



Exhibit 3

July 9, 1998

TO: Joe Myers
FROM: Rick Bofinger
SUBJECT: Verbal Warning

As a result of the investigatory meeting we had on Monday, June 22, 1998, regarding your work performance on June 20, 1998 (i.e. not securing a load on a Stake Truck and turning the Truck over), I have decided to issue you a verbal warning.

Please be advised that continued behavior of this nature may lead to more severe disciplinary action, up to and including discharge.

cc: K. Crispin
T. Ayres
file