ALBANESE
ORGANIZATION, INC.

1050 Franklin Avenue
Garden City, NY 11530
516.746.6000
albaneseorg.com

September 11, 2015

Mr. Jim Wansor
26 Oleander Drive
Northport, NY 11768

Re: Employment Letter

Dear Jim:

Albanese Organization, Inc. (hereinafter "AO" or the "Company") is pleased to formally offer you the position of Senior Project Manager. You will report directly to Jack Becker, Executive Vice President, Martin Dettling, Senior Vice President, or Matthew Frankenberry, Vice President, depending upon your project assignment. Initially you will be located at the home office in Garden City but will be expected to travel as required to various project sites in the Tri-State area where you will work on site. The first project you will be assigned to is our latest development located in Harrison, New Jersey. Attached hereto, as Schedule A, is a copy of the position description that sets forth your responsibilities. The position includes the following compensation and benefits package:

Base Pay: Your compensation will be a salary of $175,000 per annum, paid on a bi-weekly basis in accordance with the Company's payroll policies. This salary will be effective through 12/31/16, thereafter base pay is subject to annual review. The position is exempt and not subject to overtime compensation.

Annual Performance Bonuses: You will be eligible for an annual discretionary performance bonus. Annual performance bonuses are typically paid each December and are subject to and based on job performance. Your anticipated bonus for 2015, payable on or about December 31, 2015, will be $15,000. A discretionary bonus for 2016 will be up to 20% of your base salary.

401K: Eligibility to participate in AO sponsored 401K plan after six (6) months of continued service. The plan allows for employee deferred contributions, to the extent allowed by law, through payroll deductions and your deferred contributions are always 100% vested. The plan provides a broad range of diversified investment options with varying degrees of risk and return and is self-directed by the participant. AO may make a contribution equal to a percentage of your salary. This contribution is discretionary on the part of AOI and the amount, if any, is determined each year. The current employer contribution is 3% of your base pay and subject to a vesting schedule. You will be provided with plan and enrollment information when you become eligible.

Health Benefit Program: Participation in an employer-provided group health benefit program for you and your family after thirty (30) days of continued service. Until eligible, AOI will reimburse you for contributions necessary for you to continue to be covered by your existing health insurance plan up to the equivalent amount that AO would otherwise pay under the Company's base plan. The AO base group medical insurance plan is the Oxford Liberty HMO plan offering comprehensive coverage

with a regional (tri-state area) network of providers. The Liberty HMO plan is a gated (specialist referral requirement applies) in-network plan with coverage for members utilizing the services of network health care providers/facilities, known as participating providers. You are required to contribute 25% of the company base plan (Liberty) premium cost. An alternative Oxford Metro Freedom EPO plan is available to AO employees. This "high" plan, is a non-gated (no specialist referral requirement) in-network benefit plan with a national network of providers. Participation in the Oxford "high" plan requires an additional employee contribution equal to the premium difference between the Liberty HMO base plan and Metro Freedom EPO high plan. All employee contributions for group medical insurance are deducted pre-tax from gross wages. Please feel free to contact Susan Robertson (516-746-6000) with any questions regarding group medical benefits.

Disability & Life Insurance Benefits: Participation in employer provided group short-term and long-term disability and life and accidental death and dismemberment insurance.

Voluntary Benefits: Eligibility to participate in voluntary dental, vision, supplemental life, accidental death and dismemberment, supplemental short-term disability, accidental indemnity hospital indemnity, personal sickness, and cancer indemnity insurances.

Flexible Spending Account ("FSA"): Eligibility to participate in an employer sponsored FSA after six (6) months of continued service. The FSA allows participants to set aside a certain amount of their paycheck into an account on a before tax basis. During the plan year, participants have access to this account for reimbursement of qualified expenses such as healthcare and dependent daycare. You will be provided with the benefits summary and enrollment form for this plan prior to your eligibility date.

Note: Group benefit plans are subject to change at each plans' annual renewal or as AO deems necessary.

Vacation: The compensation package includes fifteen (15) days of paid vacation per year to be scheduled compatibly with the business operations of AO.

Paid Time Off ("PTO"): The compensation package includes up to a maximum of five (5) days of PTO for illness, injury or personal business.

Start Date: Your employment with AO is anticipated to be effective on or about October 1, 2015.

Employment At-Will. You understand that your employment with AO is "at will", meaning that either AO or you may terminate this employment relationship at any time with or without cause or notice. The terms of your employment shall be in accordance with the Employee Handbook, except for the number of vacation days described above.

Other: You represent that you are not bound by any agreements, such as a non-competition, non-disclosure, non-solicitation or any other type of agreement that would limit your ability to perform your duties for AO.

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Reference/Background Checks: You hereby authorize AO to obtain a Consumer Report and/or Investigative Consumer Report for employment purposes. You understand that your employment is contingent upon the satisfactory results of a reference/background check, drug/alcohol screening, and the completion and signing of Employment Forms included in Section 7 of the Employee Handbook, which will be provided to you under separate cover.

You acknowledge that the provisions of this offer of employment have been read and are understood by you. Please confirm your acceptance of the terms of your employment by signing and returning a copy of this letter to my attention by Friday, September 18, 2015.

We look forward to your acceptance of these terms of employment and having you join our team.

Very truly yours,

ALBANESE ORGANIZATION, INC.

Russell C. Albanese, Chairman

Agreed and Accepted:

Jim Wansor	Date
Social Security Number	Date of Birth

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Schedule A
Position Description

The Senior Project Manager will support the Company's development and construction management platforms and the duties and abilities of the position shall include, but are not limited to, the following:

- Issue requests for proposals for consultants, general contractors, and subcontractors.
- Develop complete scopes of work.
- Review and analyze proposals for consultant services and contractor work.
- Understand project insurance requirements and manage risk.
- Supervise and direct the project team during planning, design, construction, installation and commissioning of assigned projects.
- Conduct and carryout daily interaction with clients, contractors, unions, and suppliers.
- Document discrepancies, code violations, improper materials, and substandard or poor quality workmanship.
- Familiarity with union work rules.
- Monitor job progress by tracking job schedules/milestones, daily work and safety reports, review and approving payroll, communicating change in job status, expediting client requests and resolving issues.
- Meet work standards by monitoring productivity, estimating staff resources and identifying work process.
- Monitor schedules and various aspects of ongoing daily activities to identify and mitigate project schedule deficiencies and assist in coordinating project activities to accommodate project phasing.
- Plan and implement safety policies and procedures for Occupational Safety and Health Administration (OSHA) rules and regulations. Possess a minimum 30 hour OSHA certification.
- Use a process that is well communicated and understood for managing all requested changes to the project.
- Effectively coordinate with the various technology, business and vendor teams to ensure the project's success.
- Effectively direct consultants, general contractor and/or construction manager (and workers where work is self-performed) and emphasize safety and quality.
- Manage project budget and track costs.
- Exhibit flexibility and work effectively in a fast-paced environment.
- Exhibit anticipatory skills.
- Be decisive and work well under pressure, particularly when faced with unexpected occurrences, changes and delays.