

Shon

**Tobacco
Industry
Labor
Management
Committee**

August 30, 1989

Bakery, Confectionery
and Tobacco Workers
International Union

Mr. Frank Vento
821 East Pearson Street
Milwaukee, WI 53202

Dear Mr. Vento:

This letter agreement, when executed, confirms that your contract to represent The Tobacco Industry Labor Management Committee ("The Committee") in connection with labor issues in Wisconsin, has been renewed for another 12-month period.

International
Association of
Machinists and
Aerospace Workers

Your responsibilities as labor consultant to The Committee continue to include: acting as The Committee's representative before state and local labor organizations in Wisconsin; advising in a timely manner of all labor matters of interest or potential interest to The Committee; assisting in the development of an ongoing contact program between The Committee and selected state and local labor organizations; developing labor support for Committee positions, including but not limited to support for resolutions opposing various types of anti-tobacco legislation, testimony at public hearings, and identification and/or development of educational seminars among union members; assisting from time to time as mutually agreed upon on labor matters at the national level; and providing other labor-related services as mutually agreed.

International
Brotherhood of Firemen
and Oilers

You will provide us with a plan of action for the 12-month period covered in this contract. This plan should constitute your program for accomplishing the activities outlined in the paragraph above.

Sheet Metal Workers
International
Association

Communication of your activities for The Committee will be directed to Dan Nelson, Regional Vice President; and James Savarese, Executive Director of The Committee. They are responsible for developing and coordinating labor relations programs in conjunction with The Committee's Washington, D.C., headquarters.

United Brotherhood of
Carpenters and Joiners
of America

The Tobacco Institute

P.O. Box 65311
Washington, DC 20035

Mr. Frank Vento
August 23, 1989
Page Two

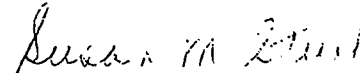
As compensation for these services, The Committee will pay you \$2,500 per month, commencing on October 1, 1989, and continuing through September 30, 1990. This fee represents full payment for all services rendered. In addition to the above described fee, The Committee will reimburse you for travel and entertainment expenses incurred, with prior approval from us.

This fee will be paid in monthly installments, upon receipt of activity reports, on or about the first of each month. Activity reports will detail projects undertaken during the preceding month.

This contract may be terminated by The Labor Management Committee or by you with 30 days' notice to the other party.

If this agreement meets with your approval, please sign in the space provided below and return the original of this letter to me. Thank you.

Sincerely,


Susan M. Stuntz
Secretary-Treasurer

SMS:mec

(Approved)

Please complete for IRS purposes:

Individual: _____

Social Security Number