

8. This Agreement shall remain in full force and effect through April 30, 2000, and shall continue thereafter unless there has been sixty (60) days written notice, by registered or certified mail, by either party 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 ewly 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 1 day of Sept 1998

ACCEPTED:

LABORERS' LOCAL UNION NO. 165  
BY: Mike Halbood  
(Business Manager)

National Installers, INC.

Sony Perry  
BY: Sony McCurry General MGR  
(Name & Title)

NORTH CENTRAL IL LABORERS'  
DISTRICT COUNCIL

BY: John F Penn  
(Business Manager)

435 E. GAYWOOD DR  
(Address)

HOUSTON, TX 77079  
(City, State & Zip Code)

713 365 9898  
(Telephone Number)

713 365 9888  
(Facsimile Number)

7522 86717  
(Federal Employer Identification Number)

REC'D

SEP 03 1998

NORTH CENTRAL ILL. LABORERS'  
DISTRICT COUNCIL