To: Molin Concrete Products, Inc.

February 1, 2018

Scope of the Agreement
Entire States of Minnesota
And North Dakota

BRICKLAYERS AND ALLIED CRAFTWORKERS
LOCAL UNION 1 MINNESOTA / NORTH DAKOTA

PRECAST MASONs

This is to advise you that the new working agreement calls for a $1.95 increase per hour on May 1, 2018. Please inform your bookkeeping department of the following rates.

The total wage rate effective May 1, 2018 for members of the Bricklayers and Allied Craftworkers will be as follows:

<table>
<thead>
<tr>
<th>HEALTH WAGES</th>
<th>$BANK – RPP</th>
<th>HRA</th>
<th>IU &amp; PPA PENSION</th>
<th>LOCAL PENSION</th>
<th>VAC. DUES</th>
<th>IMI</th>
<th>APPR</th>
<th>PROMO</th>
<th>FCF</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>34.59</td>
<td>(8.30 + 1.10)</td>
<td>.25</td>
<td>(1.50 + .77)</td>
<td>8.05</td>
<td>2.50</td>
<td>1.50</td>
<td>.60</td>
<td>.15</td>
<td>.32</td>
<td>59.65</td>
</tr>
</tbody>
</table>

Base Rate: $34.59
Vacation, Dues Check Off: $4.00
Taxable Amount: $38.59

FOREMAN’S RATE - Foreman shall receive an additional $4.50 above the scale.
SUBSISTENCE RATE – Employee’s shall receive $90.00 per night depending on the job location.

Sincerely,

Douglas B. Schroeder

Douglas B. Schroeder
President / Secretary - Treasurer
Bricklayers and Allied Craftworkers
Local Union 1 Minnesota / North Dakota

26M-2018