

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 Inc on said Contract; that during the payroll period commencing on the 29th day of October of the year 2023, and ending the 4th day of November of the year 2023, there were 31 workers performing covered work on said Contract.

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>	11/10/23

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.

NOTE: For information regarding this form, submission of payroll records, or copies of the laws stated above, contact the Minnesota Department of Transportation, Labor Compliance Unit, Mail Stop 650, 395 John Ireland Boulevard, St. Paul, Minnesota 55155-1899, or call 651-366-4209 or 651-366-4204.

# Certified Payroll Transcript

**Period** 10/29/2023 - 11/4/2023  
**Job:** 20211- C Reiss Dock  
**Contract:** 20211- C Reiss Dock

Employee	Work Classification (Craft/Class)		-----Hours-----										Project Amounts	***** Weekly Totals ***** (Week Ending 11/4/23)			
			Sun	Mon	Tue	Wed	Thu	Fri	Sat	Total	Rate	Total Gross		Deductions	Net Pay		
<b>Anderson Jr, Bruce Wayne - 4367</b> M/EX: M/4 Race/Sex: C/M Minnesota Teamsters 602 5 Axel Grp 1 EEO: Journeyman Check #: 4110423	Minnesota Teamsters / 602 5 Axel Grp 1	Regular Hourly	0.00	0.00	0.00	0.00	0.00	4.25	0.00	4.25	36.590	155.51	Federal Taxes \	188.05			
	Minnesota Teamsters / 602 5 Axel Grp 1	Overtime	0.00	0.00	0.00	0.00	0.00	0.75	0.00	0.75	54.885	41.16	Minnesota Taxe	84.00			
													Other Taxable	0.00	Wisconsin Taxe	0.58	
													Other Non Taxable	0.00	Additional Medi		
													<b>Project Total</b>	<b>196.67</b>	Social Security	134.13	
															Medicare Empl	31.37	
														Truck Dues	106.00		
														<b>2,163.41</b>	<b>544.13</b>	<b>1,619.28</b>	
<b>Bastien, Anthony Duane - 4640</b> M/EX: S/O Race/Sex: C/M Wisconsin Carpenters 704 Carp Apprentice 88% EEO: Check #: 4110423	Wisconsin Carpenters / 704 Carp Apprentice	Regular Hourly	0.00	0.00	8.00	8.00	3.00	2.00	0.00	21.00	35.870	753.27	Federal Taxes \	239.76			
	Wisconsin Carpenter / Carp Piledriver Appre	Regular Hourly	0.00	8.00	0.00	0.00	0.00	6.00	0.00	14.00	39.180	548.52	Minnesota Taxe	6.00			
	Wisconsin Carpenters / 704 Carp Apprentice	Overtime Hourly	0.00	0.00	0.00	0.50	0.00	0.00	0.00	0.50	53.805	26.90	Wisconsin Taxe	79.49			
	Wisconsin Carpenter / Carp Piledriver Appre	Overtime Hourly	0.00	0.00	0.00	0.00	0.00	0.50	0.00	0.50	58.770	29.39	Additional Medi				
													Other Taxable	0.00	Social Security	95.32	
													Other Non Taxable	0.00	Medicare Empl	22.29	
												<b>Project Total</b>	<b>1,358.08</b>	Vacation	81.54		
														Working Dues %			
														Working Dues/t	68.43		
														% of Gross Stra			
														<b>1,537.43</b>	<b>592.83</b>	<b>944.60</b>	
<b>Benton, Jacob R - 4538</b> M/EX: S/2 Race/Sex: A/M WI Operators Local 139 305 G2/1C EEO: Journeyman Check #: 4110423	WI Operators Local 1 / 305 G2/1C	Regular Hourly	0.00	8.00	8.00	8.00	8.00	8.00	0.00	40.00	43.230	1,729.20	Federal Taxes \	382.17			
	WI Operators Local 1 / 305 G2/1C	Overtime Hourly	0.00	2.00	2.00	2.00	2.00	1.00	0.00	9.00	64.845	583.61	Wisconsin Taxe	138.38			
													Other Taxable	0.00	Additional Medi		
													Other Non Taxable	0.00	Social Security	143.39	
													<b>Project Total</b>	<b>2,312.81</b>	Medicare Empl	33.54	
															Working Dues %	34.69	
														Working Dues %	18.08		
														<b>2,312.81</b>	<b>750.25</b>	<b>1,562.56</b>	

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Employee	Work Classification (Craft/Class)		-----Hours-----										Project Amounts	***** Weekly Totals ***** (Week Ending 11/4/23)		
			Sun	Mon	Tue	Wed	Thu	Fri	Sat	Total	Rate	Total Gross		Deductions	Net Pay	
<b>Boyat, Grant - 5061</b> M/EX: S/99 Race/Sex: C/M Minnesota Teamsters 602 5 Axel Grp 1 EEO: Journeyman Check #: 4110423	Minnesota Teamsters / 602 5 Axel Grp 1	Regular Hourly	0.00	5.50	0.00	11.00	0.00	0.00	0.00	0.00	16.50	36.590	603.74	Federal Taxes \		
	Minnesota Teamsters / 602 5 Axel Grp 1	Overtime	0.00	0.00	0.00	0.00	0.00	9.25	0.00	0.00	9.25	54.885	507.69	Minnesota Taxe		
														Other Taxable	15.88	
														Other Non Taxable		
														<b>Project Total</b>	<b>1,111.43</b>	
														Social Security	128.17	
														Medicare Empl	29.98	
													Child Support			
													Levy/Garnishm			
													Truck Dues	106.00		
													<b>2,067.37</b>	<b>280.03</b>	<b>1,787.34</b>	
<b>Clark, Sean M - 4465</b> M/EX: S/0 Race/Sex: C/M Minnesota Laborers 101 Apprentice 87% EEO: Check #: 4110423	Wisconsin Bldg Trade / 87% Wisc Laborer	Regular Hourly	0.00	10.00	0.00	0.00	0.00	0.00	0.00	0.00	10.00	32.650	326.50	Federal Taxes \	67.50	
	Wisconsin Bldg Trade / 87% Wisc Laborer	Vacation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3.100	31.00	Minnesota Taxe	13.00	
														Other Taxable	11.04	
														Other Non Taxable		
														<b>Project Total</b>	<b>357.50</b>	
														Social Security	41.56	
														Medicare Empl	9.72	
													Vacation Variab	58.13		
													Working Dues/t	12.20		
													<b>670.32</b>	<b>213.15</b>	<b>457.17</b>	
<b>Constance, Christian W - 4631</b> M/EX: S/0 Race/Sex: C/M WI Operators Local 139 305 G2/1C EEO: Journeyman Check #: 4110423	WI Operators Local 1 / 305 G2/1C	Regular Hourly	0.00	8.00	8.00	8.00	7.00	8.00	0.00	39.00	43.230	1,685.97	Federal Taxes \	380.36		
	WI Operators Local 1 / 305 G2/1C	Overtime Hourly	0.00	2.00	2.00	2.00	0.00	1.00	0.00	7.00	64.845	453.92	Wisconsin Taxe	128.51		
														Other Taxable		
														Other Non Taxable		
														<b>Project Total</b>	<b>2,139.89</b>	
														Social Security	132.67	
														Medicare Empl	31.03	
													Working Dues %	32.10		
													Working Dues %	16.97		
													<b>2,139.89</b>	<b>721.64</b>	<b>1,418.25</b>	

