To: Independent Tile Contractors – North Dakota

Scope of the Agreement
This agreement shall cover the entire State of North Dakota.

February 1, 2017

BRICKLAYERS AND ALLIED CRAFTWORKERS
LOCAL UNION 1 MINNESOTA / NORTH DAKOTA

North Dakota – TILE LAYERS

This is to advise you that the new working agreement calls for a $1.00 increase per hour on May 1, 2017. Please inform your bookkeeping department of the following rates.

The total wage rate effective May 1, 2017 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 PENSION</th>
<th>TILE ANNUITY</th>
<th>VAC.</th>
<th>DUES</th>
<th>IMI</th>
<th>APPR</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>20.95</td>
<td>3.00</td>
<td>.50</td>
<td>(.22 + .09)</td>
<td>0</td>
<td>.25</td>
<td>.25</td>
<td>.52</td>
<td>.26</td>
<td>.10</td>
<td>26.14</td>
</tr>
</tbody>
</table>

Base Rate: $20.95
Vacation, Dues Check Off: $ .77
Taxable Amount: $21.72

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

Michael J Cook
President / Secretary-Treasurer
Bricklayers and Allied Craftworkers
Local Union 1 Minnesota / North Dakota

APPRENTICESHIP WAGES (Taxable)

<table>
<thead>
<tr>
<th>Hours</th>
<th>100% Full Wage &amp; Fringe Benefit</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-1999</td>
<td>90% $18.86 $19.63 *</td>
</tr>
<tr>
<td>2,000-3,999</td>
<td>95% $19.90 $20.67 *</td>
</tr>
<tr>
<td>4,000</td>
<td>Full Wage &amp; Fringe Benefit</td>
</tr>
</tbody>
</table>

*Taxable wage – Includes Vacation and Dues*