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September 20, 2008

Brian Pedrow, Esquire
Ballard Spahr Andrews & Ingersoll, LLP
1735 Market Street, 51st Floor
Philadelphia, PA 19103-7599

Thomas Jennings, Esquire
Jennings Sigmond P.C.
The Penn Mutual Towers, 16th Floor
510 Walnut Street
Independence Square
Philadelphia, PA 19106-3683

Re: Commonwealth of Pennsylvania, Department of Corrections
And Department of Public Welfare
Case No. PERA-A-17-404-E

Gentlemen:

Enclosed is a signed copy of the final award in this matter. Please consider the award formally issued as of this date. I have also enclosed the "red line" documents to be used in the preparation of the publication of the collective bargaining agreement. The red-line documents are not for further circulation and are to be used only to prepare a complete agreement. I will be sending only the actual award to the Pennsylvania Labor Relations Board. However, the red line documents are important and contain, among other issues, the wages scales to be incorporated in the agreement.

With the completion of this process, this letter will act as my invoice to the parties for the balance of my services, including three days of executive sessions and fifteen days encompassing all phases of the award preparation. The parties' share of this invoice is as follows:

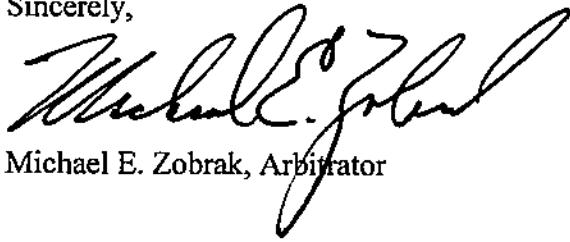
Eighteen days of executive session and award preparation @ \$600 per day...\$10,800

Commonwealth's Share..... \$5,400
PSCOA's Share.....\$5,400

Mr. Jennings has indicated that he wishes to present an expanded explanation of his dissent at a later date. I will forward that expanded dissent to the parties once it is received.

I want to thank you for giving me the opportunity to work with both of you during this almost year long process.

Sincerely,

A handwritten signature in black ink, appearing to read "Michael E. Zobrak". The signature is fluid and cursive, with a large initial "M" and a long, sweeping tail.

Michael E. Zobrak, Arbitrator