

Memorandum of Agreement
Between Ceres Atlantic, Inc and ILA Locals 1588 & 1804-1

This agreement is based on the current volume and operation as of 4/08. Should operations increase or change either party may request negotiations.

Longshore

In addition to the items already agreed to:

Ceres will staff its operation with three full time foremen. Those foremen will be guaranteed 40 hours per week plus ship time.

Ceres will additionally staff its operation with five assistant foremen. They will be guaranteed a total of 12 straight time hours plus ship time. One assistant foremen per week will be permitted to rotate through and receive.

All staff positions will be given to the most senior qualified individual after a posting.

Ceres will contract to bring to a hot lunch truck to the pier.

Maintenance

Ceres will hire, three full time power mechanics and three full time facility maintenance.

Gary Lesnavich	4/4/08
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Ceres Atlantic	Date

Dennis Daggett	4/4/08
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ILA Local 1804-1	Date

Anthony Falcicchio	4/4/08
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ILA Local 1588	Date