

LETTER OF UNDERSTANDING #2

BY AND BETWEEN:

TAPLOW VENTURES LTD. (TAPLOW FEEDS)
(the "Company")

AND:

INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL 115
(the "Union")

Except as specifically expressed in the Letter of Understanding, all other terms and conditions of the Taplow Ventures Ltd. (Taplow Feeds) Agreement shall apply.

COMPRESSED WORK WEEK

The Compressed Work Week will only apply on a two (2) shift basis.

Each crew will alternate between day and graveyard shift every two (2) weeks.

Day Shift – Crew #1

Monday	8:00 a.m. - 8:00 p.m.	= 12 hrs
Tuesday	8:00 a.m. - 8:00 p.m.	= 12 hrs
Wednesday	8:00 a.m. - 8:00 p.m.	= 12 hrs
Thursday	8:00 a.m. - 4:00 p.m.	= 8 hrs
	Total hrs	<u>= 44 hrs</u>

Graveyard Shift – Crew #2

Monday	8:00 p.m. - 8:00 a.m.	= 12 hrs
Tuesday	8:00 p.m. - 8:00 a.m.	= 12 hrs
Wednesday	8:00 p.m. - 8:00 a.m.	= 12 hrs
	Total hrs	<u>= 36 hrs</u>

PREMIUM

A shift differential premium of \$0.50 to be paid to all employees on both shifts.

Signed this _____ day of _____, 2005.

TAPLOW VENTURES LTD (TAPLOW FEEDS)

INTERNATIONAL UNION OF OPERATING
ENGINEERS - LOCAL 115

For the Company

Frank Carr, Members' Representative