



SEPARATION PACKAGE AGREEMENT

ADDENDUM A

<u>TREE TOP, INC., MEDFORD PLANT POSITIONS ELIMINATED IN PLANT CLOSURE</u>	<u>AGES OF INDIVIDUALS IN THE POSITIONS CONSIDERED</u>	<u>SELECTED FOR LAYOFF?*</u>
Administrative Support	Age 41, 53, 61	Yes
Accountant	Age 29	Yes
Data Entry Clerk	Age 25	Yes
Filler Operator	Age 31, 37, 38, 56, 61, 64	Yes
Forklift Operator	Age 27, 39, 44, 52, 53, 55, 57, 58, 59, 61, 62, 64	Yes
Janitor	Age 62	Yes
Lab Tech	Age 29, 35, 40, 46, 52, 67	Yes
Lead	Age 37, 38, 43, 46, 48, 52, 53, 58, 62, 66, 68	Yes
Manager	Age 47, 52, 57, 59, 71	Yes
Mechanic	Age 23, 38, 51, 58, 59	Yes
Mechanic Electrician	Age 43	Yes
General Labor	Age 48, 58, 74	Yes
Parts Attendant	Age 52, 63	Yes
Processing Tech	Age 31	Yes
Receiving Clerk	Age 64	Yes
Supervisor	Age 32, 33, 40, 44, 51	Yes
Waste Water Operator	Age 39, 52, 62	Yes

Please Note: All positions at Tree Top, Inc's Medford Plant are being eliminated. Final layoff dates will vary based upon the Department's workload and shut down needs.

*All individuals selected for position elimination are eligible to request transfer and relocation to an available position at another Tree Top, Inc. facility in Oregon, Washington, or California, which could impact the final layoff status of any employee. However, at this time, Tree Top currently anticipates the layoff of all employees at the Medford Plant.

All employees who are laid off as a result of the Plant Closure (i.e. individuals who do not resign prior to layoff, are not discharged due to performance or misconduct and are not hired/transferred into any other position for which they choose to apply), are eligible to receive a Separation Package as long they sign a Separation Package Agreement (including a Waiver and Release of Claims) and that Agreement becomes effective.