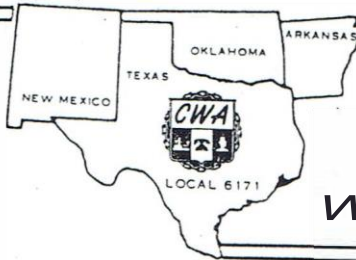


Communications

201 Lake St.
Krum, Texas 76249
(940) 482-7212
(940) 482-7164 Fax



Workers America

AFFILIATED WITH AFL-CIO ©12

DATE: _____

TO: Travis Pirotte, President .

SUBJECT: Appeal of Grievance to Top Step

This letter will be my request to appeal the following grievance

_____ on behalf of the grievant (s) _____

to top step.

My reason for requesting this appeal is _____

**I received the Company's first step reply POSTMARKED or HAND DELIVERED
on _____
date**

Time limit for this appeal to the top step expires on , _____.

Sincerely,

AVP

Unit Director's Contact Numbers _____

Grievant's Contact Numbers _____