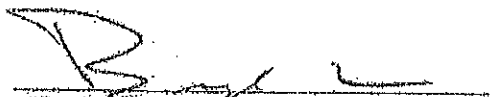


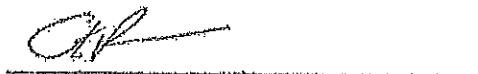
NO ALTERATIONS OR ADDITIONS SHALL BE ALLOWED TO THIS AGREEMENT

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 4 day of January 20 25.

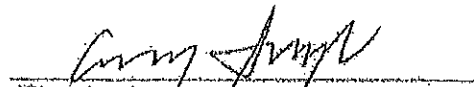
ACCEPTED:
LABORERS' LOCAL UNION NO. 309


(Business Manager)

GREAT PLAINS LABORERS'
DISTRICT COUNCIL


(Business Manager)

Gm Sipes Construction, Inc.
(Contractor Name)


(Signature)

Corey Ingles
(Name & Title)
P.O. Box 109
503 E. Adams St.
(Address)

Rushville, IL 62681
(City, State & Zip Code)

(217) 322-6543
(Telephone Number)

c.ingles@gmsipes.com
(E-mail address)

37-1146949
(Federal Employer Identification Number)