

MINNESOTA DEPARTMENT OF TRANSPORTATION
PRIME CONTRACTOR – SUBCONTRACTOR’S
STATEMENT OF COMPLIANCE
FEDERAL COPELAND ACT / DAVIS BACON ACT
MINNESOTA PREVAILING WAGE STATUTES

Table with 3 columns: REPORT NUMBER, STATE PROJECT NUMBERS (S), DATE, PRIME CONTRACTOR/SUBCONTRACTOR, PHONE NUMBER, CONTRACT NUMBER, ADDRESS, FEDERAL PROJECT NUMBER, TYPE OF WORK.

(Complete as described on proposal)

STATEMENT WITH RESPECT TO COMPLIANCE AND WAGES PAID

I, Molly Musolf, Project Administrator do hereby state:
(Name of signatory party) (Title)

(1) That I pay or supervise the payment of the persons employed by Northland Constructors of Duluth, a Division of Mathy Construction Company on said Contract; that during the payroll period commencing on the 25th day of February of the year 2024, and ending the 2nd day of March of the year 2024, there were 18 workers performing covered work on said Contract. That all persons performing work under said Contract are listed on the payroll and have been paid the full prevailing wages for all hours worked under said Contract, that no rebates and/or deductions have or will be made either directly or indirectly to or on behalf of Northland Constructors of Duluth, a Division of Mathy Construction Company (Prime Contractor or Subcontractor) from the full wages by any person, other than permissible deductions as defined in Regulations, Part 3 (29 CFR Subtitle A), issued by the U.S. Secretary of Labor under the Copeland Act, as amended (48 Stat. 948, 63 Stat. 108, 72 Stat. 967; 76 Stat. 357; 40 U.S.C. § 3145) and/or permissible deductions as defined in Minnesota Statutes 177.24, Subdivision 4, 181.06, and 181.79, issued by the Minnesota Commissioner of Labor and Industry and described below.

DESCRIBE LEGAL DEDUCTIONS

(2) That the payroll submitted under said Contract is complete and accurate; that the wage rate(s) of the laborer(s), mechanic(s), and worker(s) performing work under said Contract is (are) paid according to the wage determination(s) and labor provisions incorporated in said Contract and according to applicable laws; that wages paid to laborer(s), mechanic(s), and worker(s) performing work under said Contract is at least the prevailing wage rate for the most similar classification of labor performed as defined under applicable law; and that the laborer(s), mechanic(s), and worker(s) performing work under said Contract is (are) paid for all hours in excess of the prevailing hours of labor at a rate of at least one and one-half times the applicable base rate of pay.

(3) That any apprentices employed during said payroll period are duly registered in a bona fide apprenticeship program registered with the Minnesota Department of Labor and Industry, or are registered with the Bureau of Apprenticeship and Training; United States Department of Labor.

(4) That: (Check one box only)

(a) WHERE FRINGE BENEFITS ARE PAID TO ANY APPROVED PLANS, FUNDS, OR PROGRAMS

[X] In addition to the basic hourly wage rates paid to each laborer, worker, or mechanic listed on said payroll, payments to current, bona fide fringe benefit programs as set forth in paragraph 4(d), have been or will be made to the program’s administrators, per state and federal regulations and plan requirements, as set forth in paragraph 4(e) for the benefit of said workers, except as noted in Section 4(c).

(b) WHERE FRINGE BENEFITS ARE PAID IN CASH TO ALL WORKERS

[] Each laborer, worker, or mechanic listed on said payroll has been paid, as indicated on the payroll, an amount not less than the sum of the applicable basic rate plus the fringe rate as listed in the appropriate wage determination incorporated into said Contract.

NOTE---FRINGE BENEFITS SECTION C, D, E, AND SIGNATURE BLOCK IS ON PAGE 2.

(c) EXCEPTIONS

| WORKER NAME | CLASSIFICATION/OCCUPATION | EXPLANATION |
|-------------|---------------------------|-------------|
| | | |
| | | |
| | | |

(d) BENEFIT PROGRAM INFORMATION in DOLLARS CONTRIBUTED PER HOUR (Must be completed if 4(a) is checked)

| PROGRAM TITLE, CLASSIFICATION TITLE, OR INDIVIDUAL WORKERS | HEALTH/WELFARE | VACATION/HOLIDAY | APPRENTICESHIP/TRAINING | PENSION | OTHER INCLUDE TITLE |
|--|----------------|------------------|-------------------------|---------|---------------------|
| Central Pension Operators 49 | \$12.15 | \$0 | \$.55 | \$12.50 | \$.03 |
| Cement Masons Local 633 | \$8.98 | \$7.12 | \$.51 | \$10.89 | \$1.75 |
| Laborers 1091 Duluth Bld | \$9.40 | \$3.10 | \$.42 | \$10.75 | \$.10 |
| Carpenters Local 361 | \$11.60 | \$2.36 | \$.84 | \$15.70 | \$.16 |
| MN Teamsters Local 346 | \$12.52 | \$0 | \$0.30 | \$9.13 | \$0.76 |
| BAC Local Union 1 | \$12.46 | \$2.00 | \$.41 | \$13.24 | \$5.10 |
| | \$ | \$ | \$ | \$ | \$ |
| | \$ | \$ | \$ | \$ | \$ |
| | \$ | \$ | \$ | \$ | \$ |
| | \$ | \$ | \$ | \$ | \$ |
| | \$ | \$ | \$ | \$ | \$ |

(e) BENEFIT PROGRAM INFORMATION (Must be completed if 4(a) is checked)

| NAME AND ADDRESS OF FRINGE BENEFIT FUND, PLAN, OR PROGRAM ADMINISTRATOR | BENEFIT ACCOUNT NUMBER | THIRD PARTY TRUSTEE AND/OR CONTRACT PERSON | TELEPHONE NUMBER |
|---|------------------------|--|------------------|
| Central Pension Fund Metro Blvd Mpls, MN 55439 | 49-04569 | Fred P Dereschunk | 312-788-9441 |
| MN Cement Masons Local 633 Central Ave, Mpls, MN 55414 | | Denny White | 612-379-1558 |
| MN Laborers Fringe Benefit Metro Blvd, Mpls, MN 55439 | 16-07456 | Tom Pender | 218-741-3638 |
| MN Teamsters Metro Blvd Mpls, MN 55439 | 50-01108 | Clarence Laborde | 218-628-1034 |
| Carpenters Local 361 London Road, Duluth, MN 55812 | | | 218-724-3297 |
| | | | |

The willful falsification of any of the above statements may subject the prime contractor or subcontractor to civil or criminal prosecution under federal and/or state law. See Minnesota Statute 15C; 16B; 161.315, Subdivision 2; 177.43, Subdivision 5; 177.44, Subdivision 6; 609.63; or United States Code 18 U.S.C. 1001; 31 U.S.C. 231; CFR 5.12.

| NAME AND TITLE OF CONTRACTOR'S REPRESENTATIVE (PRINT) | SIGNATURE | DATE |
|--|-----------|------|
| As a representative of the contractor submitting the attached payroll, I hereby certify that the information is true and accurate to the best of my knowledge. | | |

| NAME AND TITLE OF PRIME CONTRACTOR (PRINT) | SIGNATURE | DATE |
|--|---------------------|--------|
| Molly Musolf, Project Administrator | <i>Molly Musolf</i> | 3/8/24 |
| As a representative of the Prime Contractor, I have reviewed the attached forms and certify to the best of my knowledge that they accurately reflect operations of this company on this project and meet the contract requirements for this project. | | |

