

MODIFICATION TO
MEMORANDUM OF AGREEMENT
BETWEEN
REPUBLIC ITS
AND
IBEW LOCAL 1245
FOR
AMI PROJECT WORK

The parties agree to modify this agreement as follows:

1. Delete the provisions of Article XV – Annuity (Section 15.1).
2. Delete the provision of Article XVI – National Electrical Benefit Fund (Section 16.1).
3. Increase the wage of all classifications set forth in Appendix A by \$.50 an hour.
4. Increase the wage of all classifications set forth in Appendix A by 2.23%.

Dated: August 6, 2008

SIGNED FOR THE UNION:

SIGNED FOR THE EMPLOYER:

Tom Dalzell
Business Manager
IBEW Local 1245

Jeff Asch
Vice President
Republic ITS