



# MEMORANDUM OF AGREEMENT

*Between*

## Alcoa Power Generating Inc. Warrick Power Plant & Local Union 702 of the IBEW

This memorandum will be used to allow the IBEW local 702 members to use the main entrance (traffic light at Hwy 66 & 61) to Warrick Operations when entering & exiting the WPP via the access road in front of Warrick Operations on a temporary basis for (2) two years with the following specifics, in addition to Gate 1 & 2 off Darlington Road:

1. The IBEW Local Union 702 will not have the right to picket any Warrick Operations gate, or reserved contractor gates.
2. Alcoa Warrick Power Plant will have the right to terminate the agreement at any time.

*It is understood and agreed that non-compliance with any of the provisions of this agreement will result in the termination of the agreement.*

The company and the Union recognize and agree that the conditions set forth in this agreement have been established on a no-precedent basis.

DATE: Jan 14 2008

FOR THE COMPANY

[Signature]  
Thomas Anderson

FOR THE UNION

[Signature]  
Brian T. Hall