AGREEMENT

BETWEEN

OSP SERVICES, LLC

AND

COMMUNICATIONS WORKERS OF AMERICA
AFL-CIO

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ARTICLE 1

RECOGNITION

OSP SERVICES, LLC ("Company") hereby recognizes the COMMUNICATIONS WORKERS OF AMERICA ("Union") as the exclusive collective bargaining representative for the purpose of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment, for its employees employed in the following unit:

Included

All flaggers employed by the Company in New York State

Excluded

All other employees, including professional, technical and clerical employees, guards and supervisors as defined in the National Labor Relations Act.

ARTICLE 2

UNION SECURITY

Section 1

It shall be a condition of employment that all employees of the Company covered by this Agreement who are members of the Union in good standing on the effective date of this Agreement, shall remain in good standing and those who are not members on the effective date of this Agreement, not later than the 30th day following the effective date of this Agreement, shall become and remain members in good standing in the Union. It shall also be a condition of employment that all employees covered by this Agreement and hired on or after its effective date, shall, not later than the 30th day following the beginning of such employment become and remain members in good standing in the Union.

Section 2

In the event an employee fails to tender the uniformly required periodic dues and/or the initiation fees, the Union shall send written notice to the employee, with a copy to the Company, advising him/her that s/he no longer is a member of the Union in good standing, and warning the employee that unless the uniformly required periodic dues and/or the initiation fees are paid within two (2) weeks, the Company shall discharge him/her. If the employee, after such notification from the Union, does not correct his/her default within the two (2) week period, the Union may send written notice to the Company, with a copy to the employee, demanding his/her discharge and the Company shall immediately discharge said employee. A discharge made pursuant to this Article shall not be subject to the grievance and arbitration provisions of this Agreement. The Union agrees to indemnify and hold harmless the Company against any damage or expense incurred by reason of a discharge affected at the request of the Union.

ARTICLE 3

PAYROLL DEDUCTION OF UNION DUES AND REPORTS

The following guidelines will be followed in administering the deduction of Union fees under this Agreement between the Company and the Union.
Section 1

Upon receipt of an individual written request on a payroll deduction authorization form (which is attached to and made part of the Agreement as Appendix A) agreed upon by the parties and signed by an employee covered by this contract, the Company will deduct weekly from such employee’s wages the amount specified in such request. The Company will forward the amount deducted to the Secretary/Treasurer of the Union or his authorized agent. The request may be revoked by the employee upon written request to the Company’s Manager of Employee Relations, or other employee handling such matters.

Section 2

Payroll deductions will be made in weekly pay periods for properly executed deduction authorization forms received at the Company Headquarters on or before the fifth day of the preceding month. However, the Company assumes no responsibility either to the employee or to the Union for any failure to make or for any errors made in making such deductions, but will make such efforts as it deems appropriate in correcting any such errors or omissions. Dues structure will be two percent (2%) of weekly wage per month times twelve (12) months divided by fifty-two (52) weeks. This amount deducted weekly.

Section 3

Deductions shall be remitted to the Secretary/Treasurer of the Union not later than twenty (20) days after the end of the preceding month during which deductions were made.

Section 4

The Company agrees to furnish the Secretary/Treasurer of the Union at the same time of remitting the dues deducted a roster of all employee’s names, addresses, social security numbers, hourly rate of pay, date of employment and dues deducted or, if no deduction was made, the reason for not making the deduction.

Section 5

It is agreed that the payroll deduction for Union fees shall be in lieu of Union collection of dues, assessments and contributions on Company premises where work operations are being performed and while Union Representatives and/or the employees involved are on Company time.

Section 7

Upon return from a leave of absence, the returning employee’s deduction authorization shall be reinstated in accordance with the provision of Section 2 of this Article.

Section 8

Any change in the amount of monthly Union dues will be certified to the Company by the Secretary/Treasurer of the Union. A certificate which changes the contributions due the Union shall become effective the first day of the month following the date the Company receives such certification.

Section 9

The Company agrees to furnish the Secretary/Treasurer of the Local a roster of all employee’s names, addresses, social security numbers, date of employment, rate of pay, current weekly dues rate and job classifications. The list is to be submitted each quarter, not later than ten (10) days following the quarter.

Section 10
When earnings are insufficient to cover the authorized deductions, delinquent Union dues shall be deducted in the next payroll period in which sufficient pay is available.