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**Job:** 20211- C Reiss Dock  
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Employee	Work Classification (Craft/Class)		-----Hours-----										Project Amounts	***** Weekly Totals ***** (Week Ending 11/4/23)			
			Sun	Mon	Tue	Wed	Thu	Fri	Sat	Total	Rate	Total Gross		Deductions	Net Pay		
<b>Councilman, Robert A - 8040</b> M/EX: S/1 Race/Sex: C/M Operating Engineers Local 49 Grp 1 Crane Opr CCO EEO: Check #: 4110423	WI Operators Local 1 / 305 G2/1B	Regular Hourly	0.00	0.00	0.00	3.50	4.00	8.00	0.00	15.50	46.280	717.34	Federal Taxes \	211.70			
													Other Taxable	0.00	Minnesota Taxe	34.00	
														Other Non Taxable	0.00	Wisconsin Taxe	35.12
														<b>Project Total</b>	<b>717.34</b>	Additional Medi	
														Social Security	92.54		
														Medicare Empl	21.64		
													Working Dues %	26.26			
													Working Dues %	5.72			
														<b>1,492.56</b>	<b>426.98</b>	<b>1,065.58</b>	
<b>Digles, Michael Edward - 4671</b> M/EX: S/0 Race/Sex: C/M Wisconsin Carpenters 704 Carpenter EEO: Journeyman Check #: 4110423	Wisconsin Carpenters / 704 Carpenter	Regular Hourly	0.00	2.00	8.00	8.00	3.00	5.00	0.00	26.00	40.760	1,059.76	Federal Taxes \	213.14			
	Wisconsin Carpenters / 704 Carpenter	Overtime Hourly	0.00	0.00	0.00	0.50	0.00	0.00	0.00	0.50	61.140	30.57	Minnesota Taxe	14.00			
														Other Taxable	0.00	Wisconsin Taxe	61.79
														Other Non Taxable	0.00	Additional Medi	
														<b>Project Total</b>	<b>1,090.33</b>	Social Security	87.82
														Medicare Empl	20.54		
													Vacation	81.42			
													Working Dues %				
													Working Dues/t	56.24			
													% of Gross Stre				
														<b>1,416.41</b>	<b>534.95</b>	<b>881.46</b>	
<b>Drougas, Trey M - 4669</b> M/EX: M/2 Race/Sex: C/M WI Operators Great Lakes Float Class II A Great Lakes Op EEO: Journeyman Check #: 4110423	WI Operators Great L / Class II A Great Lake	Regular Hourly	0.00	8.00	8.00	8.00	3.00	8.00	0.00	35.00	50.350	1,762.25	Federal Taxes \	164.88			
	WI Operators Great L / Class II A Great Lake	Overtime Hourly	0.00	0.00	0.00	0.50	0.00	0.50	0.00	1.00	75.525	75.52	Wisconsin Taxe	108.60			
														Other Taxable	0.00	Additional Medi	
														Other Non Taxable	0.00	Social Security	113.94
														<b>Project Total</b>	<b>1,837.77</b>	Medicare Empl	26.65
														Working Dues %	27.57		
													Working Dues %	0.54			
														<b>1,837.77</b>	<b>442.18</b>	<b>1,395.59</b>	

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Employee	Work Classification (Craft/Class)		-----Hours-----										Project Amounts	***** Weekly Totals ***** (Week Ending 11/4/23)			
			Sun	Mon	Tue	Wed	Thu	Fri	Sat	Total	Rate	Total Gross		Deductions	Net Pay		
<b>Eaves, Dennis W - 4911</b>	Minnesota Teamsters / 602 5 Axel Grp 1	Regular Hourly	0.00	0.00	3.75	2.00	0.00	0.00	0.00	0.00	5.75	36.590	210.39	Federal Taxes \	240.28		
M/EX: M/O	Minnesota Teamsters / 602 5 Axel Grp 1	Overtime	0.00	0.00	0.00	0.00	0.00	10.25	0.00	10.25	54.885	562.57	Minnesota Taxe	54.00			
Race/Sex: C/M													Other Taxable	0.00	Wisconsin Taxe	45.62	
Minnesota Teamsters													Other Non Taxable	0.00	Additional Medi		
602 5 Axel Grp 1													<b>Project Total</b>	<b>772.96</b>	Social Security	128.35	
EEO: Journeyman															Medicare Empl	30.02	
Check #: 4110423															Child Support	99.46	
															Levy/Garnishm	187.49	
															Truck Dues	106.00	
															<b>2,070.08</b>	<b>891.22</b>	<b>1,178.86</b>
<b>Ehle, Carson R - 4632</b>	WI Local 139 Apprent / 80% Group 2 Appren	Regular Hourly	0.00	8.00	5.00	5.00	8.00	8.00	0.00	34.00	31.180	1,060.12	Federal Taxes \	181.39			
M/EX: S/O	WI Local 139 Apprent / 80% Group 2 Appren	Overtime Hourly	0.00	0.00	0.00	0.00	0.50	0.50	0.00	1.00	46.770	46.78	Minnesota Taxe	5.00			
Race/Sex: C/M													Other Taxable	0.00	Wisconsin Taxe	62.96	
Operating Engineers Local 49													Other Non Taxable	0.00	Additional Medi		
373 Grp 5 Apprenticeship 70%													<b>Project Total</b>	<b>1,106.90</b>	Social Security	78.87	
EEO:															Medicare Empl	18.44	
Check #: 4110423															Working Dues %	19.90	
															Working Dues %	12.92	
															<b>1,272.08</b>	<b>379.48</b>	<b>892.60</b>
<b>Fawcett, Melissa M - 4862</b>	Wisconsin Bldg Trade / 101 MN Laborer	Regular Hourly	0.00	8.00	8.00	8.00	8.00	8.00	0.00	40.00	37.530	1,501.20	Federal Taxes \	388.48			
M/EX: S/O	Wisconsin Bldg Trade / 101 MN Laborer	Overtime Hourly	0.00	2.00	2.00	2.00	2.00	1.00	0.00	9.00	56.295	506.66	Wisconsin Taxe	130.63			
Race/Sex: C/F	Wisconsin Bldg Trade / 101 MN Laborer	Vacation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3.100	124.00	Additional Medi				
Wisconsin Bldg Trades Laborers	Wisconsin Bldg Trade / 101 MN Laborer	Vacation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4.650	41.85	Social Security	134.77			
101 MN Laborer													Other Taxable	0.00	Medicare Empl	31.52	
EEO:													Other Non Taxable	0.00	Vacation Variab	165.85	
Check #: 4110423													<b>Project Total</b>	<b>2,173.71</b>	Working Dues/t	59.78	
															<b>2,173.71</b>	<b>911.03</b>	<b>1,262.68</b>

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Period 10/29/2023 - 11/4/2023

Job: 20211- C Reiss Dock

Contract: 20211- C Reiss Dock

Employee	Work Classification (Craft/Class)		-----Hours-----										Project Amounts	***** Weekly Totals ***** (Week Ending 11/4/23)			
			Sun	Mon	Tue	Wed	Thu	Fri	Sat	Total	Rate	Total Gross		Deductions	Net Pay		
<b>Frank, Charles E - 4365</b> M/EX: S/1 Race/Sex: C/M Minnesota Teamsters 602 5 Axel Grp 1 EEO: Journeyman Check #: 4110423	Minnesota Teamsters / 602 5 Axel Grp 1	Regular Hourly	0.00	0.00	0.00	0.00	0.00	6.00	0.00	6.00	36.590	219.54	Federal Taxes \	310.18			
	Minnesota Teamsters / 602 5 Axel Grp 1	Overtime	0.00	0.00	0.00	0.00	0.00	3.75	0.00	3.75	54.885	205.82	Minnesota Taxe	84.00			
												0.00	0.00	Wisconsin Taxe	15.03		
												0.00	0.00	Additional Medi			
												425.36	425.36	Social Security	119.67		
														Medicare Empl	27.99		
														Truck Dues	106.00		
													<b>1,930.15</b>	<b>662.87</b>		<b>1,267.28</b>	
<b>Gustafson, Donovan L - 2008</b> M/EX: S/1 Race/Sex: C/M Minnesota Laborers 101 Laborer EEO: Check #: 4110423	Wisconsin Bldg Trade / 101 MN Laborer	Regular Hourly	0.00	0.00	0.00	1.00	0.00	0.00	0.00	1.00	37.530	37.53	Federal Taxes \	254.29			
	Wisconsin Bldg Trade / 101 MN Laborer	Vacation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3.100	3.10	Minnesota Taxe	94.00			
												0.00	0.00	Wisconsin Taxe			
												0.00	0.00	Additional Medi			
												40.63	40.63	Social Security	104.54		
														Medicare Empl	24.45		
														Child Support			
													Levy/Garnishm				
													Vacation Variab	128.65			
													Working Dues/t	1.22			
													<b>1,716.15</b>	<b>607.15</b>		<b>1,109.00</b>	
<b>Halvorson, Erik C - 4884</b> M/EX: M/1 Race/Sex: C/M Minnesota Teamsters 602 5 Axel Grp 1 EEO: Journeyman Check #: 4110423	Minnesota Teamsters / 602 5 Axel Grp 1	Overtime	0.00	0.00	0.00	0.00	0.00	10.25	0.00	10.25	54.885	562.57	Federal Taxes \	224.51			
												0.00	0.00	Minnesota Taxe	71.00		
												0.00	0.00	Wisconsin Taxe	21.53		
												562.57	562.57	Additional Medi			
														Social Security	129.03		
														Medicare Empl	30.18		
														Truck Dues	106.00		
													<b>2,081.06</b>	<b>582.25</b>		<b>1,498.81</b>	

