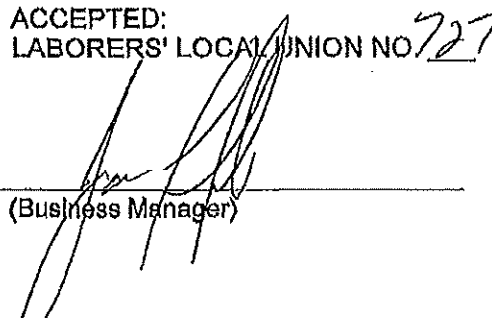


NO ALTERATIONS OR ADDITIONS SHALL BE ALLOWED TO THIS AGREEMENT


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 18th day of August, 20 24.

ACCEPTED:
LABORERS' LOCAL UNION NO 727



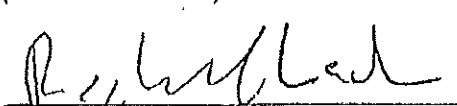
(Business Manager)

GREAT PLAINS LABORERS'
DISTRICT COUNCIL



(Business Manager)

J. & E. Duff, Inc.
(Contractor Name)



(Signature)

Richard Lauber - President
(Name & Title)

P.O. Box 368
(Address)

West Chicago, IL 60186
(City, State & Zip Code)

(630)562-3800
(Telephone Number)

Info@jeduff.com
(E-mail address)

36-2521494
(Federal Employer Identification Number)

Revised 3/15/2023