Section 11

It is specifically agreed that the Company assumes no obligation, financial or otherwise, arising out of the provisions of this Article, and the Union hereby agrees it will indemnify and hold the Company harmless from any damage, expense, claims, actions or proceedings whatsoever arising from deductions made by the Company pursuant to this Article. Once the funds are remitted to the Union, their disposition thereafter shall be the sole and exclusive obligation and responsibility of the Union.

ARTICLE 4

UNION REPRESENTATIVES

Section 1

Any one employee designated by the Union as steward will be granted reasonable time off to carry out the business of the Union pertaining to investigating and hearing grievances pursuant to the Grievance Procedure set forth in Article 13. Such time off, shall be with pay and shall be considered as time worked for the purpose of determining seniority, wage increases and other benefits.

Section 2

If practicable, the steward will schedule Union business with the Company and in turn, the Company will make every effort to accommodate the Union's procedural needs. The Union representative will give the Company reasonable notice prior to being excused from their assignments (when possible) so the Company may assign a replacement worker.

Section 3

Aside from the steward, only a duly authorized representative of the Union shall have access during the working hours to the premises of the Company for the purpose of administering the Agreement. The Union representative shall give three (3) hours (less in case of an actual emergency) prior notice to the Company by notifying the General Manager or a person designated by him/her of any visit to the premises. Such visits shall not interfere with the normal work of employees or of the Company. No employee shall be called off station without the Company's express consent.

Section 4

At any meeting between a representative of the Company and an employee in which discipline (including a warning, suspension, demotion or discharge for cause) is to be announced, or an investigatory interview is conducted, the Company shall notify the employee s/he is entitled to be represented by an authorized Union representative.

ARTICLE 5

PROBATIONARY PERIOD

All new employees shall commence their employment on a probationary basis for the first ninety (90) days of employment. During or at the conclusion of the probationary period, the Company may discharge or otherwise discipline said employees, and such action shall not be subject to the grievance and arbitration provisions of this Agreement.
ARTICLE 6

SENIORITY

Section 1

"Company-Wide Seniority" shall be defined as the total period of an employee's continuous length of employment in all job classifications covered by this Agreement as set forth in Article 8.

Section 2

"Job Classification Seniority" shall be defined as the total period of an employee's continuous length of employment in a particular job classification covered by this Agreement as set forth in Article 8.

Section 3

Due to the nature of this business, which at times calls for periodic breaks in the work schedule, layoffs would not deem to have occurred until an employee has not been given a work assignment for ten (10) consecutive work days. Should this be the case, the Union shall be notified in writing by the seventh (7th) workday of the Company's intention to begin layoffs. Such layoffs shall be in the inverse order of seniority by area (There shall be three areas- Rockland/Westchester, Mid-Hudson, and Syracuse areas)

Section 4

Employees who are laid off will retain their seniority on the records of the Company for a period of six (6) months from the date of their layoff. After such six (6)-month period of layoff, employment shall be considered terminated and seniority broken. Seniority shall be considered broken by (1) a valid discharge; (2) voluntary severance by an employee; and/or (3) an employee's failure to report for work at the conclusion of any leave of absence.

In the event that recall becomes possible (before the Company hires new employees in any job classification covered by this Agreement where any employees are on layoff) recall for each job classification covered by this Agreement will be made in the reverse order of the layoff in that job classification. If any employee fails to reply to the attempt to contact him/her advising him/her of recall within four (4) calendar days from the attempt to contact him/her the Company may consider his/her employment terminated.

Section 5

The Company shall submit a current seniority list to the Union within ten (10) days following the execution of this Agreement.

Section 6

Aside from layoff and recall, seniority is the means for determining an employee's status relative to other employees for the purposes set forth in this Article (viz., promotion, lateral transfer between shifts, etc.). In all cases of promotion and lateral transfer between shifts, the following factors shall be taken into account: knowledge, skill, efficiency on the job, ability and attendance. Where these factors are absolutely equal as between two or more persons, Job Classification Seniority shall be the determining factor.

Section 7

For the purpose of daily work assignments, tours and transfers as described in Art 6, an employee will be assigned to a location seniority list. This list shall be established by his or her work locations. Work assignments will be given out by seniority.
ARTICLE 7

WORK SCHEDULES, PAY TREATMENT & RELIEF PERIODS

Section 1- Workweek

The regular workweek shall consist of forty (40) hours per week. Unless the Company and the Union otherwise agreed, the regular assignments will not be in excess of eight (8) hours per day, five (5) days per week.

