their work week, and who report to work, will be guaranteed at least four (4) hours of work.

8.05 Equalization of Overtime

(1) The Company will make a reasonable effort to equalize the overtime by classification, shift, and geographic location. When it is necessary to perform overtime work, the Employee with the least amount of overtime and who can perform the work will be asked to work, provided he is at work when the overtime is assigned. In the event of an emergency overtime, management may contact those who can perform the overtime regardless of their place on the overtime list. However, it will be management's responsibility to make a reasonable effort to equalize the overtime by classification, shift, and geographic location.

(2) In the event of an emergency overtime, where management exercises its option of not contacting the "low" Employee on the overtime list, the affected "low" Employee will be offered consecutive chances at scheduled overtime until "equalized".

(3) Overtime groups will be established by the Company based on geographical locations.

(4) The low man on the overtime list will be offered the overtime except as provided below:

(a) While an employee is on bereavement leave, vacation, jury duty, sick leave or authorized leave of absence, the Employee will not be offered overtime for which he is eligible and will not be charged for such overtime. Any employee absent for over thirty (30) days will be removed from the overtime list. Upon return, the absent employee assumes the list average man's overtime. (An employee will be eligible for overtime immediately before his allowable absence, provided he submits written notification to his supervisor prior to the beginning of his last work shift preceding the start of allowable absence. When such notice is given, the Employee is subject to all other paragraphs of Article 8.05, Equalization of Overtime).

(b) Union Officers, Stewards, Committeemen and Delegates of Local Lodge 2061 will not be charged for refusing overtime to attend Union meetings, Union schools or any joint Union-Company meetings or conferences.

(c) The Employee will have the right to refuse the overtime and will be charged for refusal. Where the required number of Employees do not accept overtime, then the low man and those above him in sequence must accept overtime until the manpower needs are met.

(d) Where two or more Employees have the same number of overtime hours, the low man will be determined by Seniority, with the most Senior Employee being the low man, and the other Employee(s) falling into sequence by Seniority.

(e) While an employee is on medical restrictions as directed by a personal physician or the base medical dispensary, the employee will not be offered overtime in conflict with their medical restrictions but will be charged for the overtime hours that they would have worked.

(5) The overtime form will be used uniformly for bargaining unit Employees throughout all Company work areas. Computerized forms will be signed and dated by the initiating person.

(6) Overtime forms will be kept on a daily basis and posted for each overtime

group where they may be inspected at any time by the Employees or their Union representative.

(7) Probationary Employees shall not be utilized on overtime unless all Employees in their respective overtime groups are asked to work.

(8) A new man in a particular overtime group (to include transferees and recall from layoff) will assume high man's overtime of that specific group.

(9) Upon completion of the probationary period, the Employee will assume high man's overtime in his overtime work group.

(10) Employees temporarily assigned to another work group will retain their position in the overtime list in their regularly assigned work group and shall not be on the overtime list of the work group to which they are temporarily assigned, but will be recorded on the overtime list of their regularly assigned group.

(11) Individuals will be charged for the paid hours worked or not worked, when eligible; i.e., four (4) hours at double time equaling eight (8) hours charged.

(12) No regularly scheduled shift shall work the overtime of another shift except in unforeseen conditions in which event Employees from one shift may work into the following shift up to two (2) hours, except that this will not apply where all Employees in the following shift are working.

This does not preclude the Company from setting up special emergency shifts; i.e., two (2) ten (10) or two (2) twelve (12) hour shifts.

In the event there are only two regularly scheduled shifts working within an overtime group, all overtime worked on the unmanned shift will be divided equally between the succeeding and preceding shifts.

(13) Employees changing shifts will have the average overtime hours worked of the group in which they are assigned.

(14) The low man requirement shall not apply in circumstances where the following condition exists: Unforeseen overtime shift duration arises when a nearly-completed operation cannot be finished by regular shift-ending time and low overtime personnel are completing the operation or when a "tie-in" is required between two (2) different shifts of Employees on an operation which cannot be

interrupted because of shift change.

Shift duration overtime for the purpose of this exception shall mean overtime not exceeding two (2) hours past the normal shift end of the Employee involved.

(15) If a government or company vehicle is not available and the low person on the overtime board refuses overtime because he is in a carpool, he will be charged with the time. If the low person(s) is forced because no one else is available, transportation home will be arranged by the Company.

(16) The overtime board will not be recalculated in the last 45 minutes of a regular workshift. Subsequent overtime requirements will be satisfied by proceeding down the list to the next eligible employee.

8.06 Overtime Stand-By

Any Employee required to stand-by for overtime will be compensated at the prevailing rate.

8.07 Maximum Work Time Policy

Employees will be assigned overtime in accordance with the KSC Maximum Work Time Policy. No employee will work in excess of 16 hours in a work day. If an employee is required to report to work prior to the completion of the eight hours rest period between shifts, the employee will be paid at the appropriate rate until the eight hour rest period has been reached. Exceptions to the Maximum Work Time Policy will only be made due to emergency coverage.

ARTICLE IX

PAY PROVISIONS

9.01 Rates of Pay for New Jobs

When a new job is established which cannot be incorporated into an established Job Classification, the Company will establish a classification and temporary rate for such job, consistent with the job requirements of the other jobs in the established rate structure. If no protest is made by the Union within thirty (30) calendar days subsequent to establishment of the new Job Classification, the classification and rate so established shall become permanent for the duration of the Agreement. If the Union protests, the Job Classification and rate will be negotiated by the Union and the Company. The classification and rate so established will then become a part of the rate structure for the duration of the Agreement. Failing to agree, the matter may be referred to arbitration. The arbitrator shall have the sole authority to determine which of the established labor grades is appropriate for the new or revised Job Classification based on the relationship the new or revised Job bears to other Job Classifications in the rate structure.

9.02 Shift Differential

(1) A night shift (2nd shift) premium of one (1) dollar per hour will be paid for all hours worked on a regularly scheduled shift. A night shift (3rd shift) premium of one (1) dollar per hour will be paid for all hours worked on a regularly scheduled shift.

(2) In the event operating conditions do not permit the establishment of a full eight (8) hour shift for an Employee assigned to a shift commencing after 10:00 p.m., but before 5:00 a.m., such an Employee shall receive a full eight (8) hours of pay.

(3) Whenever an Employee is regularly assigned to a work week other than Monday through Friday, he will be one (1) dollar per hour, in addition to his regular shift premium, for all hours worked on this regularly scheduled shift.