Certified Payroll Transcript

Period 2/25/2024 - 3/2/2024

Job: 20211- C Reiss Dock

Contract: 20211- C Reiss Dock

| Employee | Work Classification (Craft/Class) | -----Hours----- | | | | | | | | | | | Project Amounts | ***** Weekly Totals ***** (Week Ending 3/2/24) | | | |
|-------------------------------------|---|-----------------|------|------|------|------|------|------|-------|-------|----------------|------------|--------------------|---|---------------|--|-----------------|
| | | Sun | Mon | Tue | Wed | Thu | Fri | Sat | Total | Rate | Total Gross | Deductions | | Net Pay | | | |
| Bastien Jr, Anthony D - 4640 | MN/WI Carpenters / 704 Carp Apprentice 93' | Regular Hourly | 0.00 | 8.00 | 8.00 | 8.00 | 8.00 | 8.00 | 8.00 | 0.00 | 40.00 | 37.910 | 1,516.42 | Federal Withhol | 272.35 | | |
| M/EX: S/O | MN/WI Carpenters / 704 Carp Apprentice 93' | Auto Overtime | 0.00 | 2.00 | 2.00 | 1.00 | 2.00 | 0.00 | 0.00 | 0.00 | 7.00 | 56.865 | 398.06 | FICA - Soc. Sec | 132.33 | | |
| Race/Sex: W/M | | | | | | | | | | | | | 0.00 | FICA - Medicare | 30.95 | | |
| MN/WI Carpenters | | | | | | | | | | | | | 0.00 | FICA - Addl Mei | | | |
| 704 Carp Apprentice 88% | | | | | | | | | | | | | | Wisconsin Tax \ | 98.77 | | |
| EEO: | | | | | | | | | | | | | | Work Dues | 76.61 | | |
| Check #: 030824471 030824471 | | | | | | | | | | | | | | Vacation Fund | 110.92 | | |
| | | | | | | | | | | | | | | 2,134.23 | 721.93 | | 1,412.30 |
| Curtis, Jason M - 4662 | MN/WI Carpenters / 704 Carp Apprentice 78' | Regular Hourly | 0.00 | 8.00 | 8.00 | 8.00 | 8.00 | 8.00 | 8.00 | 0.00 | 40.00 | 31.790 | 1,271.61 | Federal Withhol | 204.35 | | |
| M/EX: S/O | MN/WI Carpenters / 704 Carp Apprentice 78' | Auto Overtime | 0.00 | 2.00 | 2.00 | 1.00 | 2.00 | 0.00 | 0.00 | 0.00 | 7.00 | 47.685 | 333.80 | FICA - Soc. Sec | 103.10 | | |
| Race/Sex: I/M | | | | | | | | | | | | | 0.00 | FICA - Medicare | 24.12 | | |
| MN/WI Carpenters | | | | | | | | | | | | | 0.00 | FICA - Addl Mei | | | |
| 704 Carp Apprentice 78% | | | | | | | | | | | | | | Wisconsin Tax \ | 79.17 | | |
| EEO: | | | | | | | | | | | | | | Support - Amou | 52.61 | | |
| Check #: 030824471 030824471 | | | | | | | | | | | | | | Garnishment - / | | | |
| | | | | | | | | | | | | | | Work Dues | 76.61 | | |
| | | | | | | | | | | | | | | Vacation Fund | 110.92 | | |
| | | | | | | | | | | | | | | 1,662.91 | 650.88 | | 1,012.03 |
| Damian, Christopher L - 4621 | MN/WI Carpenters / 704 Carpenter | Regular Hourly | 0.00 | 2.50 | 5.00 | 8.00 | 0.00 | 3.00 | 0.00 | 18.50 | 40.760 | 754.06 | Federal Withhol | 314.23 | | | |
| M/EX: S/O | MN/WI Carpenter Pile / Carpenter Piledriver | Regular Hourly | 0.00 | 5.50 | 3.00 | 0.00 | 8.00 | 4.50 | 0.00 | 21.00 | 43.530 | 914.14 | FICA - Soc. Sec | 130.82 | | | |
| Race/Sex: W/M | MN/WI Carpenters / 704 Carpenter | Auto Overtime | 0.00 | 2.00 | 2.00 | 1.00 | 0.00 | 0.00 | 0.00 | 5.00 | 61.140 | 305.70 | FICA - Medicare | 30.60 | | | |
| MN/WI Carpenters | MN/WI Carpenter Pile / Carpenter Piledriver | Auto Overtime | 0.00 | 0.00 | 0.00 | 0.00 | 2.00 | 0.00 | 0.00 | 2.00 | 65.295 | 130.59 | FICA - Addl Mei | | | | |
| 704 Carpenter | | | | | | | | | | | | | 0.00 | Wisconsin Tax \ | 105.62 | | |
| EEO: Journeyman | | | | | | | | | | | | | | Work Dues | 78.33 | | |
| Check #: 030824471 030824471 | | | | | | | | | | | | | | Vacation Fund | 85.59 | | |
| | | | | | | | | | | | | | | 2,104.49 | | | |
| | | | | | | | | | | | | | | 2,109.99 | 745.19 | | 1,364.80 |

Certified Payroll Transcript

Period 2/25/2024 - 3/2/2024

Job: 20211- C Reiss Dock

Contract: 20211- C Reiss Dock

| Employee | Work Classification (Craft/Class) | -----Hours----- | | | | | | | | | | | Project Amounts | ***** Weekly Totals ***** (Week Ending 3/2/24) | | |
|--------------------------------|--|-----------------|------|------|------|------|------|------|-------|-------|----------------|----------------------|--------------------|---|--------|-----------------|
| | | Sun | Mon | Tue | Wed | Thu | Fri | Sat | Total | Rate | Total Gross | Deductions | | Net Pay | | |
| Drougas, Trey M - 4669 | WI Operators Great L / Class II A Great Lake | Regular Hourly | 0.00 | 8.00 | 8.00 | 7.00 | 8.00 | 8.00 | 0.00 | 39.00 | 50.350 | 1,963.65 | Federal Withhol | 341.11 | | |
| M/EX: M/O | WI Operators Great L / Class II A Great Lake | Auto Overtime | 0.00 | 2.00 | 2.00 | 0.00 | 2.00 | 0.00 | 0.00 | 6.00 | 75.525 | 453.15 | FICA - Soc. Sec | 149.84 | | |
| Race/Sex: W/M | | | | | | | | | | | | 0.00 | FICA - Medicare | 35.04 | | |
| WI Operators Great Lakes Float | | | | | | | | | | | | 0.00 | FICA - Addl Me | | | |
| Class II A Great Lakes Op | | | | | | | | | | | | Project Total | 2,416.80 | Wisconsin Tax \ | 122.18 | |
| EEO: Journeyman | | | | | | | | | | | | | Admin-Gross | 36.25 | | |
| Check #: 030824471 | | | | | | | | | | | | | Admin-Benefit | 18.72 | | |
| | | | | | | | | | | | | | 2,416.80 | 703.14 | | 1,713.66 |
| Ehle, Carson R - 4632 | WI Local 139 Apprent / 80% Group 2 Appren | Regular Hourly | 0.00 | 5.50 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 5.50 | 31.180 | 171.49 | Federal Withhol | 94.11 | | |
| M/EX: S/O | | | | | | | | | | | | 0.00 | FICA - Soc. Sec | 67.32 | | |
| Race/Sex: W/M | | | | | | | | | | | | 0.00 | FICA - Medicare | 15.75 | | |
| Operating Engineers Local 49 | | | | | | | | | | | | Project Total | 171.49 | FICA - Addl Me | | |
| Operator Apprentice 77.5% | | | | | | | | | | | | | Wisconsin Tax \ | 1.51 | | |
| EEO: | | | | | | | | | | | | | Minnesota Tax \ | 48.00 | | |
| Check #: 030824471 | | | | | | | | | | | | | Work Dues % | 18.29 | | |
| | | | | | | | | | | | | | Admin-Gross | 2.57 | | |
| | | | | | | | | | | | | | Admin-Benefit | 2.03 | | |
| | | | | | | | | | | | | | 1,085.89 | 249.58 | | 836.31 |
| Foster, Harlan T - 4907 | MN/WI Carpenters / 704 Carp Apprentice 88' | Regular Hourly | 0.00 | 8.00 | 8.00 | 7.00 | 0.00 | 8.00 | 0.00 | 31.00 | 35.870 | 1,111.97 | Federal Withhol | 239.75 | | |
| M/EX: S/O | MN/WI Carpenter Pile / Carp Piledriver Appri | Regular Hourly | 0.00 | 0.00 | 0.00 | 0.00 | 8.00 | 0.00 | 0.00 | 8.00 | 39.180 | 313.44 | FICA - Soc. Sec | 126.63 | | |
| Race/Sex: W/M | MN/WI Carpenters / 704 Carp Apprentice 88' | Auto Overtime | 0.00 | 2.00 | 2.00 | 0.00 | 0.00 | 0.00 | 0.00 | 4.00 | 53.805 | 215.22 | FICA - Medicare | 29.62 | | |
| MN/WI Carpenters | MN/WI Carpenter Pile / Carp Piledriver Appri | Auto Overtime | 0.00 | 0.00 | 0.00 | 0.00 | 2.00 | 0.00 | 0.00 | 2.00 | 58.770 | 117.54 | FICA - Addl Me | | | |
| 704 Carp Apprentice 88% | | | | | | | | | | | | 0.00 | Wisconsin Tax \ | 92.77 | | |
| EEO: | | | | | | | | | | | | 0.00 | Work Dues | 74.45 | | |
| Check #: 030824471 030824471 | | | | | | | | | | | | Project Total | 1,758.17 | Vacation Fund | 95.70 | |
| | | | | | | | | | | | | | 2,042.45 | 658.92 | | 1,383.53 |

