



August 12, 2008

Kathy Geroux, President
OFNHP – Technical contract
2045 SE Ankeny Street
Portland, Oregon 97214

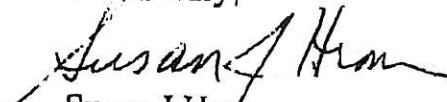
Re: Letter of Agreement

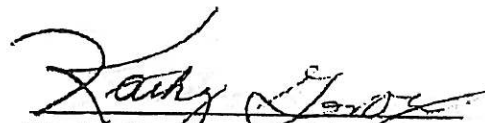
Dear Kathy:

We met today to discuss methods in which to recognize the skills and experience of Orthopedic Technicians who have been employed at Kaiser Permanente for a lengthy period of time. We agreed that Orthopedic Technicians who have been employed as Orthopedic Technicians at Kaiser Permanente for 96 months shall receive a 5 percent wage adjustment. This adjustment will be effective October 1, 2008. In addition, Orthopedic Technicians who precept trainees enrolled in the Orthopedic Technician Training Program beginning in September, 2008 will receive a differential of \$1.00 per hour while precepting those trainees.

If you agree with the above summary of our discussion, please sign both of the enclosed original letters and return one of them to me. Thank you.

Yours truly,


Susan J Hrcm
SR HR/Labor Consultant


Kathy Geroux, President date
OFNHP