9.03 Paid Holidays

(1) Eligibility Requirements

(a) The Employee must have worked the last scheduled workday prior to and the next scheduled workday after observance of such holidays. (This requirement shall be waived provided the Employee presents a satisfactory reason for his absence which is acceptable to the Company.)

(b) An Employee who is scheduled to work on a holiday and fails to report for work shall not receive holiday pay. (This requirement shall be waived provided the employee presents a satisfactory reason for his absence which is acceptable to the Company.)

(c) If an Employee can furnish proof satisfactory to the Company, (i.e. medical certification) that because of illness, injury or bereavement, the Employee remains eligible for holiday pay for a period not to exceed twelve (12) months.

(d) If an Employee's absence is due to a worker's compensation claim he is not eligible for holiday pay.

(e) Any Employee required to report to jury duty per 9.06 on the day before or after the holiday shall be considered as meeting the requirements for holiday pay.

Official Holidays

The following paid holidays shall be recognized by the Company for the remainder of the Calendar Year 2009:

Independence Day	Friday, July 3
Labor Day	Monday, September 7
Thanksgiving Day	Thursday, November 26
Day after Thanksgiving	Friday, November 27
Christmas Holiday	Thursday, December 24
Christmas Holiday	Friday, December 25
Christmas Holiday	Monday, December 28
Christmas Holiday	Tuesday, December 29
Christmas Holiday	Wednesday, December 30
Christmas Holiday	Thursday, December 31

The following paid holidays shall be recognized by the Company for the Calendar Year 2010 :

New Year's Day	Friday, January 1
Memorial Day	Monday, May 31
Independence Day	Monday, July 5
Labor Day	Monday, September 6
Thanksgiving Day	Thursday, November 25
Day after Thanksgiving	Friday, November 26
Christmas Holiday	Thursday, December 23
Christmas Holiday	Friday, December 24
Christmas Holiday	Monday, December 27
Christmas Holiday	Tuesday, December 28
Christmas Holiday	Wednesday, December 29
Christmas Holiday	Thursday, December 30

The following paid holidays shall be recognized by the Company for the Calendar Year 2011 :

New Year's Day	Friday, December 31 (2010)
Memorial Day	Monday, May 30
Independence Day	Monday, July 4
Labor Day	Monday, September 5
Thanksgiving Day	Thursday, November 24
Day after Thanksgiving	Friday, November 25
Christmas Holiday	Friday, December 23
Christmas Holiday	Monday, December 26
Christmas Holiday	Tuesday, December 27
Christmas Holiday	Wednesday, December 28
Christmas Holiday	Thursday, December 29
Christmas Holiday	Friday, December 30

The following paid holidays shall be recognized by the Company for the Calendar Year 2012 :

New Year's Day	Monday, January 2
Memorial Day	Monday, May 28

(2) Compensation

An Employee eligible for holiday pay shall receive eight (8) hours of pay at his straight time rate. In the event a holiday falls within an Employee's approved vacation period, and he would otherwise be eligible for holiday pay, he shall be paid for the holiday.

(3) Saturday and Sunday Holidays

For a holiday that falls on Saturday and is celebrated on Friday, Friday will be considered the holiday for pay purposes. For any holiday falling on Sunday which is celebrated on Monday, Monday will be considered the holiday for pay purposes.

(4) New Holidays

The Company agrees that any national holiday that is established during the term of this Agreement by an act of Congress, or by proclamation of the President of the United States, shall be extended to the Employees covered by this Agreement, provided prior approval for payment for same has been received by the Company from its prime Contractors.

9.04 Report-In and Call-Back Pay

(1) An Employee reporting for work, without having been notified there will be no work, shall be provided no less than eight (8) hours of pay at his straight time rate, except where work is unavailable because of conditions beyond the control of Management.

(2) An Employee called back to work after completion of his regular work shift shall receive no less than four (4) hours of work, or in the event no work is available, four (4) hours of pay at his overtime rate.

9.05 Bereavement

(1) Eligibility

A non-probationary Employee shall be eligible for bereavement pay when

death occurs in his immediate family (i.e., his spouse, children, parents, brothers, sisters, current step-family members, brothers-in-law, sisters-in-law, sons-in-law, daughters-in-law, foster children, grandchildren or grandparents of the employee or spouse).

(2) Allowance

In the case of death of those set forth in Paragraph (1) above, an Employee shall, on written request, be excused from work for a period up to three (3) days. Two additional days will be granted, upon request, if the employee is required to travel more than 300 miles round trip to attend the funeral. The employee will receive pay at his straight time rate in effect on his last day of work immediately preceding the excused absence, for scheduled hours of work missed, up to eight (8) per day (excluding the sixth (6th) and seventh (7th) workdays in the Employee's regularly scheduled work week).

9.06 Jury Duty

(1) Eligibility

A non-probationary Employee shall be eligible for Jury Duty pay, provided he serves as a juror as a result of a Jury Duty Summons, gives the Company advance written notice of such summons, and presents acceptable evidence as to his actual service.

(2) Compensation

Pay received shall be based on his straight time rate in effect on his last day of work immediately preceding the commencement of Jury Duty. Pay is limited to eight (8) hours per day and to the Employee's regular five (5) day week.

9.07 Earned Vacation

(1) In order to qualify for paid vacation, the following conditions will apply.

(a) The employee must be on the payroll March 1 and any succeeding March 1.

(b) The employee will accrue one-twelfth (1/12) of his eligible vacation allowance for each month's service in the twelve (12) month period immediately preceding the eligibility date.

(c) Vacation cannot be taken while on probationary status.

(d) An employee who is on leave of absence will not accrue vacation, in accordance with Article IV Paragraph 4.04.

(2) Allowance

An Employee who is qualified as provided in Section (1) above shall be eligible to receive a paid vacation based on the following formula:

No. of Months Hours Service*	x	1/12 of Eligible No. of Days	x	8 Hours per Day	=	Vacation Allowance

*To earn a month's service an Employee must have worked a minimum of 87 hours during the month, during March through February of preceding vacation period.

Length of Service (as of February 28)	Eligible Number of Days	Eligible Number of Hours (During period 1 Mar. - 28 Feb.)
0 < YRS < 6	10	80
6 ≤ YRS < 7	11	88
7 ≤ YRS < 8	12	96
8 ≤ YRS < 9	13	104
9 ≤ YRS < 10	14	112
10 ≤ YRS < 15	15	120
15 ≤ YRS < 20	20	160
20 ≤ YRS < 29	22	176
≥ 30 YRS	25	200

(3) Vacation Carry-Over

An employee may elect to carry over a maximum of fifteen (15) days vacation into the next twelve (12) month vacation period.