# Certified Payroll Transcript

Period 10/29/2023 - 11/4/2023

Job: 20211- C Reiss Dock

Contract: 20211- C Reiss Dock

Employee	Work Classification (Craft/Class)	-----Hours-----											Project Amounts	***** Weekly Totals ***** (Week Ending 11/4/23)			
		Sun	Mon	Tue	Wed	Thu	Fri	Sat	Total	Rate	Total Gross	Deductions		Net Pay			
<b>Harper, Lee A - 4217</b> M/EX: S/O Race/Sex: C/M Wisconsin Carpenters 704 Carpenter Foreman EEO: Journeyman Check #: 4110423	Wisconsin Carpenters / 704 Carpenter Forer	Regular Hourly	0.00	0.00	0.00	0.00	0.00	5.00	0.00	5.00	44.260	221.30	Federal Taxes \	446.66			
													Other Taxable	0.00	Minnesota Taxe	141.00	
														Other Non Taxable	0.00	Wisconsin Taxe	4.50
														<b>Project Total</b>	<b>221.30</b>	Additional Medi	
															Social Security	149.80	
															Medicare Empl	35.03	
															Vacation	116.82	
														Working Dues 9			
														Working Dues/t	80.69		
														% of Gross Stra			
														Other	15.00		
														<b>2,416.12</b>	<b>989.50</b>	<b>1,426.62</b>	
<b>Herrick, Brian James - 5065</b> M/EX: S/O Race/Sex: C/M Wisconsin Bldg Trades Laborers MN Laborer Foreman in WI EEO: Journeyman Check #: 4110423	Wisconsin Bldg Trade / MN Laborer Forema	Regular Hourly	0.00	1.00	8.00	8.00	8.00	8.00	0.00	33.00	48.390	1,596.87	Federal Taxes \	482.09			
	Wisconsin Bldg Trade / MN Laborer Forema	Overtime Hourly	0.00	0.00	3.00	3.00	3.00	2.00	0.00	11.00	72.585	798.45	Wisconsin Taxe	155.08			
	Wisconsin Bldg Trade / MN Laborer Forema	Vacation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3.100	102.30	Additional Medi				
	Wisconsin Bldg Trade / MN Laborer Forema	Vacation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4.650	51.15	Social Security	158.95			
														Other Taxable	0.00	Medicare Empl	37.17
														Other Non Taxable	0.00	Vacation Variab	153.45
														<b>Project Total</b>	<b>2,548.77</b>	Working Dues/t	53.68
														Other	15.00		
														<b>2,563.77</b>	<b>1,055.42</b>	<b>1,508.35</b>	



# Certified Payroll Transcript

Period 10/29/2023 - 11/4/2023

Job: 20211- C Reiss Dock

Contract: 20211- C Reiss Dock

Employee	Work Classification (Craft/Class)		-----Hours-----										Project Amounts	***** Weekly Totals ***** (Week Ending 11/4/23)		
			Sun	Mon	Tue	Wed	Thu	Fri	Sat	Total	Rate	Total Gross		Deductions	Net Pay	
<b>Humphris, Thomas J - 4883</b> M/EX: M/O Race/Sex: C/M Minnesota Teamsters 602 5 Axel Grp 1 EEO: Journeyman Check #: 4110423	Minnesota Teamsters / 602 5 Axel Grp 1	Regular Hourly	0.00	0.00	0.00	0.00	0.00	1.00	0.00	1.00	36.590	36.59	Federal Taxes \	212.51		
	Minnesota Teamsters / 602 5 Axel Grp 1	Overtime	0.00	0.00	0.00	0.00	0.00	8.75	0.00	8.75	54.885	480.24	Minnesota Taxe	70.00		
													Other Taxable	0.00	Wisconsin Taxe	18.71
													Other Non Taxable	0.00	Additional Medi	
													<b>Project Total</b>	<b>516.83</b>	Social Security	120.51
															Medicare Empl	28.18
															Truck Dues	106.00
														<b>1,943.84</b>	<b>555.91</b>	<b>1,387.93</b>
<b>Hynes Jr., Timothy D - 4696</b> M/EX: S/1 Race/Sex: C/M WI Local 139 Apprentice 80% Group 2 Apprentice EEO: Check #: 4110423	WI Local 139 Apprent / 80% Group 2 Appren	Regular Hourly	0.00	8.00	8.00	8.00	8.00	7.50	0.00	39.50	33.430	1,320.49	Federal Taxes \	262.10		
	WI Local 139 Apprent / 80% Group 2 Appren	Overtime Hourly	0.00	2.00	2.00	2.00	2.00	0.00	0.00	8.00	50.145	401.16	Wisconsin Taxe	101.80		
													Other Taxable	0.00	Additional Medi	
													Other Non Taxable	0.00	Social Security	106.75
													<b>Project Total</b>	<b>1,721.65</b>	Medicare Empl	24.96
															Working Dues %	25.82
															Working Dues %	17.53
														<b>1,721.65</b>	<b>538.96</b>	<b>1,182.69</b>
<b>Johnson, Austin R - 5043</b> M/EX: S/O Race/Sex: C/M Minnesota Laborers 107 Pipelayer EEO: Journeyman Check #: 4110423	Wisconsin Bldg Trade / 107 MN Pipelayer in	Regular Hourly	0.00	0.00	0.00	0.00	11.00	0.00	0.00	11.00	41.030	451.33	Federal Taxes \	433.42		
	Wisconsin Bldg Trade / 107 MN Pipelayer in	Vacation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3.100	34.10	Minnesota Taxe	116.00		
													Other Taxable	0.00	Wisconsin Taxe	19.41
													Other Non Taxable	0.00	Additional Medi	
													<b>Project Total</b>	<b>485.43</b>	Social Security	146.38
															Medicare Empl	34.23
															Vacation Variab	165.85
														Working Dues/t	13.42	
														<b>2,360.97</b>	<b>928.71</b>	<b>1,432.26</b>

