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RICHARD W. MARK  
Election Supervisor

October 29, 2010

Nicole Alexander, Esq.  
Associate General Counsel  
Anheuser-Busch Companies  
Legal Department  
One Busch Place  
St. Louis, MO 63118-1852

RE: 2011 IBT Election Rules, Art. VII, § 12(e)-Parking Lot Access

Dear Ms. Alexander:

*The Rules for the 2010-2011 IBT International Union Delegate and Officer Election* (the "2011 Rules"), approved by the United States District Court for the Southern District of New York on August 23, 2010, provide that candidates for IBT convention delegate (or alternate delegate) and candidates for IBT international office "may distribute literature and/or otherwise solicit support in connection with such candidacy in any parking lot used by Union members to park their vehicles in connection with their employment," subject to certain limitations. 2011 Rules, Art. VII, § 12 (e) (the "parking lot access rule"). This provision is identical to what was provided in the rules governing earlier IBT international union delegate and officer elections. See 2006 Rules, Art. VII, §12(e); 2001 Rules, Art. VII, § 11(e); 1996 Rules, Art. VIII, § 11(e). In the 1996, 2001 and 2006 IBT elections, Anheuser-Busch, Inc. ("A-B") reached agreements with the Election Office on the implementation of the parking lot access rule at A-B facilities. Letter from Richard W. Mark, Election Supervisor, to Associate General Counsel Michael A. Kafoury (Nov. 25, 2005); *Ruscigno*, 2000 EAD 50 (Nov. 24, 2000); *Eckstein*, PR-208-AB-EOH (Oct. 6, 1998).

A-B has asked the Office of the Election Supervisor about implementation of the parking lot access rule for the 2010-2011 IBT international union delegate and officer election. Specifically, A-B has asked that candidates or Credentialed Representatives provide at least one day's advance notice of campaign activity planned for an A-B parking lot. The Election Office agreed to such a provision in 1998, in 2000, and in 2006. Considering A-B's current request, and in order to avoid protests over implementation of the parking lot access rule at A-B during the 2010-2011 IBT international union delegate and officer election, the Election Supervisor and A-B agree that the parking lot access rule will be implemented at A-B as follows:

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- A-B will permit access to its employee parking lots at its facilities for members of the IBT in accordance with the *2011 Rules*, Art. VII, § 12(e)
- Access to A-B's employee parking lots will be available as follows: (i) a candidate for delegate or alternate delegate and any member of the candidate's local union may distribute literature and/or otherwise solicit support in connection with such candidacy in any parking lot used by that local union's members to park their vehicles in connection with their employment; (ii) a candidate for international office and any union member within the regional area(s) in which said candidate is seeking office may distribute literature and/or otherwise solicit support in connection with such candidacy in any parking lot used by union members to park their vehicles in connection with their employment in said regional area(s); or (iii) a Credentialed Representative (as defined in the *2011 Rules*, Art. VII, § 13) shall be provided parking lot access in the same manner as a candidate.
- The access provided herein shall be for the sole purpose of distributing campaign literature and/or otherwise soliciting support in connection with the 2010-2011 IBT international union delegate and officer election. A-B reserves the right to remove from its premises any person who engages in any other activities not covered by the *2011 Rules*.
- Any IBT candidate, IBT member, or Credentialed Representative is required to provide as much advance notice as possible before engaging in the distribution of campaign literature and/or otherwise soliciting support in an A-B employee parking lot. In any event, notice must be provided to the Human Resources Department at the A-B facility during normal business hours no later than the day before the intended visit. The notice must include the approximate number of persons for whom access is sought. A list of names and telephone contact numbers for the Human Resources Department at each A-B facility is attached.
- Before entering any employee parking lot at an A-B facility, the IBT candidate and/or members seeking access for purposes of distributing campaign literature and/or otherwise soliciting support must present reasonable identification to A-B's security personnel to assure that the person seeking access is entitled to such access.
- All access to A-B parking lots will be for a reasonable time during and around shift changes and at other non-work times when employees are permitted to be in the parking lot.

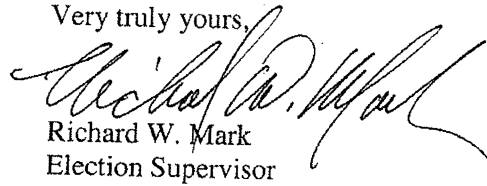
I am satisfied that these conditions are appropriate to implement the parking lot access rule at A-B facilities and that agreement on these conditions will avoid protests on the application of the rule, as have been filed in the past.

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This agreement does not waive A-B's rights or defenses with regard to future disputes that may arise regarding A-B's property and its use.

Please sign below to confirm A-B's agreement to these conditions relating to the implementation of the parking lot access rule in the 2010-2011 IBT international union delegate and officer election.

Very truly yours,



Richard W. Mark  
Election Supervisor

Nicole Alexander 11-1-10  
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Associate General Counsel

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