

APPENDIX B - OUTSIDE

This Appendix, executed between Henkels & McCoy, Inc., hereinafter referred to as "Employer", and IBEW Local Union's 42 & 104, hereinafter referred to as "Union", shall serve as an addendum to the National Teledata Agreement between Henkels & McCoy, Inc. and the IBEW International.

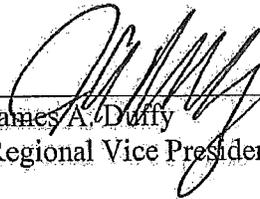
GEOGRAPHICAL JURISDICTION

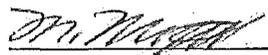
[Redacted]

Massachusetts

Signed for Henkels & McCoy

Signed for IBEW Local 42

 4/28/15
James A. Duffy Date
Regional Vice President

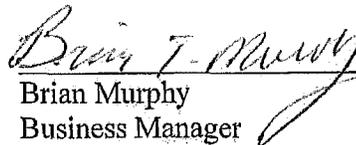
 4/21/15
Milton R. Moffitt, Jr. Date
Business Manager

Signed for IBEW Local 104

APPROVED
INTERNATIONAL OFFICE - I.B.E.W.

May 14, 2015

Edwin D. Hill, President
This approval does not make the
International a party to this agreement.

 04-23-2015
Brian Murphy Date
Business Manager

APPENDIX C – OUTSIDE

This Appendix, executed between Henkels & McCoy, Inc., hereinafter referred to as "Employer", and IBEW Local Union's 42 & 104, hereinafter referred to as "Union", shall serve as an addendum to the National Teledata Agreement between Henkels & McCoy, Inc. and the IBEW International.

TOOLS REQUIRED

SPLICER

- | | | |
|-----------------------|-----------------------------|-----------------|
| Body Belt | Diagonal Pliers | Line Hammer |
| Safety Strap | Long Nose Pliers | Nail Hammer |
| Climbers | E9E Scotchlock Tool | Terminal Wrench |
| 6' Rule | Scissors with Pouch | Test Set |
| Assorted Screwdrivers | Sheath Knife with Pouch | Kit/Adjusting |
| Crescent Wrenches | Dial Test set/pr touch Tone | |

LINEMAN

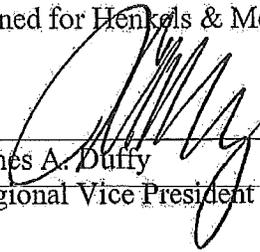
- | | | |
|-----------------|-----------------|---------------------|
| Body Belt | 9" Klein Pliers | Lag Wrench |
| Safety Strap | 6' Folding Rule | Scissors with Pouch |
| Climbers | Screwdriver | Line Hammer |
| Terminal Wrench | | |

INSTALLER

- | | | |
|-----------------------|----------------------------|------------------|
| Body Belt | Drop Wire Slitter | Terminal Wrench |
| Safety Strap | E9E Scotchlock Tool | Wrap/unwrap Tool |
| Climbers | Punchdown Tool | Diagonal Pliers |
| 6' Rule | Scissors with Pouch | Long Nose Pliers |
| Assorted Screwdrivers | Station Mans Probe | Line Hammer |
| Station Mans Tone | Dial or Touchtone Test set | Nail Hammer |

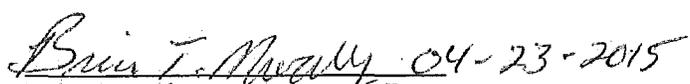
Signed for Henkels & McCoy

Signed for IBEW Local 42

 4/18/15
 James A. Duffy Date
 Regional Vice President

 4/21/15
 Milton R. Moffitt, Jr. Date
 Business Manager

Signed for IBEW Local 104

 04-23-2015
 Brian Murphy Date
 Business Manager

APPROVED
 INTERNATIONAL OFFICE - I.B.E.W.

 May 14, 2015

 Edwin D. Hill, President
 This approval does not make the
 International a party to this agreement.

APPENDIX D

This Appendix, executed between Henkels & McCoy, Inc., hereinafter referred to as "Employer", and IBEW Local Union's 42 & 104, hereinafter referred to as "Union", shall serve as an addendum to the National Teledata Agreement between Henkels & McCoy, Inc. and the IBEW International.

