HIGHWAY, HEAVY & RAILROAD CONSTRUCTION AGREEMENT

between

HIGHWAY, HEAVY, AND UTILITY DIVISION – ICA, INC.

and

INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL UNION 181

April 1, 2015 to March 31, 2018
3. EMPLOYEES COVERED. This Agreement shall have effect on and cover employees performing work in the area covered by Article 4 of this Agreement for the Employer and all job site equipment repairs and maintenance and all other job site work which has been or may be awarded to the International Union of Operating Engineers and, without limiting the foregoing, all classifications of employees listed in Schedule "A" and any addition or additions thereto during the life of this Agreement. Provided, however, that this Agreement does not cover warranty and specialized mechanics who are not employees of the Employer. Such mechanics may perform job site repair or job site maintenance if assisted by an employee covered by this Agreement.

This Agreement shall not cover or apply to Superintendents, Assistant Superintendents, General Foreman, Foreman, Timekeepers, Messenger Boys, Guards, Confidential Employees, and Office Help.

The Foreman and all above are Agents of the Employer and in no way shall be construed to be an Agent of the Union.

No Foreman or Supervisor shall be allowed to operate, repair or maintain any mechanical equipment when such operation takes the job of an employee covered by this Agreement.

4. AREA COVERED. This Agreement shall cover and apply to the territorial jurisdiction of Local 181. The territorial jurisdiction of Local 181 in Indiana shall be the following counties:

<table>
<thead>
<tr>
<th>Bartholomew</th>
<th>Floyd</th>
<th>Lawrence</th>
<th>Ripley</th>
</tr>
</thead>
<tbody>
<tr>
<td>Brown</td>
<td>Franklin</td>
<td>Martin</td>
<td>Scott</td>
</tr>
<tr>
<td>Clark</td>
<td>Gibson</td>
<td>Ohio</td>
<td>Spencer</td>
</tr>
<tr>
<td>Crawford</td>
<td>Harrison</td>
<td>Orange</td>
<td>Switzerland</td>
</tr>
<tr>
<td>Dearborn</td>
<td>Jackson</td>
<td>Perry</td>
<td>Vanderburgh</td>
</tr>
<tr>
<td>Decatur</td>
<td>Jefferson</td>
<td>Pike</td>
<td>Warrick</td>
</tr>
<tr>
<td>Dubois</td>
<td>Jennings</td>
<td>Posey</td>
<td>Washington</td>
</tr>
</tbody>
</table>

5. WORK COVERAGE. This Agreement shall cover the type of work as outlined in Articles 6, 7, and 9 and all job site equipment repairs and maintenance, and other job site work, which has been or may be awarded, to the International Union of Operating Engineers; provided, however, that this Agreement does not cover job site repair or maintenance performed by warranty and specialized mechanics who are not employees of the Employer.

For purposes of this paragraph, "job site equipment repairs and maintenance" shall include equipment repairs and maintenance performed at a location established for the sole purpose of repairing and maintaining equipment for a specific job in question.

For purposes of this paragraph, "other job site work" shall include work performed at a location within reasonable proximity to the job in question and for the sole purpose of performing part of that job.
SCHEDULE “A”

Employees employed on the named machines or classifications as set out in this Schedule “A” shall be employed at the rates per hour for wages, health and welfare, pension and training as hereinafter in Class A-1, A, B, and C and the appropriate Apprentice Schedule.

CLASS A-1

Operating Engineers possessing 3rd party certification: (NCCCO) – National Commission for the Certification of Crane Operators or (OECP) – Operating Engineers Certification Program, U.S.Coast Guard approved Boat Pilot License will be paid Class A-1.

