

OCT 20 2009

MEMORANDUM OF AGREEMENT

Compensatory Time for ALEA PROFESSIONALS AND ALEA MANAGERS

In compliance with the 2007-2011

further promote amicable relations between employees and

10/23/09

[The following text is heavily obscured by noise and artifacts, making it largely illegible. It appears to contain several paragraphs of text, possibly including terms of the agreement, but the specific content cannot be accurately transcribed.]

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