

LETTER OF UNDERSTANDING

BETWEEN

TOLKO INDUSTRIES LTD. – NICOLA VALLEY DIVISION

AND

I.W.A. CANADA, LOCAL 1-417

FIRST AID TRAINING

It is agreed the Company will pay the following costs associated with authorized First Aid training, provided the employee attends all required course classes:

**Renewal of Ticket by Designate First Aid Attendants**

- Wages lost as a result of taking the course, or subsequent re-examinations.
- Course tuition fees and/or compulsory medical examination fees will be pre-paid by the Company.

**First-Time Employee Takes Course**

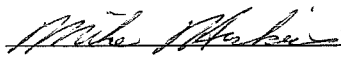
- Course tuition fees will be pre-paid by the Company.
- Employees who fail the course and have not attended the required classes will reimburse the Company paid tuition fees through payroll deduction.

This agreement replaced all previous agreements and/or practices regarding these matters.

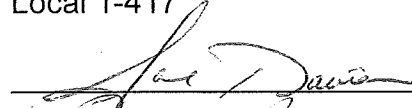
It is agreed that if either party requests discussion in writing regarding amendments to this Agreement the parties will meet to discuss the requested amendments. This agreement shall be subject to review, amendment or termination upon thirty (30) days written notice. The parties agree to meet within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