



Derek Cargill
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October 11, 2023

Mr. Kenneth Krause
General Chairman, IAMAW
1208 N Davis Road
Independence, MO 64056

Via Electronic Mail: KKrause@districtlodge19.com

RE: Apprentice Mentor and Incentive Agreement

Dear Mr. Krause:

This letter of understanding will memorialize our discussion and agreement regarding Section III of the Apprentice Mentor Differential and Incentive Agreement (hereinafter referred to as “the Agreement”). Section III, paragraph two, of the Agreement states as follows:

“If an apprentice fails the written proficiency exam three times, the apprentice will be considered to have insufficient aptitude to learn the trade and will be disqualified as an apprentice.”

The parties agree to amend the second paragraph of Section III, which will now read as follows:

“If an apprentice fails the written proficiency exam three times, the apprentice’s progress will be reviewed by the appropriate CMO and IAMAW General Chairman to determine if the apprentice has insufficient aptitude or interest to learn the trade.”

Unless modified pursuant to this letter of understanding, all other aspects of the Agreement remain unchanged. If this correctly reflects your understanding, please acknowledge the same by providing your signature below.

Agreed: IAMAW General Chairman

John Denny

Heath Jacobs

Jason Gibbs

Kenny Krause

Juan Estrada

Josh Cox

Sincerely,

Derek Cargill