(4) The vacation period will run from 1 March of the current year through February 28 of the following year. Given preference on length of seniority, an Employee may elect a continuous period of time for his first choice of vacation time. Next elective will be after all employees in the unit have selected a continuous period on the basis of length of seniority as established under Article VII, Section 7.01.

(5) Vacation may be used in tenth of an hour increments.

(6) Termination

On separation from the Company for reason of discharge, layoff, or extended leave of absence, an employee shall be paid for accrued vacation. Payment will be made on the basis of straight time rate in effect at the time of separation.

(7) Pay in Lieu of Earned Vacation

The Company will pay for vacation hours, up to a maximum of sixty (60) hours, that have been accumulated under the following conditions:
By March 1 of any year, the Employee must notify the Company, on a form provided by the Company, that he wishes pay in lieu of vacation which he has accrued.

9.08 Paid Absences

(1) Eligibility

All employees on the active payroll as of the date of the effectivity of this Agreement shall be eligible to receive a paid absence based on the following schedule.

(2) Accrual

(a) An Employee who is qualified for the paid absence as set forth in Paragraph (1) above, shall accrue eight (8) hours of paid absence allowance per month* through the life of this Agreement.

*To earn credit for a month an employee must have worked a minimum of 87 hours during the month.

(b) Employees hired or transferred into the bargaining unit after the signing of this Agreement shall accrue eight (8) hours of paid absence per calendar month* through the life of this Agreement.

*To earn credit for a month an employee must have worked a minimum of 87 hours during the month

(c) An employee who is on leave of absence will not accrue paid absence in accordance with Article IV, Paragraph 4.02.

(3) Purposes for Which Paid Absence May Be Used

(a) Doctor or dental appointment of the Employee.

(b) Personal illness - short-term illness of the Employee. Absences of three or more days will require the Employee to be cleared through the medical dispensary before reporting to work. In case of extended absence ($\geq$ 3 days), injury or suspected abuse, the Employee may be required to certify absence due to personal illness through a signed certificate from a physician.

(c) Serious illness of spouse, children or parents.

(d) Mandatory court appearance other than as a juror or defendant. An Employee subpoenaed as a witness or acting as a guardian for a minor in a State or Federal Court of Law must show satisfactory evidence of the subpoena and attendance in order to qualify for pay purposes. Pay will be at the Employee's straight time rate for scheduled hours of work missed, up to eight (8) per day, excluding the sixth (6th) and seventh (7th) days in the Employee's regular work week. The Employee shall not be eligible to receive pay in instances where the Employee voluntarily seeks to testify as a witness or in cases where the Employee brings legal action against the Company.

(e) Personal business - to cover personal business which cannot be handled except during working hours. This is limited to thirty-six (36) hours total time per year for period July 1 through June 30 of following year.

(4) Accumulative Paid Absences

Employees will be allowed to accrue and be credited monthly.

(5) Former Engineering Specialists, Material Analysts, and Production Control Specialists must use leave accumulated under this contract prior to using their paid absence pool from previous contractors/contracts.

(6) Verification

Payments made for absences are subject to verification by the Company as to justification of such time off.

9.09 Leadman

When a work area is unattended by a supervisor for a consecutive period of greater than one hour, a Leadman will be appointed and the following conditions will apply:

(1) The Company will seek volunteers by seniority from all employees assigned to the supervisor for that particular area.

(2) In the absence of a volunteer, the least senior qualified employee will be appointed lead.

(3) It shall be the duty of the Leadman to perform productive work with his crew and pass on sufficient information to enable those Employees to accomplish their work in a manner that will result in economy, quality, and efficiency.

(4) The Leadman shall be responsible for the job assignments and whereabouts of his crew to the satisfaction of the Company.

(5) The Leadman will keep his Supervisor advised of any delays or problems incurred and reasons thereof.

(6) The Leadman may be required to lead Employees in a classification other than the classification in which he holds Seniority. In no case will a Lead of a lower classification lead an Employee of a higher classification.

(7) An Employee of the bargaining unit assigned the duties of Leadman on a regular work shift will receive a minimum of eight (8) hours of lead pay. An employee assigned the duties of Leadman on overtime shall receive lead pay

for hours worked.

(8) Leadman shall have only the Seniority they normally have in their respective job classification.

The rate of pay for a Leadman shall be one $1.50 per hour more than the normal rate for his job classification.

(9) In the event an area is to be unattended by a supervisor for a period of more than one eight (8) hour shift, then the selection of a Leadman will be performed on a weekly basis.

(10) When two or more employees of the bargaining unit are required to work overtime and a supervisor is not present, one of the employees will be designated as Leadman.

(11) Lead man shall not be held responsible for supervisory functions. Should there be a need to make supervisory decisions, the Leadman will contact the responsible department Manager.

9.10 SCAPE Pay

An Employee shall receive an additional $5.00 per hour for all hours worked in a SCAPE suit. This payment shall be limited to the actual time performing a SCAPE operation. There will be a guarantee of at least four (4) hours per operation. This pay will not be compounded by premium rates for overtime. The Company further agrees to keep its SCAPE pay policy consistent with that of its prime Contractors.

9.11 Severance Pay

(1) In case of lay-off, the Company will give two (2) weeks advance notice of lay-off to the Employees affected.

(2) Employees who are laid-off will receive severance pay equal to one week's base pay (exclusive of overtime, differentials, premium pay or any other type of compensation) per full year of service up to a maximum of eight (8) weeks severance pay.

(3) Employees will not be eligible for severance payment under this Section in the event the Company's Contract is terminated in full or in part, if after thirty (30)

days from termination of employment the Employee has not executed a certification form, provided by the Company, stating that he or she is not employed by a succeeding contractor or subcontractor, another NASA contractor or subcontractor or NASA within a 50-mile radius of his or her last location of employment with the Company.

(4) In the event the Company's contract is terminated in full or in part and an employee is offered employment in a comparable position with a succeeding subcontractor or contractor, such event shall be considered a contract transition and not a lay-off. Employees participating in a contract transition shall not be entitled to severance pay.

(5) In the event an employee fails to reasonably pursue a position with a succeeding contractor or subcontractor, such employee shall be considered a voluntary resignation and shall not be entitled to severance pay.

