

IOWA

Bond No. _____

WAGE AND WELFARE BOND

KNOW ALL MEN BY THESE PRESENTS, That we _____
of _____ herein called the Principal, and "
a "_____ corporation authorized to transact business in the State of _____",
_____ herein called the Surety, are hereby held and firmly bound unto
_____, herein called the Obligee, in the penal sum of
_____ (\$ _____) Dollars, for
obligations and undertakings hereinafter set forth, for the payment of which, well and truly to be made, we hereby jointly
and severally bind ourselves, our successors and assigns and heirs, executors and administrators.

SIGNED and sealed and dated this _____ day of _____, _____

WHEREAS, the above named Principal is employing members of the _____
for the purpose of performing certain _____ work as defined in that certain agreement
now in full force and effect between Employers and the Union.

NOW, THEREFORE, the conditions of this bond are such that if the said Principal shall well and faithfully pay the wages,
expense allowance, Welfare and Pension Fund of any and all Union members or other employees working pursuant to the
provisions of the Agreement employed by the Principal, then this obligation shall be void, otherwise the same shall remain in
full force and effect. It is expressly understood and agreed that the Principal and Surety shall become obligated to pay such
wages, expense allowance, Welfare Fund, Pension Fund as are due and unpaid within fourteen (14) days of the receipt of
notice or filing of evidence with the Surety of the delinquency in payment of the above obligations by the Employer, herein
referred to as the Principal. It is further expressly understood and agreed that the liability of the Principal and Surety in this
connection shall be limited to the unpaid wages and last day of employment of each employee and to the unpaid Welfare and
Pension Fund accrued within sixty (60) days immediately prior to the last date of employment of each employee, and in no
case shall the aggregate liability of the Principal and Surety exceed the sum of _____
_____ (\$ _____) Dollars.

THIS BOND may be cancelled by the Surety thirty (30) days after receipt by the Obligee of the Surety's written notice of
cancellation sent by Certified or Registered Mail.

Witness: _____

Principal

By: _____

By: _____

, Attorney-In-Fact