Section 2- Overtime Pay

All employees will be paid at the rate of one and one half (1 1/2) times the regular rates of pay for all time worked in excess of 40 hours in one workweek.

Section 3- Equalization of Overtime

The Company will make its best efforts to offer available overtime to employees, consistent with the objective of equal opportunity afforded to all. Employees shall work overtime as required. No overtime shall be payable except if specifically authorized in advance by the Company. When the Company assigns overtime it shall assigned to the senior volunteer of the Location Seniority List.

No overtime shall be payable except if specifically authorized in advance by the Company. The Company shall keep and submit overtime records to the Local Union quarterly.

Section 4- Night Tour Differential

When a major portion (more than 60%) of the tour of duty of an employee falls between 6:00 p.m. and 6:00 a.m., the Company shall increase by 10% the hourly wage rate paid to such employees for the entire tour. The Company agrees not to make assignments of tours for the purpose of avoiding payment of the differential.

Section 5- Four Week Workweek

If mutually agreed to by the Company and the Union, the regular work assignments for any given program may consist of ten (10) hour days not to exceed forty (40) hours per week.

Section 6- Call In Pay

Employees who are called in to work shall be guaranteed at least four (4) hours pay at the regular hourly rate. If the employee works 3/4 of their tour, and is released by the contracting party, he shall receive pay for the full tour.

Section 7- Day Tours

The normal hours of work shall be 8 hours with one half hour unpaid meal period, for a total of 8 1/2 hours. Subject to Section 9 of this Article, the meal period shall not be considered time worked in the calculation of overtime pay.

Section 8- Relief Periods

Two (2) fifteen (15) minute relief periods will be granted during each tour of duty, one during the first half of the shift and one during the second half of the shift, as scheduled by the Company.

Section 9- Meal Periods
Meal periods specified above shall be taken at a time designated by the Company near the midpoint of tours, in accordance with law. Whenever an employee is required to work or remain on a work location subject to call throughout his meal period, in addition to working the number of hours in his normal tour, the meal period shall be treated as working time and any resulting working time in excess of the number of hours in the normal tour shall be towards the employees forty hour week or overtime whichever applies

**Section 10- Scheduling Conflicts**

If there is any conflict between employees as to the choice of tours, the Company shall consider each employee's knowledge, skill, and efficiency on the job, ability and attendance. Where these factors are absolutely equal as between two or more persons, Job Classification Seniority shall be the determining factor.

**ARTICLE 8**

**JOB CLASSIFICATION & BASIC COMPENSATION**

**Section 1- Classifications**

A. The position of Flagger is a part time position. The work schedule may vary and a forty-hour workweek may be possible but cannot be guaranteed.

B. The basic requirements for each classification are as follows:

**Flagger**

Flagger responsibilities include but are not limited to providing temporary traffic control and positive guidance to drivers and pedestrians.

General Qualifications are as follows:
- Have a sense of responsibility for the safety of the public and co-workers.
- Receive and successfully pass Traffic Control and Safety Training from the Company.
- Good physical condition.
- Ability to react in an emergency.
- Assist with the setup of WAP (Work Area Protection)
- Wear high visibility clothing such as flagger's vest, shirt or jacket with fluorescent or reflective tape.
- Wear appropriate safety equipment and follow established safety practices and procedures.
- Be familiar with the use of Hand Signaling Devices such as STOP and GO Paddles and red flags.
- Be familiar with DOT Standards and Federal, State and Local regulations.

**Lead Flagger**

Responsibilities include but are not limited to all of those of the Flaggers, as well as responsibility for work location schedule adherence, i.e., start time, break time/duration and stop times. Train and direct junior personnel.

C. Temporary Employees:

Means one who is engaged for a specific project or a limited period, with the definite understanding that his employment is to terminate upon completion of the project or at the end of the period, and whose employment is expected to continue for more than one (1) week but no more than six (6) months. All temporary employees will become dues paying members as specified in this Agreement. However, a temporary employee may be terminated at any time and such termination shall not be subject to the grievance and arbitration provisions of Article 13.
Section 2- Basic Minimum Wage Rate for Hourly Employees

Progression Table for Flaggers

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At time of signing the contract, Flaggers will receive an increase for their current progression step retroactive back to July 28, 2008 or, to their net credited service date, whichever is more current.

