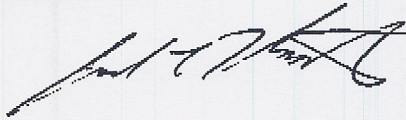


MEMORANDUM**DATE: May 13, 2013****TO: Mike Zarp , Inc. , Dan Gentry -P.O.L.A. , Manny Perez -City of Los Angeles ,
Ron Miller - L.A. Building Trades****FROM: Joel Thurwachter, IUOE #12****Subject: Rescinding Arbitration Request Witthout Prejudice against Mike
Zarp,Inc. Grievance dated 04/25/13.**A handwritten signature in black ink, appearing to read "Joel Thurwachter", is written over the subject line of the memorandum.



FAX COVER LETTER



THE INTERNATIONAL UNION OF OPERATING ENGINEERS
LOCAL UNION NO. 12, AFL-CIO
3311 West Ball Road
Anaheim, CA 92804
(714) 827-4591 Fax: (714) 827-0113

DATE: 5-13-13
TO: Chris Zarf
FAX #: 1-909-946-1678
FROM: Joel Thurnwacher

COMMENTS: See Attached

Number of pages 1 + cover sheet
Response requested - yes X no _____