Certified Payroll Transcript

Period 2/25/2024 - 3/2/2024

Job: 20211- C Reiss Dock

Contract: 20211- C Reiss Dock

| Employee | Work Classification (Craft/Class) | | -----Hours----- | | | | | | | | | Total Rate | Project Amounts | ***** Weekly Totals ***** (Week Ending 3/2/24) | | |
|---------------------------------|---|-------------------|-----------------|------|------|------|------|------|------|-------|--------|----------------------|-----------------|---|---------------|-----------------|
| | | | Sun | Mon | Tue | Wed | Thu | Fri | Sat | Total | Rate | | | Project Amounts | Total Gross | Deductions |
| Froberg, Miles G - 4503 | MN/WI Carpenters / 704 Carpenter | Regular Hourly | 0.00 | 8.00 | 8.00 | 8.00 | 6.50 | 8.00 | 0.00 | 38.50 | 40.760 | 1,569.26 | Federal Withhol | 306.75 | | |
| M/EX: S/O | MN/WI Carpenter Pile / Carpenter Piledriver | Regular Hourly | 0.00 | 0.00 | 0.00 | 0.00 | 1.50 | 0.00 | 0.00 | 1.50 | 43.530 | 65.30 | FICA - Soc. Sec | 139.71 | | |
| Race/Sex: W/M | MN/WI Carpenters / 704 Carpenter | Auto Overtime | 0.00 | 2.00 | 2.00 | 1.00 | 0.00 | 0.00 | 0.00 | 5.00 | 61.140 | 305.70 | FICA - Medicare | 32.68 | | |
| MN/WI Carpenters | MN/WI Carpenter Pile / Carpenter Piledriver | Auto Overtime | 0.00 | 0.00 | 0.00 | 0.00 | 2.00 | 0.00 | 0.00 | 2.00 | 65.295 | 130.59 | FICA - Addl Me | | | |
| 704 Carpenter | | | | | | | | | | | | Other Taxable | 0.00 | Wisconsin Tax \ | 105.74 | |
| EEO: Journeyman | | | | | | | | | | | | Other Non Taxable | 0.00 | Work Dues | 77.00 | |
| Check #: 030824471 030824471 | | | | | | | | | | | | Project Total | 2,070.85 | Vacation Fund | 107.25 | |
| | | | | | | | | | | | | | | 2,253.48 | 769.13 | 1,484.35 |
| Gagnon, Claudia J - 4276 | Wisconsin Bldg Trade / 107 MN Pipelayer in | Regular Hourly | 0.00 | 8.00 | 8.00 | 8.00 | 8.00 | 8.00 | 0.00 | 40.00 | 41.030 | 1,641.21 | Federal Withhol | 344.01 | | |
| M/EX: S/O | Wisconsin Bldg Trade / 107 MN Pipelayer in | Fringe Variable - | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 3.100 | 124.00 | FICA - Soc. Sec | 138.17 | | |
| Race/Sex: W/F | Wisconsin Bldg Trade / 107 MN Pipelayer in | Fringe Variable - | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 4.650 | 32.55 | FICA - Medicare | 32.31 | | |
| Wisconsin Bldg Trades Laborers | Wisconsin Bldg Trade / 107 MN Pipelayer in | Auto Overtime | 0.00 | 2.00 | 2.00 | 1.00 | 2.00 | 0.00 | 0.00 | 7.00 | 61.545 | 430.82 | FICA - Addl Me | | | |
| 107 MN Pipelayer in WI | | | | | | | | | | | | Other Taxable | 0.00 | Wisconsin Tax \ | 112.20 | |
| EEO: | | | | | | | | | | | | Other Non Taxable | 0.00 | Work Dues | 57.34 | |
| Check #: 030824471 | | | | | | | | | | | | Project Total | 2,228.58 | V&H Laborer-M | 156.55 | |
| | | | | | | | | | | | | | | 2,228.58 | 840.58 | 1,388.00 |
| Johnson, Hunter A - 4443 | MN/WI Carpenters / 704 Carpenter | Regular Hourly | 0.00 | 4.00 | 8.00 | 8.00 | 0.00 | 3.00 | 0.00 | 23.00 | 40.760 | 937.48 | Federal Withhol | 218.81 | | |
| M/EX: H/O | MN/WI Carpenter Pile / Carpenter Piledriver | Regular Hourly | 0.00 | 4.00 | 0.00 | 0.00 | 8.00 | 5.00 | 0.00 | 17.00 | 43.530 | 740.01 | FICA - Soc. Sec | 132.98 | | |
| Race/Sex: W/M | MN/WI Carpenters / 704 Carpenter | Auto Overtime | 0.00 | 0.50 | 2.00 | 1.00 | 0.00 | 0.00 | 0.00 | 3.50 | 61.140 | 213.99 | FICA - Medicare | 31.10 | | |
| MN/WI Carpenters | MN/WI Carpenter Pile / Carpenter Piledriver | Auto Overtime | 0.00 | 1.50 | 0.00 | 0.00 | 2.00 | 0.00 | 0.00 | 3.50 | 65.295 | 228.53 | FICA - Addl Me | | | |
| 704 Carpenter | | | | | | | | | | | | Other Taxable | 0.00 | Wisconsin Tax \ | 106.45 | |
| EEO: Journeyman | | | | | | | | | | | | Other Non Taxable | 0.00 | Work Dues | 78.87 | |
| Check #: 030824471 030824471 | | | | | | | | | | | | Project Total | 2,120.01 | Vacation Fund | 89.40 | |
| | | | | | | | | | | | | | | 2,144.76 | 657.61 | 1,487.15 |