9.12 Hurricane Policy

Any employee assigned to a Hurricane Ride Out, Hurricane Preparedness Crew or Disaster Recovery Team will receive double time for time spent performing such duties on one of their regular work days after an installation evacuation order under storm alert conditions has become effective, provided that the general work force is receiving their normal pay while relieved from duty due to an installation evacuation order. Employees performing such duties when the general work force is not evacuated or is under unpaid evacuation order shall be paid in accordance with the standard pay provisions contained elsewhere in this article.

Personnel assigned to perform the above duties shall be either senior volunteers from the organization having the requirement or junior employees directed to report if insufficient volunteers are available. Exigent personal circumstances resulting from effects of the hurricane and/or related emergency orders and restrictions imposed by civil authorities will excuse an employee from such duty, subject to verification if required.

ARTICLE X

GENERAL PROVISIONS

10.01 Official Notices Required by Agreement

In all cases where "official notices" are required by this Agreement, such notices shall be considered as given only where they are submitted by registered or certified mail, return receipt requested, and addressed as follows:

The Company: Wiltech of Florida Corporation, Inc.
P.O.Box 21052
Kennedy Space Center, Florida 32815
Attention: Project Manager

The Union: Local Lodge 2061 International Association of Machinists and Aerospace Workers, AFL-CIO
271 Taylor Avenue
Cape Canaveral, Florida 32920
Attention: Directing Business Representative

10.02 Union Bulletin Boards

The Company will provide bulletin boards for the use of the Union at locations mutually agreed to.

10.03 Safety and Health

(1) The Company agrees to maintain safe, sanitary, and healthful working conditions in accordance with the requirements of all Federal, State, or Local Laws, providing such facilities, safety devices, and equipment as may be required in this regard, in order that industrial accidents or diseases may be minimized. Any Employee may at any time call safety hazards to the attention of his immediate Supervisor. In the event the parties cannot reach a satisfactory settlement of a problem, the matter will be referred to the Company's Safety Manager, along with bargaining unit VPP representatives for appropriate action. The Company will provide CPR training plus CPR

recertification to all employees as CPR training schedules permit.

(2) The Company will maintain a Safety Committee to address safety issues in the Company's operations. The Committee will be composed of salaried and bargaining unit personnel representing all of the operating houses within the Company. The Company Safety Engineer will be the Safety Committee Chairman and will be responsible for scheduling and conducting monthly meetings of the Committee. The Union shall be responsible for appointing required bargaining unit personnel to serve on the safety committee. In the spirit of cooperation and for the safety and welfare of its Employees, the Union and the Company have mutually agreed to participate in the Voluntary Protection Program, known as VPP, in a joint cooperation. The Union will be responsible for appointing two (2) members of the Bargaining Unit to serve as VPP representatives, whom will attend monthly internal safety meetings, monthly VPP meetings, review internal safety items brought to the Wiltech Safety Committee's attention and assist in the implementation and updating of the overall Safety Program.

(3) The Company will furnish proper and modern safety and sanitary devices for all employees performing hazardous work. When management determines that safety shoes are required, the Company will provide or pay the cost of company-approved safety shoes up to a maximum of $150 each calendar year. The employee will provide receipts to his supervisor who shall initiate a check request. Any amount in excess of $150 shall be the responsibility of the employee. It shall be mandatory for all employees to use such devices and or safety shoes when the Company determines that they are necessary.

(4) The Company will conduct and utilize a monthly and annual safety rewards program. The committee will be comprised of two (2) union VPP representatives and two (2) Management members.

10.04 Limitations on Work of Out-of-Unit Personnel

Non-bargaining unit personnel of the Company, excluding those employed in the Wet and Gas Laboratories, shall not perform work which is performed by Employees of the

bargaining unit. However, in-unit work may be performed by out-of-unit personnel under the following conditions:

(1) For the purpose of instructing or training Employees.

(2) In emergency situations.

(3) In order to prevent injury to Employees or damage to property or equipment.

10.05 Training

Refresher training and cross-training programs will be initiated within the bargaining unit with the expressed purpose of maintaining proficiency in the work force, providing maximum Company flexibility and allowing opportunity for Employee advancement. Such training shall be given on the basis of employee request and seniority within each affected job classification.

(1) The Company shall conduct ongoing training within each classification. Such training shall be given on the basis of employee request and seniority within the affected job classification.

(2) It is agreed that a Union-Management committee will be set up to work out the details of a cross- training program within the bargaining unit with the expressed purpose of achieving maximum Company flexibility and opportunity for Employee advancement. The Union-Management committee will be comprised of two (2) union and two (2) Management members. Most senior employees will be given first preference. Employees training in a lateral or higher-rated job will continue to receive their normal rate of pay during training.

10.06 Security

Nothing in this Agreement shall require the Company to continue to employ or give access to any of its facilities or work locations any person or persons to whom the cognizant security agency refuses to allow work on or access to classified information, material or restricted areas.

If an employee has not been granted an unescorted access permit for all work areas

where such is required and/or secret clearance authorization within 180 calendar days from the date of his employment or date of request, the company may terminate his employment.

Suspension, because of denial or withdrawal of security clearance by the appropriate agency (other than the Company), shall not be subject to the grievance and/or arbitration procedure. However, if the Employee PRP status is suspended, the Company shall endeavor to locate an alternative position consistent with the PRP restrictions. When PRP status is reinstated, the Employee will be returned to prior work status.

10.07 Employee Suggestion Policy

The Company and the Union agree that improvements in work processes represent an opportunity to create a more efficient, responsive and productive operation. All suggestions will be submitted on an Opportunity for Improvements Form for evaluation. Feedback will be provided on all submittals and incorporated suggestions will be acknowledged and, when appropriate and possible, financially rewarded.

ARTICLE XI

EXECUTED FORM

11.01 Scope

The Company agrees to continue without change to deduct Union initiation, reinstatement and membership dues in accordance with the Constitution and By-Laws of the Union, from the pay of each Employee who becomes a member of the Union, within the scope of the bargaining unit covered by this Agreement, providing the Employee executes in writing the Authorization for Checkoff Dues Form, a copy of which is set forth herein.