Flaggers currently at $13.00 per hour will receive $0.39 per hour increase retroactive back to July 28, 2008 or, date of hire, whichever is more current.

Lead Flaggers will receive $1.25 per hour as a temporary increase for the hours he/she lead flags.

Section 11- Holidays

The Following Holidays will be observed as holidays by the company: New Years Day, Lincoln’s Birthday, Presidents Day, Memorial Day, Independence Day, Labor Day, Columbus Day, Election Day, Veteran’s Day, Thanksgiving, Christmas. Employees may have the option of observing Martin Luther King Day or the day after Thanksgiving as a holiday instead of Lincoln’s Birthday. If the holiday occurs on a Sunday, the following Monday shall be designated as a holiday. When the holiday falls on a Saturday, the preceding Friday shall be designated as the holiday.

Employees must work the day before and the day after the holiday to be paid for the holiday. However, in the case of Christmas and Thanksgiving, if the Company’s client elects not to work the day before or the day after the holiday, employees will still be paid for the holiday.

Section 3- Temporary Assignments to Lead Flagger

The Company, at its sole and absolute discretion, may appoint a Lead Flagger on a temporary basis. The employee assigned to Lead Flagger will receive a temporary wage increase to that of regular Flaggers for the duration of their assignment.

Temporary assignment to Lead Flagger shall be on a daily basis, i.e., any Flagger appointed lead status shall maintain that status for a minimum of one day. Union shall be notified of any promotions to Lead Flagger.
ARTICLE 9

TRAVEL TIME, TRAVEL CONDITIONS, AND EXPENSES

Section 1

The Company will designate the times and places at which employees will report to work. It is understood that due to the nature of the business, assignment to various work locations may be necessary.

Section 2

Travel time spent by an employee on Company business between the time when he reports for duty and the time when he completes his tour of duty shall be considered as working time, unless otherwise required by law.

Section 3

Time during the scheduled or assigned hours of any employee which is spent at the direction of the Company in traveling from one job assignment to another or from one town to another shall be considered as time worked.

Section 4

Employees assigned to travel during work time will receive, in addition to their base pay, the standard IRS mileage rate for each mile traveled with the employee's personal vehicle.

Employees will be reimbursed for tolls that are incurred when travel time is considered work time.

Receipts must be provided to receive reimbursement for all expenses. Travel by common carrier is to be at coach or, if available, special discount/excursion fares. If for any reason, receipts are not available, written vouchers may be requested.

ARTICLE 10

ABSENCES

Section 1

The Company will comply with law in connection with any military leave.

Section 2

The parties agree the Company may take those steps it deems necessary to comply with the Family and Medical Leave Act, where applicable.

Section 3

Failure to report at the expiration date of an authorized leave of absence will result in termination of employment, unless employee's leave of absence is extended, in writing, by the Company.

Section 4

It is understood that any employee returning from a leave of absence may, at the Company's discretion and in accordance with law, be required to take a physical examination at the Company's expense before being eligible to return to work.
Section 5

Unpaid leaves of absence for personal reasons may be granted at the Company's discretion.

Section 6

In the event of a death of any member of his or her immediate family, as hereinafter defined, any employee covered by this Agreement and employed for more than ninety (90) days shall be granted leave of absence, without pay, to discharge his or her funeral obligations, not exceeding three (3) consecutive calendar days. In the case of other relatives of the second degree (not more distant than grandparent or first cousin), where a definite funeral obligation exists, one (1) unpaid day shall be granted.

Section 7

For the purpose of this Agreement, the immediate family shall consist of wife, husband, children, parents, parents-in-law, brothers, sisters or any other family relative living in the employee's household.

Section 8

The Company agrees that regular employees who are required by law to serve on juries, and who actually serve, shall be excused for their entire tours during periods of jury service. An employee called to jury service must inform the Company of such obligation within forty-eight (48) hours of receiving notice and must submit to the Company a statement from the court certifying to each day of jury duty served. Leave for jury duty will be unpaid except as otherwise required by law. In those cases where the employee is temporarily excused from reporting for jury service for a whole workday or more, he shall report for Company duty provided he is not deprived of his normal night's rest.

ARTICLE 11

SICK LEAVE

Section 1

The Union agrees to cooperate with the Company to prevent abuses of sick leave. Abuse by an employee of sick leave shall be grounds for disciplinary action or discharge.

