**Side Letter of Agreement**

October 2, 2015

Efren Alarcon

Teamsters Local 853

2100 Merced St., Ste. B

San Leandro, CA 94577

Re: Hourly Wage Rate for Employees Performing Labelling at GM Compound

Mr. Alarcon:

This will confirm our understanding with respect to Teamster employees currently performing labelling work at the GM compound. These employees will have their current rate of $18.04 grandfathered while at the GM compound performing labelling work.

Sincerely,

Randy Scott

General Manager