

Memorandum of Agreement

By and Between:

Maddocks Construction Ltd.
2355 Pleasant Valley Road
PO Box 546
Armstrong BC V0E 1B2

(the Employer)

And:

Construction, Maintenance and Allied Workers Bargaining Council
305 - 2806 Kingsway
Vancouver BC V5R 5T5

(the Union)

This Memorandum of Agreement covers all work in the Commercial-Institutional and Industrial sectors of the construction industry.

The effect date of this Agreement shall be November 30, 2007 and will expire April 30, 2010.

The terms and conditions of the Agreement will be the same as set out in the May 1, 2004 - April 30, 2010 Carpenters Standard Commercial-Institutional and Carpenters Standard Industrial Agreements.

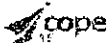
The parties agree to enter into a collective agreement covering all employees who perform carpentry work on behalf of the Employer, excluding office and sales staff.

Signed this 3 day of December, 2007.

On behalf of the Employer:

Barry Prohaska Pres
Signature and Position

Signature and Position



On behalf of the Union:

A. J. Keister Pres
Signature and Position

[Signature]
Signature and Position

[Signature]
SIGNATURE: PRESIDENT

SIGNED ON BEHALF OF THE
EMPLOYER:

Barry Maddon, President
Signature and Position

Signature and Position

SIGNED ON BEHALF OF THE UNION:

JAN NOSTER
President, Construction, Maintenance and
Allied Workers Bargaining Council

PAT HAGGARTY
Secretary-Treasurer, Construction,
Maintenance and Allied Workers Bargaining
Council

Local Union Officer

Local Union Number