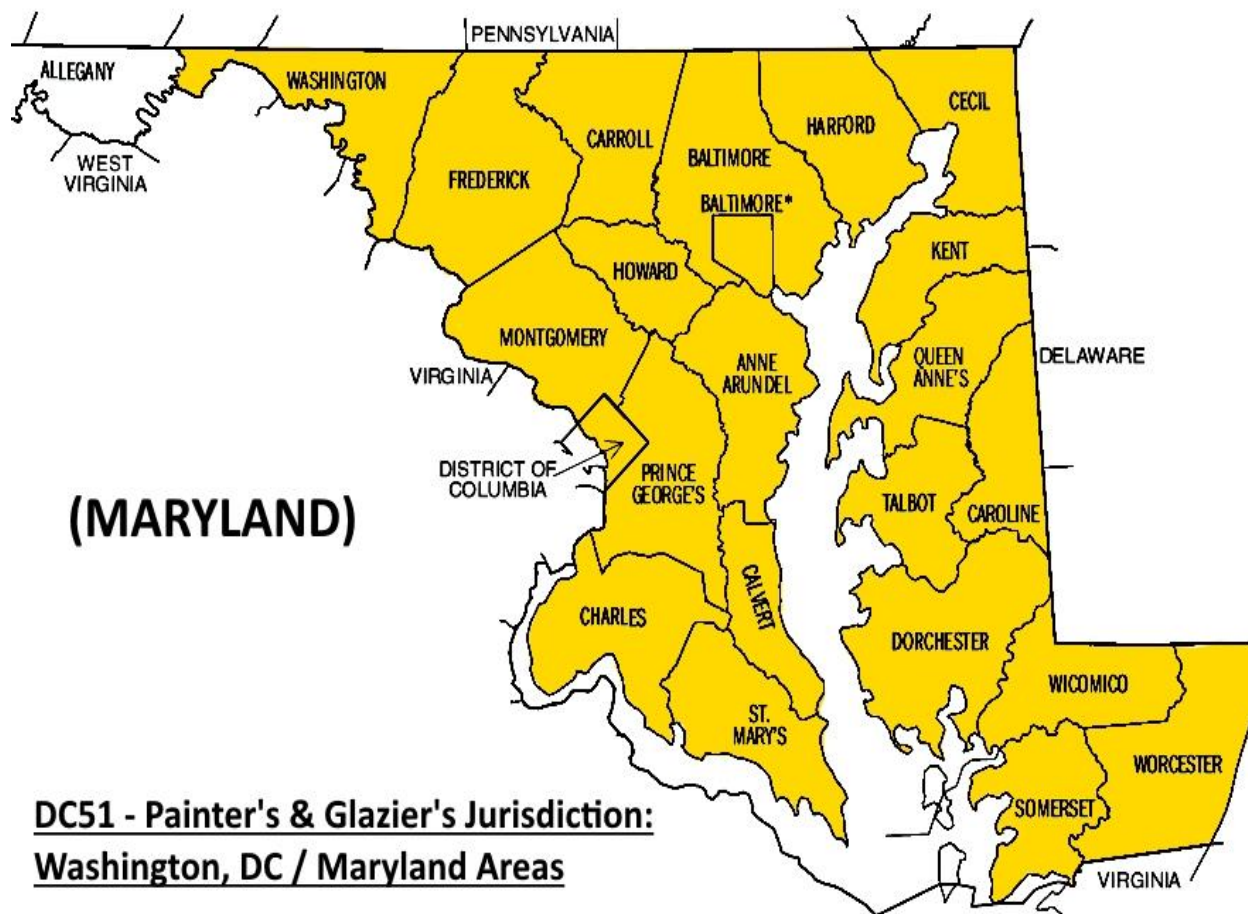


Painter's Collective Bargaining Agreement defines the jurisdiction and wages by the following definitions:

Washington, DC / Baltimore Areas & Richmond / Norfolk Areas. Each area has separate area wages, and separate wage sheets for the type of work such as: Commercial, Industrial, and Bridge.

