Scope of the Agreement
This agreement shall cover the counties of St. Louis, Koochiching, Itasca, Aitkin, Carlton, Lake, and Cook. The agreement shall also cover all of the part of Pine County north of County Road 30 and include the city of Sandstone.

February 1, 2017

BRICKLAYERS AND ALLIED CRAFTWORKERS
LOCAL UNION 1 MINNESOTA / NORTH DAKOTA

DULUTH AREA – TILE LAYERS

This is to advise you that the new working agreement calls for a $1.40 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>HEALTH WAGES</th>
<th>IU &amp; PPA WAGES</th>
<th>LOCAL PENSION</th>
<th>LOCAL PENSION</th>
<th>LOCAL ANNUITY</th>
<th>LOCAL DUES</th>
<th>IMI</th>
<th>APPR</th>
<th>FCF</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>23.57</td>
<td>(5.91 + 1.10)</td>
<td>1.21</td>
<td>(1.50 + .64)</td>
<td>7.60</td>
<td>4.98</td>
<td>.50</td>
<td>1.13</td>
<td>.49</td>
<td>.20</td>
</tr>
</tbody>
</table>

Base Rate: $23.57
Vacation, Dues Check Off: $1.63
Taxable Amount: $25.20

Foreman shall receive an additional $1.00 above the scale.

Sincerely,

Michael J. Cook

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

APPRENTICESHIP WAGES

<table>
<thead>
<tr>
<th>BASE WAGE</th>
<th>TAXABLE</th>
</tr>
</thead>
<tbody>
<tr>
<td>0 – 1999 hours 90% - $21.21</td>
<td>$22.84 *</td>
</tr>
<tr>
<td>2000 - 3999 hours 95% - $22.39</td>
<td>$24.02 *</td>
</tr>
<tr>
<td>4000 hours full wage &amp; fringe benefits</td>
<td></td>
</tr>
</tbody>
</table>

* Taxable wage = Includes Dues*