

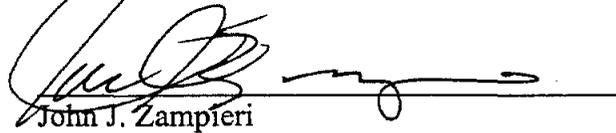
✓
included in the bargaining unit of Town and Village of Ludlow employees represented by IBEW Local 300, and IBEW is certified as the exclusive bargaining representative of the bus drivers.

Dated this 4th day of October, 2002, at Montpelier, Vermont.

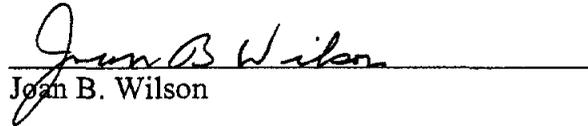
VERMONT LABOR RELATIONS BOARD



Richard W. Park, Chairperson



John J. Zampieri



Joan B. Wilson