# Certified Payroll Transcript

**Period** 10/29/2023 - 11/4/2023  
**Job:** 20211- C Reiss Dock  
**Contract:** 20211- C Reiss Dock

Employee	Work Classification (Craft/Class)	-----Hours-----											Project Amounts	***** Weekly Totals ***** (Week Ending 11/4/23)			
		Sun	Mon	Tue	Wed	Thu	Fri	Sat	Total	Rate	Total Gross	Deductions		Net Pay			
<b>Kelley, Wyatt G - 4406</b> M/EX: S/O Race/Sex: C/M Wisconsin Carpenters 704 Carp Apprentice 88% EEO: Check #: 4110423	Wisconsin Carpenters / 704 Carp Apprentice	Regular Hourly	0.00	0.00	0.00	0.00	3.50	8.00	0.00	11.50	35.870	412.51	Federal Taxes \	268.74			
													Other Taxable	0.00	Minnesota Taxe	73.00	
														Other Non Taxable	0.00	Wisconsin Taxe	14.64
														<b>Project Total</b>	<b>412.51</b>	Additional Medi	
															Social Security	103.49	
															Medicare Empl	24.20	
															Vacation	97.94	
														Working Dues %			
														Working Dues/t	67.65		
														% of Gross Stra			
															<b>1,669.15</b>	<b>649.66</b>	<b>1,019.49</b>
<b>Livadaros, Jason M - 4399</b> M/EX: S/10 Race/Sex: C/M Wisconsin Carpenters 704 Carpenter Foreman EEO: Journeyman Check #: 4110423	Wisconsin Carpenters / 704 Carpenter Forer	Regular Hourly	0.00	3.50	5.00	5.00	3.00	2.00	0.00	18.50	44.260	818.81	Federal Taxes \	123.25			
	Wisconsin Carpenter / Carpenter Piledriver	Regular Hourly	0.00	4.50	0.00	0.00	0.00	6.00	0.00	10.50	47.030	493.82	Minnesota Taxe				
	Wisconsin Carpenter / Carpenter Piledriver	Overtime Hourly	0.00	0.00	0.00	0.00	0.00	0.50	0.00	0.50	70.545	35.27	Wisconsin Taxe	74.03			
														Other Taxable	0.00	Additional Medi	
														Other Non Taxable	0.00	Social Security	113.75
														<b>Project Total</b>	<b>1,347.90</b>	Medicare Empl	26.61
															Child Support	18.00	
														Levy/Garnishm			
														Vacation	84.03		
														Working Dues %			
														Working Dues/t	67.23		
														% of Gross Stra			
														Other			
															<b>1,834.76</b>	<b>506.90</b>	<b>1,327.86</b>

# Certified Payroll Transcript

**Period** 10/29/2023 - 11/4/2023  
**Job:** 20211- C Reiss Dock  
**Contract:** 20211- C Reiss Dock

Employee	Work Classification (Craft/Class)		-----Hours-----										Project Amounts	***** Weekly Totals ***** (Week Ending 11/4/23)			
			Sun	Mon	Tue	Wed	Thu	Fri	Sat	Total	Rate	Total Gross		Deductions	Net Pay		
<b>Metcalf, Randall S - 4711</b>	WI Operators Local 1 / 344 G4/2c	Regular Hourly	0.00	8.00	8.00	8.00	8.00	8.00	8.00	0.00	40.00	42.700	1,708.00	Federal Taxes	415.06		
M/EX: S/O	WI Operators Local 1 / 344 G4/2c	Overtime Hourly	0.00	2.00	2.00	2.00	2.00	1.00	0.00	9.00	64.050	576.45	Wisconsin Taxe	137.57			
Race/Sex: C/M												0.00	Additional Medi				
WI Operators Local 139												0.00	Social Security	141.63			
305 G2/1C													Project Total	2,284.45	Medicare Empl	33.12	
EEO: Journeyman															Working Dues %	34.27	
Check #: 4110423															Working Dues %	18.08	
															<b>2,284.45</b>	<b>779.73</b>	<b>1,504.72</b>
<b>Olson, Cory Lee - 4637</b>	WI Operators Local 1 / 305 G2/1B	Regular Hourly	0.00	8.00	5.00	3.00	3.00	8.50	0.00	27.50	46.280	1,272.70	Federal Taxes	176.24			
M/EX: M/O												0.00	Minnesota Taxe	14.00			
Race/Sex: C/M												0.00	Wisconsin Taxe	74.13			
Operating Engineers Local 49													Project Total	1,272.70	Additional Medi		
Grp 1 Crane Opr CCO															Social Security	109.55	
EEO:															Medicare Empl	25.62	
Check #: 4110423															Working Dues %	28.98	
															Working Dues %	10.15	
															<b>1,767.04</b>	<b>438.67</b>	<b>1,328.37</b>
<b>Renne, Beau R - 8048</b>	Wisconsin Carpenter / Carpenter Piledriver	Regular Hourly	0.00	8.00	8.00	8.00	8.00	8.00	0.00	40.00	47.030	1,881.22	Federal Taxes	324.18			
M/EX: M/1	Wisconsin Carpenter / Carpenter Piledriver	Overtime Hourly	0.00	1.50	1.00	1.50	2.00	2.00	1.00	9.00	70.545	634.92	Wisconsin Taxe	152.74			
Race/Sex: C/M												0.00	Additional Medi				
Wisconsin Carpenter Piledriver												0.00	Social Security	157.11			
Carpenter Piledriver Foreman													Project Total	2,516.14	Medicare Empl	36.75	
EEO: Journeyman															Vacation	64.19	
Check #: 4110423															Working Dues %		
															Working Dues/t	85.26	
															% of Gross Stre		
															Other	18.00	
															<b>2,534.14</b>	<b>838.23</b>	<b>1,695.91</b>

# Certified Payroll Transcript

**Period** 10/29/2023 - 11/4/2023  
**Job:** 20211- C Reiss Dock  
**Contract:** 20211- C Reiss Dock

Employee	Work Classification (Craft/Class)		-----Hours-----									Total Rate	Project Amounts	***** Weekly Totals ***** (Week Ending 11/4/23)				
			Sun	Mon	Tue	Wed	Thu	Fri	Sat	Total	Rate			Project Amounts	Total Gross	Deductions	Net Pay	
<b>Renne, Cody E - 5008</b> M/EX: M/O Race/Sex: C/M Wisconsin Carpenters 704 Carpenter Foreman EEO: Journeyman Check #: 4110423	Wisconsin Carpenters / 704 Carpenter Forer	Regular Hourly	0.00	2.00	8.00	6.50	8.00	1.50	0.00	0.00	26.00	44.260	1,150.76	Federal Taxes \	204.19			
	Wisconsin Carpenter / Carpenter Piledriver	Regular Hourly	0.00	5.00	0.00	1.50	0.00	6.50	0.00	0.00	13.00	47.030	611.40	Minnesota Taxe				
	Wisconsin Carpenters / 704 Carpenter Forer	Overtime Hourly	0.00	0.00	0.00	0.50	0.50	0.50	0.00	0.00	1.50	66.390	99.60	Wisconsin Taxe	111.07			
													0.00	Additional Medi				
													0.00	Social Security	118.17			
														Project Total	1,861.76	Medicare Empl	27.63	
																Vacation	84.29	
															Working Dues %			
															Working Dues/t	69.08		
															% of Gross Stra			
																<b>1,936.02</b>	<b>614.43</b>	<b>1,321.59</b>
<b>Seeley, Rodney A - 4056</b> M/EX: S/9 Race/Sex: C/M Minnesota Teamsters 602 5 Axel Grp 1 Foreman EEO: Check #: 4110423	Minnesota Teamsters / 602 5 Axel Grp 1 For	Regular Hourly	0.00	1.50	0.00	3.00	4.00	1.00	0.00	0.00	9.50	38.090	361.86	Federal Taxes \	104.01			
	Minnesota Teamsters / 602 5 Axel Grp 1 For	Overtime	0.00	0.00	0.00	0.00	0.00	0.50	0.00	0.00	0.50	57.135	28.57	Minnesota Taxe	26.00			
													0.00	Wisconsin Taxe	11.64			
													0.00	Additional Medi				
													0.00	Social Security	96.24			
														Project Total	390.43	Medicare Empl	22.51	
																Truck Dues	106.00	
															Political Truck E	1.00		
																<b>1,582.20</b>	<b>367.40</b>	<b>1,214.80</b>