11.02 The authorization for such deduction of checkoff dues is as follows:

Dues Deduction Card

INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS
MEMBERSHIP APPLICATION AND/OR CHECK-OFF AUTHOURIZATION

Name_____Date_____ Card no. _____

(Mailing) Address _____ M __ F __ Date of birth _____

City_____State/Province_____Zip/Postal code_____

SS# _____Email_____Phone _____Hire date_____

Employer _____Hourly wage_____

Class or work _____Years experience _____Shift
1____2_____3_____

Membership Application: Check here: __ To the Officers and Members of Lodge No.2061 (the "Lodge" or "Union"). I hereby tender my application for membership in the International Association of Machinists and Aerospace Workers (IAM). I understand that while I may be required to tender monthly fees to the Union, I am not required to apply for membership or be a member as a condition of employment and that this application for membership is voluntary. As a member, I agree to obey the Constitution of the IAM and the by-laws of my Lodge and to support the principles of trade unionism, and I authorize the IAM and/or its designated affiliate to act as my representative for collective bargaining.

If former member of IAM: Card no. _____ Lodge no. _____ Location _____Last dues paid _____

Check-Off Authorization. Check here: __ I authorize my Employer to deduct from my wages and forward to the Union: (1) monthly membership dues or an equivalent service fee; and (2) any required initiation or reinstatement fee as set forth in the collective bargaining agreement between the Employer and the Union and the by-laws of the Lodge. This authorization shall be irrevocable for one (1) year or until the termination of the collective bargaining agreement between my Employer and the Union, whichever occurs sooner. I agree that this authorization shall be automatically renewed for successive one (1) year periods or until the termination of the collective bargaining agreement, whichever is the lesser, unless I revoke it by giving written notice to my Employer and Union not more than twenty (20) and not less than five (5) days prior to the expiration of the appropriate yearly period or contract term. I expressly agree that this authorization is independent of, and not a quid pro quo, for union membership, but recognizes the value of the service's provided to me by the Union. It shall continue in full force and effect even if I resign my Union membership, except if properly revoked in the manner prescribed above.

Important Notice: I have examined and acknowledge receipt of the attached "Notice to Employees Subject to Union Security Clauses" (on back of pink sheet). I also understand that IAM members have certain rights and privileges as set forth in the IAM Constitution and in various Federal laws, like the Labor Management Reporting and Disclosure Act (LMRDA). Copies of the IAM Constitution and the LMRDA may be obtained by contacting the IAM General Secretary-Treasurer, 9000 Machinists Place, Upper Marlboro, MD 20772. Union membership dues and agency fees are not deductible as charitable contributions for Federal income tax purposes. Dues and agency fees, however, may be deductible in limited circumstances subject to various restrictions imposed by the Internal Revenue Code.

_____ _____
(Your signature) (Date)

FORM NO. MR0001-09 This copy to be retained by Local Union NO. _____

11.03 Stipulations

(1) Deductions will be made for Employees whose Authorization Cards are received on or before the 15th day of the month preceding the month in which deductions are made.

(2) A properly executed Authorization for Checkoff of Dues Card for each Employee for whom Union membership dues are to be deducted shall be delivered to the Company before any payroll deductions are made. Any Authorization for Checkoff of Dues which is incomplete or in error will be returned to the Union by the Company.

(3) After receipt of the Authorization for Checkoff of Dues Form, as provided in Paragraph (1) above, Union membership dues shall be deducted from the 1st paycheck received by the Employee in the next following month as membership dues for the succeeding month, providing the Employee has sufficient net earnings to cover Union membership dues. In case of Employees re-hired, or returning to work after layoff or leave of absence, or being transferred back into the bargaining unit, who previously have properly executed Authorization for Checkoff of Dues forms, deductions will be made for membership dues as provided herein.

(4) In cases where a deduction is made which duplicates a payment already made to the Union by an Employee, or where a deduction is not in conformity with the provisions of the Union Constitution and By-Laws, refunds to the Employee will be made by the Union. No follow-up for past due amounts will be made by the Company.

(5) Deductions for any calendar month shall be remitted to the Union. The Company shall furnish the designated Union official, monthly, with a list of names of those for whom deductions have been made and the total amount of such deductions.

(6) Any Employee whose Seniority is broken by death, quit, discharge, layoff or transfer out of the bargaining unit shall cease to be subject to checkoff

deductions beginning with the month immediately following the month in which the death, quit, discharge, layoff, or transfer occurred.

(7) The Union agrees that any disagreement arising out of the interpretation or application of this Article shall not be subject to the grievance procedure.

(8) The Union agrees there will be no solicitation of Union membership or Union dues on the premises during working hours.

11.04 Company's Protection

(1) The Company shall not be liable to the Union by reason of the requirement of this Article of the Agreement for the remittance or payment of any sum other than that constituting actual deductions made from the Employee's wages earned.

(2) The Union shall indemnify and save the Company harmless against any and all claims, demands, suits, or other forms of liability that shall arise out of or by reason of action taken or not taken by the Company in its operation of this Article.

ARTICLE XII - GROUP INSURANCE BENEFITS

The following group insurance benefits (via The National IAM Benefit Trust Fund) shall be effective for all bargaining unit personnel:

Weekly Disability Benefit	Employee & Dependent Major Medical	Employee & Dependent Daily Hospital	Employee & Dependent Surgical	Employee & Dependent Medical	Employee & Dependent Lab & X-Ray
66-2/3% of weekly salary	$2,000,000 lifetime max	200 days semi-private room	Customary & Reasonable Fee	$15/day in hospital, $3,000 max per stay	100%, up to $1000 max/yr

Life Insurance = Equal to annual salary (Max $60,000) (calculated every January)
Vision Care: Vision Care Benefit Plan IV from the National I.A.M. Benefit Trust Fund is provided
Dental Care: Dental Plan E from the National I.A.M. Benefit Trust Fund is provided
Prescription Drugs: Prescription Card ($15 co-pay for brand name drugs, $6 co-pay for generic drugs)
Short Term Disability Insurance will be paid for by the Employee
Optional Long Term Disability Insurance will be made available for Employee purchase.
NOTE: Life insurance amount may decrease with advanced age.

(a) The cost of insurance to the Employee will be as follows:

Effective Date	Employee Only	Employee & Dependent
July 1, 2009	$15 /Week	$25 /Week
January 1, 2010	$18 /Week	$37 /Week

(b) Retiree Insurance

The Company will pay Employee only medical, dental and vision insurance cost for retirees with 10 years active service with the Company upon reaching age 58. The cost of single coverage for a dependent spouse or family coverage is the employee's responsibility. The continuation of coverage is dependent upon the Company continuing to be subcontractor to SPOC and ISC. In the event the Company is replaced as the subcontractor to SPOC and ISC and the successor does not adopt this collective bargaining agreement, retiree insurance cost will be paid by the Company for a maximum of two months.

