CONSULTANT SUPPLEMENTAL AGREEMENT/CONTRACT AMENDMENT
FOR STATE OF MINNESOTA PROFESSIONAL AND TECHNICAL SERVICES
MASTER CONTRACT

PROJECT NAME: Construction Testing and Inspection Services
LOCATION: Various in MN
CONSULTANT: Carlson McCain Inc.
ADDRESS: 248 Apollo Dr. #100
Lino Lakes, MN 55014

To Be Completed by State

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<th>AppropID</th>
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Vendor Number 0000298130  Contract Number 85255/#15ATI  PC BU Project Number Activity
Date Order Number Line Number Entered By Control Number
11/17/2014 10/31/2016

[Individual signing certifies that funds have been encumbered as required by Minnesota Statute §§16A.15 AND 16C.05]

Contract Begin Date: 11/17/2014  Current Est’d Expiration Date: 10/31/2016

SUPPLEMENTAL AGREEMENT/CONTRACT AMENDMENT NO. # 1

This SUPPLEMENTAL AGREEMENT/CONTRACT AMENDMENT is made by and between the STATE of MINNESOTA, acting through its Commissioner of Administration, “STATE,” and, Carlson McCain Inc., 248 Apollo Dr. #100, Lino Lakes, MN 55014, “CONSULTANT.”

WHEREAS, STATE and CCNSULTANT have entered into a contract, known as Department of Administration Contract No. 85255 for Construction Testing and Inspection Services; which was effective on November 17, 2014.

WHEREAS,

1. The original contract called for construction testing and inspection services.
2. Minn. Stat. §363A.44 Equal Pay requirements shall apply to this Agreement.

NOW THEREFORE, it is mutually agreed to amend Contract No. 85255 as follows:

1. Exhibit E1, State of Minnesota Equal Pay Certificate, is attached and incorporated into this Agreement.

Except as amended herein, the terms and conditions of the Original Contract and all previous amendments remain in full force and effect.
IN WITNESS WHEREOF, STATE has caused this Supplemental Agreement/Contract Amendment to be duly executed on its behalf and CONSULTANT has caused the same to be duly executed on its behalf.

This Supplemental Agreement/Contract Amendment may be executed in counterpart; once all parties have signed on one or separate copies, a copy signed by one party is binding on that party same as if signed by all remaining parties.

1. STATE ENCUMBRANCE VERIFICATION
   Individual certifies that funds have been encumbered as required by Minn. Stat. §§ 16A.15 and 16C.05.

   SWIFT Order Number:  

   Certification Signature: N/A  

   Date:  

2. CONSULTANT: Carlson McCain Inc.
   CONSULTANT certifies that the appropriate person(s) have executed the Agreement on behalf of the CONSULTANT as required by applicable articles, by-laws, resolutions, or ordinances.

   By:  

   (Corporate Signature)  

   Printed Name: Wade A. Carlson  

   Title: President  

   Date: 3/12/15  

   By:  

   (Corporate Signature)  

   Printed Name:  

   Title: CFO  

   Date: 3/12/15  

3. STATE AGENCY: Department of Administration
   Contract approval and certification that state funds have been encumbered as required by Minnesota Statutes §§ 16A.15 and 16C.05.

   By:  

   (Authorized Signature)  

   Printed Name: Gordon Christofferson  

   Title: Project Operations Manager  

   Date: 3/17/15  

4. COMMISSIONER OF ADMINISTRATION, as delegated to Materials Management Division:
   By: (Authorized Signature)

   Printed Name: Sara Freedland  

   Title:  

   Date: 3-19-15  

Distribution:
   Agency – Original (fully executed) Contract
   Department of Administration
   Contractor
   State Authorized Representative
Exhibit E1

State of Minnesota – Equal Pay Certificate

If your response could be in excess of $500,000, please complete and submit this form with your submission. **It is your sole responsibility to provide the information requested and when necessary to obtain an Equal Pay Certificate (Equal Pay Certificate) from the Minnesota Department of Human Rights (MDHR) prior to contract execution. You must supply this document with your submission.** Please contact MDHR with questions at: 651-539-1095 (metro), 1-800-657-3704 (toll free), 711 or 1-800-527-3529 (MN Relay) or at compliance.MDHR@state.mn.us.

**Option A** – If you have employed more than 40 full-time employees on any single working day in one state during the previous 12 months, please check the applicable box below:

- [ ] Attached is our current MDHR Equal Pay Certificate.
- [x] Attached is MDHR’s confirmation of our Equal Pay Certificate application.

**Option B** – If you have not employed more than 40 full-time employees on any single working day in one state during the previous 12 months, please check the box below.

- [ ] We are exempt. We agree that if we are selected we will submit to MDHR within five (5) business days of final contract execution, the names of our employees during the previous 12 months, date of separation if applicable, and the state in which the persons were employed. Documentation should be sent to compliance.MDHR@state.mn.us.

The State of Minnesota reserves the right to request additional information from you. **If you are unable to check any of the preceding boxes, please contact MDHR to avoid a determination that a contract with your organization cannot be executed.**

Your signature certifies that you are authorized to make the representations, the information provided is accurate, the State of Minnesota can rely upon the information provided, and the State of Minnesota may take action to suspend or revoke any agreement with you for any false information provided.

\[Signature\] Wade A. Carlson President

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<tr>
<th>Authorized Signature</th>
<th>Printed Name</th>
<th>Title</th>
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<td>3/12/15</td>
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<tr>
<th>Issuing Entity</th>
<th>Project # or Lease Address</th>
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*Certificate pending and will forward when received*

7/25/14
Equal Pay Certificate Application

- We are in compliance with Title VII of the Civil Rights Act of 1964, the Equal Pay Act of 1963, the Minnesota Human Rights Act, and the Minnesota Equal Pay Act for Equal Work Law.
- The average compensation for female employees is not consistently below the average compensation for male employees, taking into account mitigating factors, within each of the major job categories in your EEO-1 report. If you are not required to file an EEO-1 report, taking into account mitigating factors, the average compensation for female employees is not consistently below the average compensation for male employees within your organization.
- We make hiring, retention and promotion decisions without regard to gender, nor do we limit employees based on gender to certain job classifications.
- We promptly correct wage and benefit disparities.
- We evaluate wages and benefits (annually)(two year period)(other, please specify) to ensure compliance with the above identified laws.
- In determining our employee compensation we use: (check below)
  
  - [X] Market pricing approach
  - [ ] State prevailing wage or union contract requirements
  - [ ] Performance pay system
  - [X] An internal analysis
  - [ ] Other method (please specify)

Enclosed is our application fee of $150, made payable to the "Minnesota Department of Human Rights."

In signing below, I affirm that I am the Board Chairperson or Chief Executive Officer and that the above information to the best of my understanding is accurate and complete.

Signature: [Signature]
Print Name: Wade A. Carlson
Date: 3/12/15

Carlson McCain, Inc. 248 Apollo Drive, Uno Lakes, MN 55014
Business Name: Business Address