Certified Payroll Transcript

Period 2/25/2024 - 3/2/2024

Job: 20211- C Reiss Dock

Contract: 20211- C Reiss Dock

| Employee | Work Classification (Craft/Class) | | -----Hours----- | | | | | | | | | | Project Amounts | ***** Weekly Totals ***** (Week Ending 3/2/24) | | |
|--|---|-------------------|-----------------|------|------|------|-------|------|------|-------|--------|----------------------|--------------------|---|---------------|-----------------|
| | | | Sun | Mon | Tue | Wed | Thu | Fri | Sat | Total | Rate | Total Gross | | Deductions | Net Pay | |
| LeDoux, Brody L - 4691 | MN/WI Carpenters / 704 Carpenter | Regular Hourly | 0.00 | 0.00 | 8.00 | 7.00 | 0.00 | 8.00 | 0.00 | 23.00 | 40.760 | 937.48 | Federal Withhol | 268.12 | | |
| M/EX: S/O | MN/WI Carpenter Pile / Carpenter Piledriver | Regular Hourly | 0.00 | 0.00 | 0.00 | 0.00 | 8.00 | 0.00 | 0.00 | 8.00 | 43.530 | 348.24 | FICA - Soc. Sec | 117.51 | | |
| Race/Sex: W/M | MN/WI Carpenters / 704 Carpenter | Auto Overtime | 0.00 | 0.00 | 2.00 | 0.00 | 0.00 | 0.00 | 0.00 | 2.00 | 61.140 | 122.28 | FICA - Medicare | 27.48 | | |
| MN/WI Carpenters 704 Carpenter | MN/WI Carpenter Pile / Carpenter Piledriver | Auto Overtime | 0.00 | 0.00 | 0.00 | 0.00 | 2.00 | 0.00 | 0.00 | 2.00 | 65.295 | 130.59 | FICA - Addl Mei | | | |
| EEO: Journeyman | | | | | | | | | | | | Other Taxable | 0.00 | Wisconsin Tax \ | 75.63 | |
| Check #: 030824471 | | | | | | | | | | | | Other Non Taxable | 0.00 | Minnesota Tax \ | 10.00 | |
| | | | | | | | | | | | | Project Total | 1,538.59 | Work Dues | 72.01 | |
| | | | | | | | | | | | | | | Vacation Fund | 92.16 | |
| | | | | | | | | | | | | | | 1,895.24 | 662.91 | 1,232.33 |
| Nelson, Brandon J - 4695 | Wisconsin Bldg Trade / 107 MN Pipelayer in | Regular Hourly | 0.00 | 0.00 | 0.00 | 8.00 | 8.00 | 8.00 | 0.00 | 24.00 | 41.030 | 984.73 | Federal Withhol | 96.89 | | |
| M/EX: H/O | Wisconsin Bldg Trade / 107 MN Pipelayer in | Fringe Variable - | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 3.100 | 74.40 | FICA - Soc. Sec | 77.98 | | |
| Race/Sex: W/M | Wisconsin Bldg Trade / 107 MN Pipelayer in | Fringe Variable - | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 4.650 | 13.95 | FICA - Medicare | 18.24 | | |
| Wisconsin Bldg Trades Laborers 107 MN Pipelayer in WI | Wisconsin Bldg Trade / 107 MN Pipelayer in | Auto Overtime | 0.00 | 0.00 | 0.00 | 1.00 | 2.00 | 0.00 | 0.00 | 3.00 | 61.545 | 184.64 | FICA - Addl Mei | | | |
| EEO: | | | | | | | | | | | | Other Taxable | 0.00 | Wisconsin Tax \ | 59.74 | |
| Check #: 030824471 | | | | | | | | | | | | Other Non Taxable | 0.00 | Work Dues | 32.94 | |
| | | | | | | | | | | | | Project Total | 1,257.72 | V&H Laborer-M | 88.35 | |
| | | | | | | | | | | | | | | 1,257.72 | 374.14 | 883.58 |
| Olson, Cory L - 4637 | WI Operators Local 1 / Local 139 Excavator | Regular Hourly | 0.00 | 0.00 | 6.50 | 0.00 | 10.00 | 0.00 | 0.00 | 16.50 | 43.230 | 713.30 | Federal Withhol | 174.03 | | |
| M/EX: M/O | WI Operators Local 1 / 305 G2/1C | Regular Hourly | 0.00 | 0.00 | 3.50 | 9.00 | 0.00 | 3.00 | 0.00 | 15.50 | 43.230 | 670.07 | FICA - Soc. Sec | 127.31 | | |
| Race/Sex: W/M | WI Operators Local 1 / 305 G2/1C | Auto Overtime | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 5.00 | 0.00 | 5.00 | 64.845 | 324.23 | FICA - Medicare | 29.78 | | |
| Operating Engineers Local 49 Grp 1 Crane Opr CCO | | | | | | | | | | | | Other Taxable | 0.00 | FICA - Addl Mei | | |
| EEO: | | | | | | | | | | | | Other Non Taxable | 0.00 | Wisconsin Tax \ | 84.59 | |
| Check #: 030824471 | | | | | | | | | | | | Project Total | 1,707.60 | Minnesota Tax \ | 5.00 | |
| | | | | | | | | | | | | | | Admin-Gross | 30.80 | |
| | | | | | | | | | | | | | | Admin-Benefit | 16.60 | |
| | | | | | | | | | | | | | | 2,053.44 | 468.11 | 1,585.33 |

