

LETTER OF UNDERSTANDING

BETWEEN: QUEST ADVERTISING AGENCY LTD.

(Hereinafter referred to as "The Company")

OF THE FIRST PART

**AND: UNITED STEELWORKERS OF AMERICA
(ON BEHALF OF LOCAL UNION 2952)**

(Hereinafter referred to as "The Union")

OF THE SECOND PART

RE: TERM EXTENSION TO COLLECTIVE AGREEMENT

The Parties agree to extend the current Collective Agreement in effect from January 1, 1998 to December 31, 2000 with all its terms and conditions, save and except the following modification:

ARTICLE 18 - DURATION OF AGREEMENT

- 18.01 This Agreement shall be for the period from and including January 1, 1998 to and including December 31, 2004 and from year to year thereafter subject to the right of either Party to the Agreement within four (4) months immediately preceding the date of expiry of this Agreement, which is December 31, 2004, or immediately preceding the last day of December in any year thereafter, by written notice to require the other Party to the Agreement to commence collective bargaining.
- 18.02 Should either Party give written notice to the other Party pursuant hereto, this Agreement shall thereafter continue in full force and effect until the Union shall give notice of strike or the Employer shall give notice of lockout or the Parties shall conclude a renewal or revision of this Agreement or a new Collective Agreement whichever shall first occur.
- 18.03 The operation of Section 50(2) and (3) of the Labour Relations Code of British Columbia is hereby excluded.

IN WITNESS WHEREOF the Parties executed this Agreement this 10th day of December, 2003.

**On Behalf of the Employer
QUEST ADVERTISING AGENCY LTD.**

Paul Hovan

**On Behalf of the Union
UNITED STEELWORKERS OF AMERICA
(ON BEHALF OF LOCAL UNION 2952)**

Charmaine Osborne

C. Landry