ARTICLE XIII

PAYROLL DEDUCTIONS

The Company agrees to make payroll deductions for the Credit Unions, U.S. Savings Bonds, MNPL, and any other that may be mutually agreed on.

Upon written request of the Employee, the Company agrees to make direct deposit of payroll checks to banks which allow such deposits.

ARTICLE XIV

WAGES

Under the terms of this Agreement, the base wage rate will be as follows:

Wage Rates Effective July 1, 2009

	Min	Max
Engineering Specialist	25.45	31.97 (4 %)
Cleaning Mechanic	23.95	30.17 (4 %)
Quality Assurance Technician	23.95	30.17 (4 %)
Laboratory Technician	23.95	30.17 (4 %)
Sampling Technician	23.95	30.17 (4 %)
Material Analyst	18.82	24.04 (4 %)
Production Control Specialist	17.50	20.65 (4 %)

Wage Rates Effective July 1, 2010

	Min	Max
Engineering Specialist	27.34	33.09 (3.5 %)
Cleaning Mechanic	25.79	31.23 (3.5 %)
Quality Assurance Technician	25.79	31.23 (3.5 %)
Laboratory Technician	25.79	31.23 (3.5 %)
Sampling Technician	25.79	31.23 (3.5 %)
Material Analyst	20.48	24.88 (3.5 %)
Production Control Specialist	19.11	21.37 (3.5 %)

Wage Rates Effective July 1, 2011

	Min	Max
Engineering Specialist	29.30	34.25 (3.5 %)
Cleaning Mechanic	27.69	32.32 (3.5 %)
Quality Assurance Technician	27.69	32.32 (3.5 %)
Laboratory Technician	27.69	32.32 (3.5 %)
Sampling Technician	27.69	32.32 (3.5 %)
Material Analyst	22.20	25.75 (3.5 %)
Production Control Specialist	20.78	22.12 (3.5 %)

All classifications will receive increases of sixty (60) cents every six months of active service time until the maximum is reached. Time spent on leave of absence will not count toward active service time.

Upon ratification of this Agreement, all Employees in the Bargaining Unit shall receive a lump sum payment of $1000.00.

ARTICLE XV

STRIKES AND LOCKOUTS

The Union agrees that during the term of this Agreement it shall not authorize, cause, engage in, sanction or assist in any slowdown, picketing, strike, boycott, stoppage of work, or in any other way interfere with the activities of the Company, and that it will not encourage or approve any refusal on the part of Employees to proceed to their usual work stations. The Company agrees that it shall not cause or engage in any lockout. Further, in the case of a slowdown, picketing, strike, boycott, stoppage of work, or any other interference with the activities of the Company which shall occur either before or after the grievance procedure has been exhausted, the Company shall have the option of canceling this Agreement at any time after ten (10) days have elapsed subsequent to the beginning of such interference. The failure to exercise such option shall not constitute a waiver as the Company may desire to exercise it during subsequent incidents of a similar nature.

ARTICLE XVI

TRAVEL POLICY

Employees who are assigned to work outside the area will receive the allowable Federal Travel Regulation rate for per diem and paid motel/hotel accommodations.

ARTICLE XVII

RETIREMENT COMPENSATION AND INVESTMENT ACCOUNTS

Effective July 1, 2009 the Company shall contribute to the IAM National Pension Fund, National Pension Plan, $1.65 per straight-time hour paid (no payment for LWOP, Leave of Absence or Disability Leave). This amount shall continue/increase as indicated below:

January 1, 2010	$2.15 per hour
January 1, 2010	$2.40 per hour
January 1, 2012	$2.65 per hour

If Federal law requires the Company to make contributions in excess of those amounts listed above, the Company shall have the right to adjust hourly wages downward by the amount of such excesses.

Should the Company withdraw from the Plan, the hourly contribution will be paid into an individual IRA account for the employee.

Employees will be allowed to voluntarily participate in the Wiltech 401(k) Plan. Contributions to the 401(k) Plan will be allowed up to the legal maximums. Effective January 1, 2004, the Company will match 60% of the first 6% of the Employee's salary contributed to the Plan.

Employees who are age fifty (50) or older shall be allowed to defer additional amounts on a pre-tax basis to the extent allowed by "Catch-up" provisions contained in Federal 401(k) guidelines.

ARTICLE XVIII

NEW TECHNOLOGY

The Union will be given advance notice of any intended technological changes affecting the work of the bargaining unit and an opportunity to discuss the impact of such changes with the Company prior to their implementation. Appropriate bargaining unit employees will continue to perform such affected work unless the technological changes alter the nature of the work to an extent which removes it from the scope of the unit.

Bargaining unit employees will be given necessary training to qualify them for work due to technological changes providing they have the basic requisite education and experience. Such training will be given on the basis of seniority preference within the affected job classification.

ARTICLE XIX

SUCCESSORSHIP

The provisions of this agreement shall be binding upon the Company, its assignees or future purchasers. All terms and obligations herein contained shall not be affected or changed in any respect for the consolidation, merger, sale or assignment of the Company, or for changes in ownership or management of the Company.

ARTICLE XX

EDUCATIONAL REIMBURSEMENT

20.01 Eligibility

(1) Only active, non-probationary Employees are eligible.
(2) Schools must be accredited by a nationally recognized accrediting agency or association approved by the U. S. Department of Education.
(3) The course or degree program must be job related.
(4) The course is taken on the Employee's own time.
(5) The course or degree program must be pre-approved by the Company prior to registration.
(6) Employees with active formal disciplinary actions may not be eligible to participate.

20.02 Grade Requirements

To be eligible for reimbursement the Employee must earn at least a "B" (or its equivalent).

20.03 Allowable Reimbursements

(1) Employees are reimbursed for tuition, lab fees and textbooks. No other fees or expenses are covered. Tuition reimbursement will be at fees per credit hour charged by University of Central Florida and Brevard Community College.
(2) Employees must request reimbursement within 45 days of course completion. Original paid receipts and an official grade report are required.
(3) The Company will reimburse for a maximum of two (2) courses per semester.
(4) The maximum reimbursement for an Employee is $3500 per year for vocational and undergraduate degree programs and $4500 per year for graduate degree programs..

20.04 Voluntary Termination of Employment and Payback

When an Employee voluntarily terminates employment with the Company, the Employee must reimburse the Company for any payments made under this program during the previous twelve (12) months. The Company will not hold the Union liable for payments under this provision.

