

MEMORANDUM OF UNDERSTANDING

Between

TECHNICIANS, ENGINEERS AND ARCHITECTS OF MILWAUKEE

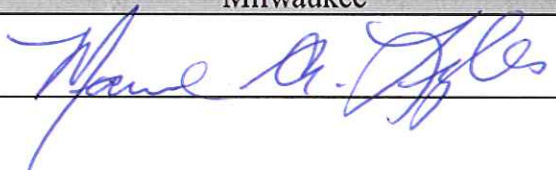

And

THE NEGOTIATING TEAM FOR THE CITY OF MILWAUKEE

The City and Union have reached agreement on base wages for the collective bargaining agreement for the time period commencing January 1, 2013, and ending December 31, 2013.

Having received notice from the negotiating committee of the Union that it has ratified the attached Agreement, the City negotiating team agrees to recommend the items contained in said Agreement to the Common Council of the City of Milwaukee and to support their adoption.

Dated this 5 day of September, 2013.

| Representatives of Technicians, Engineers and Architects of Milwaukee | City of Milwaukee Negotiating Team |
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