# Certified Payroll Transcript

**Period** 10/29/2023 - 11/4/2023  
**Job:** 20211- C Reiss Dock  
**Contract:** 20211- C Reiss Dock

Employee	Work Classification (Craft/Class)		-----Hours-----										Project Amounts	***** Weekly Totals ***** (Week Ending 11/4/23)			
			Sun	Mon	Tue	Wed	Thu	Fri	Sat	Total	Rate	Total Gross		Deductions	Net Pay		
<b>Sudduth, Morgan T - 4682</b> M/EX: S/O Race/Sex: C/M Wisconsin Carpenters 704 Carp Apprentice 88% EEO: Check #: 4110423 4110423	Wisconsin Carpenters / 704 Carp Apprentice	Regular Hourly	0.00	3.50	8.00	0.00	3.00	2.00	0.00	16.50	35.870	591.86	Federal Taxes \	209.03			
	Wisconsin Carpenter / Carp Piledriver Appre	Regular Hourly	0.00	4.50	0.00	0.00	0.00	6.00	0.00	10.50	39.180	411.39	Minnesota Taxe	26.00			
	Wisconsin Carpenter / Carp Piledriver Appre	Overtime Hourly	0.00	0.00	0.00	0.00	0.00	0.50	0.00	0.50	58.770	29.39	Wisconsin Taxe	57.74			
												0.00	Additional Medi				
												0.00	Social Security	102.95			
													1,032.64	Medicare Empl	24.08		
														Vacation	91.11		
													Working Dues %				
													Working Dues/t	72.12			
													% of Gross Stra				
														<b>1,660.37</b>	<b>583.03</b>	<b>1,077.34</b>	
<b>Wahlquist, Andrew James - 4712</b> M/EX: S/O Race/Sex: C/M WI Local 139 Apprentice 80% Group 2 Apprentice EEO: Check #: 4110423	WI Local 139 Apprent / 90% of Area 2 Buildir	Regular Hourly	0.00	8.00	8.00	8.00	8.00	8.00	0.00	40.00	36.570	1,462.82	Federal Taxes \	241.45			
	WI Local 139 Apprent / 90% of Area 2 Buildir	Overtime Hourly	0.00	0.00	0.00	0.50	0.50	0.50	0.00	1.50	54.855	82.29	Wisconsin Taxe	91.21			
												0.00	Additional Medi				
												0.00	Social Security	95.80			
													1,545.11	Medicare Empl	22.41		
														Working Dues %	23.18		
														Working Dues %	15.31		
														<b>1,545.11</b>	<b>489.36</b>	<b>1,055.75</b>	
<b>Wickstrom, Jamie D - 4064</b> M/EX: M/1 Race/Sex: C/M WI Operators Local 139 305 G2/1C EEO: Journeyman Check #: 4110423	WI Operators Local 1 / WI Oper Foreman Pr	Regular Hourly	0.00	8.00	8.00	8.00	8.00	8.00	0.00	40.00	45.890	1,835.60	Federal Taxes \	306.80			
	WI Operators Local 1 / WI Oper Foreman Pr	Overtime Hourly	0.00	2.00	2.00	2.00	2.00	1.00	0.00	9.00	68.835	619.52	Wisconsin Taxe	147.79			
												0.00	Additional Medi				
												0.00	Social Security	152.21			
													2,455.12	Medicare Empl	35.60		
														Working Dues %	36.83		
														Working Dues %	18.08		
														<b>2,455.12</b>	<b>697.31</b>	<b>1,757.81</b>	

# Certified Payroll Transcript

Period 10/29/2023 - 11/4/2023

Job: 20211- C Reiss Dock

Contract: 20211- C Reiss Dock

Employee	Work Classification (Craft/Class)		-----Hours-----										Project Amounts	***** Weekly Totals ***** (Week Ending 11/4/23)			
			Sun	Mon	Tue	Wed	Thu	Fri	Sat	Total	Rate	Total Gross		Deductions	Net Pay		
<b>Wilson, Jason R - 4692</b>	Wisconsin Carpenters / 704 Carpenter	Regular Hourly	0.00	0.00	8.00	6.50	8.00	2.00	0.00	24.50	40.760	998.62	Federal Taxes \	271.15			
M/EX: S/O	Wisconsin Carpenter / Carpenter Piledriver .	Regular Hourly	0.00	6.00	0.00	1.50	0.00	6.00	0.00	13.50	43.530	587.67	Wisconsin Taxe	99.68			
Race/Sex: C/M	Wisconsin Carpenters / 704 Carpenter	Overtime Hourly	0.00	0.00	0.00	0.50	0.50	0.00	0.00	1.00	61.140	61.14	Additional Medi				
Wisconsin Carpenters 704 Carpenter	Wisconsin Carpenter / Carpenter Piledriver .	Overtime Hourly	0.00	0.00	0.00	0.00	0.00	0.50	0.00	0.50	65.295	32.65	Social Security	104.17			
EEO: Journeyman													Other Taxable	0.00	Medicare Empl	24.36	
Check #: 4110423													Other Non Taxable	0.00	Vacation	78.52	
													<b>Project Total</b>	<b>1,680.08</b>	Working Dues %		
															Working Dues/t	65.93	
															% of Gross Stra		
															<b>1,680.08</b>	<b>643.81</b>	<b>1,036.27</b>

# Certified Payroll Transcript

Period 10/29/2023 - 11/4/2023

Job: 20211- C Reiss Dock

Contract: 20211- C Reiss Dock

Job Totals	Hours	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Total	Project Amounts	***** Weekly Totals ***** (Week Ending 11/4/23)		
											Total Gross	Deductions	Net Pay
Regular Hourly		0.00	138.00	135.00	129.50	131.50	162.00	0.00	696.00	29,008.83	Federal Taxes V	7,927.57	
Overtime Hourly		0.00	13.50	16.00	19.50	17.00	13.00	1.00	80.00	5,124.19	Minnesota Taxe	925.00	
Regular Hourly		0.00	7.00	3.75	16.00	4.00	12.25	0.00	43.00	1,587.63	Wisconsin Taxe	2,126.90	
Overtime		0.00	0.00	0.00	0.00	0.00	43.50	0.00	43.50	2,388.62	Additional Medi		
Vacation		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	387.50	Social Security	3,642.23	
										0.00	Medicare Emplc	851.82	
										0.00	Child Support	117.46	
										<b>38,496.77</b>	Levy/Garnishme	187.49	
											Vacation	779.86	
											Vacation Variab	671.93	
											Working Dues %	289.60	
											Working Dues %	133.38	
											Working Dues/h	772.93	
											% of Gross Stra		
											Truck Dues	742.00	
											Political Truck E	1.00	
											Other	48.00	
											<b>58,835.99</b>	<b>19,217.17</b>	<b>39,618.82</b>



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:	<b>164050</b>
Date Approved:	<b>5/1/2020</b>
Director of Apprenticeship:	<b>John Aiken</b>

**APPRENTICESHIP AGREEMENT**

**PARTIES TO THIS AGREEMENT:**

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

**PARTIES DESIRE TO ENTER INTO AN AGREEMENT OF REGISTERED APPRENTICESHIP:**

Trade or Occupation: <b>CARPENTER</b>	Standard Number: <b>66</b>	Apprenticeship Start Date: <b>4/30/2020</b>
Term of Apprenticeship (Total OJT) <b>7000</b>	Hours Credited to Apprentice: <b>0</b>	Remaining Hours to Complete: <b>7000</b>
Related Instruction Training Hours: <b>144</b>	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: <b>ANTHONY D BASTIEN</b>	Telephone Number: <b>218-391-9811</b>	Date of Birth: <b>5/6/2001</b>	Ethnic Group: <b>NON-HISPANIC or NON-LATINO</b>
Street Address (Apprentice): <b>1444 COUNTY RD 4</b>	City, State & Zip Code: <b>CARLTON, MN 55718</b>	Gender: <b>Male</b>	Race: <b>WHITE</b> <b>WHITE</b>
Sponsor Name: <b>DULUTH CARPENTERS JAC</b>	Officer Name: <b>MATT CAMPANARIO</b>	SSN: <b>xxx-xx-8981</b>	
Street Address, City, State & Zip Code: <b>5238 MILLER TRUNK HWY, DULUTH, MN 55811</b>	Officer Signature: <b>MATT CAMPANARIO</b>	Veteran: (with 181 days or more on active duty) <b>Non Veteran</b>	
Employer Name: <b>CMC (STANDARD 66)</b>	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

