

**LETTER OF AGREEMENT**

BY AND BETWEEN:

TERRATECH EQUIPMENT

AND:

INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL 115

RE: Apprenticeship Tuition Fees

In addition to the current apprenticeship language in the collective agreement the Company and the Union agree to add the following terms and conditions.

All apprentices shall be refunded their tuition and book fees by the Company upon successful completion of each term to a maximum of \$550.00 per term.

The apprentice will sign a promissory note at the beginning of each year's training period relating to his apprenticeship agreeing to repay the amount paid to him by the Company.

This note shall be forgiven over the succeeding twelve (12) months, if the employee continues in the employ of the Employer for that (12) month period, on the basis of one-twelfth per month.

Such note shall be payable forthwith in the event that the employee leaves the employ of the Employer within one (1) year immediately following completion of his apprenticeship training program.

However, if an apprentice is terminated or laid off and cannot be reinstated or recalled within a six(6) month period, the Employer will waive the employee indebtedness incurred with the apprenticeship program.

Signed this \_\_\_\_\_ day of \_\_\_\_\_, 2006.

TERRATECH EQUIPMENT

INTERNATIONAL UNION OF  
OPERATING ENGINEERS LOCAL 115

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