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TRUST AGREEMENT

WHEREAS, Laborers' International Union of North America, Local 41, affiliated with the Laborers' State of Indiana District Council and affiliated with the Laborers' International Union of North America, AFL-CIO, is a voluntary unincorporated association, and

WHEREAS, said Laborers' International Union of North America, Local 41, by and through action of its members by motion duly adopted at a regular meeting thereof, heretofore had authorized the purchase and acquisition of certain real estate situated in the City of Hammond, County of Lake, State of Indiana, commonly known as 6415 Kennedy Avenue, Hammond, Indiana, and more particularly described as follows:

Lots 5, 6 and 7 in Block 6 in Turner-Meyn Park, in the City of Hammond, as per plat thereof, recorded in Plat Book 19 page 12, in the Office of the Recorder of Lake County, Indiana.
(6413, 6415, 6417 Kennedy Avenue, Hammond, Indiana)

Key No. 36-253-5 and 6
Tax Unit No. 26

WHEREAS, said Laborers' International Union of North America, Local 41 did purchase and acquire the above described real estate, and

DULY ENTERED FOR TAXATION PURPOSES
FINAL ACCEPTANCE FOR TRANSFER

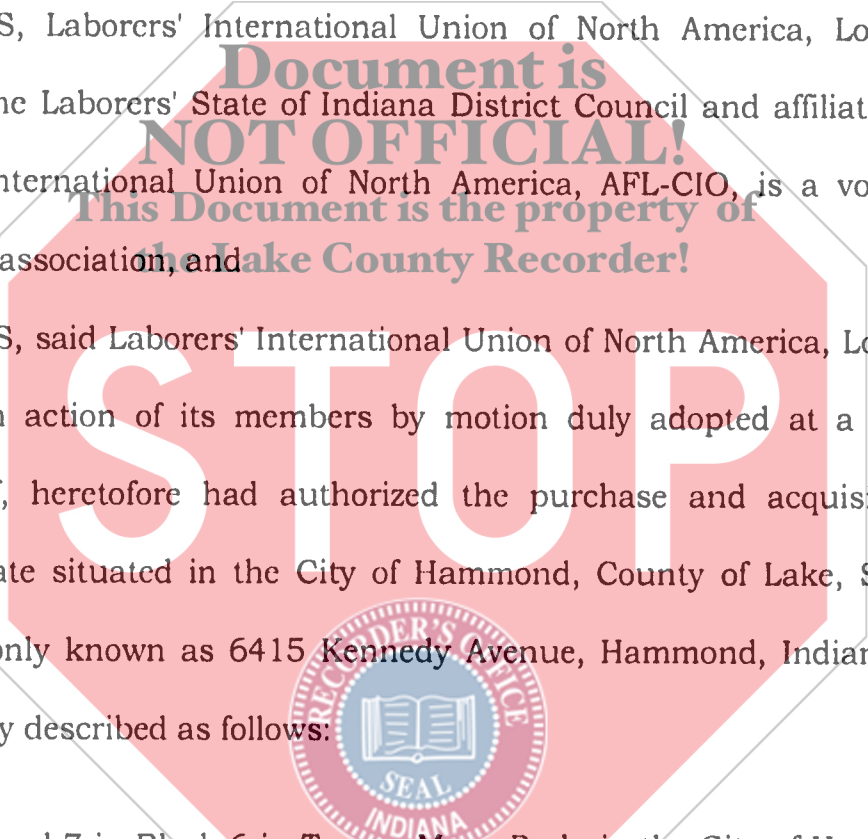
JUN 3 0 2000

PETER BENJAMIN
LAKE COUNTY AUDITOR

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WHEREAS, the title to said real estate was taken in the name of Forty-One Incorporated, an Indiana corporation, all as shown by a certain Warranty Deed dated August 20, 1976 and recorded on September 13, 1976 as Instrument Number 368307, and

WHEREAS, said Laborers' International Union of North America, Local 41 has made substantial improvements on said real estate and occupied said real estate continuously since 1976, and