20.05 Effectivity

This program is effective beginning with the fall semester in 2006.

20.06 Company's Protection

The Union agrees that any disagreement arising out of the interpretation or application of this Article shall not be subject to the grievance procedure.

FOR THE UNION:

Nick Mrdjenovich
Business Representative

Roger M. Morton
Negotiator

Kenny S. Bays
Negotiator

James D. Kise
Negotiator

Angelo P. Cianfrocco
Negotiator

Peter A. Sage
Negotiator

FOR THE COMPANY:

Steve Williamson
Project Manager

LETTER OF UNDERSTANDING #1

"The parties agree to the necessity of providing a safe and secure environment for everyone. Intoxicated, impaired or drug-abusing employees can endanger themselves, the Company, and the lives of their friends and co-workers.

An employee may be subject to alcohol/drug testing based on reasonable suspicion that the employee is in violation of the Company's Drug-free Workplace Policy; or as a result of a direct link to an accident or incident; or as part of a return-to-work agreement following substance abuse treatment; or as part of a specially defined group of employees subject to alcohol/drug testing on a random basis; or under other circumstances as may be required by law or Government regulation.

It is understood and agreed that all employees represented by this unit will sign the forms consenting to alcohol/drug tests as required by the Drug-free Workplace Policy. The Company shall provide such sample forms and notify the Union prior to implementing a change in consent forms.

It is the Company's policy that observation of an employee believed to have reported to work under the influence of alcohol or drugs be corroborated, when practical, by a second member of management.

At such time as a decision is made to test an employee for reasonable suspicion, the employee's Union representative will be advised immediately, if available, or as soon as possible thereafter.

An employee may be subject to testing when, based upon the circumstances of an accident/incident, the employee may reasonably be believed to have caused or contributed to an accident/incident that meets either of the following criteria:

(1) The accident/incident results in a death or personal injury requiring hospital treatment; or
(2) The accident/incident results in property damage estimated to be in excess of $25,000.

Post-accident or incident testing will be to the standard detection level and not zero tolerance.

If an employee is believed to have caused or contributed to an accident/incident meeting either of the criteria above, the appropriate supervisor will present the facts and circumstances recommending and supporting this belief. The supervisor will prepare a written report detailing the facts and circumstances that warrant the testing. The written report prepared by the Company to justify drug testing will be made available to the employee at the employee's request.

Employees will be required to submit to alcohol/drug testing on a random basis as follows:

1. Covered employees will be informed in writing that they are subject to random testing.
2. Selection of employees for random testing will be conducted through the use of a random number generator or other neutral selection process.
3. When an employee is selected for random testing, both the employee and the employee's supervisor will be notified on the day the test is scheduled to occur.
4. Testing may be postponed only with the approval of the Project Manager/or designee, and the responsible manager where there is a compelling need for deferral, such as the employee is engaged in work which he/she cannot leave.
5. An employee whose random alcohol/drug test is deferred will be subject to an unannounced test within sixty (60) days.

Any employee who tests negative to any Company-initiated drug and alcohol test shall be compensated for all regular lost time hours at the appropriate wage rate. Time lost under such circumstances shall be treated for purpose of overtime premium eligibility.

Employees testing positive will be subject to disciplinary actions up to and including dismissal. Employees testing positive may be required, at the Company's discretion, to participate in a rehabilitation program, including on-going alcohol/drug testing to a zero tolerance level for a 24-month period, as a condition for continued employment.

Disciplinary action will not be taken against employees who voluntarily identify themselves as needing assistance and enter the Employee Assistance Program, unless it is an apparent attempt to circumvent discipline. However, it is understood that the burden rests on the employee to seek and accept professional help.

In order to maintain current quality standards, test specimens shall be sent to laboratory facilities certified by an appropriate Federal or State agency or other recognized certification bodies.

The employee tested may request a copy of the written report of a positive test. The Union may obtain a copy of the test results based upon the employee's furnishing the Company with a hold harmless signed release authorizing such disclosure.

All levels equal to or exceeding the following shall be reported as positive:

Drug	Standard Detection Levels	Zero Tolerance Levels
Opiates	300 ng/ml	150 ng/ml
Methaqualone	750 ng/ml	250 ng/ml
Cannabinoids	100 ng/ml	20 ng/ml
PCP	25 ng/ml	25 ng/ml
Cocaine	300 ng/ml	75 ng/ml
Benzodiazepines	300 ng/ml	200 ng/ml
Barbiturates	300 ng/ml	100 ng/ml
Amphetamines	1000 ng/ml	300 ng.ml
Alcohol Screen	.05 gm/dl	.01 gm/dl

Any dispute arising out of this Letter of Understanding is subject to the grievance procedure, including arbitration.

This Letter of Understanding is effective for the term of the current Collective Bargaining Agreement only. Further effectivity will be subject to the negotiating process.

For:

International Association of
Machinists and Aerospace Workers
AFL-CIO, Local Lodge 2061

Nick Mrdjenovich
Business Representative

For:

Wiltech of Florida Corporation, Inc.

Steve Williamson
Project Manager

LETTER OF UNDERSTANDING #2

In the event of a reduction in force (RIF) or layoff, it is not the intent of Wiltech to RIF/Layoff Engineering Specialists and assign Engineering personnel to production of IDMMs.

For:

International Association of
Machinists and Aerospace Workers
AFL-CIO, Local Lodge 2061

Nick Mrdjenovich
Business Representative

For:

Wiltech of Florida Corporation, Inc.

Steve Williamson
Project Manager

LETTER OF UNDERSTANDING #3

The purpose of this letter is to state the Parties' agreement concerning the Depot Level Processing of Flight Hardware and Type 1 GSE for the NASA Shuttle Logistics Depot (NSLD).

The Company shall have up to three (3) Engineers whose duty it is to maintain overall technical authority for all phases of the Depot Level Processing of Flight Hardware and Type 1 GSE. This authority shall include the development of all required processes, procedures and test equipment as well as the training/certification of required personnel, technical oversight of processing operations and anomaly disposition. The Engineers shall be the primary technical interface for all government and contractor agencies concerning these Depot Level Processes.

The Company will undertake to train and certify Engineering Specialists in these Depot Level Processes in order that they may assist the Engineer in ensuring exacting technical requirements are met. An Engineering Specialist will be present for Depot Level operations unless manpower constraints dictate their assignment to other efforts.
The three (3) Engineers will be exempt from the Limitations on Work of Out-of-Unit Personnel (reference 10.04) as they pertain to Engineering Specialists with the exception that Engineers will not perform duties normally performed by Engineering Specialists.

