To: Wells Concrete Products Inc.

Scope of the Agreement:
Entire States of Minnesota and North Dakota

June 21, 2019

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

PRECAST MASONs

This is to advise you that the new working agreement calls for a $2.00 increase per hour on May 1, 2019. Please inform your bookkeeping department of the following rates.

The total wage rate effective May 1, 2019 for members of Bricklayers and Allied Craftworkers will be as follows:

<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>PRECAST PROMO</th>
<th>FCF</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>36.10</td>
<td>(8.30+1.10)</td>
<td>.25</td>
<td>(1.50 + .90)</td>
<td>8.35</td>
<td>2.50</td>
<td>1.54</td>
<td>.62</td>
<td>.15</td>
<td>.32</td>
<td>.02</td>
<td>61.65</td>
</tr>
</tbody>
</table>

Base Rate: $36.10
Vacation, Dues Check Off: $4.04
Taxable Amount: $40.14

FOREMAN’S RATE – Foreman shall receive an additional $5.00 above the scale.
SUBSISTENCE RATE – Employees shall receive $95.00 per night depending on job location

Sincerely,

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

Final Copy June 21, 2019