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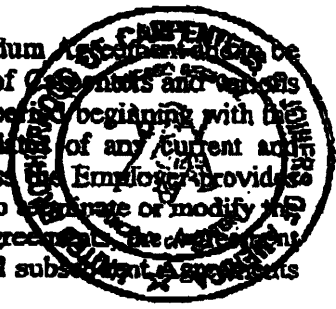
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### Memorandum of Agreement

Employer MacDonald Construction Services Inc Address 308 Oakleaf Road  
City Lake in the Hills State IL Zip 60156 Phone (847)458-2517

THIS AGREEMENT is entered into between the Chicago Regional Council of Carpenters ("Union") and the Employer, including its successors and assigns covering the geographic jurisdiction of the Union including the following counties in Illinois: Boone, Bureau, Carroll, Cook, De Kalb, DuPage, Grundy, Henderson, Henry, Iroquois, Jo Daviess, Kane, Kankakee, Kendall, Lake, La Salle, Lee, Marshall, McHenry, Mercer, Ogle, Putnam, Rock Island, Stark, Stephenson, Whiteside, Will, Winnebago. The following counties in Iowa: Allamakee, Appanoose, Benton, Black Hawk, Bremer, Buchanan, Butler, Cedar, Cerro Gordo, Chickasaw, Clayton, Clinton, Davis, Delaware, Des Moines, Dubuque, Fayette, Floyd, Franklin, Grundy, Hancock, Henry, Howard, Iowa, Jackson, Jefferson, Johnson, Jones, Keokuk, Kossuth, Lee, Linn, Louisa, Mahaska, Mitchell, Monroe, Muscatine, Scott, Tama, Van Buren, Wapello, Washington, Wayne, Winnebago, Winneshiek, Worth, Wright. The following counties in Wisconsin: Kenosha, Milwaukee, Ozaukee, Racine, Washington and Waukesha. The Union and the Employer do hereby agree to the following:

1. The Employer recognizes the Union as the sole and exclusive bargaining representative on behalf of its employees who are working within the territorial and occupational jurisdiction of the Union.
2. The Employer has reviewed sufficient evidence and is satisfied that the Union is the exclusive bargaining representative of a majority of its employees presently working within the territorial and occupational jurisdiction of the Union.
3. The Employer and the Union agree to incorporate into this Memorandum of Agreement all agreements to be bound by the Agreements negotiated between the Chicago Regional Council of Carpenters and its employers and employer associations, including all Area Agreements for the period beginning with the execution of this Memorandum Agreement and ending on the expiration date of any current and successor Agreements which are incorporated herein (see attached list). Unless the Employer provides written notice by certified mail to the Chicago Regional Council of its desire to terminate or modify the Agreement at least three (3) calendar months prior to the expiration of such Agreement, the Agreement shall continue in full force and effect through the full term and duration of all subsequent Agreements which are incorporated by reference.
4. The Employer agrees to be bound to the terms of the various Trust Agreements to which contributions are required to be made under the Agreements incorporated in Paragraph 3, including all rules and regulations adopted by the Trustees of each Fund.



In Witness Whereof the parties have executed this Memorandum of Agreement on this 19th day of July, 2007.

EMPLOYER

*[Signature]*

EDWARD S. MACDONALD

Print Name and Title

PRESIDENT

CHICAGO REGIONAL COUNCIL OF CARPENTERS

*[Signature]*

Authorized Regional Council Representative

**ENTERED**

DATE 7/27/07

Agreements

(Central Region)

Mid American Regional Bargaining Association, Cook, Lake and DuPage  
 Mid American Regional Bargaining Association, Kane, Kendall and McHenry  
 Mid American Regional Bargaining Association, Will  
 Kankakee Contractors Association  
 Residential Construction Employers Council, Cook, Lake and DuPage  
 Residential Construction Employers Council, Will  
 Residential Construction Employers Council, Grundy  
 Woodworkers Association of Chicago (Mill-Cabinet)

(Western Region)

