

Exhibit "A"

WCEC INDUSTRIAL SERVICES, LLC PROMISSORY NOTE

FOR VALUE RECEIVED, the undersigned WCEC Industrial Services, LLC ("Company") promises to pay to the order of the City of Ankeny, Iowa ("City") or any successors or assigns, the sum of Fifty-Five Thousand Dollars (\$55,000) as follows:

The repayable sum of Twenty-Seven Thousand Five Hundred Dollars (\$27,500) shall bear interest at the rate of zero percent (0%) and shall be repaid in five (5) annual installments of \$5,500 beginning on the 1st day of _____ 2017 and on the first day of _____ in each year thereafter until paid in full.

The forgivable sum of Twenty-Seven Thousand Five Hundred Dollars (\$27,500) shall bear interest at the rate of zero percent (0%) for a term of five (5) years with no repayment required for 36 months. If 22 Qualifying Jobs, as defined below, have been created at 36 months, no payments will be due at that time.

- 160% Laborshed wage rate - Eleven (11) positions at \$37.23+/hr., forgivable loan = \$3,000/position
- 120% Laborshed wage rate - Eleven (11) positions at \$27.92 - \$37.22/hr., forgivable loan = \$2,000/position

If less than 22 Qualifying Jobs have been created at 36 months, the forgivable loan amount for each position less than eleven at each wage rate listed above will become repayable and shall be paid within 60 days following the 36th month. The Company is expected to maintain the number of Qualified Jobs required at the 36th month for the remaining 24 months. Qualifying Jobs not maintained at 60 months shall result in repayment for each position short at the dollar amount listed above, with repayment due to City within 60 days following the 60th month, or end of the five year term of the loan.

For example, if the Company only creates ten (10) Qualifying Job at \$37.23+/hr. and eleven (11) Qualifying Jobs at \$27.92/hr. within 36 months, \$1,500 (forgivable portion of \$3,000 for one position short at \$37.23+/hr.) will become payable to the City within 60 days. The Company will then be required to maintain 21 Qualifying Jobs for 24 months. If these positions are maintained through the term of the loan, the remaining loan amount of \$26,000 (\$27,500 – \$1,500) is forgiven. If only 20 jobs (10 at \$27.92+/hr. and 10 at \$37.23+/hr.) are maintained for 24 months, \$1,000 (forgivable portion of \$2,000 for one position at \$27.92/hr. not maintained for two years) will be due to the City within 60 days following the end of the term of the loan.

This loan shall be secured by certain items of the Company's personal property evidenced by a Security Agreement and a UCC-1 Financing Statement giving the City rights in the event of default on repayment.

The City Council of the City has the right to waive any or all of the terms of the note due to extenuating circumstances that would warrant or justify the City's decision to do so, regardless of the age of the forgivable loan.

WCEC Industrial Services, LLC

By: _____

Name: Michael Christensen

Title: Director of Industrial Services