

**LETTER OF UNDERSTANDING**  
**BETWEEN**  
**TOLKO INDUSTRIES LTD. – NICOLA VALLEY DIVISION**  
**AND**  
**I.W.A CANADA, LOCAL 1-417**  
**SENIORITY AND JOB POSTING**

Effective immediately those vacancies falling in groups 1 – 5 will not require posting in accordance with the Seniority and Job Posting Supplement of the Master Agreement.

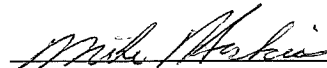
Jobs falling in groups 1 – 5 will be considered as entrance jobs. The Company will make every effort to fill these positions with employees in these groups in line with their seniority and preference.

It is agreed that if either party requests discussions in writing regarding amendments to the above, the parties will meet to discuss the requested amendments.


It is agreed that if either party requests discussion in writing regarding amendments to this Program the parties will meet to discuss the requested amendments. This agreement shall be subject to review, amendment or termination upon thirty (30) days written notice. The parties agree to meet within the thirty (30) day notification period to discuss the reasons for cancellation

Signed this 2nd day of August 2000

Tolko Industries Ltd.  
Nicola Valley Division

  
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I.W.A. Canada  
Local 1-417

  
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July 1, 1982