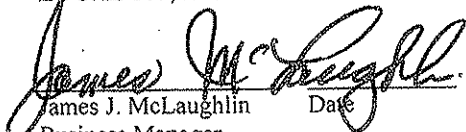


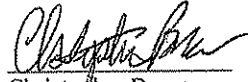
EXECUTION OF AGREEMENT

The foregoing Agreement between the International Union of Operating Engineers, Local 501, AFL-CIO, and The Regents of the University of California, having been duly approved by both parties, is hereby executed by the undersigned authorized representatives of each party.

THE INTERNATIONAL UNION
OF OPERATING ENGINEERS,
LOCAL 501, AFL-CIO


James J. McLaughlin Date
Business Manager


Ronald Frease 10/28/08
President, Local 501 Date


Christopher Brown 10-24-08
Business Representative Date

THE REGENTS OF THE UNIVERSITY
OF CALIFORNIA

Katherine N. Lapp Date
Executive Vice President for Business Operations

Shelley Nielson Date
Interim Senior Director, Employees Relations

UCSB CHIEF NEGOTIATOR:

Leslie Sanchez Date
University of California Santa Barbara

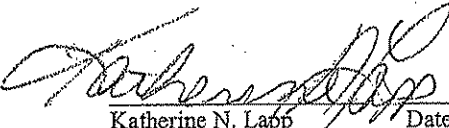
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**THE INTERNATIONAL UNION
OF OPERATING ENGINEERS,
LOCAL 501, AFL-CIO**


**THE REGENTS OF THE UNIVERSITY
OF CALIFORNIA**

James S. McLaughlin Date
Business Manager

 10/29/08

Katherine N. Lapp Date
Executive Vice President for Business Operations

Ronald Frease Date
President, Local 501

 10/21/08

Shelley L. Nielsen Date
Interim Senior Director, Employees Relations

Christopher Brown Date
Business Representative

UCSB CHIEF NEGOTIATOR:

 11/5/08

Leslie Sanchez Date
University of California Santa Barbara