...s Agreement shall remain in full force and effect through April 30, 2000, and shall continue ...r unless there has been sixty (60) days written notice, by registered or certified mail, by either ...ereto of the desire to modify and amend this Agreement for negotiations. The EMPLOYER and UNION agree to be bound by the area-wide negotiated contracts with the various Associations ...corporating 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.

). 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.

N 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 20 day of May 1997.

ACCEPTED:

LABORERS' LOCAL UNION NO. 109

BY: David Taylor
(Business Manager)

NORTH CENTRAL IL LABORERS' DISTRICT COUNCIL

BY: John F Penn
(Business Manager)

Panoramic Landscape Inc

BY: Curt Vance Foreman Dir. Mgr.
(Name & Title)

1470 Industrial Dr.
(Address)

Itasca IL.
(City, State & Zip Code)

(630) 285-0300 x 321
(Telephone Number)

(630) 285-0304
(Facsimile Number)

(Federal Employer Identification Number)