MEMORANDUM OF AGREEMENT

Agreement made this 1st day of July 2008 by and between GOOD OLD TOWER EAST RIDING, INC. (GOLES) and LOCAL 2110, IAW.

The collective bargaining agreement between the parties is extended for a further period of one (1) year up to and including June 30, 2009. (In all its terms and conditions except as modified hereafter)

1. Wages - Effective July 1, 2008 all bargaining unit members shall receive a five and one half (5 1/2 %) percent increase to base pay.

LOCAL 2110, IAW

Michael Ciancorzo, President 7/1/08

Gabriel Bueso 7/1/08

Vicente Calvet 7/1/08

GOLES

James McKeever 7/1/08

Ronnie Baggs 7/1/08