To: All Associated General Contractors  
  Independent Contractors  
  Chapter #8 – Albert Lea Area

Scope of the Agreement:
This agreement shall cover all the Counties of Waseca, Faribault, and the western part of Freeborn from a line running North and South from Geneva to Gordonsville. The Southern part of Steel County South of a line running due East and West of the town of Pratt.

May 23, 2019

<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.</th>
<th>DUES</th>
<th>IMI</th>
<th>APPR</th>
<th>FCF</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>36.76</td>
<td>(8.01+1.10)</td>
<td>0</td>
<td>(1.60 + .96)</td>
<td>8.35</td>
<td>1.00</td>
<td>1.50</td>
<td>.60</td>
<td>.30</td>
<td>.02</td>
<td>60.20</td>
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</tbody>
</table>

Base Rate: $36.76  
Vacation, Dues Check Off: $2.50  
Taxable Amount: $39.26

FOREMAN’S RATE – Foreman shall receive an additional $4.00 above the scale.

Sincerely,

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

APPRENTICESHIP WAGES

<table>
<thead>
<tr>
<th>BASE WAGE</th>
<th>TAXABLE</th>
</tr>
</thead>
<tbody>
<tr>
<td>0 - 1999 hours 65%</td>
<td>$23.89</td>
</tr>
<tr>
<td>2000 - 3999 hours 75%</td>
<td>$27.57</td>
</tr>
<tr>
<td>4000 - 5999 hours 85%</td>
<td>$31.25</td>
</tr>
</tbody>
</table>

6000 hours full wages & fringe benefits

*Taxable Wage – Includes Vacation and Dues

Final Copy May 23, 2019