

RDH - TR

Final TA

ARTICLE XXI

SEVERABILITY

In the event any provision of this Agreement conflicts with a Federal or state statute, now in force or hereinafter enacted, such invalidated provision shall not invalidate the remaining portions of the Agreement and all remaining portions shall remain in full force and effect. The provision or provisions which are invalidated under the preceding sentence shall be renegotiated by the Company and the Union and such renegotiation shall, in no way, affect the parties' contractual obligations in this Agreement nor shall it, in any way, alter the terms of this Agreement.

Management TSQ date: 11/25/15

Union Robert D. Nelson date: 11-25-2015