Current Addendum to Agreement between Mid-Central Illinois Regional Council of the United Brotherhood of Carpenters and Joiners of America and Central Illinois Builders Chapter of AGC, and Greater Peoria Contractors and Suppliers Association covered by Local Union #189, Quincy, IL, covering the counties of Adams, Hancock, McDonough and Warren.

Addendum effective May 1, 2010

Minimum hourly wages to be paid by the Employer to the Employees from May 1, 2010 through April 30, 2012 for Adams County:

<table>
<thead>
<tr>
<th></th>
<th>5-01-2010</th>
<th>5-01-2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Journeyman Carp &amp; Lather</td>
<td>$27.80</td>
<td>$2.00</td>
</tr>
<tr>
<td>Journeyman Piledriver</td>
<td>28.30</td>
<td>to be</td>
</tr>
<tr>
<td>Carpenter Foreman</td>
<td>30.05</td>
<td>distributed</td>
</tr>
<tr>
<td>Piledriver Foreman</td>
<td>30.55</td>
<td></td>
</tr>
<tr>
<td>Foreman $2.25 above Journeyman Scale</td>
<td></td>
<td>General Foreman $2.75 above Journeyman Scale.</td>
</tr>
</tbody>
</table>

All future wage and benefit distributions shall be voted on by the Local Union

In addition to the above wages, the Employer shall pay for each hour worked by Employees covered by this Agreement the following for Adams County:

<table>
<thead>
<tr>
<th></th>
<th>5-01-2010</th>
<th>5-01-2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Health and Welfare</td>
<td>$7.75</td>
<td></td>
</tr>
<tr>
<td>Pension</td>
<td>8.00</td>
<td></td>
</tr>
<tr>
<td>Annuity</td>
<td>3.50</td>
<td></td>
</tr>
<tr>
<td>MCIRC Apprenticeship &amp; Training</td>
<td>.32</td>
<td>.15</td>
</tr>
<tr>
<td>Industry Advancement</td>
<td>.08</td>
<td>.02</td>
</tr>
<tr>
<td>Carpenters International Training Fund</td>
<td>.02</td>
<td>.02</td>
</tr>
<tr>
<td>Carpenters Labor Mgmt/Educ/Dev Fund</td>
<td>.02</td>
<td>.02</td>
</tr>
<tr>
<td>Substance Abuse Program</td>
<td>.02</td>
<td>.02</td>
</tr>
</tbody>
</table>

Total Package: Carpenters $47.14 $49.14 Piledrivers $47.64 $49.64

The Employer shall deduct from the Employees wages for each hour worked by the Employees covered by this Agreement the following for Adams County:

<table>
<thead>
<tr>
<th></th>
<th>5-01-2010</th>
<th>5-01-2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Regional Council Checkoff:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Journeyman</td>
<td>$1.11</td>
<td></td>
</tr>
<tr>
<td>1st &amp; 2nd Yr. Apprentices</td>
<td>.67</td>
<td>.95</td>
</tr>
<tr>
<td>3rd &amp; 4th Yr. Apprentices</td>
<td>.15</td>
<td></td>
</tr>
<tr>
<td>MCIRC Promotional Fund</td>
<td>.15</td>
<td></td>
</tr>
<tr>
<td>Local Union Checkoff</td>
<td>.28</td>
<td></td>
</tr>
<tr>
<td>West Central IL Bldg. Trades</td>
<td>.08</td>
<td>.02</td>
</tr>
<tr>
<td>Substance Abuse Program</td>
<td>.02</td>
<td></td>
</tr>
</tbody>
</table>
Minimum hourly wages to be paid by the Employer to the Employees from May 1, 2010 through April 30, 2012 for the counties of Hancock, McDonough and Warren:

<table>
<thead>
<tr>
<th></th>
<th>5-01-2010</th>
<th>5-01-2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Journeyman Carpenter &amp; Lather</td>
<td>$28.58</td>
<td>$2.00</td>
</tr>
<tr>
<td>Journeyman Piledriver</td>
<td>$29.08</td>
<td>to be distributed</td>
</tr>
<tr>
<td>Carpenter &amp; Lather Foreman</td>
<td>$30.83</td>
<td></td>
</tr>
<tr>
<td>Piledriver Foreman</td>
<td>$31.33</td>
<td></td>
</tr>
</tbody>
</table>

Foreman $2.25 above Journeyman Scale

General Foreman $2.75 above Journeyman Scale.

