To: Independent Tile Contractors - Southwestern, Western, Northwest Minnesota

Scope of the Agreement
This agreement shall cover the areas as follows: SOUTHWESTERN: Lac Qui Parle, Yellow Medicine, Lincoln, Lyon, Red Wood, Brown, Pipestone, Murray Cottonwood, Watonwan, Rock, Nobles, Jackson and Martin. WESTERN: Big Stone, Stevens, Pope, Stearns, Swift, Kandiyohi, Meeker, Benton, Chippewa, Renville, McLeod, and Sherburne (Not Including the City of Elk River). NORTHWESTERN MINNESOTA: Crow Wing, Cass, Hubbard, Becker, Otter Tail, Clay, Wadena, Clearwater, Beltrami, Lake of the Woods, Norman, Mahnomen, Polk, Pennington, Marshall, Kittson, Red Lake, Roseau, Morrison, Todd, Douglas, Grant, Wilkin, Traverse and that part of Mille Lacs County north of an east-west extension of the northern border of Isanti County.

April 20, 2018

BRICKLAYERS AND ALLIED CRAFTWORKERS
LOCAL UNION 1 MINNESOTA / NORTH DAKOTA
Southwestern, Western, Northwest Minnesota – TILE LAYERS

This is to advise you that the new working agreement calls for a $1.55 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>WAGES</th>
<th>HEALTH</th>
<th>HRA</th>
<th>IU &amp; PPA</th>
<th>LOCAL</th>
<th>TILE</th>
</tr>
</thead>
<tbody>
<tr>
<td>32.35</td>
<td>4.00</td>
<td>2.00</td>
<td>(1.50 + .77)</td>
<td>0</td>
<td>1.00</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>1.00</td>
<td>1.13</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>.44</td>
<td>.10</td>
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<td>.0</td>
<td>44.29</td>
</tr>
</tbody>
</table>

Base Rate: $32.35
Vacation, Dues Check Off: $ 2.13
Taxable Amount: $34.48

FOREMAN’S RATE - Foreman shall receive an additional $2.25 above the scale

Douglas B. Schroeder  
President / Secretary-Treasurer

Douglas B. Schroeder  
Bricklayers and Allied Craftworkers  
Local Union 1 Minnesota / North Dakota

42-2018