

Form of Adherence Letter

September 18, 2008

International Swaps and Derivatives Association, Inc.
Send to: TembecProtocol@isda.org

Dear Sirs,

2008 Tembec CDS Protocol - Adherence

The purpose of this letter is to confirm our adherence to the 2008 Tembec CDS Protocol, as published by the International Swaps and Derivatives Association, Inc. on September 17, 2008 (the "**Protocol**"). This letter constitutes an "Adherence Letter" as referred to in the Protocol.

The definitions and provisions contained in the Protocol are incorporated into this Adherence Letter, which will supplement and form part of each Covered Transaction (now or in the future) between us and each other Adhering Party.

1. Specified Terms

The amendments in Section 1 and Schedule 1 of this Protocol shall apply to Covered Transactions to which we are a party.

2. Appointment as Agent and Release

We hereby appoint ISDA as our agent for the limited purposes of the Protocol and accordingly we waive, and hereby release ISDA from, any rights, claims, actions or causes of action whatsoever (whether in contract, tort or otherwise) arising out of, or in any way relating to, this Adherence Letter or our adherence to the Protocol or any actions contemplated as being required by ISDA.

3. DTCC Account Number

For purposes of electronic matching and counterparty recognition, our DTCC Account Number is as follows, but you understand and agree that our failure to provide any such details pursuant to this letter will not affect the legal validity and binding nature of the Protocol with respect to us:

DTCC Account Number: See Attached Exhibit A

4. Contact Details

Our contact details for purposes of this Adherence Letter are:

Name: Armand Aponte, Vice President and Counsel
Address: ING Investment Management LLC
230 Park Avenue
New York, NY 10169
Telephone: 212-309-1777
Fax: 212-309-8321
E-mail: Armand.Aponte@inginvestment.com

We consent to the publication of the conformed copy of this letter by ISDA and to the disclosure by ISDA of the contents of this letter.

Yours faithfully,

ING Investment Management Co., acting on behalf of
the funds and accounts listed on Exhibit A and in the
relevant Master Agreement between it and another
Adhering Party.

By: James M. Fink
Name: James M. Fink
Title: Senior Vice President

EXHIBIT A

DTCC #	Fund Name
0000412X	City of Los Angeles and Power Employees' Retirement, Disability & Death Insurance Plan
0000L587	The Walt Disney Company Retirement Plan Master Trust
00005L00	Teachers' Retirement System of the State of Illinois (Main)
0000L501	Teachers' Retirement System of the State of Illinois (POB)