



January 31, 2012

United Steel, Paper and Forestry,
Rubber, Manufacturing, Energy,
Allied Industrial and Service Workers'
International Union, AFL-CIO, CLC
ATTN: Mr. Bill Locke
Staff Representative
927 South Village Oaks Dr. Suite #100
Covina, CA 91724

Gentlemen,

SUBJECT: AERA ENERGY SERVICES COMPANY SHORT TERM DISABILITY PLAN

This will confirm our agreement regarding circumstances where a waiting period prior to the commencement of non-occupational disability benefit payments under the Aera Energy Services Company Short Term Disability Plan will not apply to Aera employees you represent.

For the term of the Articles of Agreement effective February 1, 2012, through January 31, 2015, it is agreed that for the first three separate incidents of non-occupational disability absence that commence during the period February 1, 2012, through January 31, 2013, and for the first three incidents of such absence that commence during the Period February 1, 2013, through January 31, 2014, and for the first three incidents of such absence that commence during the period February 1, 2014, through January 31, 2015, benefits for such absences will not be subject to a waiting period of one complete scheduled work day or eight scheduled working hours, whichever is the lesser. However, in the event an employee has more than three separate incidents of non-occupational disability absences in any of these twelve-month periods, benefits for such absences will begin after the employee has been absent one complete scheduled work day or eight scheduled working hours, whichever is the lesser.

If the foregoing is in accordance with your understanding, please indicate your agreement in the space provided below and return one signed original of this letter to me.

Very truly yours,

Charles F. Ratliff
Vice President-Human Resources
Aera Energy Services Company

ACCEPTED AND AGREED TO THIS 29th DAY OF March, 2012.

United Steelworkers International Union