Section 2

Whenever possible employees shall notify his/her manager of their inability to report to work within one (1) hour of their assigned reporting time. Failure to do so may result in disciplinary action. Such action shall be subject to the Grievance Procedure in Article 12.

ARTICLE 12

DISCIPLINE AND DISCHARGE

Section 1

No employee covered by this Agreement shall be suspended, demoted or discharged or otherwise disciplined except for just cause. Such cause shall include, but not be limited to, excessive tardiness, excessive absence, falsification of time records, theft, assault, insubordination, drug or alcohol use or possession, sleeping on the job and the failure of the employee to cooperate, for any reason, promptly, completely and truthfully with the Company in connection with a lawful inquiry, review or investigation being conducted by it.
Section 2

The Company shall give the Local Union Office and the employee involved and the appropriate Union Representative at least five (5) days notice prior to the effective date of any demotion. The Company may suspend pending dismissal, without pay, any employee effective immediately. The Union shall be notified of all suspensions, as they occur, by telephone, followed by a written notice. If no action by the Union is taken within (10) days the suspension shall become a discharge for "just cause". The Company shall notify the Union in writing of the discharge of any employee. Should the Union elect to contest any discharge, it shall give written notice thereof to the Company within seventy-two (72) hours, excluding Saturdays, Sundays and legal holidays, of receipt of the notice of discharge. In such event, the issue shall be thereafter submitted and determined under the grievance and arbitration provisions hereinafter set forth in Article 13.

ARTICLE 13

GRIEVANCE PROCEDURE- ARBITRATION

Section 1

All questions, disputes or grievances as to the interpretation or performance of the terms of this Agreement shall first be taken up between the Employer and the Union's Representative within seventy-two (72) hours (excluding Saturday, Sunday and Legal Holidays) after the occurrence of an alleged breach of the Agreement or the discovery thereof. In the event no satisfactory settlement of the issue is reached, such question, dispute or grievance shall be reduced to writing by the grievant and submitted to the Company within twenty (20) calendar days. The written grievance shall state all of the facts relevant to the grievance. It shall then be considered by the Company and a representative designated by the Union.

Should the Employer and the Union Representative fail to reach a satisfactory adjustment of the matter, either party may require arbitration of same by giving written notice to the other within twenty (20) days from the date of their failure to agree.

Subject to the time frames set forth above, all grievances shall be presented to the other party as soon as practicable after the occurrence upon which the same is based. The parties each recognize the right of the other to investigate the circumstances surrounding any grievance and agree to cooperate with each other in such investigation by providing or exchanging information to expedite the investigation and processing of the grievance. The date, time and location for hearing a grievance shall be by mutual agreement between the Union and the Company.

Section 2

If the parties cannot adjust or dispose of any controversy, dispute, claim or grievance as above set forth, the matter shall be referred within twenty (20) calendar days to arbitration.

The arbitration shall be conducted pursuant to the Labor Arbitration Rules of the American Arbitration Association in New York City. The decision of the arbitrator shall be made in writing and shall be final and binding.

The arbitrator shall have full authority to decide the issue or issues in dispute, except that s/he shall not have authority to amend, alter, modify, add to or subtract from the provisions of this Agreement.

It shall be understood and agreed that the Union and the Company are the only parties who have the right to request arbitration under this Article.
In the event of a dispute concerning non-payment of Union dues, fines or assessments, the Union shall have the sole right at its discretion to utilize arbitration as set forth above or to institute proceedings in a court of competent jurisdiction without resort to arbitration.

Section 3

Each party to the Agreement shall bear the expenses of preparing and presenting its own case. The fee and expenses of the Arbitrator, together with incidental expenses mutually agreed upon in advance, shall be borne equally by the parties hereto.

Section 4

The time limits provided above may be extended or waived by agreement of the parties.

ARTICLE 14

CONTRACTING WORK

If for any reason the Company desires to contract or subcontract bargaining unit work, the aforementioned contracting or subcontracting will not result in an eroding of the bargaining unit or the curtailing of work of the bargaining unit and such contracting or subcontracting will not be used as a Union busting tactic. In no event shall the Company contract or subcontract bargaining unit work when any qualified member of the bargaining unit is on lay-off status.

The Company agrees to keep the Union informed, in writing, of all jobs subcontracted stating the name of the Company doing the work, brief description of work, job site, address, name of firm work is being done for and due date of job.