Certified Payroll Transcript

Period 2/25/2024 - 3/2/2024

Job: 20211- C Reiss Dock

Contract: 20211- C Reiss Dock

| Employee | Work Classification (Craft/Class) | | -----Hours----- | | | | | | | | | Total Rate | Project Amounts | ***** Weekly Totals ***** (Week Ending 3/2/24) | | | |
|--------------------------------------|---|-------------------|-----------------|------|------|------|------|------|------|-------|--------|------------|----------------------|---|-----------------|-----------------|-----------------|
| | | | Sun | Mon | Tue | Wed | Thu | Fri | Sat | Total | Rate | | | Project Amounts | Total Gross | Deductions | Net Pay |
| Onofreychuk, Bradley R - 4508 | Wisconsin Bldg Trade / WI Laborer Prob For | Regular Hourly | 0.00 | 0.00 | 8.00 | 8.00 | 8.00 | 8.00 | 8.00 | 0.00 | 32.00 | 46.990 | 1,503.68 | Federal Withhol | 316.96 | | |
| M/EX: S/O | Wisconsin Bldg Trade / WI Laborer Prob For | Fringe Variable - | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 3.100 | 99.20 | FICA - Soc. Sec | 124.22 | | |
| Race/Sex: W/M | | | | | | | | | | | | | 0.00 | FICA - Medicare | 29.05 | | |
| Minnesota Laborers | | | | | | | | | | | | | 0.00 | FICA - Addl Me | | | |
| Labor Foremen Probation + \$1 | | | | | | | | | | | | | | | | | |
| EEO: Journeyman | | | | | | | | | | | | | | | | | |
| Check #: 030824471 | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | Project Total | 1,602.88 | Wisconsin Tax \ | 79.04 | |
| | | | | | | | | | | | | | | | Minnesota Tax \ | 17.00 | |
| | | | | | | | | | | | | | | | Work Dues | 48.80 | |
| | | | | | | | | | | | | | | | V&H Laborer-M | 124.00 | |
| | | | | | | | | | | | | | | | 3,003.60 | 739.07 | 1,264.53 |
| Renne, Beau R - 8048 | MN/WI Carpenter Pile / Carpenter Piledriver | Regular Hourly | 0.00 | 8.00 | 8.00 | 8.00 | 6.00 | 6.50 | 0.00 | 36.50 | 47.030 | 1,716.62 | Federal Withhol | 434.36 | | | |
| M/EX: M/O | MN/WI Carpenter Pile / Carpenter Piledriver | Auto Overtime | 0.00 | 4.00 | 3.50 | 5.00 | 2.50 | 3.00 | 2.50 | 20.50 | 70.545 | 1,446.19 | FICA - Soc. Sec | 206.30 | | | |
| Race/Sex: W/M | | | | | | | | | | | | | 0.00 | FICA - Medicare | 48.25 | | |
| MN/WI Carpenter Piledriver | | | | | | | | | | | | | 0.00 | FICA - Addl Me | | | |
| Carpenter Piledriver Foreman | | | | | | | | | | | | | | | | | |
| EEO: Journeyman | | | | | | | | | | | | | | | | | |
| Check #: 030824471 | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | Project Total | 3,162.81 | Wisconsin Tax \ | 170.44 | |
| | | | | | | | | | | | | | | | Work Dues | 105.27 | |
| | | | | | | | | | | | | | | | Vacation Fund | 79.26 | |
| | | | | | | | | | | | | | | | 3,327.42 | 1,043.88 | 2,283.54 |
| Renne, Donald D - 5004 | MN/WI Carpenters / 704 Carpenter Superint | Regular Hourly | 0.00 | 5.00 | 3.00 | 6.00 | 4.00 | 3.00 | 0.00 | 21.00 | 48.300 | 1,014.30 | Federal Withhol | 689.14 | | | |
| M/EX: S/O | MN/WI Carpenters / 704 Carpenter Superint | Auto Overtime | 0.00 | 0.00 | 0.00 | 0.00 | 1.00 | 0.00 | 1.00 | 2.00 | 72.450 | 144.90 | FICA - Soc. Sec | 222.36 | | | |
| Race/Sex: W/M | | | | | | | | | | | | | 0.00 | FICA - Medicare | 52.00 | | |
| MN/WI Carpenters | | | | | | | | | | | | | 0.00 | FICA - Addl Me | | | |
| 704 Carpenter Superintendent | | | | | | | | | | | | | | | | | |
| EEO: | | | | | | | | | | | | | | | | | |
| Check #: 030824471 030824471 | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | Project Total | 1,159.20 | Wisconsin Tax \ | 62.49 | |
| | | | | | | | | | | | | | | | Minnesota Tax \ | 206.00 | |
| | | | | | | | | | | | | | | | Work Dues | 106.77 | |
| | | | | | | | | | | | | | | | Vacation Fund | 154.58 | |
| | | | | | | | | | | | | | | | 3,586.32 | 1,493.34 | 2,092.98 |

Certified Payroll Transcript

Period 2/25/2024 - 3/2/2024

Job: 20211- C Reiss Dock

Contract: 20211- C Reiss Dock

| Employee | Work Classification (Craft/Class) | | -----Hours----- | | | | | | | | | | Project Amounts | ***** Weekly Totals ***** (Week Ending 3/2/24) | | | |
|--|--|-------------------|-----------------|------|------|------|------|------|------|-------|--------|----------------|--------------------|---|---------|-----------------|--|
| | | | Sun | Mon | Tue | Wed | Thu | Fri | Sat | Total | Rate | Total Gross | | Deductions | Net Pay | | |
| Ridge IV, Donald C - 4689 M/EX: S/O Race/Sex: W/M WI Operators Local 139 305 G2/1C EEO: Journeyman Check #: 030824471 | WI Operators Local 1 / 313 G3/1C | Regular Hourly | 0.00 | 8.00 | 0.00 | 0.00 | 0.00 | 8.00 | 0.00 | 16.00 | 43.230 | 691.68 | Federal Withhol | 174.74 | | | |
| | WI Operators Local 1 / 313 G3/1C | Auto Overtime | 0.00 | 2.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 2.00 | 64.845 | 129.70 | FICA - Soc. Sec | 102.03 | | | |
| | | | | | | | | | | | | 0.00 | FICA - Medicar | 23.86 | | | |
| | | | | | | | | | | | | 0.00 | FICA - Addl Mei | | | | |
| | | | | | | | | | | | | 821.38 | Wisconsin Tax \ | 33.84 | | | |
| | | | | | | | | | | | | | | Minnesota Tax \ | 42.00 | | |
| | | | | | | | | | | | | | | Work Dues % | 16.48 | | |
| | | | | | | | | | | | | | Admin-Gross | 12.32 | | | |
| | | | | | | | | | | | | | Admin-Benefit | 6.64 | | | |
| | | | | | | | | | | | | | 1,645.60 | 411.91 | | 1,233.69 | |
| Sudduth, Morgan T - 4682 M/EX: S/O Race/Sex: W/M MN/WI Carpenters 704 Carp Apprentice 93% EEO: Check #: 030824471 | MN/WI Carpenters / 704 Carp Apprentice 93' | Regular Hourly | 0.00 | 5.50 | 8.00 | 8.00 | 0.00 | 3.00 | 0.00 | 24.50 | 37.910 | 928.81 | Federal Withhol | 286.35 | | | |
| | MN/WI Carpenter Pile / Carp Piledriver Appri | Regular Hourly | 0.00 | 2.50 | 0.00 | 0.00 | 8.00 | 5.00 | 0.00 | 15.50 | 41.350 | 640.93 | FICA - Soc. Sec | 122.64 | | | |
| | MN/WI Carpenters / 704 Carp Apprentice 93' | Auto Overtime | 0.00 | 2.00 | 2.00 | 1.00 | 0.00 | 0.00 | 0.00 | 5.00 | 56.865 | 284.33 | FICA - Medicar | 28.68 | | | |
| | MN/WI Carpenter Pile / Carp Piledriver Appri | Auto Overtime | 0.00 | 0.00 | 0.00 | 0.00 | 2.00 | 0.00 | 0.00 | 2.00 | 62.025 | 124.05 | FICA - Addl Mei | | | | |
| | | | | | | | | | | | | 0.00 | Wisconsin Tax \ | 98.93 | | | |
| | | | | | | | | | | | | 0.00 | Work Dues | 78.54 | | | |
| | | | | | | | | | | | | | | Vacation Fund | 92.55 | | |
| | | | | | | | | | | | | | 1,978.12 | 707.69 | | 1,270.43 | |
| Workman, Jamie R - 4299 M/EX: S/O Race/Sex: W/M Minnesota Laborers 102 Laborer Foreman EEO: Journeyman Check #: 030824471 | Minnesota Laborers / 102 Laborer Foreman | Regular Hourly | 0.00 | 1.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 1.00 | 48.390 | 48.39 | Federal Withhol | 331.27 | | | |
| | Minnesota Laborers / 102 Laborer Foreman | Fringe Variable - | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 3.100 | 3.10 | FICA - Soc. Sec | 134.88 | | | |
| | | | | | | | | | | | | 0.00 | FICA - Medicar | 31.54 | | | |
| | | | | | | | | | | | | 0.00 | FICA - Addl Mei | | | | |
| | | | | | | | | | | | | 51.49 | Wisconsin Tax \ | | | | |
| | | | | | | | | | | | | | | Minnesota Tax \ | 132.00 | | |
| | | | | | | | | | | | | | | V&H Laborer-M | 130.98 | | |
| | | | | | | | | | | | | | 2,175.48 | 760.67 | | 1,414.81 | |



