

**APPRENTICE
PROMISSORY DEMAND NOTE FOR
SCHOLARSHIP LOAN AGREEMENT**

\$1,600.00

I, Steve Rezendes, hereinafter known as Apprentice, hereby promise to pay to Plumbers Local Union No. 307 Joint Apprenticeship Committee (the "Committee"), on demand a Scholarship Loan of \$1,600.00 (the "Loan Amount") in accordance with the terms and provisions of the Scholarship Loan Agreement between the undersigned and the Committee, dated September 8th, 1997 (the "Agreement"). That Loan Amount represents direct and indirect funds provided by the Committee.

I also understand that the Loan Amount will be reduced, in accordance with Paragraph 7 of the Agreement for every year I work for an Employer within the Plumbing and Pipefitting Industry who makes contributions, pursuant to a Collective Bargaining Agreement, to the Committee or a like Joint Apprenticeship or Training Committee, as follows:

Years Worked	Percentage of Total Reduced	Annual Amount Reduced	Cumulative Amount Reduced	Net Amount Due
1	10%	\$160.00	\$ 160.00	\$1,440.00
2	15%	\$240.00	\$ 400.00	\$1,200.00
3	20%	\$320.00	\$ 720.00	\$ 880.00
4	25%	\$400.00	\$1,120.00	\$ 480.00
5	<u>30%</u> 100%	\$480.00	\$1,600.00	\$

I agree that if legal action is required to collect this Demand Note that I will pay interest at the prime rate prevailing as determined by the NBD Bank of Hammond, Indiana, from the date of this Note, plus reasonable attorneys' fees and all court costs.

NAME: Stephen A. Rezendes
 ADDRESS: 2121 Sherwood Lake DR. #6
 CITY: Sherrerville, IN
 STATE & ZIP CODE: IN

SIGNATURE & DATE: [Signature] 9-15-97

EXHIBIT A