<table>
<thead>
<tr>
<th>Cherry Picker – ALL</th>
<th>Overhead Crane</th>
</tr>
</thead>
<tbody>
<tr>
<td>Crane or Derrick</td>
<td>Pile Drive – Skid or Crawler</td>
</tr>
<tr>
<td>Gantry</td>
<td>Rough Terrain Crane</td>
</tr>
<tr>
<td>Hoist 2-drum and over</td>
<td>Tower Crane</td>
</tr>
<tr>
<td>Hydraulic Boom Truck</td>
<td>Tug/Push Boat</td>
</tr>
</tbody>
</table>

Class A-1 Wages

<table>
<thead>
<tr>
<th>EFFECTIVE DATE</th>
<th>WAGES</th>
<th>H/W</th>
<th>PENS.</th>
<th>TRNG.</th>
<th>ICIAF</th>
<th>SAT</th>
<th>GROSS</th>
</tr>
</thead>
<tbody>
<tr>
<td>April 1, 2015</td>
<td>$33.65</td>
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<td>April 1, 2016</td>
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CLASS A

<table>
<thead>
<tr>
<th>Air Compressor in Manifold with throttle valves</th>
<th>Hydro – demolition equipment</th>
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</thead>
<tbody>
<tr>
<td>Asphalt Plant Engineer</td>
<td>Keystone (Skimmer Scoop)</td>
</tr>
<tr>
<td>Auto Grade or similar type machine</td>
<td>Laser Screed</td>
</tr>
<tr>
<td>Auto Patrol</td>
<td>Loader – self propelled (belt chain wheel)</td>
</tr>
<tr>
<td>Backhoe – all</td>
<td>Locomotive Operator</td>
</tr>
<tr>
<td>Ballast Regulator (R.R.)</td>
<td>Mechanic</td>
</tr>
<tr>
<td>Bituminous Mixer</td>
<td>Milling Machine</td>
</tr>
<tr>
<td>Bituminous Paver</td>
<td>Mucking Machine</td>
</tr>
<tr>
<td>Bituminous Plant Engineer</td>
<td>Multi-bank Drill Operator</td>
</tr>
<tr>
<td>Bulldozer</td>
<td>Panel Board Concrete Plant-central mix type</td>
</tr>
<tr>
<td>Caisson Drilling Machine</td>
<td>Paver – Hetherington</td>
</tr>
<tr>
<td>Cherry Picker – all</td>
<td>Pile Driver – skid or crawler</td>
</tr>
<tr>
<td>Chip Spreader – self-propelled</td>
<td>Overhead Crane</td>
</tr>
<tr>
<td>Cold grinder or similar type equipment</td>
<td>Road Paving Mixer</td>
</tr>
<tr>
<td>Concrete Mixer – 21 cu. ft. or over</td>
<td>Rock Breaking Plant</td>
</tr>
<tr>
<td>Concrete Pump – truck mounted</td>
<td>Rock Crushing Plant - portable</td>
</tr>
</tbody>
</table>
SCHEDULE "A" (continued)

Core Drilling Machine
Crane or Derrick with any attachment including:
  Clamshell, dragline, shovel, backhoe, etc.
Dodge Operator
Drilling Machine on which the drill is a
  integral part
Earth Mover – rubber tired (paddle wheel, 619, 631, TS24, or similar type)
Earth Mover – rubber tired, tandem - 50 cents
  per hour additional
Elevating Grader
Endloader – hillshovel
P.C.C. Formless Paver
Gantry
Gator Tiller
Gradesall
Gravel Processing Plant, portable
Guardrail Post Driver Operator
Head Greaser
Hilift Shovel – endloader
Hoist, 2-drums and over
Helicopter – Crew
Hydraulic Boom Truck (Pitman)
Hydraulic Boom Truck
Roller – Asphalt, Waterbound Macadam,
  Bituminous Macadam, Brick Surface
Roller – with dozer blade
Root Rake – tractor mounted
Rough Terrain Crane
Seaman Tiller
Self-Propelled Hydraulic Drill
Self Propelled Widener
Spider or Snorkel Crane
Stump Remover – Tractor Mounted
Surface Heater and Planer
Tandem Push Tractor – 50 cents per hour
  additional
Tower Crane
Tractor – boom, winch, or hoe head
Tractor – push
Tractor with scoop
Tractor Mounted Spreader
Transfer Machine/Shuttle Buggy
Tree Mover
Trench Machine (over 24”)
Tug Boat Operator
Welder
Well Drilling Machine

