

UNION EXHIBIT

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COPY

June 21, 2001

David A. Masartis
104 Nacam Lane
Butler, PA 16002

2:00 PM

Dear Mr. Masartis:

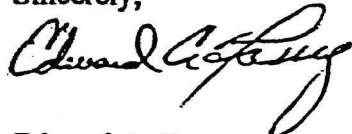
On June 14, 2001, we met along with your Union representation and Section Manager John Vensel to discuss an incident which occurred on June 10, 2001. At that time, while operating the tractor trailer hauling coils to the Hilltop, one of the coils rolled out of the well and up against the truck railing.

At the investigatory meeting, you indicated that you had been watching your load and noticed the coil rocking. Nevertheless, you continued on your run without stopping and taking steps to assure the load was stable.

I have carefully reviewed all the details regarding this incident including what was said on your behalf at the investigatory meeting. It is your responsibility to assure that you are in control of your truck including the load you are hauling. Once you noticed the coil rocking, you should have stopped immediately and taken steps to make sure the load was stationary. You neglected to do so. The negligence and unsafe performance of your job cannot be tolerated. Accordingly, I have decided to issue you a five-workday suspension to be served June 26, 27, 28 and July 1 and 2, 2001. The Justice and Dignity provisions of the Basic Agreement will not apply.

It is my sincere hope that this suspension will serve to correct this behavior in the future. Be advised, however, that should any type of poor performance including unsafe performance reoccur you could be subjecting yourself to further disciplinary action up to and including discharge.

Sincerely,



Edward A. Tassey
Section Manager—Transportation Repair/Truck Service

cc: T. R. Ayres
M. C. Seyler
G. W. Hesidenz
C. V. Nanni
R. A. Rajchel, Check No. 6644
File