ARTICLE 15

PERFORMANCE OF BARGAINING UNIT WORK

The Company agrees that Company personnel who are employed in a supervisory capacity who are not included in the bargaining unit, should not regularly do work assigned to employees within the bargaining unit. However, non-bargaining unit employees or supervisors may perform bargaining unit work in an emergency. Nothing contained in the foregoing shall limit the normal management function of directing the work of employees within the bargaining unit.

ARTICLE 16

TRANSFER OF OWNERSHIP

The Employer agrees to advise the Union in writing one month in advance of any contemplated sale, assignment or transfer, or any other change in name or ownership.

ARTICLE 17

NO STRIKES

During the term of this Agreement, or any extension or renewal thereof, the Union agrees that there shall be no strike, slowdown, boycott, picketing, work stoppage or other interference with the
Company's operations for any cause other than unfair labor practices committed by the Company or to honor any lawful picket line. The Union on behalf of itself and its officers and agents further agrees they will not encourage, condone, aid or support any such strikes, slowdowns, boycotts, picketing, work stoppages, interference with the Company's operations, or any other violation of this Article, directly or indirectly. The Company agrees it will not effect or engage in a lockout against employees covered hereunder during the term of this Agreement or any extension or renewal thereof.

ARTICLE 18

MANAGEMENT

Except where this Agreement expressly and specifically provides to the contrary, the management of the business and the direction of the working forces, and the right to hire, suspend, transfer, layoff, promote, demote, maintain efficiency, and discipline employees (up to and including discharge), to assign employees to jobs, shifts and to work overtime, to determine the amount of work needed, to determine the number of employees assigned to any operation, schedule and assign work shall be vested exclusively in the Company. The Union further recognizes the right of the Company to adopt and implement reasonable rules and regulations designed to promote efficiency, safe practices and discipline. The Company shall have the sole and exclusive right as to all or any part of its operations: to sell, abolish, discontinue, consolidate, merge or restructure, or to relocate, move or transfer same for any reason to another plant, facility or company, and to transfer work within and without its plants and facilities except as restricted by this agreement.

ARTICLE 19

AMENDMENTS

Any provision of this Agreement may be amended, modified or supplemented at any time by mutual consent of the parties hereto, without in any way affecting any of the other provisions of this Agreement.

ARTICLE 20

SEPARABILITY

Should any part hereof or any provisions herein contained be rendered or declared invalid by reason of any existing or subsequently enacted legislation or by decree of any court of competent jurisdiction, such invalidation of such portion of this Agreement shall not invalidate the remaining portion hereof and they shall remain in full force and effect. If any provisions are declared to be in conflict with law, the parties agree to meet within a reasonable period of time to negotiate a substitute provisions.
ARTICLE 21

EFFECTIVE DATE AND DURATION

This Agreement shall remain in effect at 12:01 a.m. on July 28, 2008 until midnight December 31, 2011, unless either party notifies the other in writing not earlier than ninety, nor later than sixty, days prior to expiration of its intent to modify or terminate this Agreement. Thereafter, the Agreement shall be renewed from year to year, unless notification be given in writing by either party to the other, by Certified Mail, at least sixty (60) days prior to expiration, that changes to the Agreement are desired.

COMMUNICATIONS WORKERS OF AMERICA

BY: Richard M. Martini, International Staff Representative

Robert E. Milone, Business Agent CWA Local 1107

6/26/09 Date

6-26-09 Date

OSP SERVICES, LLC

BY: James D. Martindale, President OSP Services, LLC

Jennifer Sorensen, Notary

6/15/09 Date

6/5/09 Date

Notary Public State of Florida
Jennifer Leigh Sorensen
My Commission DD562386
Expires 09/30/2010
APPENDIX A

COMMUNICATION WORKERS OF AMERICA, AFL-CIO

Request for Payroll Deduction of Union Dues

I hereby authorize OSP Services, LLC. to deduct from my wages an amount equal to my regular weekly Union Dues, including initiation fee, as certified to the Company from time to time by the Secretary/Treasurer of the Communications Workers of America, or its duly authorized agent (herein designated as the Union), the amount so deducted to be paid by the Company for me on my behalf to the Union.

The effective date of this authorization shall be the first day of the month following the date this authorization is received by the Company.

This authorization shall terminate when I cease to be represented by the Union.

Signed: ________________________________

Job Classification: ________________________________

Rate of Pay: ________________________________

Date: ________________________________