Class A Wages

<table>
<thead>
<tr>
<th>EFFECTIVE DATE</th>
<th>WAGES</th>
<th>H/W</th>
<th>PENS.</th>
<th>TRNG.</th>
<th>ICIAF</th>
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<th>GROSS</th>
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Long Boom Pay:

a. All crane operators operating cranes, including hydraulic cranes, with booms one hundred twenty five (125) feet and over including jib, shall be compensated an additional fifty cents ($0.50) per hour over and above the “Class A-1” and “Class A” wage scale.
SCHEDULE "A" (continued)

b. All crane operators operating cranes with booms one hundred seventy five (175) feet and over including jib, shall be compensated an additional one dollar ($1.00) per hour over and above the "Class A-1" and "Class A" wage scale.

c. All crane operators operating cranes with booms two hundred seventy five (275) feet and over including jib, shall be compensated an additional one dollar and fifty cents ($1.50) per hour over and above the "Class A-1" and "Class A" wage scale.

d. Long Boom Pay, Tower Cranes: The length of the mast and boom combined shall be used in determining Long Boom Pay for Tower Crane.

e. Piling Leads: All crane operators using piling leads, regardless of boom length, will receive an additional fifty cents ($0.50) per hour on Long Boom Pay.

CLASS B

Air Compressor with throttle valve or
   Clever Brooks type combination
Articulating Dump Truck or
   similar (off road)
Backfiller
Base Paver – Jersey or similar type machine
Bull Float
Concrete Finishing Machine
Concrete Mesh Depressor – independently operated
Concrete Spreader – Power Driven
Dredge Engineer
Excavator Loader – portable
Fireman – on boiler
Forklift – regardless of ton
Hoist – 1-drum
Mesh or Steel Placer
Minor Equipment Operator – 5 pcs.
Multiple Tamping Machine (R.R.)
P.C.C. Concrete Placer

Paving Breaker
Broom, self-propelled
Pull Grader, power controlled
Refrigerating Machine – freezing operation
Roller – earth and sub-base material
Ross Carrier (straddle buggy)
Sheepfoot roller – self-propelled without blade
Tamper – Multiple Vibrating, Asphalt
   Waterbound Macadam, Bituminous Macadam,
   Brick Surface
Tamper – Multiple Vibrating, earth and sub-base material
Telescoping Rock Spreader
Trench Machine, 24" and under
Tube Float
Well Point System
Widener – Apsee or similar type
Winch Truck with A-Frame
**SCHEDULE “A” (continued)**

### Class B Wages

<table>
<thead>
<tr>
<th>EFFECTIVE DATE</th>
<th>WAGES</th>
<th>H/W</th>
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</tbody>
</table>

### CLASS C

- Air Compressor
- Assistant to Engineer – Oilier
- Assistant Plant Engineer
- Automatic Dry Batch Plant
- Bituminous Distributor
- Bituminous Patching Tamper
- Belt Spreader
- Broom and Belt Machine
- Brush Burner
- Chair Cart – Self-propelled
- Coleman Type Screen
- Cold Grinder Oiler
- Concrete Mixer – less than 21 cu. ft.
- Conveyor, portable
- Curb Machine
- Deckhand
- Digger, posthole, power driven
- Farm Tractor- incl. farm tractor w/all attachments except backhoe, hilliift endloaders
- Form Grader
- Form Tamper, motor driven
- Generator
- Greaser Helper
- Gunite Machine
- Hetherington Driver
- Hetherington Helper
- Hydra Seeder
- Mechanic’s Helper
- Mechanical Heater
- Minor Equipment Operator, 1 thru 4 pcs
- Outboard or InBoard Motor Boat
- Power Curing Spraying Machine
- Power Saw – concrete, power driven
- Pug Mill
- Pull Broom, power type
- Slurry Seal Machine
- Spike Machine
- Spreader
- Straw Blower or Brush Mulcher
- Stripe Removal Machine
- Striping Machine – paint, motor driven
- Sub Grader
- Throttle Valve
- Tractaire with drill
- Truck Crane and Multi-Drill Oiler-Driver
- Water Pump

### Class C Wages

<table>
<thead>
<tr>
<th>EFFECTIVE DATE</th>
<th>WAGES</th>
<th>H/W</th>
<th>PENS.</th>
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<th>ICIAF</th>
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<th>GROSS</th>
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