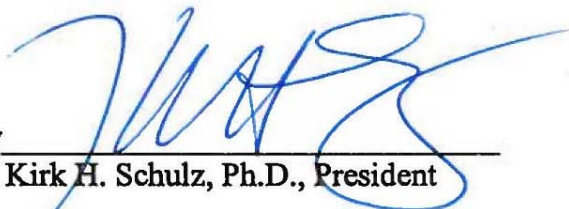



SIGNATURES

Executed on this day of October 11, 2016 for and on behalf of:

By 
Kirk H. Schulz, Ph.D., President
Washington State University

By 
Shannea Patterson, Labor Advocate
Washington Federation of State Employees