WHEREAS, it is legal and proper for the Trustees, and their successors and/or successor in office as Trustees, of said Laborers' International Union of North America, Local 41 to, in the name of the Trust hereby created, acquire, receive, accept, and hold title by deed, contract, lease, or otherwise, in said real estate above described, or any other real estate that in the future is acquired by them, or by their successors and to hold the same as Trustees, or by their successors and/or successor in office as Trustees, and to hold same in Trust, for and on behalf of said Laborers' International Union of North America, Local 41, and

WHEREAS, the Officers, the Executive Board, and the members of said Laborers' International Union of North America, Local 41 have deemed it necessary and advisable to take action to permit the interest of said Laborers' International Union of North America, Local 41 in and to said real estate, and in and to any real estate acquired in the future, to be correctly and properly held, maintained and improved for and on behalf of said Laborers' International Union of North America, Local 41, in a Trust administered by Trustees who are so

designated by virtue of their elected office as President, Secretary-Treasurer and Business Manager, respectively, of said Laborers' International Union of North America, Local 41, as Trustees, or their successors and/or successor in said respective office(s), for and on behalf of said Laborers' International Union of North America, Local 41, and

WHEREAS, the Executive Board of said Local Union No. 41, at a regular meeting thereof on October 21, 1997 adopted a Resolution, and thereafter on the date of October 21, 1997 the members of said Local Union No. 41, at a regular meeting of said Local Union No. 41, adopted a Resolution, both of which Resolutions provided that the President, Secretary-Treasurer and Business Manager of said Laborers' International Union of North America, Local 41, and their successors and/or successor in said respective office(s), should be empowered, authorized and directed to act as Trustees of a Trust, for and on behalf of said Laborers' International Union of North America, Local 41, and

WHEREAS, the Executive Board and the members of said Laborers' International Union of North America, Local 41, at their said respective meetings further authorized, empowered, and directed that a Trust Agreement should be prepared and executed by and between said Trustees, and the Executive Board of said Laborers' International Union of North America, Local 41, for and on behalf of said Laborers' International Union of North America, Local 41, under which said Trust Agreement, such Trustees, their successors and/or successor in office as Trustees, should acquire, receive, accept, and hold title in the name of the Trust, to the above described real estate, or any other real estate, by deed,

contract, lease, or otherwise, and should hold the same in the Trust, as Trustees, or by their successors or successor in office as Trustees, for and on behalf of said Laborers' International Union of North America, Local 41, and

WHEREAS, Rudy Sparks, Richard W. Greene and Donald R. Hamilton, are currently the President, Secretary-Treasurer and Business Manager, respectively, of said Laborers' International Union of North America, Local 41;

NOW, THEREFORE, THIS INDENTURE WITNESSETH:

1. That Rudy Sparks, Richard Greene and Donald Hamilton, being the duly elected, qualified, acting, and authorized President, Secretary-Treasurer and Business Manager, respectively, of said Laborers' International Union of North America, Local 41 affiliated with the Laborers' State of Indiana District Council and with the International Union of North America, AFL-CIO, and by virtue of holding such respective offices in said Laborers' International Union of North America, Local 41, hereby create, and are hereby designated as the duly qualified, acting and authorized Trustees of, the Trust hereby created by said Local Union No. 41, to be known as the "Laborers' International Union of North America, Local 41 Building Trust", and as such Trustees, shall acquire, receive, accept, and hold title in the name of the Trust to the above described real estate, or any other real estate, by deed, contract, lease, or otherwise, and shall have the authority to maintain and improve such real estate and the buildings thereon, and shall hold the same for and on behalf of said Laborers' International Union of

North America, Local 41, in the following manner:

Laborers' International Union of North America, Local 41 Building Trust shall own legal title to such real property with the beneficial interest therein owned by Laborers' International Union of North America, Local 41.

