



Via email to head559@comcast.net and FedEx

April 25, 2018

Jethro Head
BCTGM Vice President, Midwest Region
559 Kingsbrooke Crossing
Bolingbrook, Illinois 60440

Re: Company Offer of Additional Ratification Bonus

Dear Jethro:

The Company makes a one-time supplemental offer to the proposed ratification bonus in our Second Revised Last Best and Final Offer dated December 21, 2016.

As you know, the ratification bonus offer is currently \$5,000 per employee. In an effort to bring a conclusion to these negotiations in the very near future, we are now prepared to supplement that ratification bonus by tripling it, so that every employee would receive \$15,000 upon ratification. To be eligible for this ratification bonus, employees must be employed and on the payroll as of the date of ratification.

The goal of this proposal is to bring these negotiations to a conclusion after all of this time. Therefore, this supplemental ratification bonus offer expires at 11:59 PM PDT on Sunday, May 20, 2018. If not ratified by that time, this additional ratification bonus offer is off the table, and our offer reverts to the \$5,000 bonus set forth in the terms of our Second Revised Last Best and Final Offer as proposed on December 21, 2016.

I look forward to your response.

Sincerely,

A handwritten signature in black ink that reads "Pamela DiStefano". The signature is written in a cursive, flowing style.

Pamela DiStefano
Director, Labor Relations