To: Twin City Tile & Marble Company

Scope of the Agreement:
Entire State of Minnesota

April 24, 2020

BRICKLAYERS AND ALLIED CRAFTWORKERS
LOCAL UNION 1 MINNESOTA/NORTH DAKOTA/SOUTH DAKOTA
MARBLE SHOP

This is to advise you that the new working agreement calls for a $1.65 increase per hour on May 4, 2020. Please inform your bookkeeping department of the following rates.

The total wage rate effective May 4, 2020 for members of Bricklayers and Allied Craftworkers will be as follows:

<table>
<thead>
<tr>
<th>WAGES</th>
<th>HRA</th>
<th>IU &amp; PPA</th>
<th>LOCAL</th>
<th>DUES</th>
<th>APPR</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>23.94</td>
<td>4.50</td>
<td>(1.00 + .70)</td>
<td>4.50</td>
<td>.70</td>
<td>.00</td>
<td>35.34</td>
</tr>
</tbody>
</table>

Base Rate: $23.94
Vacation, Dues Check Off: $0.70
Taxable Amount: $24.64

Sincerely,

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

APPRENTICESHIP WAGES
BASE WAGE TAXABLE
0 - 2000 hours 60% - $14.36 $15.06*
2000 - 4000 hours 70% - $16.76 $17.46*
4000 – Journeyman 80% - $19.15 $19.85*

*Taxable Wage – Includes Vacation and Dues

DRAFT April 24, 2020