

AUG 15 '97 01:38PM LABORERS LOCAL 32ys written notice, by registered or certified P. 1/1 by either
hereto of the desire to modify and amend this Agreement for negotiations. The EMPLOYER and
the UNION agree to be bound by the area-wide negotiated contracts with the various Associations,
incorporating them into this Memorandum of Agreement and extending this Agreement for the life of the
newly negotiated contract, if not notified within the specified period of time.

9. The EMPLOYER acknowledges and accepts the facsimile signatures on this contract as if they
were the original signatures. The EMPLOYER further acknowledges receipt of a copy of the complete
COLLECTIVE BARGAINING 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 13th day of
Aug 1997.

ACCEPTED:

LABORERS' LOCAL UNION NO. 32

BY: Frank Harau
(Business Manager)

NORTH CENTRAL IL LABORERS'
DISTRICT COUNCIL

BY: John F Penn
(Business Manager)

G & J PLASTERING

BY: [Signature]
President (Name & Title)

1620 JARVIS AVE.
(Address)

ELK GROVE VILLAGE, IL 600072404
(City, State & Zip Code)

847/952-8302
(Telephone Number)

847-952-8619
(Facsimile Number)

36-3944782
(Federal Employer Identification Number)