To: All Associated General Contractors
   Masonry Contractors
   Independent Contractors
   Chapter #15MN & ND (Former #1 ND)
   Fargo, North Dakota Area

Scope of the Agreement:
This agreement shall cover the North Dakota counties of Richland, Traill, Cass, Ransom, Sargent, Dickey, Lamoure, Barnes, Stutsman

April 17, 2020

BRICKLAYERS AND ALLIED CRAFTWORKERS
LOCAL UNION 1 MINNESOTA/NORTH DAKOTA/SOUTH DAKOTA
FARGO AREA – BRICKLAYERS, BLOCKLAYERS AND POINTERS, CAULKERS & CLEANERS

This is to advise you that the new working agreement calls for a $1.50 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>HEALTH WAGES</th>
<th>IU &amp; PPA PENSION</th>
<th>LOCAL PENSION</th>
<th>VAC.</th>
<th>DUES</th>
<th>IMI</th>
<th>APPR</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>28.20</td>
<td>(8.48+1.34)</td>
<td>(1.50 + 1.05)</td>
<td>8.60</td>
<td>1.32</td>
<td>1.29</td>
<td>.52</td>
<td>.10</td>
<td>52.40</td>
</tr>
</tbody>
</table>

Base Rate: $28.20
Vacation, Dues Check Off: $2.61
Taxable Amount: $30.81

FOREMAN’S RATE – Foreman shall receive an additional 10% per hour above the taxable rate - $3.08

Sincerely,

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% - $18.33</td>
<td>$20.94*</td>
</tr>
<tr>
<td>2000 - 3999 hours 75% - $21.15</td>
<td>$23.76*</td>
</tr>
<tr>
<td>4000 - 5999 hours 85% - $23.97</td>
<td>$26.58*</td>
</tr>
<tr>
<td>6000 hours full wages &amp; fringe benefits</td>
<td></td>
</tr>
</tbody>
</table>

*Taxable Wage – Includes Vacation and Dues