Illinois

Quad City Builders Association, Commercial, Rock Island Mercer, Henry and Henderson  
 Floor Covering, Rock Island, Mercer, Henry and Henderson  
 Residential, Henry, Mercer and Henderson  
 Illinois Valley Contractors' Association, Bureau, LaSalle, Marshall, Putnam and Stark  
 Window and Door, Boone, Bureau, Carroll, DeKalb, Henderson, Henry, Jo Daviess, LaSalle, Marshall,  
 Mercer, Ogle, Putnam, Rock Island, Stark, Stephenson, Whiteside and Winnebago  
 Commercial/Residential, DeKalb, Eastern Ogle and cities in Sandwich and Somonauk  
 Residential Construction Employers' Council, DeKalb, Eastern Ogle and cities in Sandwich and  
 Somonauk  
 Residential Construction Employers' Council, Boone, Carroll, Jo Daviess, Lee, Ogle, Stephenson,  
 Whiteside and Winnebago  
 Northern Illinois Building Contractors Association Inc., Boone, Carroll, Jo Davies, Lee, Ogle,  
 Stephenson, Whiteside and Winnebago  
 Floor Covering, Boone, Carroll, DeKalb, Jo Daviess, Lee, Lee, Ogle, Stephenson, Whiteside and  
 Winnebago  
 Millwright, Boone, Bureau, Carroll, DeKalb, Henderson, Jo Daviss, LaSalle, Lee, Marshall, Mercer,  
 Ogle, Putnam, Rock Island, Stark, Stephenson, Whiteside, and Winnebago  
 Associated General Contractors of Illinois (Heavy and Highway) Highway Districts 2, 7,  
 1 and 8

Iowa

Commercial, Muscatine, Scott, Louisa north of Iowa River  
 Floorcovering, Louisa north of Iowa River, Muscatine and Scott  
 Residential, Clinton, Louisa, Muscatine, Scott and Seven southern most townships of Jackson County  
 including Monmouth, South Fork, Maquoketa, Fairfield, Van Buren, Iowa and Union  
 Heavy and Highway Associated Contractors Agreement Scott County  
 Herberger Construction Heavy and Highway  
 Heavy and Highway Contractors' Association- entire State except Scott County  
 Commercial Benton, Jones, Linn and Tama  
 Residential Benton, Jones, Linn and Tama  
 Commercial, Des Moines, Henry, Lee and Louisa south of Iowa River  
 Residential, Des Moines, Henry, Lee and Louisa south of Iowa River



Commercial/Residential Dubuque, Delaware, Clayton, and Six Northern Townships in Jackson  
 Commercial/Residential, Appanoosa, Davis, Jefferson, Keokuk, Mahaska, Monroe, Van Buren, Wapello, and Wayne  
 Commercial, Clinton, Seven Southern most townships of Jackson including Monmouth, South Fork, Maquoketa, Fairfield, Van Buren, Iowa, and Union  
 Floor Covering, Dubuque, Delaware, Clayton, and six Northern Townships in Jackson Window and Door, State  
 Commercial, Cedar, Iowa, Johnson, Poweshiek and Washington  
 Commercial Interior Systems, Cedar, Iowa, Johnson, Poweshiek and Washington  
 Residential, Cedar, Iowa, Johnson, Poweshiek and Washington  
 Commercial, Cerro Gordo, Franklin, Hancock, Kossuth, Winnebago, Worth and Wright, Buchanan, Independent Contractors of Waterloo (Commercial) Butler, Chicksaw, Fayette, Floyd, Grundy, Howard, Mitchell, Winneshiek  
 Millwright, Adair, Allmakee, Appanoosa, Benton, Black Hawk, Boone, Bremer, Buchanan, Butler, Cedar, Calhoun, Carroll, Cerro Gordo, Chicksaw, Clayton, Clarke, Clinton, Dallas, Davis, Decatur, Delaware, Des Moines, Dubuque, Emmet, Fayette, Floyd, Franklin, Greene, Grundy, Guthrie, Hamilton, Hancock, Hardin, Henry, Howard, Humboldt, Iowa, Jackson, Jasper, Jefferson, Johnson, Jones, Keokuk, Lee, Linn, Lucas, Louisa, Madison, Mahaska, Marion, Marshall, Mitchell, Monroe, Muscatine, Palo Alto, Pocahontas, Polk, Poweshiek, Ringhold, Scott, Story, Tama, Union, Van Buren, Warren, Wapello, Washington, Wayne, Webster, Winnebago, Winneshiek, Worth, Wright

(Northern Region)



- Commercial Carpenters and Floor Coverers' Agreement (State of Wisconsin)
- Commercial Capenters Agreement, Kenosha/Racine
- Millwright Erectors' Agreement
- Pile Drivers' Agreement
- Insulators Agreement
- Overhead Door Agreement

The Employers Acknowledges receipt of a current copy of each agreement under which the company will be performing work. Each of the agreements are available upon request

It is also understood and agreed that it is the Employers obligation to make a written request of additional Collective Bargaining Agreement(s) in the event that the Company performs work in areas for which it has not already obtained a copy of the applicable Agreement.

*MAC DONALD / [Signature]*  
 Employer

*July 19, 2007*  
 Date