

Letter of Understanding SecTek Inc / UGSOA, Affiliated Local #403

Whereas the parties have negotiated a Collective Bargaining Agreement ("CBA") for security police officer and security officer services for Ames Research Center; Moffett Field, California and whereas the parties have agreed to the following;

1. To extend the existing CBA / Letter of Understanding dated from September 1, 2010 through February 28, 2012 for a period of 12 months. This Agreement becomes effective on February 28, 2012; pricing implementation dates as noted below and shall continue in full force and effect until midnight February 28, 2013.
2. Rates and health and welfare are adjusted as indicated in the table below effective 1 July 2012 per regular hour worked up to 40 hours per work week.

Position	Existing H&W	Existing Rate	Proposed H&W	Proposed Rate 3%
ASO	3.50	\$24.49	3.59	\$25.22
SPO	3.50	\$42.90	3.59	\$44.19

3. The remainder of the language of the current CBA remains unchanged except the following;

Article 13.9: If a change is required to an employee's regularly bided shift or posted schedule the employee will be notified by the Company via posted schedule change and notification to the effected employee via NASA work email account.

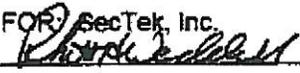
13.10: If an employee is held over on shift they may request to be rotated to a different post with the agreement of the other employee and shift supervisor approval provided this change does not impact current operations or mission requirements.

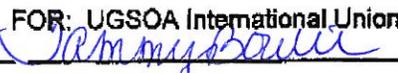
Article 21: Personal Leave: 21.2 delete ~~Personal leave will not be denied for an employee who has accrued said leave.~~ Add: Personal Leave can also be used for situations that do not involve illness or injury. Employees who request personal leave 14 days in advance will not be required to provide a reason. Personal leave requests will be evaluated and approved/denied based on manning considerations and operational requirements.

The parties hereto agree to affix their signatures below with the intention to be bound by this agreement, this 28th day of February, 2012.

SIGNATURE OF PARTIES

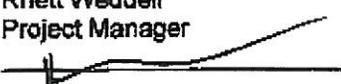
IN WITNESS WHEREOF, the Company and the Union have caused this Agreement to be signed by their duly authorized representatives.

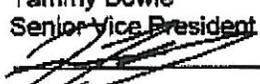
FOR: SecTek, Inc.


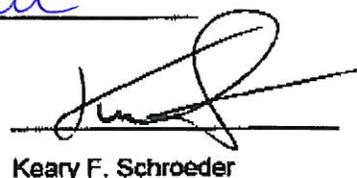
FOR: UGSOA International Union


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