DLI OFFICE USE ONLY	
Agreement No.	<b>167328</b>
Date Approved	<b>07/15/2021</b>
Director of Apprenticeship	<b>Kate Perushek</b>

### APPRENTICESHIP AGREEMENT

ARTICLES TO THIS AGREEMENT:

Apprentice Name: <b>SEAN CLARK</b>	Employer Name: <b>NORTHLAND CONSTRUCTORS INC</b>	Agreement Date: <b>06/17/2021</b>
Sponsor Name: <b>CONSTR CRAFT LABORERS JAC</b>		Union:

PARTIES DESIRE TO ENTER INTO AN AGREEMENT OF REGISTERED APPRENTICESHIP:

Trade or Occupation: <b>CONSTRUCTION LABORER</b>	Standard Number: <b>3973</b>	Apprenticeship Start Date: <b>06/17/2021</b>
Term of Apprenticeship (Total OJT Training) <b>4000</b>	Hours Credited to Apprentice:	Remaining Hours to Complete: <b>4000</b>
Related Instruction Training Hours: <b>144</b>	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 34.13

<b>0 - 1,500</b>	<b>Hours</b>	<b>80.00%</b>	<b>\$27.30</b>	<b>1,501 - 3,000</b>	<b>Hours</b>	<b>87.00%</b>	<b>\$29.69</b>
<b>3,001 - 4,000</b>	<b>Hours</b>	<b>95.00%</b>	<b>\$32.42</b>				

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 CONSTRUCTION LABORER are hereby made a part of this Agreement.

Apprentice Signature: (Parental/Guardian Signature Required for Minor) <b>SEAN CLARK</b>	Telephone Number: <b>218-355-8908</b>	To be completed by Apprentice	
Street Address (Apprentice): <b>1735 OLSONVILLE CIR</b>	City, State & Zip Code: <b>CARLTON, MN 55718</b>	Date of Birth: <b>12/03/1984</b>	Ethnicity: <input type="radio"/> Hispanic <input checked="" type="radio"/> Non-Hispanic <input type="radio"/> DNSI
Sponsor Name: <b>CONSTR CRAFT LABORERS JAC</b>	Officer Name: <b>DEAN MILLS</b>	Gender: <b>MALE</b>	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: <b>2350 MAIN ST WINGO, MN 55038</b>	Officer Signature:	SSN: <b>xxx-xx-6329</b>	
Employer Name: <b>NORTHLAND CONSTRUCTORS INC</b>	Officer Name:	<input type="checkbox"/> Veteran (with 181 days or more on active duty)	
Street Address, City, State & Zip Code: <b>4843 RICE LAKE RD DULUTH, MN 55803</b>	Officer Signature:		



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.	170252
Date Approved	06/16/2022
Director of Apprenticeship	Jessica Grosz

### APPRENTICESHIP AGREEMENT

PARTIES TO THIS AGREEMENT:

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

PARTIES DESIRE TO ENTER INTO AN AGREEMENT OF REGISTERED APPRENTICESHIP:

Trade or Occupation: <b>UNIVERSAL EQUIPMENT OPERATOR</b>	Standard Number: <b>9187</b>	Apprenticeship Start Date: <b>06/13/2022</b>
Term of Apprenticeship (Total OJT Training) <b>6000</b>	Hours Credited to Apprentice:	Remaining Hours to Complete: <b>6000</b>
Related Instruction Training Hours: <b>432</b>	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

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

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



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.	<b>170252</b>
Date Approved	<b>6/16/2022</b>
Director of Apprenticeship	<b>Jessica Grosz</b>

**APPRENTICESHIP AGREEMENT**

**PARTIES TO THIS AGREEMENT:**

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

**PARTIES DESIRE TO ENTER INTO AN AGREEMENT OF REGISTERED APPRENTICESHIP:**

Trade or Occupation: <b>UNIVERSAL EQUIPMENT OPERATOR</b>	Standard Number: <b>9187</b>	Apprenticeship Start Date: <b>6/13/2022</b>
Term of Apprenticeship (Total OJT) <b>6000</b>	Hours Credited to Apprentice: <b>0</b>	Remaining Hours to Complete: <b>6000</b>
Related Instruction Training Hours: <b>432</b>	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: <b>CARSON R EHLE</b>	Telephone Number: <b>218-393-9883</b>	Date of Birth: <b>6/5/2003</b>	Ethnic Group: <b>NON-HISPANIC or NON-LATINO</b>
-----------------------------------------------	------------------------------------------	-----------------------------------	----------------------------------------------------

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

**DIVISION OF EMPLOYMENT AND TRAINING  
Bureau of Apprenticeship Standards**

Appleton South - BAS Area #17  
Moraine Park Technical College  
2151 N Main Street RM N-119.1  
West Bend WI 53090

**STATE OF WISCONSIN**



Department of Workforce Development

**Tony Evers**, Governor  
**Amy Pechacek**, Secretary-designee  
**Michele Carter**, Division Administrator

May 31, 2023

TIMOTHY HYNES  
11440 SOUTH CEMETERY RD  
SOLON SPRINGS WI 54873

### Employer Assignment

<b>Apprentice Name</b> Timothy Hynes	<b>Social Security Number</b> ***-**-7865
<b>Employer Name</b> Northland Constructors	<b>Local Committee Name</b> Wisconsin Operating Engineers JAC

This letter is to verify that this Apprentice Contract has been assigned to Northland Constructors, effective May 24, 2023.

Any objection to this assignment must be made in writing and received by this office no later than ten working days from the date of this letter.

The employer agrees to take this apprentice into service under the conditions specified in the Apprentice Contract. The employer shall retain this apprentice as long as work is available or the apprentice is transferred to another employer.

The employer and apprentice are required to notify the Bureau of Apprenticeship Standards and the Local Committee, when the apprentice is released from this employer.

Timothy J Budda  
Apprenticeship Training Representative  
Telephone: (262) 335-5849  
Fax: (920) 735-2473  
Email: timothy.budda@dwd.wisconsin.gov

Also mailed to: Northland Constructors  
Wisconsin Operating Engineers JAC  
Fox Valley Technical College



**SKILL IMPROVEMENT & APPRENTICESHIP FUND**  
W11584 STATE ROAD 21 • COLOMA, WI 54930 • (715) 228-4911 • FAX (715) 228-4901 • woetrainingcenter.org

Thursday, May 25, 2023

NORTHLAND CONSTRUCTORS DULUTH  
4843 RICE LAKE  
DULUTH, MN 55803  
Contractor Fax: (218) 722-4560

This letter is to notify NORTHLAND CONSTRUCTORS DULUTH that Timothy Hynes, Jr XXX-XX-(7865) has his/her apprenticeship contract assigned to your firm for training as an Operating Engineer Apprentice effective 5/24/2023.

Timothy Hynes, Jr's apprenticeship began on 5/24/2023 and his/her status is that of a 3rd pay period apprentice. He/she should be paid 80% of the Area 2 Building M/U rate of \$38.97 = \$31.18, plus fringes at the same scale as that paid to journeyworkers, except that the amount of the Central Pension shall be at the apprentice rate of \$6.72 per hour. **If the apprentice works under a different contract he/she should be paid at the appropriate rate.**

As you are aware the Federal and State apprenticeship standards have policies set in place regarding the number of hours an apprentice must attend for their required related instruction. Failure to attend the required amount of related instruction each year may result in the cancellation of his/her apprenticeship, therefore causing you to lose your ability to employ him/her as an operating engineer.

Apprentices will receive notice regarding their required Related Instruction each year. Please remember the State Bureau of Apprenticeship does not excuse anyone from their required courses because they may still be working.

Thank you for your participation in the program.