2. Upon the current transfer and conveyance to said Trust, of said above described real estate by the President and Secretary of Forty-One, Incorporated, or by the transfer and conveyance of any other real estate to said Trust, as above and hereinafter mentioned, by deed, contract, lease, or otherwise, said real estate, or any other real estate, shall be held in said Trust by said Trustees and/or their successors or successor in office as Trustees, for and on behalf of said Laborers' International Union of North America, Local 41, and in such capacity nevertheless upon the following trusts, terms, and conditions, to-wit:

(a) To operate, manage, and control generally said trust property and to collect any and all rents, income, issues, and profits, if any, resulting therefrom, all of which shall be held by them as in the discretion of the Trustees, they may deem proper in the control, management, and operation of said Trust property.

(b) To sell, exchange, pledge, mortgage, assign, lease, transfer, convey, or otherwise dispose of any part or all of the said trust property and/or any part of or all of any other property, real or personal, coming into this Trust, either by public or private sale and with such security for deferred payments as said Trustees may deem reasonable.

(c) To purchase, acquire, receive, rent, lease, etc., other real or personal property.

(d) To purchase, acquire, receive, rent, lease, etc., other real or personal property deemed by said Trustees necessary to carry on and operate said Trust properly, successfully, and in the best interests of this Trust and said Laborers' International Union of North America, Local 41, and, further to do any and all things necessary in the discretion of the Trustees which they may deem proper in the control, management, and operation of said Trust property.

(e) To take whatever steps shall be necessary to provide for any alteration, repair and/or improvement of said real and personal property as well as the construction and erection of a building and/or buildings and the necessary appurtenances thereto on any of said real estate for the use of said Laborers' International Union of North America, Local 41 as an office, meeting hall, and headquarters, or for any other purpose for which said Laborers' International Union of North America, Local 41, and the Trustees and their successors and/or successor in office as Trustees, under this Trust Agreement, shall be deemed useful and expedient.

(f) To enter into any agreement and/or agreements with any person, firm, or corporation which the said Trustees may deem advisable in the operation of this Trust, and/or the execution, completion, and/or carrying out of this Trust.

3. Said Trustees shall have the right to terminate this Trust at any time and the assets held by said Trustees at said time shall be turned over to said Union, in which event said Trust shall terminate and the Trustees shall be discharged.

4. The Trustees herein named and their successors and/or successor in office as Trustees shall make a report of their activities hereunder at such times as they may be requested to do so by said Laborers' International Union of North America, Local 41 or by the Executive Board thereof.

5. It shall not be necessary for the Trustees herein or their successors or successor in office as Trustees to apply for or procure the order of, or report to, any court in connection with the administration of this Trust or the exercise of any authority here conferred.

6. Said Trustees and their successors and or successor in office as Trustees, to the extent permitted by law, are expressly relieved from any and all duties that would otherwise be placed upon them under the laws of the State of Indiana.

7. To the extent permitted by law, the Trustees herein named, and their successors and/or successor in office as Trustees, are hereby relieved from any and all rules and regulations of any bureau or department, state or federal, now in existence or which may hereafter be created with reference to filing inventories, qualifying, or subjecting themselves as Trustees to the jurisdiction of any such governmental agencies.

8. The purchaser of any property disposed of by such Trustees, or their successors and/or successor in office as Trustees, under the powers herein granted to them shall not be required to see that said Trustees make proper application of the proceeds derived therefrom.

9. Rudy Sparks, Richard W. Greene and Donald R. Hamilton, the Trustees named herein, shall continue as Trustees hereunder only so long as each shall hold the office of President, Secretary-Treasurer and Business Manager, respectively, of said Laborers' International Union of North America, Local 41, and each succeeding Trustee herein shall act as Trustee hereunder only so long as he or she holds the office of President, Secretary-Treasurer and Business Manager, respectively, of said Laborers' International Union of North America, Local 41.