All future wage and benefit distributions shall be voted on by the Local Union.

In addition to the above wages, the Employer shall pay for each hour worked by the Employees covered by this Agreement the following for the counties of Hancock, McDonough and Warren:

<table>
<thead>
<tr>
<th></th>
<th>5-01-2010</th>
<th>5-01-2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Health &amp; Welfare</td>
<td>$7.25</td>
<td></td>
</tr>
<tr>
<td>Pension</td>
<td>$8.00</td>
<td></td>
</tr>
<tr>
<td>Annuity</td>
<td>$3.50</td>
<td></td>
</tr>
<tr>
<td>MCIRC Apprenticeship &amp; Training</td>
<td>$0.32</td>
<td></td>
</tr>
<tr>
<td>Industry Advancement</td>
<td>$0.15</td>
<td></td>
</tr>
<tr>
<td>Carpenters International Training Fund</td>
<td>$0.08</td>
<td></td>
</tr>
<tr>
<td>Carpenters Labor Mgmt/Edc/Dev Fund</td>
<td>$0.02</td>
<td></td>
</tr>
<tr>
<td>Substance Abuse Program</td>
<td>$0.02</td>
<td></td>
</tr>
</tbody>
</table>

Total Package: Carpenters $47.92 $49.92

Piledrivers $48.42 $50.42

The Employer shall deduct from the Employees wages for each hour worked by the Employees covered by this Agreement the following for the Counties of Hancock, McDonough and Warren:

<table>
<thead>
<tr>
<th></th>
<th>5-01-2010</th>
<th>5-01-2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Regional Council Checkoff:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Journeyman</td>
<td>$1.14</td>
<td></td>
</tr>
<tr>
<td>1st &amp; 2nd Yr. Apprentices</td>
<td>$0.69</td>
<td></td>
</tr>
<tr>
<td>3rd &amp; 4th Yr. Apprentices</td>
<td>$0.97</td>
<td></td>
</tr>
<tr>
<td>MCIRC Promotional Fund</td>
<td>$0.15</td>
<td></td>
</tr>
<tr>
<td>Local Union Checkoff</td>
<td>$0.29</td>
<td></td>
</tr>
<tr>
<td>West Central IL Bldg. Trades</td>
<td>$0.10</td>
<td></td>
</tr>
<tr>
<td>Substance Abuse Program</td>
<td>$0.02</td>
<td></td>
</tr>
</tbody>
</table>

In accordance with the Collective Bargaining Agreement, Benefits paid at overtime rates shall be Pension, Annuity, and Health and Welfare. All other checkoffs and deductions will be paid at straight time rate.

Minimum hourly wages to be paid to Apprentices:

- 01 thru 04 months…..50%
- 05 thru 06 months…..60%
- 07 thru 12 months…..65%
- 13 thru 18 months…..70%
- 19 thru 24 months…..75%
- 25 thru 30 months…..80%
- 31 thru 36 months…..85%
- 37 thru 42 months…..90%
- 43 thru 48 months…..95%

Pension, and Annuity will be paid to Independent Employee Benefits Corporation, PO Box 4001, Geneva, IL, 60134. All other Contributions and Dues Checkoffs will be paid to the CIC Health and Welfare Trust Fund, PO Box 19437, Springfield, IL, 62794.

Fringe Benefits are due and payable by the 15th day of the month for work performed in the preceding month.

Mid-Central Illinois Regional Council of United Brotherhood of Carpenters and Joiners of America

By: ____________________________
Regional Council Executive Secretary Treasurer

Central Illinois Builders
Chapter of A.G.C.

By: ____________________________
Executive Vice President

Having authority to sign on behalf of those firms who have assigned their bargaining rights to the Association.
Current Residential Addendum to Agreement between Mid-Central Illinois Regional Council of the United Brotherhood of Carpenters and Joiners of America and Central Illinois Builders Chapter of AGC, and Greater Peoria Contractors and Suppliers Association covered by Local Union #189, Quincy, IL, covering counties of Adams, Hancock, McDonough and Warren.

Addendum effective May 1, 2010.

Minimum hourly wages to be paid by the Employer to the Employees from May 1, 2010 through April 30, 2012.

