

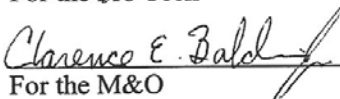
**LETTER OF UNDERSTANDING
CONSOLIDATED DENTAL PLAN SAVINGS**


May 17, 2000

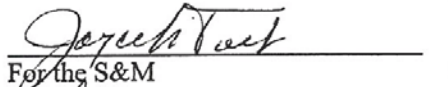
1. **Parties:** The parties to this agreement are Mott Community College "the College", the Maintenance and Operations bargaining unit ("M&O"), The Secretarial/Clerical bargaining unit ("Secretaries"), the Professional Technical bargaining unit ("PT"), and the Supervisory/Managerial bargaining unit ("S&M").
2. **Participating Bargaining Units and Exempt Employees:** The participating bargaining units and employees are the M&O, Secretaries, PT, and S&M bargaining units and Exempt employees.
3. **Anticipated Savings:** The parties anticipate that the consolidation of dental plans will result in annual savings of \$14,640.84 for the year ending June 30, 2001.
4. **Distribution of Savings:** Savings are shared equally (50%-50%) between the College and the participating bargaining units and Exempt employees but, in this particular case, distribution of savings will be held until the end of the pilot program for vision, June 30, 2001, as follows:
 - If the vision pilot program experiences a loss, that loss will be offset first from the total savings from the consolidated dental program.
 - Losses in the vision program which exceed the savings from the dental consolidation will be absorbed by the College.
 - A precise accounting of costs and savings will be made by the Mott Community College Accounting Department and verified by Joe Sullivan, Director, Business Operations.
 - Remaining savings will be distributed equally between the College and the participating bargaining units and Exempt Employees.

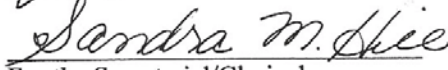
The precise manner of distribution of the savings to a specific participating union employee group (M&O, Secretaries, PT, S&M) will be negotiated by the College and the group's Union representatives. However, the parties have previously agreed that savings are allocated to the participating bargaining units and Exempt employees on a per capita basis.


For the Pro Tech


For the M&O


For the College


For the S&M


For the Secretarial/Clerical