Glazier's Collective Bargaining Agreement defines the jurisdiction and wages by the following definitions:

Washington, DC / Maryland, and Northern Virginia & Southern Virginia Areas. Each area has separate area wages and separate wage sheets for the type of work such as: Service, Commercial, Large Commercial, and Composite.

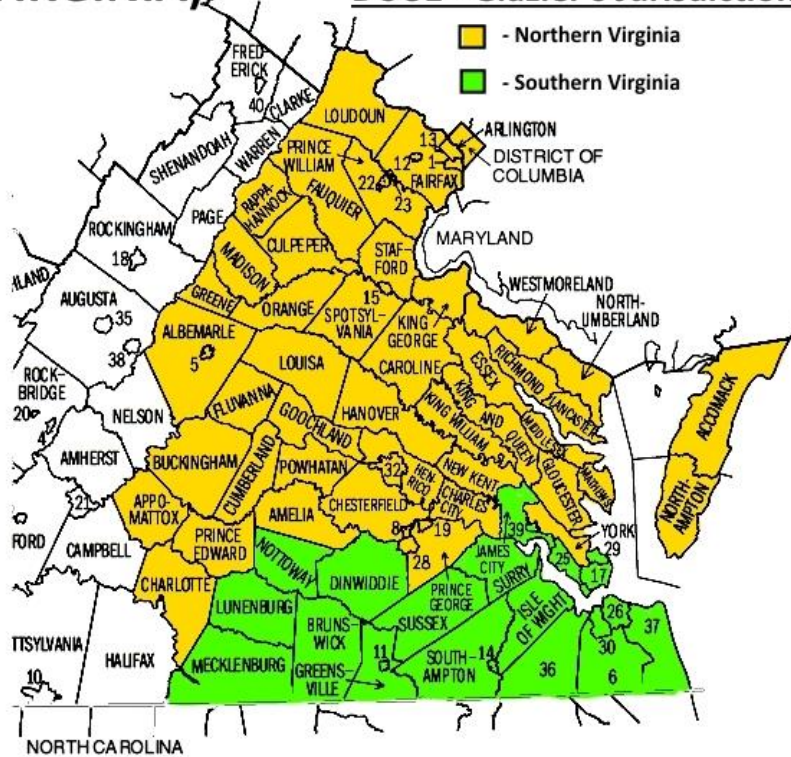


The Washington DC area is defined as: City of Washington DC and the following counties in the State of Maryland: Prince George's, Montgomery, Calvert, Charles, St. Mary's.

The Baltimore area defined as: including the City of Baltimore and the following counties: Baltimore, Anne Arundel, Harford, Cecil, Kent, Queen Ann's Caroline, Talbot, Dorchester, Wicomico, Worcester, Somerset, Washington, Howard, Frederick, Carroll.

(VIRGINIA)

DC 51 - Glazier's Jurisdiction:



Northern Virginia: The Cities of Alexandria and Arlington, the counties of Arlington, Fairfax, Prince William, Loudoun, Fauquier, Stafford, Culpeper, Orange, Spotsylvania, Caroline, King George, Westmoreland, Richmond, Northumberland, Lancaster, King and Queen, King William, New Kent, Essex, Hanover, Louisa, Albemarle, Greene, Madison, Rappahannock, Fluvanna, Goochland, Middlesex, Accomack, Amelia, Appomattox, Buckingham, Charles City, Charlotte, Chesterfield, Cumberland, Gloucester, Henrico, Mathews, Northampton, Powhatan, Prince Edward, Prince George, and York.

Southern Virginia: Including the independent cities of Norfolk, Chesapeake, Portsmouth, Virginia Beach, Newport News, Hampton and Suffolk; and the following counties in Virginia: Brunswick, Dinwiddie, Greenville, Isle of Wight, James City, Lunenburg, Mecklenburg, Nottoway, Southampton, Surry, and Sussex.