<table>
<thead>
<tr>
<th>Journeyman Residential Carpenter</th>
<th>5-01-2010</th>
<th>5-01-2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>$</td>
<td>23.63</td>
<td>To be determined</td>
</tr>
</tbody>
</table>

Foreman $2.25 above Journeyman Scale

General Foreman $2.75 above Journeyman Scale.

All future wage and benefit distributions shall be voted on by the Local Union.

Minimum hourly wages to be paid to Apprentices:

<table>
<thead>
<tr>
<th>Time Frame</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>01 thru 04 months</td>
<td>.50%</td>
</tr>
<tr>
<td>05 thru 06 months</td>
<td>.60%</td>
</tr>
<tr>
<td>07 thru 12 months</td>
<td>.65%</td>
</tr>
<tr>
<td>13 thru 18 months</td>
<td>.70%</td>
</tr>
<tr>
<td>19 thru 24 months</td>
<td>.75%</td>
</tr>
<tr>
<td>25 thru 30 months</td>
<td>.80%</td>
</tr>
</tbody>
</table>

In addition to the above wages, the Employer shall pay for each hour worked by Employees covered by this Agreement to the following:

<table>
<thead>
<tr>
<th>Benefit</th>
<th>5-01-2010</th>
<th>5-01-2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Health and Welfare</td>
<td>$7.25</td>
<td></td>
</tr>
<tr>
<td>Pension</td>
<td>8.00</td>
<td></td>
</tr>
<tr>
<td>Annuity</td>
<td>3.50</td>
<td></td>
</tr>
<tr>
<td>MCIRC Apprenticeship &amp; Training</td>
<td>.32</td>
<td></td>
</tr>
<tr>
<td>Industry Advancement</td>
<td>.15</td>
<td></td>
</tr>
<tr>
<td>Carpenters International Training Fund</td>
<td>.08</td>
<td></td>
</tr>
<tr>
<td>Carpenters Labor Mgmt/Edue/Dev Fund</td>
<td>.02</td>
<td></td>
</tr>
<tr>
<td>Substance Abuse Program</td>
<td>.02</td>
<td></td>
</tr>
<tr>
<td>Total Package</td>
<td>$42.97</td>
<td></td>
</tr>
</tbody>
</table>

In accordance with the Collective Bargaining Agreement, Benefits paid at overtime rates shall be Pension, Annuity and Health and Welfare. All other checkoffs and deductions will be paid at straight time rate.

The Employer shall deduct from the Employees wages for each hour worked by the Employees covered by this Agreement the following:

<table>
<thead>
<tr>
<th>Benefit</th>
<th>5-01-2010</th>
<th>5-01-2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Regional Council Checkoff</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Journeyman</td>
<td>$.95</td>
<td></td>
</tr>
<tr>
<td>1st &amp; 2nd Yr. Apprentices</td>
<td>.57</td>
<td></td>
</tr>
<tr>
<td>3rd &amp; 4th Yr. Apprentices</td>
<td>.80</td>
<td></td>
</tr>
<tr>
<td>MCIRC Promotion Fund</td>
<td>.15</td>
<td></td>
</tr>
<tr>
<td>Local Union Checkoff</td>
<td>.24</td>
<td></td>
</tr>
<tr>
<td>West Central IL Building Trades</td>
<td>.08</td>
<td></td>
</tr>
<tr>
<td>Substance Abuse Program</td>
<td>.02</td>
<td></td>
</tr>
</tbody>
</table>

Pension and Annuity will be paid to Independent Employee Benefits Corporation, PO Box 4001, Geneva, IL, 60134. All other Contributions and Dues Checkoffs will be paid to the CIC Health and Welfare Trust Fund, PO Box 19437, Springfield, IL, 62794.

Fringe Benefits are due and payable by the 15th day of the month for work performed in the preceding month.

Mid-Central Illinois Regional Council of United Brotherhood of Carpenters and Joiners of America

By: Regional Council Executive Secretary Treasurer

Central Illinois Builders
Chapter of A.G.C.

By: Executive Vice President
Having authority to sign on behalf of those firms who have assigned their bargaining rights to the Association

Greater Peoria Contractors & Suppliers Assoc.

By: Executive Director
Having authority to sign on behalf of those firms who have assigned their bargaining rights to the Association