

SENT BY: HEARTLAND REGIONAL COUNCIL; 815 626 2100; NOV-1-01 2:07PM; PAGE 1/1  
 TO: KATHY HOME LINE AT: 2881888

# Memorandum Of Agreement

Please type or print the following information, using the legal entity for the company name:

Company: SINGLEY CONSTRUCTION, INC.  
2792 S. LINCOLN AVE.  
PO BOX 323

Address: 2792 S. LINCOLN AVE.  
P.O. Box 323

City: Polo  
 State: IL.  
 Zip: 61064  
 Phone (815) 946-4136  
 Fax (815) 946-4136

THIS AGREEMENT IS ENTERED INTO BETWEEN HEARTLAND REGIONAL COUNCIL OF CARPENTERS: hereinafter referred to as the "Union" and the ABOVE NAMED COMPANY, hereinafter referred to as the "Employer," covering the geographical area of Boone, Bureau, Carroll, DeKalb, Henderson, Henry, Jo Daviess, La Salle, Lee, Marshall, Mercer, Ogle, Putnam, Rock Island, Stark, Stephenson, Whiteside, and Winnebago counties of Illinois; the entire state of Iowa, the entire state of Nebraska, Clark and the eastern one-half of Scotland counties of Missouri, and Union County, South Dakota. The Employer and the Union do hereby agree as follows:

1. The Employer agrees and is satisfied that the UNION is supported by a majority of the employees of the Employer presently working within the territorial and occupational jurisdiction of the Union.
2. The Employer recognizes the Union as the sole and exclusive bargaining agent for and on behalf of the employees of the Employer coming within the territorial and occupational jurisdiction of the Union.
3. The Employer agrees to be bound by the terms of the Trust Agreements of fringe benefit funds to which contributions are required to be made under the Agreements referred to in this Memorandum of Agreement herof, and includes all rules and regulations adopted by the Trustees thereof, and agrees to make prompt payments of the per hour contributions with respect to each such Trust Fund.
4. The Employer and the Union do hereby incorporate by reference and agree to be bound through their respective expiration dates, by each of the Area Agreements in effect on the date of execution of this Agreement, negotiated between subordinate bodies of the United Brotherhood of Carpenters & Joiners of America and certain Employer Associations in counties of Illinois, Iowa, Missouri, Nebraska, and South Dakota which, on the effective date of this Agreement, make up the geographic jurisdiction of the Heartland Regional Council of Carpenters.
5. Further, the Employer and the Union hereby agree to be bound by Area Agreements negotiated between the Heartland Regional Council of Carpenters and various Employer Associations for the period beginning with the expiration dates of the several Agreements referred to above and ending on the expiration dates of any successor Agreements thereto from time to time thereafter unless the Employer gives written notice to the Union of a desire to amend or terminate any of such Agreements at least three (3) calendar months prior to the expiration of such Agreement or Agreements.

IN WITNESS WHEREOF, the parties have executed this Agreement on MAY 20, 1998.

HEARTLAND REGIONAL COUNCIL, LOCAL UNION # <u>792</u>	
For The Above Named Employer:	
Signature: <u>[Signature]</u>	Signature: <u>[Signature]</u> BUSINESS REPRESENTATIVE <u>ORGANIZER</u>
Please Print or Type Name and Title Above	Please Print or Type Name and Title Above
Signature <u>JERRY S. SINGLEY</u> <u>EXECUTIVE V.</u>	<u>JERRY THOMAS</u> Local Union Telephone Numbers: Phone: (815) <u>963-7478</u> Fax: ( )
Please Print or Type Name and Title Above	

**REQUIRED INFORMATION - PLEASE COMPLETE**  
 Note: Please attach worker comp and bonding certificates, or mail to Union within 10 days.

Workers Comp Insurance Agency (local): <u>BEAUMONT INS.</u>	Phone (815) <u>965-6700</u>
Bonding Agency (local): <u>FIRST NATIONAL SURETY</u>	Phone (815) <u>963-0208</u>
Federal Identification Number: <u>36-407704</u>	
Iowa Contractor Registration Number:	

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IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be signed and approved by the Officers and Members of both parties to this Agreement as of this 1st day of June, 1997.

*Edward Tegland*

Ed Tegland, President  
BAC #6 (Cement Masons Old Local #11)  
(Effective June 1, 1998, Cement Masons Old Local #23)

*Steve Conrad*

Steve Conrad, Business Representative  
Cement Masons & O. P. #11

*Mark Hitzner*

Mark Hitzner, Business Representative  
Cement Masons & O. P. #18

ILLINOIS VALLEY CONTRACTORS ASSOCIATION, INC.

*Dennis V. Dougherty*  
Dennis V. Dougherty  
Executive Director

*Gary Schweickert*  
Gary Schweickert  
President

WE THE UNDERSIGNED CONTRACTOR NOT HAVING ASSIGNED OUR BARGAINING RIGHTS TO THE ILLINOIS VALLEY CONTRACTORS ASSOCIATION, DO HEREBY AGREE TO ABIDE BY THE AGREEMENT NEGOTIATED BY AND BETWEEN THE ILLINOIS VALLEY CONTRACTORS ASSOCIATION AND THE AFOREMENTIONED LOCAL UNIONS.

COMPANY NAME: SINGLEY CONSTRUCTION, INC.

ADDRESS: 2792 S LINCOLN AVE. P.O. BOX 323

CITY-STATE-ZIP CODE: POLO IL 61064-0323

AREA CODE & TELEPHONE NUMBER: 815-946-4136

SIGNED BY & TITLE: Carla N. Singley, Pres

DATE: 12-21-99