

PROMISSORY NOTE

\$1,297,040.73

December 1, 1974

For Value Received, I, the undersigned, JOHN KUSMIERSKY, as Trustee under a trust agreement dated October 17, 1974, and known as KUSMIERSKY CHILDREN TRUST I, hereby promise to pay to the order of JOHN HANCOCK MUTUAL LIFE INSURANCE COMPANY, at its Home Office in Boston, Massachusetts, or at such other place, or to such other party or parties, as the holder of this note may from time to time designate, the principal sum of One Million Two Hundred Ninety-Seven Thousand Forty and 73/100 Dollars (\$1,297,040.73) with interest to be computed from December 1, 1974, at the rate of 8.625 per centum per annum, payable on the first day of each month, beginning January 1, 1975, upon all principal remaining from time to time unpaid; principal and interest to be paid in installments as follows: \$10,268.24 on January 1, 1975 and \$10,268.24 on the first day of each and every month thereafter to September 1, 2002, inclusive; provided, however, that the amount of the final payment aforesaid shall be for the amount of principal and interest then remaining unpaid.

The undersigned reserves the privilege of prepaying the full balance of principal on any installment due date after twelve (12) years from the first installment due date subject to giving not less than 30 nor more than 90 days' prior written notice and to payment of a premium of five per centum (5%) if prepaid during the first twelve months after this privilege is operative, said premium to reduce at the rate of one-half of

Exhibit 10 A