

**EXTENSION AGREEMENT**

It is hereby agreed by and between LAKETRAN, herein after referred to as the "Employer", and The United Automobile, Aerospace and Agricultural Implement Workers of America, Local 1834, herein after referred to as the "Union", that in order to implement the agreement between the Employer and the Union to extend the present existing Collective Bargaining Agreement (CBA) between the parties hereto, the following modifications shall be made to the CBA:

1. Article XXIII, "Sick Leave", paragraph 23.02 shall be modified to read as follows:  
 "All employees shall earn sick leave at the rate of three and eight tenths (3.8) hours for every eighty (80) hours worked and may accumulate such sick leave to an unlimited amount."

2. Article XXVIII, "Insurance", paragraph 28.01 shall be modified to read as follows:  
 "For full-time employees hired on or before October 31, 2012, the Employer shall pay 90% of an eligible full-time employee's monthly United Healthcare HMO premium and Caremark prescription coverage or any other HMO or prescription coverage selected by the Employer.

For full-time employees hired on or after November 1, 2012, the Employer shall pay 85% of an eligible full-time employee's monthly United Healthcare HMO premium and Caremark prescription coverage or any other HMO or prescription coverage selected by the Employer.

The Employer reserves the right to change carriers or self insure at its discretion. All charges assessed as a result of an employee having other coverage available either to the employee or a family member of the employee shall be paid by the employee, up to a limit of \$75.00 per month unless the insurance carrier changes the spousal surcharge in which event Laketrans will provide the union with proper documentation of the change."

3. Article XXVIII, "Insurance", paragraph 28.02 shall be modified to read as follows:  
 "For full-time employees hired on or before October 31, 2012, the Employer shall pay 90% of an eligible full-time employee's monthly Aetna Dental premium or any other dental plan selected by the Employer.

For full-time employees hired on or after November 1, 2012, the Employer shall pay 85% of an eligible full-time employee's monthly Aetna Dental premium or any other dental plan selected by the Employer.

The Employer reserves the right to change carriers or self insure at its discretion. All charges assessed as a result of an employee having other coverage available either to the employee or a family member of the employee shall be paid by the employee."

4. Article XXXI, "Wage Rates", paragraph 31.01 shall be modified to read as follows:  
 "All employees shall be paid in accordance with the below Salary Schedule beginning on the first full payroll period in October 2012 and shall receive step advancement according to present practice.

Class	1st 6 months	2 <sup>nd</sup> 6 months	2 <sup>nd</sup> 12 months	3 <sup>rd</sup> 12 months	4 <sup>th</sup> 12 months	Thereafter
Hostler and Customer Service Representative	\$11.81	\$12.41	\$13.05	\$13.69	\$14.39	\$15.12
Driver (no CDL)	\$13.01	\$13.64	\$14.34	\$15.05	\$15.80	\$16.60
Driver (CDL-C) and Mechanic Helper	\$14.33	\$15.03	\$15.79	\$16.70	\$17.41	\$18.28
Driver (CDL-B)	\$15.77	\$16.51	\$17.36	\$18.20	\$19.17	\$20.11
Mechanic	\$20.97	\$22.01	\$23.12	\$24.28	\$25.46	\$26.74

5. There shall be no wage increase in 2013.
6. Article XL, "Duration", paragraph 40.01 shall be modified to read as follows:  
"This Agreement shall become effective on October 1, 2010, and shall expire on September 30, 2014."
7. Article XL, "Duration", paragraph 40.03 shall be modified to read as follows  
"This Agreement may be reopened on October 1, 2011 and October 1, 2012 for the purposes of negotiating wage rates (Article XXX) and any other fringe benefits with an economic cost to the Employer. Notice of either party's intent to open this Agreement pursuant to this paragraph shall be provided to the other party by September 1st of each year. This Agreement shall not be reopened in 2013."
8. All other provisions of the CBA shall remain unchanged and in full force and effect until September 30, 2014.

IN WITNESS WHERE OF, the parties hereto have caused this Extension Agreement to be duly executed this 24<sup>th</sup> day of October, 2012.

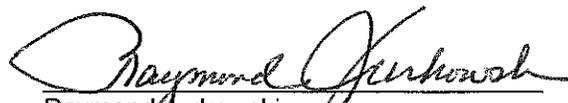
FOR THE UNION:

  
\_\_\_\_\_  
Chris Freeman  
International Representative

  
\_\_\_\_\_  
Chuck Burgard  
President, Bargaining Unit

FOR THE EMPLOYER:

  
\_\_\_\_\_  
Kevin Malecek  
President, Board of Trustees

  
\_\_\_\_\_  
Raymond Jurkowski  
General Manager