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July 9, 2009

Mr. Joel A. D'Alba
Asher, Gittler, Greenfield & D'Alba, Ltd.
200 West Jackson Boulevard, Suite 1900
Chicago, Illinois 60606

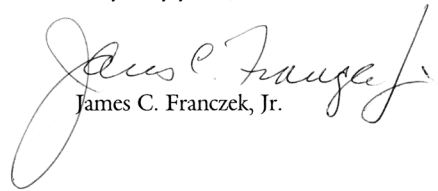
Re: Vocational Training Program

Dear Mr. D'Alba:

This letter confirms the parties' agreement that the Employer will continue to offer an appropriate vocational training program for officers who receive duty or occupational disability benefits and who desire to avail themselves of such program. The continuation of the program is subject to the monies appropriated for such program, which shall be at least \$120,000.00 for 2010 and 2011.

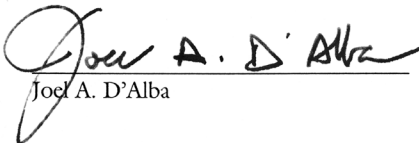
Your acknowledgment and agreement is appreciated in the space provided below.

Very truly yours,



James C. Franczek, Jr.

AGREED:



Joel A. D'Alba