Sincerely,

*Daniel Sperberg*

Daniel Sperberg  
Training Director

Cc: Timothy Hynes, Jr

Timothy Hynes, Jr  
11440 South Cemetery Rd  
Solon Springs, WI 54873-0426

# Apprentice Contract

This contract was prepared by Timothy J Budda on the date of May 31, 2023, between the Wisconsin Department of Workforce Development (the Department) and:

## Apprentice

Timothy Hynes  
11440 South Cemetery Rd

Solon Springs WI 54873  
thynesone88@gmail.com

DOB: March 16, 1988

Contract #: 333580

Phone: (715) 816-0683

SSN: \*\*\*-\*\*-7865

## Sponsor

Wisconsin Operating Engineers  
JAC

W11584 State Road 21

Coloma WI 54930-8776

The Apprenticeship term begins on May 24, 2023, and terminates upon the successful completion of the apprenticeship program provisions of the Operating Engineer occupation, which are incorporated as part of this contract as Exhibit A, Program Provisions. The provisions included in this contract are binding on the parties.

The Department will issue a Certificate of Apprenticeship to the apprentice upon satisfactory completion of the provisions of this Apprentice Contract.

The Department may terminate the contract upon request of the apprentice or sponsor for good cause and in accordance with Wis. Admin. Code Ch. DWD 295.20, which provides for due process. In addition, the Department may terminate the contract if any party to the contract is unable to continue with the obligations under the contract or has breached the contract.

The apprentice's signature authorizes the assigned provider(s) of paid and unpaid related instruction to release progress, grades, and attendance reports to the Department, sponsor, and employer while this contract is in effect.

The sponsor and apprentice agree to the standards of the apprenticeship program as they exist on the date of the contract and as they may be amended during the period of the contract, upon approval of the Department. The terms of an existing apprentice contract may be modified subject to approval of the Department.

The sponsor shall not discriminate against apprenticeship applicants or apprentices on the basis of race, color, religion, national origin, sex (including pregnancy and gender identity), sexual orientation, genetic information, or because they are an individual with a disability or a person 40 years old or older. The sponsor will also not discriminate against apprenticeship applicants or apprentices based on conviction record, arrest record, marital status, veteran status, use of lawful products, or use of qualifying family or medical leave. The sponsor shall take affirmative action to provide equal opportunity in apprenticeship and operate the apprenticeship program as required under 29 CFR part 30 and Wis. Admin. Code Ch. DWD 296.

The apprentice, sponsor, and employer agree to fulfill all the obligations of this Apprentice Contract. The parties have signed this contract, as required by Chapter 106.01 of the laws of Wisconsin. Personal information provided herein may be used for secondary purposes [Privacy Law, s.15.04(1)(m) Wisconsin Statutes].

/s/ Timothy Hynes  
Apprentice Signature

May 26, 2023  
Date

Daniel Spang

Sponsor Signature

May 26, 2023  
Date

David D. P.

Department Approval

May 26, 2023  
Date

The Registration Agency is the authority to receive and resolve controversies or differences arising out of this contract when they cannot be resolved locally in accordance with established procedures or collective bargaining provisions.

**Registration Agency:**  
Department of Workforce Development  
Division of Employment and Training  
Bureau of Apprenticeship Standards  
PO Box 7972, Madison, WI 53707  
Phone: 608-266-3332

Wisconsin Operating Engineers JAC • Coloma WI  
Operating Engineer • 01-859683010-01-T  
Exhibit A - Program Provisions

Approved: 6/1/2020

**TERM OF APPRENTICESHIP:** The term of apprenticeship shall be Time-based, which has been established to be 4 years of not less than 6000 hours . Hours of labor shall be the same as established for other skilled employees in the occupation.

**PROBATIONARY PERIOD:** The probationary period shall be the first 1500 hours of the apprenticeship. During the probationary period, this contract may be cancelled by the apprentice or the sponsor upon written notice to the Department.

**PAID RELATED INSTRUCTION ATTENDANCE:** The apprentice shall attend Fox Valley Technical College, as assigned, for paid related instruction four hours per week or the equivalent and satisfactorily complete the prescribed course material for a minimum of 400 hours, unless otherwise approved by the Department. The employer must pay the apprentice for attended related instruction hours at the same rate per hour as for services performed.

**WORK PROCESS SCHEDULE:** In order to obtain well-rounded training and thereby qualify as a skilled worker in the occupation, the apprentice shall have experience and training in the following areas. This instruction and experience shall include the following operations but not necessarily in the sequence given. Time spent on specific operations need not be continuous.

**Work Process Description**

**Approximate Hours**  
(Min - Max)

Machines - Training may include up to minimum of the stated hours on the following machines:

5100

**CLASS 1 - Machines**

Friction Crane, Hydraulic Crane, Tower Crane, Tracked Excavator, Rubber Tired Excavator, Caisson Rig, Pile Driver, Dredge Operator/  
Engineer, Dragline, Directional Boring Machine, Tunnel Boring Machine, Blaster, Concrete/Grout Pump.

**CLASS 2 - Machines**

Concrete Laser Screed, Concrete Slipform Paver, Concrete Batch Plant, Concrete Spreader & Distributor, Automatic Subgrader (Concrete), Concrete Grinder & Planing Machine, Concrete Slipform Curb & Gutter Machine, Bridge Paver, Concrete Conveyor System, Asphalt Plant Engineer, Bituminous Paver/Screed, Milling Machine, Grader or Motor Patrol, Tractor (Scraper, Dozer, Pusher, Loader), Scraper - Rubber Tired (Single or Twin Engine), End Loader, Tractor Loader Backhoe, Trenching Machine, Tractor (Side Boom -Heavy), Drilling & Boring Machine (Mechanical Heavy), Grade Checker, Asphalt Roller.

**CLASS 3 - Machines**

Greaser, Shouldering Machine, Self-Propelled Chip Spreader, Concrete finishing/Curing/  
Texturing Machine, Joint Sewer (Multiple Blade), Forklift, Environmental Burner, Back filler, Hydro-Blaster, Percussion or Rotary Drilling Machine, Rail Leveling Machine, Tie Placer, extractor or tamper, Stone Leveler, Cable Plow (Track or Rubber Tired), Auger Boring Machine, Micro-tunneling Machine, Lowboy, Boats (Safety, Tug, Launch & Work Barges), Deckhand, Off Road Material Hauler.

**CLASS 4 - Machines**

Stump Chipper, Rock Breaker, Crusher/

DETA-10408-E (R. 02/2023)



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 Operating Engineer • 01-859683010-01-T  
 Exhibit A - Program Provisions

Screening Plant, Concrete Breaker (Manual or Remote), Vibratory/Sonic Concrete Breaker, Farm or Industrial Tractor & Mounted Equipment, Skid Steer Loader, Broom/  
 Sweeper, Vibratory Hammer/Extractor, Compactor, Concrete Conveyor System, Oiler, Drilling Machine Helper, Tugger, Winches and A-Frames, Material/Man Hoists.

CLASS 5 - Machines	500
Pump (Over 3"), Generators, Air Compressor, Automatic Belt Conveyor & Surge Bin, De-Watering, Mulcher, Fireman, Post Hole or Post Driver.	
Paid Related Instruction	400
<b>TOTAL</b>	<b>6000</b>

The above schedule is to include all operations and such other work as is customary in the occupation.

**MINIMUM COMPENSATION TO BE PAID:** (Per collective bargaining agreement)

First period of 1,500 hours and 160 hours related instruction at 60% of the Base Skilled Wage Rate plus 10% Related Instruction Pay. The Related Instruction consists of

- Basic Equipment (80 hours)
- Hazmat (40 hours)
- Construction Regulations to include OSHA, MSHA, and First Aid/CPR (40 hours)

Second pay period of 1,500 hours and 160 hours related instruction at 65% of the Base Skilled Wage Rate plus 10% Related Instruction Pay. The Related Instruction consists of:

- Basic Excavating or Basic Earthmoving or Basic Crane (80 hours)
- Basic Grade Checking (40 hours)
- Maintenance or Welding (40 hours)
- Must update MSHA and Hazmat certifications

Third pay period of 1,500 hours and 80 hours related instruction at 70% of the Base Skilled Wage Rate plus 10% Related Instruction Pay. The Related Instruction consists of

- Any specialty class (80 hours)
- Must update MSHA, Hazmat, and First Aid/CPR certifications

Fourth period of 1,500 hours at 80% of the Base Skilled Wage Rate plus 10% Related Instruction Pay.