Minnesota Department of Labor and Industry
 Division of Labor Standards and Apprenticeship
 443 Lafayette Road N.
 St. Paul, MN 55155-4341

| | |
|-----------------------------|-------------------|
| DLI OFFICE USE ONLY | |
| Agreement No: | 164050 |
| Date Approved: | 5/1/2020 |
| Director of Apprenticeship: | John Aiken |

APPRENTICESHIP AGREEMENT

PARTIES TO THIS AGREEMENT:

| | | |
|---|--|---------------------------------------|
| Apprentice Name: ANTHONY D BASTIEN | Employer Name: CMC (STANDARD 66) | Agreement Date: 4/30/2020 |
| Sponsor Name: DULUTH CARPENTERS JAC | | Union: CARPENTERS LOCAL 361 |

PARTIES DESIRE TO ENTER INTO AN AGREEMENT OF REGISTERED APPRENTICESHIP:

| | | |
|---|---|--|
| Trade or Occupation: CARPENTER | Standard Number: 66 | Apprenticeship Start Date: 4/30/2020 |
| Term of Apprenticeship (Total OJT) 7000 | Hours Credited to Apprentice: 0 | Remaining Hours to Complete: 7000 |
| Related Instruction Training Hours: 144 | Program Safety Training Hours: | School time compensated: |

Fringe Benefits Provided to Apprentice: *(See CBA)

The minimum graduated scale of wages to be paid the apprentice: (In percentages of journeyworker rate per hour) - Journeyworker applicable rate on 5/1/2019 was 31.10 .

| Units | Range Start | Range End | Percent | Rate | Competency |
|-------|-------------|-----------|---------|-------|------------|
| HOURS | 0 | 875 | 63.00% | 19.59 | |
| HOURS | 876 | 1750 | 68.00% | 21.15 | |
| HOURS | 1751 | 2625 | 73.00% | 22.70 | |
| HOURS | 2626 | 3500 | 78.00% | 24.26 | |
| HOURS | 3501 | 4375 | 83.00% | 25.81 | |
| HOURS | 4376 | 5250 | 88.00% | 27.37 | |
| HOURS | 5251 | 6125 | 93.00% | 28.92 | |
| HOURS | 6126 | 7000 | 97.00% | 30.17 | |

78%

This agreement is subject to the approval of the Director of Apprenticeship and is binding on the signing parties including the provisions as stated on the reverse. The terms and conditions of the CARPENTER are hereby made a part of this Agreement.

| | | | |
|---|---|---|--|
| Apprentice Signature: ANTHONY D BASTIEN | Telephone Number: 218-391-9811 | Date of Birth: 5/6/2001 | Ethnic Group: NON-HISPANIC or NON-LATINO |
| Street Address (Apprentice): 1444 COUNTY RD 4 | City, State & Zip Code: CARLTON, MN 55718 | Gender: Male | Race: WHITE WHITE |
| Sponsor Name: DULUTH CARPENTERS JAC | Officer Name: MATT CAMPANARIO | SSN: xxx-xx-8981 | |
| Street Address, City, State & Zip Code: 5238 MILLER TRUNK HWY, DULUTH, MN 55811 | Officer Signature: MATT CAMPANARIO | Veteran: (with 181 days or more on active duty) Non Veteran | |
| Employer Name: CMC (STANDARD 66) | Officer Name: | | |
| | Officer Signature: | | |



Minnesota Department of Labor and Industry
 Division of Labor Standards and Apprenticeship
 443 Lafayette Road N.
 St. Paul, MN 55155-4341

APPRENTICESHIP AGREEMENT

| | |
|----------------------------|----------------------|
| DLI OFFICE USE ONLY | |
| Agreement No. | 165381 |
| Date Approved | 9/18/2020 |
| Director of Apprenticeship | Kate Perushak |

PARTIES TO THIS AGREEMENT:

| | | |
|---|----------------|---|
| Apprentice Name: JASON M CURTIS | Employer Name: | Agreement Date: 9/17/2020 |
| Sponsor Name: DULUTH CARPENTERS JAC | | Union: CARPENTERS LOCALS 361,606 & 1934 |

PARTIES DESIRE TO ENTER INTO AN AGREEMENT OF REGISTERED APPRENTICESHIP:

| | | |
|---|---|--|
| Trade or Occupation: CARPENTER | Standard Number: 66 | Apprenticeship Start Date: 9/17/2020 |
| Term of Apprenticeship (Total OJT) 7000 | Hours Credited to Apprentice: 0 | Remaining Hours to Complete: 7000 |
| Related Instruction Training Hours: 144 | Program Safety Training Hours: | School time compensated: |

Fringe Benefits Provided to Apprentice: *(See CBA)

The minimum graduated scale of wages to be paid the apprentice: (In percentages of journeyworker rate per hour) - Journeyworker applicable rate on **5/1/2020** was **31.70**.

| Units | Range Start | Range End | Percent | Rate | Competency |
|-------|-------------|-----------|---------|-------|------------|
| HOURS | 0 | 875 | 63.00% | 19.97 | |
| HOURS | 876 | 1750 | 68.00% | 21.56 | |
| HOURS | 1751 | 2625 | 73.00% | 23.14 | |
| HOURS | 2626 | 3500 | 78.00% | 24.73 | |
| HOURS | 3501 | 4375 | 83.00% | 26.31 | |
| HOURS | 4376 | 5250 | 88.00% | 27.90 | |
| HOURS | 5251 | 6125 | 93.00% | 29.48 | |
| HOURS | 6126 | 7000 | 97.00% | 31.70 | |

JAC

This agreement is subject to the approval of the Director of Apprenticeship and is binding on the signing parties including the provisions as stated on the reverse. The terms and conditions of the **CARPENTER** are hereby made a part of this Agreement.

| | | | |
|---|--|---|---|
| Apprentice Signature: JASON M CURTIS | Telephone Number: 715-919-1433 | Date of Birth: 3/11/1991 | Ethnic Group: HISPANIC or LATINO |
| Street Address (Apprentice): 3302 MINNESOTA AVENUE | City, State & Zip Code: DULUTH, MN 55802 | Gender: Male | Race: AMERICAN INDIAN or ALASKA NATIVE AMERICAN INDIAN or ALASKA NATIVE |
| Sponsor Name: DULUTH CARPENTERS JAC | Officer Name: MATT CAMPANARIO | SSN: xxx-xx-1957 | |
| Street Address, City, State & Zip Code: 5238 MILLER TRUNK HWY, DULUTH, MN 55811 | Officer Signature: MATT CAMPANARIO | Veteran: (with 181 days or more on active duty) Non Veteran | |



Minnesota Department of Labor and Industry
 Division of Labor Standards and Apprenticeship
 443 Lafayette Road N.
 St. Paul, MN 55155-4341

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|----------------------------|----------------------|
| DLI OFFICE USE ONLY | |
| Agreement No. | 170252 |
| Date Approved | 06/16/2022 |
| Director of Apprenticeship | Jessica Grosz |

APPRENTICESHIP AGREEMENT

PARTIES TO THIS AGREEMENT:

| | | |
|--|--|--------------------------------------|
| Apprentice Name: CARSON R EHLE | Employer Name: NORTHLAND CONSTRUCTORS INC. | Agreement Date: 06/13/2022 |
| Sponsor Name: MN OPERATING ENG JAC | Union: IUOE LOCAL 49 | |

