

MONTANAN ADDENDUM—For Montana Employees Only

To our Montana employees: please note that wherever Montana law provides for or offers greater protections to our employees, Montana law will govern. All of the policies set forth below may not be applicable to all employees. Please contact a member of the Human Resources Department if you have any questions about any policies in this Addendum.

PROBATIONARY PERIOD OF EMPLOYMENT

The employment relationship is governed by the Wrongful Discharge From Employment Act (WDEA). The Company's probationary period is eighteen (18) months. During the probation period, employees may be terminated at-will by the Company for any lawful reason.