If the Depot Level workload increases to the point that more than three (3) Engineers are required, the Company and the Union agree to open negotiations on the issue and any agreements will be reduced to writing as defined in section 1.04.

For:

International Association of
Machinists and Aerospace Workers
AFL-CIO, Local Lodge 2061

Nick Mrdjenovich
Business Representative

For:

Wiltech of Florida Corporation, Inc.

Steve Williamson
Project Manager

LETTER OF UNDERSTANDING #4

The Company will make a reasonable effort to train Laboratory Technicians so that they can receive their Laboratory Technician Certification within a twelve (12) month period from the date of hire.

A list of Laboratory Technicians and certification will be provided to the Union upon request.

The exemption of Chemists from the limitation on work out-of-unit personnel (10.04) is made to insure efficient laboratory operation and it is not the intent of the Company to eliminate Laboratory Technicians and have all work performed by Chemists. The Gas and Wet Labs will be staffed with both Chemists and Laboratory Technicians except when workload dictates otherwise.

Chemists providing training for Laboratory personnel will have expertise in the area for which they provide training.

For:

International Association of
Machinists and Aerospace Workers
AFL-CIO, Local Lodge 2061

Nick Mrdjenovich
Business Representative

For:

Wiltech of Florida Corporation, Inc.

Steve Williamson
Project Manager

LETTER OF UNDERSTANDING #5

BUDDY SYSTEM

By definition, a "Buddy" is another person, not necessarily a fellow employee of the Company, in the immediate vicinity who can respond to unexpected circumstances and summon help when someone is injured, disabled or trapped.

A "Buddy" can immediately secure a system if it is safe to do so, but he should not respond in such a way as to place himself in the same difficulty. A call for help is essential and the application of first aid important whenever possible.

The "Buddy" question for the most part only arises when work tasks are assigned to a single individual.

Many occasions occur where teamed (2 people) crews, because of the geography, are given jobs which would normally require one man. This practice will continue when practical, but should not be considered precedent setting.

Two or more man crews are assigned to jobs when any of the following exist:

(a) the job is judged hazardous;
(b) the work itself involves two or more work positions to be manned simultaneously;
(c) the work involves technical functions assigned to a different classifications.

For remote, non-hazardous locations, an Employee will have the option of requesting a "Buddy" to accompany him to that location. The Company will honor these requests. These requests shall not include courier duties, travel for training classes or visits to medical facilities.

For:

International Association of
Machinists and Aerospace Workers
AFL-CIO, Local Lodge 2061

Nick Mrdjenovich
Business Representative

For:

Wiltech of Florida Corporation, Inc.

Steve Williamson
Project Manager

LETTER OF UNDERSTANDING #6

COMMERCIAL DRIVER'S LICENSE

The Company agrees to pay the difference in costs between a commercial driver's license and a regular driver's license for designated employees. Four (4) hours of paid leave (training time) will be provided for employees to take the commercial driver's license test.

If less than 100% participation is required in certain groups, then attempts will be made to meet the requirements by volunteers. If enough volunteers cannot be obtained, the requirement will be met on a seniority basis.

For:

International Association of
Machinists and Aerospace Workers
AFL-CIO, Local Lodge 2061

Nick Mrdjenovich
Business Representative

For:

Wiltech of Florida Corporation, Inc.

Steve Williamson
Project Manager

LETTER OF UNDERSTANDING #7

SHOP STEWARDS

When geographical locations change, additional shop stewards will be added or subtracted as necessary.

For:

International Association of
Machinists and Aerospace Workers
AFL-CIO, Local Lodge 2061

Nick Mrdjenovich
Business Representative

For:

Wiltech of Florida Corporation, Inc.

Steve Williamson
Project Manager

LETTER OF UNDERSTANDING #8

The purpose of this policy to provide the privilege of a 30 minute exercise period for personnel who are actively supporting SCAPE operations. The exercise time is permitted up to a maximum of three times a week on a non-interference basis with on-going operations and maintenance support. Each use of this privilege will be coordinated and approved by the immediate supervisor or designee in advance. The exercise period is authorized for non-impact activities for the sole purpose of maintaining the healthy and well-conditioned body required to support SCAPE operations.

Once an employee has approval by supervision, the employee can "only" combine the 30 minute exercise period with their lunch break to utilize approved exercise facilities at CCAS/KSC/Port area. The employee agrees that he must return from the workout period within the time allowed ready to return to work. This policy "does not" extend 30 additional minutes to eat lunch or shower after the exercise period.

Management encourages active SCAPE personnel to use this exercise period, when time permits, but it is in no way mandatory. This is a privilege to benefit both the employee and the stability of the active SCAPE team. Any employee found to be misusing this privilege for any purpose other than as specified in this policy will forfeit the option to use the privilege permanently.

For:

International Association of
Machinists and Aerospace Workers
AFL-CIO, Local Lodge 2061

Nick Mrdjenovich
Business Representative

For:

Wiltech of Florida Corporation, Inc.

Steve Williamson
Project Manager

LETTER OF UNDERSTANDING #9

The purpose of this policy is to ensure that the employee is permitted to receive up to a maximum of their regular weekly wages when on medical leave. To make up the difference between the 66 and two-thirds disability benefit, it is permissible to use Vacation and/or Sick Leave. In no circumstances shall the employee receive more than his/her regular wages.

For:

International Association of
Machinists and Aerospace Workers
AFL-CIO, Local Lodge 2061

Nick Mrdjenovich
Business Representative

For:

Wiltech of Florida Corporation, Inc.

Steve Williamson
Project Manager

LETTER OF UNDERSTANDING #10

The Company agrees that should the following policies/benefits be implemented by its prime Contractors they will be extended to the Employees covered by this Agreement, provided prior approval for payment for same has been received by the Company from its prime Contractors. These policies/benefits are as follows:

1. Cost of Living Allowance (COLA)

2. Payment for medical, dental and vision insurance for the spouse of a Retiree who qualifies under the company's Retirement Insurance program.

3. Extension of the Bereavement policy (reference 9.05) to cover Aunts, Uncles, Nieces and Nephews.

4. The addition of an additional holiday for Martin Luther King Day.

For:

International Association of
Machinists and Aerospace Workers
AFL-CIO, Local Lodge 2061

Nick Mrdjenovich
Business Representative

For:

Wiltech of Florida Corporation, Inc.

Steve Williamson
Project Manager