PARTIES DESIRE TO ENTER INTO AN AGREEMENT OF REGISTERED APPRENTICESHIP:

| | | |
|---|---------------------------------|--|
| Trade or Occupation: UNIVERSAL EQUIPMENT OPERATOR | Standard Number: 9187 | Apprenticeship Start Date: 06/13/2022 |
| Term of Apprenticeship (Total OJT Training) 6000 | Hours Credited to Apprentice: | Remaining Hours to Complete: 6000 |
| Related Instruction Training Hours: 432 | Program Safety Training Hours: | School time compensated: <input type="radio"/> Yes <input type="radio"/> No |

Fringe Benefits Provided to Apprentice: *(See CBA)

The minimum graduated scale of wages to be paid the apprentice: (In percentages of journeyworker rate per hour)

Journeyworker applicable rate on 05/02/2022 was 38.25

| | | | | | | | |
|----------------------|--------------|---------------|----------------|----------------------|--------------|---------------|----------------|
| 0 - 1,500 | Hours | 70.00% | \$26.78 | 1,501 - 3,000 | Hours | 77.50% | \$29.64 |
| 3,001 - 4,500 | Hours | 85.00% | \$32.51 | 4,501 - 6,000 | Hours | 92.50% | \$35.38 |

This agreement is subject to the approval of the Director of Apprenticeship and is binding on the signing parties including the provisions as stated on the reverse. The terms and conditions of the UNIVERSAL EQUIPMENT OPERATOR are hereby made a part of this Agreement.

| | | | |
|---|--|--|---|
| Apprentice Signature: (Parental/Guardian Signature Required for Minor) CARSON R EHLE | Telephone Number: 218-393-9883 | To be completed by Apprentice | |
| | | Date of Birth 06/05/2003 | Ethnicity: <input type="radio"/> Hispanic <input checked="" type="radio"/> Non-Hispanic <input type="radio"/> DNSI |
| Street Address (Apprentice): 2408 HANFORD AVE. | City, State & Zip Code: DULUTH, MN 55811 | Gender: MALE | Race: <input type="checkbox"/> American Indian <input type="checkbox"/> Asian <input type="checkbox"/> Black <input type="checkbox"/> Hawaiian/Pac Island <input checked="" type="checkbox"/> White <input type="checkbox"/> DNSI <input type="checkbox"/> Other |
| Sponsor Name: MN OPERATING ENG JAC | Officer Name: GEOFF MOVOLD | SSN: xxx-xx-4060 | |
| Street Address, City, State & Zip Code: 40276 FISHTAIL ROAD HINCKLEY, MN 55037 | Officer Signature: | <input type="checkbox"/> Veteran (with 181 days or more on active duty) | |
| Employer Name: NORTHLAND CONSTRUCTORS INC. | Officer Name: | | |
| Street Address, City, State & Zip Code: 4843 RICE LAKE RD DULUTH, MN 55803 | Officer Signature: | | |



Minnesota Department of Labor and Industry
 Division of Labor Standards and Apprenticeship
 443 Lafayette Road N.
 St. Paul, MN 55155-4341

APPRENTICESHIP AGREEMENT

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|----------------------------|----------------------|
| DLI OFFICE USE ONLY | |
| Agreement No. | 170252 |
| Date Approved | 6/16/2022 |
| Director of Apprenticeship | Jessica Grosz |

PARTIES TO THIS AGREEMENT:

| | | |
|--|--|-------------------------------------|
| Apprentice Name: CARSON R EHLE | Employer Name: NORTHLAND CONSTRUCTORS INC. | Agreement Date: 6/13/2022 |
| Sponsor Name: MN OPERATING ENG JAC | | Union: IUOE LOCAL 49 |

PARTIES DESIRE TO ENTER INTO AN AGREEMENT OF REGISTERED APPRENTICESHIP:

| | | |
|---|---|--|
| Trade or Occupation: UNIVERSAL EQUIPMENT OPERATOR | Standard Number: 9187 | Apprenticeship Start Date: 6/13/2022 |
| Term of Apprenticeship (Total OJT) 6000 | Hours Credited to Apprentice: 0 | Remaining Hours to Complete: 6000 |
| Related Instruction Training Hours: 432 | Program Safety Training Hours: | School time compensated: |

Fringe Benefits Provided to Apprentice: ***(See CBA)**

The minimum graduated scale of wages to be paid the apprentice: (In percentages of journeyworker rate per hour) - Journeyworker applicable rate on 5/2/2022 was 38.25.

| Units | Range Start | Range End | Percent | Rate | Competency |
|-------|-------------|-----------|---------|-------|------------|
| HOURS | 0 | 1500 | 70.00% | 26.78 | |
| HOURS | 1501 | 3000 | 77.50% | 29.64 | |
| HOURS | 3001 | 4500 | 85.00% | 32.51 | |
| HOURS | 4501 | 6000 | 92.50% | 35.38 | |

This agreement is subject to the approval of the Director of Apprenticeship and is binding on the signing parties including the provisions as stated on the reverse. The terms and conditions of the UNIVERSAL EQUIPMENT OPERATOR are hereby made a part of this Agreement.

| | | | |
|---|--|-----------------------------------|--|
| Apprentice Signature: CARSON R EHLE | Telephone Number: 218-393-9883 | Date of Birth: 6/5/2003 | Ethnic Group: NON-HISPANIC or NON-LATINO |
|---|--|-----------------------------------|--|

| | | | |
|---|--|---|-----------------------|
| Street Address (Apprentice): 2408 HANFORD AVE. | City, State & Zip Code: DULUTH, MN 55811 | Gender: Male | Race: WHITE |
| Sponsor Name: MN OPERATING ENG JAC | Officer Name: GEOFF MOVOLD | SSN: xxx-xx-4060 | |
| Street Address, City, State & Zip Code: 40276 FISHTAIL ROAD, HINCKLEY, MN 55037 | Officer Signature: GEOFF MOVOLD | Veteran: (with 181 days or more on active duty) Non Veteran | |
| Employer Name: NORTHLAND CONSTRUCTORS INC. | Officer Name: | | |
| Street Address, City, State & Zip Code: 4843 RICE LAKE RD, DULUTH, MN 55803 | Officer Signature: | | |

Terms of this Agreement:

The Employer, Sponsor, and Apprentice (or Apprentice's parent or guardian), in conformity to the terms and conditions provided herein, mutually agree as follows:

Employer agrees to employ (or cause to be employed) the Apprentice for the purpose of enabling said Apprentice to learn the stated trade or craft under applicable standards and according to the attached schedule.

Apprentice agrees to perform diligently and faithfully the work of the stated trade or occupation, complying with the training program as scheduled and authorizes any institution where related training is received to release records of related training to the Director of Apprenticeship, the State Department of Education, the joint apprenticeship committee or its authorized representative, and/or the employer, understanding that the supervision and certification of apprenticeship programs, under applicable law, necessitates periodic review of related training records.

Apprentice will be accorded equal opportunity in all phases of apprenticeship employment and training, without discrimination due to race, color, creed, religion, national origin, sex, sexual orientation, marital status, physical or mental disability, receipt of public assistance or age.

When the journeyworker wage rate paid to employed journeyworkers in the stated trade exceeds the journeyworker wage rate shown in this agreement, the higher journeyworker wage rate shall apply to this agreement and the apprentice graduated scale shall be adjusted to and increased proportionally to any increase in the journeyworker wage rate paid in the stated trade.

Should the Employer be unable to fulfill their obligations under this agreement, it may, with the approval of the Director, transfer such contract to another employer, provided the Apprentice consents and such other employer agree to assume the obligations of this agreement.

