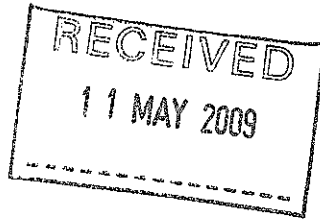


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7 May 2009

Dear Bob

2009 Wage Negotiations

Further to our discussions on Tuesday 5 May 2009, I am writing to confirm as requested the formal pay offer for the 2009 pay period, based on our discussions.

The offer is an increase in basic salaries and shift supplements of 1.12% effective from 1 January 2009, which as I explained is the maximum the Company believes is realistically affordable in the current economic climate.

I would be grateful if you could advise of your membership's acceptance of this offer in due course.

Yours sincerely

A handwritten signature in black ink that reads "Gerry Skelton". The signature is written in a cursive style with a long, sweeping underline.

Gerry Skelton
Human Resources Director