

In the city of Puebla on the 20th day of August, 2010 the following agreement has been signed between Johnson Controls Services (S de R.L. de C.V.) and the other party the Sindicato Nacional de Trabajadores Mineros, Metalurgicos, Siderurgicos, y Similares de la Republica Mexicana (Los Mineros Union) and the Executive Committee of Local 308 at the Johnson Controls Services company located on the Mexico Puebla Highway No. 296 of the Industrial Park of the Resurrection, Puebla, Pue.

AGREEMENTS:

First - The Company accepts and agrees that workers Nájera Maribel Arellano, Virgilio Meléndez Montiel, Berruecos Cándido Corona, Edgar, Gloria Bermeo Martínez, Alejandra López Cruz receive a Specialized Medical Review to determine their physical condition.

The Company grants the aforementioned employees economic compensation of \$ 5,000.00 (Five Thousand Pesos) each to cover expenses incurred from the conflict at the company.

Second - The Company undertakes to conduct a thorough review of the behaviour and actions of employees Nicolas Gomez and Eduardo Guerra and to take the necessary measures depending on the outcome of this review.

Third - If workers Virgilio Berruecos Meléndez Montiel and Cándido Corona wish to return to work, the company undertakes to respect all their rights at work and destroy the signed documents (waiver and release form letter).

On their return the workers agree to give back the documents delivered (cheques) for this purpose, otherwise the first clause applies.

Fourth - The Company agrees to employ the services of a psychologist for the time necessary to help workers who might need one due to the events of the past week.

Five - The Company and the Union agree to maintain a healthy relationship and friendly working environment in order to achieve the welfare of the workers and production goals, quality, and compliance with customers.

On behalf of the Union:
Carlos Esquer
Fernando Romero Salas

Susana Muñoz Flores
José Felipe Castillos Pérez
Patricia Calvo Xicoténcatl

On behalf of the local executive committee:
Jordán Bolaños Lara
María del Rocío Hernández Maldonado
Jerónimo Martínez Hernández
Blanca Torres Trejo
María de Los Ángeles Rodríguez Saavedra

On behalf of the Company:
Maricela Rodríguez Gallardo
Víctor Manuel Morales Moreno
Salvador R Delgado de la Ros
José Ricardo López Jiménez