The standard must provide a period of probation of not more than 500 hours of employment and instruction



Minnesota Department of Labor and Industry
 Division of Labor Standards and Apprenticeship
 443 Lafayette Road N.
 St. Paul, MN 55155-4341

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|----------------------------|-------------------|
| DLI OFFICE USE ONLY | |
| Agreement No. | 160541 |
| Date Approved | 06/03/2019 |
| Director of Apprenticeship | John Aiken |

APPRENTICESHIP AGREEMENT

PARTIES TO THIS AGREEMENT:

| | | |
|---|---|--------------------------------------|
| Apprentice Name: HARLAN T FOSTER | Employer Name: NORTHLAND CONSTR OF DULUTH | Agreement Date: 05/31/2019 |
| Sponsor Name: DULUTH CARPENTERS JAC | Union: CARPENTERS LOCAL 361 | |

PARTIES DESIRE TO ENTER INTO AN AGREEMENT OF REGISTERED APPRENTICESHIP:

| | | |
|--|--------------------------------|--|
| Trade or Occupation: CARPENTER | Standard Number: 66 | Apprenticeship Start Date: 05/31/2019 |
| Term of Apprenticeship (Total OJT Training) 7000 | Hours Credited to Apprentice: | Remaining Hours to Complete: 7000 |
| Related Instruction Training Hours: 144 | Program Safety Training Hours: | School time compensated: <input type="radio"/> Yes <input type="radio"/> No |

Fringe Benefits Provided to Apprentice: *(See CBA)

The minimum graduated scale of wages to be paid the apprentice: (In percentages of journeyworker rate per hour)

Journeyworker applicable rate on 05/01/2019 was 31.10

| | | | | | | | |
|----------------------|--------------|---------------|----------------|----------------------|--------------|---------------|----------------|
| 0 - 875 | Hours | 63.00% | \$19.59 | 876 - 1,750 | Hours | 68.00% | \$21.15 |
| 1,751 - 2,625 | Hours | 73.00% | \$22.70 | 2,626 - 3,500 | Hours | 78.00% | \$24.26 |
| 3,501 - 4,375 | Hours | 83.00% | \$25.81 | 4,376 - 5,250 | Hours | 88.00% | \$27.37 |
| 5,251 - 6,125 | Hours | 93.00% | \$28.92 | 6,126 - 7,000 | Hours | 97.00% | \$30.17 |

This agreement is subject to the approval of the Director of Apprenticeship and is binding on the signing parties including the provisions as stated on the reverse. The terms and conditions of the CARPENTER are hereby made a part of this Agreement.

| | | | |
|---|---|-------------------------------------|---|
| Apprentice Signature: (Parental/Guardian Signature Required for Minor) HARLAN T FOSTER | Telephone Number: 218-576-5758 | To be completed by Apprentice | |
| Street Address (Apprentice): 204 BOULDER DR | City, State & Zip Code: CLOQUET, MN 55720 | Date of Birth: 03/25/2001 | Ethnicity: <input type="radio"/> Hispanic <input checked="" type="radio"/> Non-Hispanic <input type="radio"/> DNSI |
| Sponsor Name: DULUTH CARPENTERS JAC | Officer Name: MATT CAMPANARIO | Gender: MALE | Race: <input type="checkbox"/> American Indian <input type="checkbox"/> Asian <input type="checkbox"/> Black <input type="checkbox"/> Hawaiian/Pac Island <input checked="" type="checkbox"/> White <input type="checkbox"/> DNSI <input type="checkbox"/> Other |
| Street Address, City, State & Zip Code: 5238 MILLER TRUNK HWY DULUTH, MN 55811 | Officer Signature: | SSN: xxx-xx-6828 | <input type="checkbox"/> Veteran (with 181 days or more on active duty) |
| Employer Name: NORTHLAND CONSTR OF DULUTH | Officer Name: | | |
| Street Address, City, State & Zip Code: 4843 RICE LAKE RD DULUTH, MN 55803 | Officer Signature: | | |



Minnesota Department of Labor and Industry
 Division of Labor Standards and Apprenticeship
 443 Lafayette Road N.
 St. Paul, MN 55155-4341

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|----------------------------|---------------|
| DLI OFFICE USE ONLY | |
| Agreement No. | 165590 |
| Date Approved | 09/02/2021 |
| Director of Apprenticeship | Jessica Grosz |

APPRENTICESHIP AGREEMENT

PARTIES TO THIS AGREEMENT:

| | | |
|---|---|--------------------------------------|
| Apprentice Name: MORGAN SUDDUTH | Employer Name: OLYMPIC COMPANIES INC. | Agreement Date: 08/30/2021 |
| Sponsor Name: DULUTH CARPENTERS JAC | Union: CARPENTERS LOCALS 361,606 | |

PARTIES DESIRE TO ENTER INTO AN AGREEMENT OF REGISTERED APPRENTICESHIP:

| | | |
|--|--------------------------------|--|
| Trade or Occupation: CARPENTER | Standard Number: 66 | Apprenticeship Start Date: 08/30/2021 |
| Term of Apprenticeship (Total OJT Training) 7000 | Hours Credited to Apprentice: | Remaining Hours to Complete: 7000 |
| Related Instruction Training Hours: 144 | Program Safety Training Hours: | School time compensated: <input type="radio"/> Yes <input type="radio"/> No |

Fringe Benefits Provided to Apprentice: *(See CBA)

The minimum graduated scale of wages to be paid the apprentice: (In percentages of journeyworker rate per hour)

Journeyworker applicable rate on 05/01/2021 was 31.70

| | | | | | | | |
|---------------|-------|--------|---------|---------------|-------|--------|---------|
| 0 - 875 | Hours | 63.00% | \$19.97 | 876 - 1,750 | Hours | 68.00% | \$21.56 |
| 1,751 - 2,625 | Hours | 73.00% | \$23.14 | 2,626 - 3,500 | Hours | 78.00% | \$24.73 |
| 3,501 - 4,375 | Hours | 83.00% | \$26.31 | 4,376 - 5,250 | Hours | 88.00% | \$27.90 |
| 5,251 - 6,125 | Hours | 93.00% | \$29.48 | 6,126 - 7,000 | Hours | 97.00% | \$31.70 |

This agreement is subject to the approval of the Director of Apprenticeship and is binding on the signing parties including the provisions as stated on the reverse. The terms and conditions of the CARPENTER are hereby made a part of this Agreement.

| | | | |
|--|--|-------------------------------------|--|
| Apprentice Signature: (Parental/Guardian Signature Required for Minor) MORGAN SUDDUTH | Telephone Number: 612-308-7333 | To be completed by Apprentice | |
| Street Address (Apprentice): 1907 E 3RD ST | City, State & Zip Code: DULUTH, MN 55812 | Date of Birth: 11/01/1990 | Ethnicity: <input type="radio"/> Hispanic <input checked="" type="radio"/> Non-Hispanic <input type="radio"/> DNSI |
| Sponsor Name: DULUTH CARPENTERS JAC | Officer Name: MATT CAMPANARIO / Be Pat | Gender: MALE | Race: <input type="checkbox"/> American Indian <input type="checkbox"/> Asian <input type="checkbox"/> Black <input type="checkbox"/> Hawaiian/Pac Island <input type="checkbox"/> White <input type="checkbox"/> DNSI <input type="checkbox"/> Other |
| Street Address, City, State & Zip Code: 5238 MILLER TRUNK HWY DULUTH, MN 55811 | Officer Signature: | SSN: xxx-xx-9509 | <input type="checkbox"/> Veteran (with 181 days or more on active duty) |
| Employer Name: OLYMPIC COMPANIES INC. | Officer Name: | | |
| Street Address, City, State & Zip Code: 2823 HEDBERG DRIVE HOPKINS, MN 55305 | Officer Signature: | | |