

MEMORANDUM OF AGREEMENT
BETWEEN:
PROGISTIX-SOLUTIONS INC.
(the "Company")

-AND-

COMMUNICATIONS, ENERGY AND PAPERWORKERS
UNION OF CANADA
REPRESENTING CRAFT AND SERVICES EMPLOYEES
(the "Union")

Re: The Performance Bonus Program and the Employee Savings Plan

It is agreed that the Performance Bonus Plan will continue during the life of the Collective Agreement as per the Memorandum of Agreement dated June 16, 2006, titled Performance Bonus Program.

For further clarity, it is also agreed that the Employee Share (Value) Ownership Plan will not replace the Performance Bonus Program but will be in addition to the Performance Bonus Program.

It is also agreed that the Employee Savings Plan will continue during the life of the Collective Agreement as per the Letter of Intent dated June 5, 2006, titled Employee Savings Plan.

For further clarity, it is also agreed that the Employee Share (Value) Ownership Plan will not replace the Employee Savings Plan. All regular status employees will have the option of contributing to the Employee Savings Plan or the Employee Share (Value) Ownership Plan, but not both.

If at some point in the future, the administrative costs of the Employee Savings Plan become too expensive, then Progistix will notify CEP 90 days in advance concerning the termination of the Employee Savings Plan and will meet with the Union to discuss transition/replacement issues.

AGREED this 7th day of December, 2007.

For the Company-


Steve Phinney

For the Union-


Janice McClelland