The skilled wage rate for an apprentice shall be based on the hourly rate established for classification 3 of the current agreement, plus fringes, as appropriate, EXCEPT THAT under NO circumstances shall an apprentice wage rate exceed that of a journeyworker performing the same work.

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Operating Engineer • 01-859683010-01-T  
Exhibit A - Program Provisions

The compensation for school hours will be paid by the employer as an additional 10% of the base skilled wage rate for all hours of on-the-job training, as listed under Minimum Compensation to Be Paid.

The base skilled wage rate is \$37.37 per hour.

If the apprentice is covered under a collective bargaining agreement, the wage rate specified by that collective bargaining agreement applies.

If the apprentice is not covered under a collective bargaining agreement, the employer may exceed the base skilled wage rate at their discretion.

An apprentice's rate of pay for overtime shall be increased by the same percentage as the journey worker's rate of pay for overtime is increased in the same industry or establishment.

**CREDIT PROVISIONS:** The apprentice, granted credit at the start or during the term of the apprenticeship, shall be paid the wage rate of the pay period to which such credit advanced the apprentice.

**Work credit hours approved: None**

**School credit hours approved:**

**Paid related instruction: 144 Hours**

Paid related instruction description: 144 hours for prior related instruction

**Unpaid related instruction:**

**Total credit hours to be applied to the term of the apprenticeship: 144 Hours**

**SPECIAL PROVISIONS:**

When the apprentice has accrued 6,000 hours, including related instruction, and passed three performance tests and completed related instruction, the apprentice will be classified a journeyworker.

The apprentice shall endeavor to accrue hours on multiple classifications (and machines identified therein) as listed in the work process schedule. However, the apprentice understands and acknowledges that the work process schedule may not allow for training in all classifications (and machines identified therein) as stated in the Exhibit A.

The apprentice must be qualified to operate three (3) major machines or attachments listed above before completing the apprenticeship program in one class or any combination of classes. The maximum number of hours in Class 5 is 500 hours.

Paid Related Instruction is conducted by block method. Apprentices receive a 10% R.I. Pay while working and receive no direct compensation during block instruction.

The apprentice attends school on their own time and takes such subjects and for such period of time as the Committee requires.

Wisconsin Operating Engineers JAC • Coloma WI  
Operating Engineer • 01-859683010-01-T  
Exhibit A - Program Provisions

First Aid and CPR courses as required.

The apprentice may be granted credit for previous on-the-job training and previous schooling as listed under Credit Provisions on this Apprentice Contract.

An apprentice in his/her final year must satisfactorily complete the BAS approved Transition to Trainer Course.



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.	164498
Date Approved	06/22/2020
Director of Apprenticeship	John Aiken

### APPRENTICESHIP AGREEMENT

PARTIES TO THIS AGREEMENT:

Apprentice Name: <b>WYATT G KELLEY</b>	Employer Name: <b>NORTHLAND CONSTR OF DULUTH LLC</b>	Agreement Date: <b>06/22/2020</b>
Sponsor Name: <b>DULUTH CARPENTERS JAC</b>	Union: <b>CARPENTERS LOCAL 361</b>	

PARTIES DESIRE TO ENTER INTO AN AGREEMENT OF REGISTERED APPRENTICESHIP:

Trade or Occupation: <b>CARPENTER</b>	Standard Number: <b>66</b>	Apprenticeship Start Date: <b>06/22/2020</b>
Term of Apprenticeship (Total OJT Training) <b>7000</b>	Hours Credited to Apprentice:	Remaining Hours to Complete: <b>7000</b>
Related Instruction Training Hours: <b>144</b>	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 05/01/2020 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

8390

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) <b>WYATT G KELLEY</b>	Telephone Number: <b>218-499-5818</b>	To be completed by Apprentice	
Street Address (Apprentice): <b>#2 SUNNYSIDE ESTATES</b>	City, State & Zip Code: <b>CLOQUET, MN 55720</b>	Date of Birth: <b>12/05/2001</b>	Ethnicity: <input type="radio"/> Hispanic <input checked="" type="radio"/> Non-Hispanic <input type="radio"/> DNSI
Sponsor Name: <b>DULUTH CARPENTERS JAC</b>	Officer Name: <b>MATT CAMPANARIO</b>	Gender: <b>MALE</b>	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: <b>5238 MILLER TRUNK HWY DULUTH, MN 55811</b>	Officer Signature:	SSN: <b>xxx-xx-0084</b>	<input type="checkbox"/> Veteran (with 181 days or more on active duty)
Employer Name: <b>NORTHLAND CONSTR OF DULUTH LLC</b>	Officer Name:		
Street Address, City, State & Zip Code: <b>4843 RICE LAKE RD DULUTH, MN 55803</b>	Officer Signature:		



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.	165590
Date Approved	09/02/2021
Director of Apprenticeship	Jessica Grosz

### APPRENTICESHIP AGREEMENT

PARTIES TO THIS AGREEMENT:

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

PARTIES DESIRE TO ENTER INTO AN AGREEMENT OF REGISTERED APPRENTICESHIP:

Trade or Occupation: <b>CARPENTER</b>	Standard Number: <b>66</b>	Apprenticeship Start Date: <b>08/30/2021</b>
Term of Apprenticeship (Total OJT Training) <b>7000</b>	Hours Credited to Apprentice:	Remaining Hours to Complete: <b>7000</b>
Related Instruction Training Hours: <b>144</b>	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) <b>MORGAN SUDDUTH</b>	Telephone Number: <b>612-308-7333</b>	To be completed by Apprentice	
Street Address (Apprentice): <b>1907 E 3RD ST</b>	City, State & Zip Code: <b>DULUTH, MN 55812</b>	Date of Birth: <b>11/01/1990</b>	Ethnicity: <input type="radio"/> Hispanic <input checked="" type="radio"/> Non-Hispanic <input type="radio"/> DNSI
Sponsor Name: <b>DULUTH CARPENTERS JAC</b>	Officer Name: <b>MATT CAMPANARIO / Be Pat</b>	Gender: <b>MALE</b>	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: <b>5238 MILLER TRUNK HWY DULUTH, MN 55811</b>	Officer Signature: 	SSN: <b>xxx-xx-9509</b>	<input type="checkbox"/> Veteran (with 181 days or more on active duty)
Employer Name: <b>OLYMPIC COMPANIES INC.</b>	Officer Name:		
Street Address, City, State & Zip Code: <b>2823 HEDBERG DRIVE HOPKINS, MN 55305</b>	Officer Signature:		



## SKILL IMPROVEMENT & APPRENTICESHIP FUND

W11584 STATE ROAD 21 , COLOMA, WI 54930 , [715] 228-4911 , FAX [715] 228-4901 , [woetrainingcenter.org](http://woetrainingcenter.org)

Wednesday, October 18, 2023

NORTHLAND CONSTRUCTORS DULUTH  
4843 RICE LAKE  
DULUTH, MN 55803

Contractor Fax: (218) 722-4560



RE: ANDREW WAHLQUIST  
Operating Engineer Apprentice

Dear Employer:

ANDREW WAHLQUIST (6976) has been transferred to your company effective as of 10/16/2023. You will be receiving a letter directly from the Bureau of Apprenticeship and Training confirming this letter.

ANDREW WAHLQUIST is a 4th pay period apprentice and should be paid 90% of the Area 2 Building M/U rate of \$40.63 = \$36.57, plus fringes at the same scale as that paid to journeyworkers, except that the amount of the Central Pension shall be at the apprentice rate of \$6.72 per hour. **If the apprentice works under a different contract he/she should be paid at the appropriate rate.**

Thank you for your participation in the program.

Sincerely,

*Daniel Sperberg*

Daniel Sperberg  
Training Director

Cc: Andrew Wahlquist

Andrew Wahlquist  
2006 East 6th Street  
Superior, WI 54880-3632