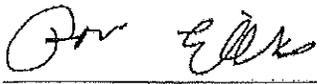


NO ALTERATIONS OR ADDITIONS SHALL BE ALLOWED TO THIS AGREEMENT

IN WITNESS WHEREOF, and in consideration of the mutual promises of the parties hereto, and other good and valuable consideration, this Memorandum of Agreement was entered into this day of June 20th, 20
23.

ACCEPTED:
LABORERS' LOCAL UNION NO. 996



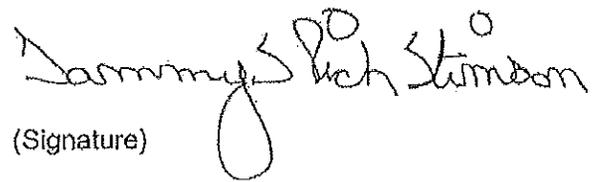
(Business Manager)

GREAT PLAINS LABORERS'
DISTRICT COUNCIL



(Business Manager)

G.A. Rich & Sons
(Contractor Name)



Tammy Rich Stimson - President
(Name & Title)

PO Box 50
(Address)

Deer Creek, IL, 61733
(City, State & Zip Code)

(309) 447-6500
(Facsimile Number)

37-0971661
(Federal Employer Identification Number)

Revised 3/15/2023