ADDENDUM I
WAGES, FRINGE CONTRIBUTIONS AND DEDUCTIONS
EFFECTIVE: May 1, 2020

The wages, fringe contributions and deductions for Heavy, Highway & Utility Construction shall be as described below:

<table>
<thead>
<tr>
<th>LABORERS' LOCAL NO.</th>
<th>362 Bloomington</th>
</tr>
</thead>
<tbody>
<tr>
<td>LABORER RATE</td>
<td>$33.43</td>
</tr>
<tr>
<td>PENSION FUND</td>
<td>13.33</td>
</tr>
<tr>
<td>ANNUITY PLAN</td>
<td>3.78</td>
</tr>
<tr>
<td>WELFARE FUND</td>
<td>8.50</td>
</tr>
<tr>
<td>TRAINING FUND</td>
<td>0.80</td>
</tr>
<tr>
<td>L.E.C.E.T.</td>
<td>0.20</td>
</tr>
<tr>
<td>MRFFC</td>
<td>0.12</td>
</tr>
<tr>
<td>AGCI IAF</td>
<td>0.20</td>
</tr>
<tr>
<td>UNION TOTAL PACKAGE</td>
<td>$60.16</td>
</tr>
<tr>
<td>EMPLOYER TOTAL PACKAGE</td>
<td>$60.36</td>
</tr>
</tbody>
</table>

DEDUCTIONS:

| MARKET PRESERVATION | 1.39 |
| VACATION FUND       | 0.70 |
| WORKING DUES        | 5.5% |

1) All payments (except otherwise noted below) to be sent to Central Laborers' Pension Fund Office, P.O. Box 1267, Jacksonville, Illinois 62651.

2) Overtime hours worked to be paid at the applicable overtime rate.

3) Overtime hours for Annuity will be paid at the applicable overtime rate and sent to Central Laborers' Fringe Benefit Funds, P.O. Box 1267, Jacksonville, Illinois 62651.

4) Laborers'-Employers' Cooperation and Education Trust (L.E.C.E.T.) and Midwest Region Foundation for Fair Contracting (MRFFC) are to be paid by the Employer and sent to North Central Illinois Laborers' Health & Welfare Fund, 4208 W. Partridge Way, Unit 3, Peoria, Illinois 61615.
5) Training Fund shall be sent to North Central Illinois Laborers' Health & Welfare Fund, 4208 W. Partridge Way, Unit 3, Peoria, Illinois 61616. Employers that perform work in the Hazardous Waste, Asbestos and Lead Base Paint Industries shall pay a training program contribution of $.10 per hour premium above the training program contribution as referred to above.

6) Dues Check-Off and Market Preservation Fund to be deducted from the Basic Labor Rate for Local 362 and sent to Local 362, P.O. Box 3248, Bloomington, Illinois 61702.

7) Dues Check-Off calculated as a percentage of gross pay.

8) The Vacation Fund shall be deducted from the employee's Basic Labor Rate and sent to the North Central Illinois Laborers' Health & Welfare Fund, 4208 W. Partridge Way, Unit 3, Peoria, Illinois 61616. Overtime hours to be paid at the applicable overtime rate.


10) Employers that perform work on Windfarms and Pipelines shall pay a L.E.C.E.T. contribution of $0.30 per hour.

11) Union Total Package excludes AGCI IAF. Employer Total Package Includes AGCI IAF.

WAGE INCREASES:

Effective May 1, 2021 Wages and/or Fringe Benefits increase $ 1.71 per hour.

Effective May 1, 2022 Wages and/or Fringe Benefits increase $ 1.86 per hour.

Effective May 1, 2023 Wages and/or Fringe Benefits increase $ 1.91 per hour.

Effective May 1, 2024 Wages and/or Fringe Benefits increase $ 1.97 per hour.
Laborers' Local 362
Heavy/Highway Wage Addendum
Effective 05/01/2020

AGC OF ILLINOIS:

BY: [Signature]
Frank Kazenske, Director of Labor Relations
Date: 4/23/2020

GREAT PLAINS LABORERS' DISTRICT COUNCIL:

BY: [Signature]
Anthony Penn, Business Manager
Date: 4/23/2020

BY: [Signature]
Eric Penn, Laborers' Local #362
Date: 4/23/2020

Contractor's Signature

Contractor's Name

Contractor's Address

City
State
Zip

Telephone Number
Date

Facsimile Number
ADDENDUM I
WAGES, FRINGE CONTRIBUTIONS AND
DEDUCTIONS EFFECTIVE: MAY 1, 2020

The wages, fringe contributions and deductions for Heavy, Highway & Utility Construction shall be as described below:

<table>
<thead>
<tr>
<th>LOCAL UNION:</th>
<th>538 East Galesburg</th>
</tr>
</thead>
<tbody>
<tr>
<td>BASIC LABORER RATE</td>
<td>$30.24</td>
</tr>
<tr>
<td>PENSION FUND</td>
<td>$13.10</td>
</tr>
<tr>
<td>ANNUITY PLAN</td>
<td>$2.50</td>
</tr>
<tr>
<td>N. CENTRAL IL WELFARE FUND</td>
<td>$8.50</td>
</tr>
<tr>
<td>NORTHERN IL WELFARE FUND</td>
<td>$0.85</td>
</tr>
<tr>
<td>TRAINING FUND</td>
<td>$0.80</td>
</tr>
<tr>
<td>L.E.C.E.T.*</td>
<td>$0.20</td>
</tr>
<tr>
<td>MRFFC</td>
<td>$0.12</td>
</tr>
<tr>
<td>AGCI IAF</td>
<td>$0.20</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>UNION TOTAL PACKAGE</th>
<th>$56.31</th>
</tr>
</thead>
<tbody>
<tr>
<td>EMPLOYER TOTAL PACKAGE</td>
<td>$56.51</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>DEDUCTIONS</th>
</tr>
</thead>
<tbody>
<tr>
<td>MARKET PRESERVATION FUND</td>
</tr>
<tr>
<td>VACATION FUND</td>
</tr>
<tr>
<td>WORKING DUES CHECK-OFF**</td>
</tr>
</tbody>
</table>

1) All payments (except otherwise noted below) to be sent to Central Laborers' Pension Fund Office, P.O. Box 1267, Jacksonville, Illinois 62651.

2) Overtime hours worked to be paid at the applicable overtime rate.

3) Overtime hours for Annuity will be paid at the applicable overtime rate and sent to Central Laborers' Fringe Benefit Funds, P.O. Box 1267, Jacksonville, Illinois 62651.

4) Laborers-Employers' Cooperation and Education Trust (L.E.C.E.T.) and Midwest Region Foundation for Fair Contracting (MRFFC) are to be paid by the Employer and sent to North Central Illinois Laborers' Health & Welfare Fund, 4208 W, Partridge Way, Unit 3, Peoria, Illinois 61615.
5) Training Fund shall be sent to North Central Illinois Laborers' Health & Welfare Fund, 4208 W. Partridge Way, Unit 3, Peoria, Illinois 61615. Employers that perform work in the Hazardous Waste, Asbestos and Lead Base Paint Industries shall pay a training program contribution of $.10 per hour premium above the training program contribution as referred to above.

6) Dues Check-Off and Market Preservation Fund to be deducted from the Basic Labor Rate for Local 638 and sent to North Central Illinois Laborers' Health & Welfare Fund, 4208 W. Partridge Way, Unit 3, Peoria, Illinois 61615. Dues Check-Off calculated as a percentage of gross pay.

7) The Vacation Fund shall be deducted from the employee's Basic Labor Rate and sent to the North Central Illinois Laborers' Health & Welfare Fund, 4208 W. Partridge Way, Unit 3, Peoria, Illinois 61615. Overtime hours to be paid at the applicable overtime rate.


9) Employers that perform work on Windfarms and Pipelines shall pay a L.E.C.E.T. contribution of $0.30 per hour.

10) Union Total Package excludes AGGI IAF. Employer Total Package includes AGGI IAF.

WAGE INCREASES:
Effective May 1, 2021 Wages and/or Fringe Benefits increase $1.71 per hour.
Effective May 1, 2022 Wages and/or Fringe Benefits increase $1.86 per hour.
Effective May 1, 2023 Wages and/or Fringe Benefits increase $1.91 per hour.
Effective May 1, 2024 Wages and/or Fringe Benefits increase $1.97 per hour
Addendum I
Effective: May 1, 2020
Heavy, Highway & Utility Construction
Laborers' Local 538

AGC OF ILLINOIS:

BY:  Frank Kazenske, Director of Labor Relations  4/23/2020

GREAT PLAINS LABORERS' DISTRICT COUNCIL:

BY:  Anthony Penn, Business Manager  4/22/2020

BY:  Michael Tuthill, Laborers' Local #538  4-22-2020

Contractor's Signature

Contractor's Name

Contractor's Address

City    State    Zip

Telephone Number

Facsimile Number
ADDENDUM I
WAGES, FRINGE CONTRIBUTIONS AND DEDUCTIONS
EFFECTIVE: May 1, 2020

The wages, fringe contributions and deductions for Heavy, Highway & Utility Construction shall be as described below:

<table>
<thead>
<tr>
<th>LABORERS' LOCAL NO.</th>
<th>996 Roanoke</th>
</tr>
</thead>
<tbody>
<tr>
<td>LABORER RATE</td>
<td>$34.70</td>
</tr>
<tr>
<td>PENSION FUND</td>
<td>11.94</td>
</tr>
<tr>
<td>ANNUITY PLAN</td>
<td>3.90</td>
</tr>
<tr>
<td>WELFARE FUND</td>
<td>8.50</td>
</tr>
<tr>
<td>TRAINING FUND</td>
<td>0.80</td>
</tr>
<tr>
<td>L.E.C.E.T.</td>
<td>0.20</td>
</tr>
<tr>
<td>MRFFC</td>
<td>0.12</td>
</tr>
<tr>
<td>AGCI IAF</td>
<td>0.20</td>
</tr>
<tr>
<td>UNION TOTAL PACKAGE</td>
<td>$60.16</td>
</tr>
<tr>
<td>EMPLOYER TOTAL PACKAGE</td>
<td>$60.36</td>
</tr>
</tbody>
</table>

DEDUCTIONS:

| MARKET PRESERVATION | 1.36         |
| VACATION FUND       | 2.48         |
| WORKING DUES        | 5.5%         |

1) All payments (except otherwise noted below) to be sent to Central Laborers' Pension Fund Office, P.O. Box 1267, Jacksonville, Illinois 62651.

2) Overtime hours worked to be paid at the applicable overtime rate.

3) Overtime hours for Annuity will be paid at the applicable overtime rate and sent to Central Laborers' Fringe Benefit Funds, P.O. Box 1267, Jacksonville, Illinois 62651.

4) Laborers'-Employers' Cooperation and Education Trust (L.E.C.E.T.) and Midwest Region Foundation for Fair Contracting (MRFFC) are to be paid by the Employer and sent to North Central Illinois Laborers' Health & Welfare Fund, 4208 W. Partridge Way, Unit 3, Peoria, Illinois 61615.
5) Training Fund shall be sent to North Central Illinois Laborers’ Health & Welfare Fund, 4208 W. Partridge Way, Unit 3, Peoria, Illinois 61615. Employers that perform work in the Hazardous Waste, Asbestos and Lead Base Paint Industries shall pay a training program contribution of $.10 per hour premium above the training program contribution as referred to above.

6) Dues Check-Off and Market Preservation Fund to be deducted from the Basic Labor Rate for Local 996 and sent to Local 996, P.O. Box 410, Roanoke, Illinois 61561.

7) Dues Check-Off calculated as a percentage of gross pay.

8) The Vacation Fund shall be deducted from the employee’s Basic Labor Rate and sent to the North Central Illinois Laborers’ Health & Welfare Fund, 4208 W. Partridge Way, Unit 3, Peoria, Illinois 61615. Overtime hours to be paid at the applicable overtime rate.


10) Employers that perform work on Windfarms and Pipelines shall pay a L.E.C.E.T. contribution of $0.30 per hour.

11) Union Total Package excludes AGCI IAF. Employer Total Package includes AGCI IAF.

**WAGE INCREASES:**

Effective May 1, 2021 Wages and/or Fringe Benefits increase $1.71 per hour.

Effective May 1, 2022 Wages and/or Fringe Benefits increase $1.86 per hour.

Effective May 1, 2023 Wages and/or Fringe Benefits increase $1.91 per hour.

Effective May 1, 2024 Wages and/or Fringe Benefits increase $1.97 per hour.
Laborers' Local 996
Heavy/Highway Wage Addendum
Effective 05/01/2020

AGC OF ILLINOIS:

BY: [Signature] 4/23/2020
Frank Kazenske, Director of Labor Relations  Date

GREAT PLAINS LABORERS’ DISTRICT COUNCIL:

BY: [Signature] 4/22/2020
Anthony Penn, Business Manager  Date

BY: [Signature] 04/21/2020
Ron Ellis, Laborers' Local #996  Date

Contractor’s Signature

Contractor’s Name

Contractor’s Address

City  State  Zip

Telephone Number

Facsimile Number