April 17, 2015

Dear Contractor:

Changes to the wage rate and fringe benefits for Building Construction effective May 1, 2015 thru April 30, 2016 are as follows:

- $ .23 increase on basic labor rate
- $1.14 increase on pension
- $ .01 increase on LECET
- $ .15 increase on Market Preservation
- $ .01 increase on Industry Fund

Please sign the enclosed Building Addendums and keep one copy for your records and return the other one to my office.

Should you have any questions please contact me at your convenience.

Sincerely,

[Signature]
Timothy J. Schmidgall, Sr.
Business Manager
ADDENDUM 1-AMENDED
WAGES, FRINGE CONTRIBUTIONS AND DEDUCTIONS
EFFECTIVE: MAY 1, 2015

The wages, fringe contributions and deductions for BUILDING CONSTRUCTION shall be as described below:

<table>
<thead>
<tr>
<th>COUNTY: PEORIA</th>
<th>LOCAL UNION NO. 165</th>
</tr>
</thead>
<tbody>
<tr>
<td>BASIC LABOR RATE</td>
<td>$25.70 (Foreman - $1.50 above scale, Gen Foreman - $2.00 above scale)</td>
</tr>
<tr>
<td>PENSION FUND (1)</td>
<td>$12.62</td>
</tr>
<tr>
<td>ANNUITY FUND (2) (3)</td>
<td>$3.59</td>
</tr>
<tr>
<td>WELFARE FUND (4)</td>
<td>$7.70</td>
</tr>
<tr>
<td>LABORERS’ - EMPLOYERS’ COOPERATION &amp; EDUCATION TRUST (5)</td>
<td>$.25 (Deduct $.25 per hour from employees gross wages)</td>
</tr>
<tr>
<td>TRAINING FUND (6)</td>
<td>$.80</td>
</tr>
<tr>
<td>BUILDING TRADES (7)</td>
<td>$.14 (Deduct $.14 per hour from employees gross wages)</td>
</tr>
<tr>
<td>DUES CHECK-OFF (8)</td>
<td>5.00% (of gross wages)</td>
</tr>
<tr>
<td>TRICON (9)</td>
<td>$.04</td>
</tr>
<tr>
<td>BUILDING FUND (10)</td>
<td>$.05 (Deduct $.05 per hour from employees gross wage)</td>
</tr>
<tr>
<td>MARKET PRESERVATION FUND (11)</td>
<td>$.53 (Deduct $.53 per hour from employees gross wages)</td>
</tr>
<tr>
<td>INDUSTRY FUND (12)</td>
<td>$.17</td>
</tr>
<tr>
<td>MIDWEST REGION CHECK-OFF (13)</td>
<td>$.25 (Deduct $.25 per hour from employees gross wages)</td>
</tr>
<tr>
<td>TOTAL PACKAGE</td>
<td>$50.62 (amount does not include #5, #7, #8, #10, #11 &amp; #13 - employee deductions)</td>
</tr>
</tbody>
</table>

1) Pension contributions 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) Annuity Contributions to be sent to Central Laborers’ Annuity Fund Office, P. O. Box 1267, Jacksonville Illinois, 61652. Employers shall remit annuity contributions to the Central Laborers’ Annuity Plan until such time the proposed Great Plains Annuity Fund is established, Trustees appointed and Trust document is signed. At such time that the Great Plains Annuity Fund has met all appropriate legal criteria, said fund shall be added by means of an addendum to this Agreement and Employers will be notified to send their contributions to the North Central Illinois Laborers’ Health and Welfare Fund.

5) Laborers' - Employers' Cooperation & Education Trust to be deducted from the Basic Labor Rate and sent to North Central Illinois Laborers' Health & Welfare Fund Office, 4208 W. Partridge Way, Unit 3, Peoria, IL 61615.

6) Training Fund contributions are above the Basic Labor Rate and shall be sent to North Central Illinois Laborers' Health & Welfare Fund Office, 4208 W. Partridge Way, Unit 3, Peoria, IL 61615. Employers that perform work in the Hazardous Waste, Asbestos and Lead Base Paint Industries shall pay a training program contribution of $.85 per hour instead of $.80 per hour as referred to above.

7) Building Trades to be deducted from the Basic Labor Rate and sent to the North Central Illinois Laborers' Health & Welfare Fund Office, 4208 W. Partridge Way, Unit 3, Peoria, IL 61615.

8) Dues Check-off calculated as a percentage of gross pay deducted from the Laborers' weekly paycheck and to be sent to the North Central Illinois Laborers' Health & Welfare Fund Office, 4208 W. Partridge Way, Unit 3, Peoria, IL 61615.

9) Tri-Con contributions are above the Basic Labor Rate and shall be sent to the North Central Illinois Laborers' Health & Welfare Fund Office, 4208 W. Partridge Way, Unit 3, Peoria, IL 61615.

10) Building Fund contributions to be deducted from the Basic Labor Rate and sent to the North Central Illinois Laborers Health and Welfare Fund Office, 4208 W. Partridge Way, Unit 3, Peoria, IL 61615.

11) Market Preservation Fund contributions to be deducted from the Basic Labor Rate and sent to the North Central Illinois Laborers Health and Welfare Fund Office, 4208 W. Partridge Way, Unit 3, Peoria, IL 61615.

12) The Combined Central Illinois Construction Industry Fund contributions are above the Basic Labor Rate and to be sent to the North Central Illinois Laborers' Health & Welfare Fund Office, 4208 W. Partridge Way, Unit 3, Peoria, IL 61615.

13) Midwest Region Check-off to be deducted from the basic labor rate and sent to the North Central Illinois Laborers' Health & Welfare Fund Office, 4208 W. Partridge Way, Unit 3, Peoria, IL 61615.

CLASSIFICATION OF WORK: See Article 24, Section 6 of this Agreement.

FUTURE DISTRIBUTIONS: 5/1/16 - $1.42/hr  INDUSTRY FUND INCREASE:  5/1/16 - $.01/hr

Greater Peoria Contractors' and Suppliers Association
Dana Oaks, Executive Director

[Signature]
Date 4-27-15

Laborers' International Union of N.A. Local Union No. 165
Timothy J. Schmidgall, Sr., Business Manager

[Signature]
Date 4-20-15

Great Plains Laborers' District Council
Charles H. Shempf, Jr., Business Manager

[Signature]
Date 4-20-15
Contractor’s Signature       Date

Contractor’s Name

Contractor’s Address

City                         State                         Zip

Telephone Number             Fax Number

E-Mail Address

Federal Tax ID#