10. This Trust Agreement may be duly amended by action of the Trustees.

IN WITNESS WHEREOF, Laborers' International Union of North America, Local 41, affiliated with the Laborers' State of Indiana District Council and affiliated with the Laborers' International Union of North America, AFL-CIO, has caused this Trust Agreement to be duly executed on this 28th day June, 2000, by and through the duly authorized, qualified, and acting Executive Board of said Laborers' International Union of North America, Local 41, and for and on behalf of said Laborers' International Union of North America, Local 41, which action has been approved by a majority of members in good standing who were in

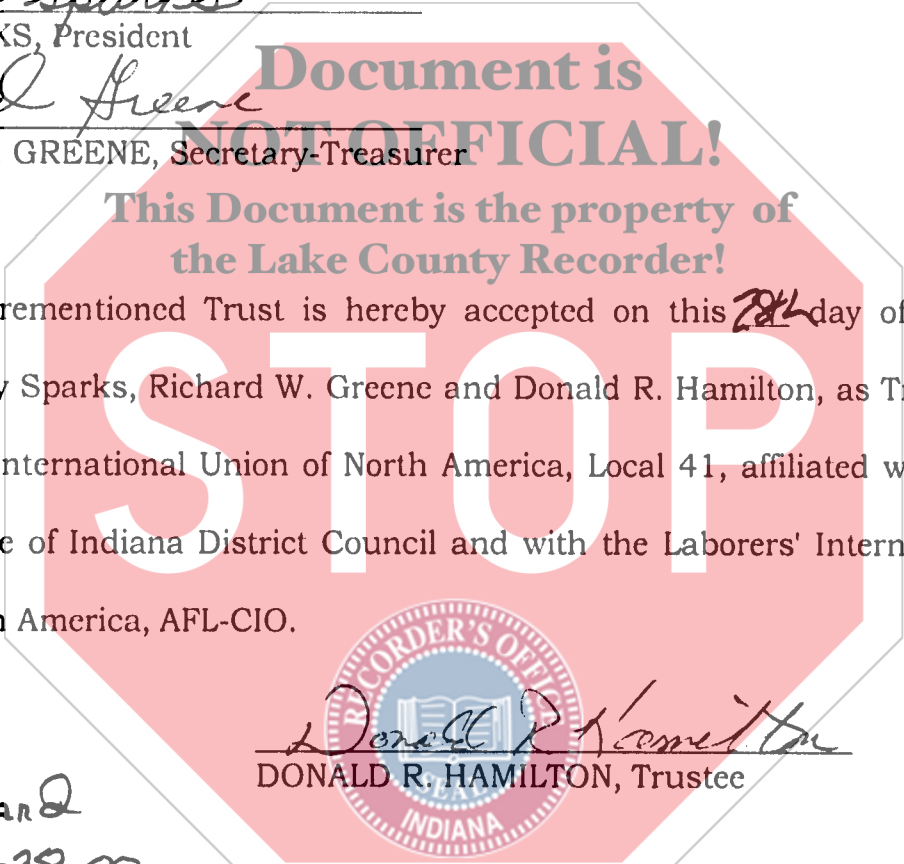
attendance at a regular membership meeting on October 21, 1997.

LABORERS' INTERNATIONAL UNION OF NORTH AMERICA, LOCAL 41

By Donald R. Hamilton
DONALD R. HAMILTON, Business Manager

By Rudy Sparks
RUDY SPARKS, President

By Richard Greene
RICHARD W. GREENE, Secretary-Treasurer



The aforementioned Trust is hereby accepted on this 28th day of June, 2000, by Rudy Sparks, Richard W. Greene and Donald R. Hamilton, as Trustees for Laborers' International Union of North America, Local 41, affiliated with the Laborers' State of Indiana District Council and with the Laborers' International Union of North America, AFL-CIO.

Donald R. Hamilton
DONALD R. HAMILTON, Trustee

Rudy Sparks
RUDY SPARKS, Trustee

Richard Greene
RICHARD W. GREENE, Trustee

Subscribed and
Sworn to 6-28-00
Thomas E. Mass
Notary Public
1-12-08