PENSION

The Employer agrees to comply with all applicable provisions of the Trust Agreement establishing the International Brotherhood of Electrical Workers Pension Fund: New England Electrical Workers' Money Purchase Plan and Trust.

Employer agrees to contribute two dollars and twenty-five (\$2.25) per hour worked for all employees covered by this Agreement to the New England Electrical Workers' Money Purchase Plan and Trust.

HEALTH AND WELFARE

4. For calendar year 2014, the cost of Henkels & McCoy Health Insurance is \$4.25 an hour. Employer will readjust such cost on an annual basis, with the new cost effective on January 1 of each year.

APPRENTICESHIP AND TRAINING

The parties hereto agree that as soon as practicable they shall meet and establish a training program as it relates to the Teledata Industry. When the program is established, the program and wage rates for those employees covered under this program will become a part of this Agreement.

Upon acceptance of the apprenticeship program by both parties to this Agreement, the following language shall be incorporated: The current approved Teledata Area Training Agreement between Employer and Union shall govern all matters of apprenticeship and training and the financing thereof.

APPENDIX E

This Appendix, executed between Henkels & McCoy, Inc., hereinafter referred to as "Employer", and IBEW Local Union's 42 & 104, hereinafter referred to as "Union", shall serve as an addendum to the National Teledata Agreement between Henkels & McCoy, Inc. and the IBEW International.

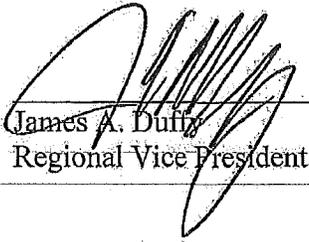
Reference to Article I

Section 1.01 This Appendix and all other Appendices shall take effect July 15, 2013, and shall remain in effect until December 31, 2016, unless otherwise specifically provided for herein. It shall continue in effect from year to year thereafter, from January through December of each year, unless changed or terminated in the way later provided herein.

WAGES

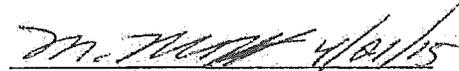
<u>Classifications</u>	<u>7/15/13 - 12/31/14</u>	<u>1/1/14 - 12/31/14</u>	<u>1/1/15 - 12/31/15</u>	<u>1/1/16 - 1/31/17†</u>
Cable Splicer	26.57	27.27	28.12	28.98
Teledata Lineman	24.98	25.68	26.49	27.31
Equipment Operator	24.98	25.68	26.49	27.31
Teledata Wireman	24.98	25.68	26.49	27.31
Installer Repairman	24.98	25.68	26.49	27.31
Technician II	24.98	25.68	26.49	27.31

Signed for Henkels & McCoy


James A. Duff
Regional Vice President

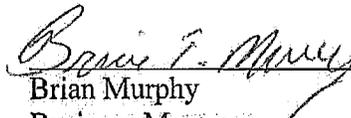
4/29/15
Date

Signed for IBEW Local 42


Milton R. Moffitt, Jr.
Business Manager

4/29/15
Date

Signed for IBEW Local 104


Brian Murphy
Business Manager

04-23-2015
Date

APPROVED
INTERNATIONAL OFFICE - I.B.E.W.

May 14, 2015

Edwin D. Hill, President
This approval does not make the
International a party to this agreement.

TELEDATA AGREEMENT

This Agreement made and entered into by and between Henkles & McCoy, Inc., and the INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, is applicable for all its work throughout the United States.

The term "Employer" as hereinafter used, shall mean Henkels & McCoy, Inc.

The term "IBEW" or "Union," as hereinafter used, shall mean the International Brotherhood of Electrical Workers.

The term "Local Union," as hereinafter used, shall mean an IBEW Local Union.

The term "Employee" or "Workmen," as hereinafter used, shall mean the workman or workmen listed and classified in this Agreement.

SCOPE

This Agreement is national in scope and covers low voltage construction, installation, maintenance and removal of teledata facilities (voice, data and video) including outside plant, telephone and data inside wire, interconnect, terminal equipment, central offices, PABX, fiber optic cable and equipment, railroad communications, micro waves, V-SAT, by-pass, CATV, WAN (Wide area networks), LAN (local area networks), and ISDN (integrated systems digital network). However, this Agreement does not apply to new construction nor to retrofits in those locals where the Inside Local Union has control of the work. When any dispute arises dealing with this question, any ruling made by the International Office of the Union shall be accepted and put into effect.