LASALLE WAGE BREAKDOWN

May 13, 2019

IMPORTANT PLEASE READ

Gentlemen:

The following is a breakdown of the wage schedule effective June 1, 2019 through November 30, 2019.

WAGE AND FRINGE BENEFIT PACKAGE

Local 11 Working Assessment- Eff. 6/1/19—11/30/19-$5.88/hr per hour (plus $.12/hr MRP Total $1.00)

JOURNEYMAN WAGE       FOREMAN WAGE
$35.28                   $37.28

POST-APPRENTICE WAGE
$28.22

-80% of Journeyman’s wages

APPRENTICE WAGES

1st 6 months $15.88
2nd 6 months $17.64
2nd year $21.17
3rd year $22.93
4th year $24.70
5th year $28.22

-45% of Journeyman’s wages

-50% of Journeyman’s wages

-60% of Journeyman’s wages

-65% of Journeyman’s wages

-70% of Journeyman’s wages

-80% of Journeyman’s wages

PRE-APPRENTICE WAGE

-44% of Journeyman’s wages (After 180 calendar days-full benefits are paid)
$15.52

STUDENT APPLICANT

$14.11  -40% Of Journeyman’s wage

FRINGE BENEFITS (EFFECTIVE 6-1-19 through 11-30-19)

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Health and Welfare</td>
<td>$10.38</td>
</tr>
<tr>
<td>Local No. 11 Pension</td>
<td>$9.26</td>
</tr>
<tr>
<td>International Pension (NRIPP)</td>
<td>$1.64</td>
</tr>
<tr>
<td>International Pension (NRISSP)</td>
<td>$1.00</td>
</tr>
<tr>
<td>IL Valley Labor Mgmt.</td>
<td>$0.06</td>
</tr>
<tr>
<td>IL Valley Industry Adv. Fund</td>
<td>$0.20</td>
</tr>
<tr>
<td>Apprenticeship &amp; Training</td>
<td>$0.58</td>
</tr>
<tr>
<td>Promotional &amp; Organizational</td>
<td>$0.24</td>
</tr>
<tr>
<td><strong>TOTAL FRINGES</strong></td>
<td><strong>$23.33</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Wages</strong></td>
<td><strong>$35.28</strong></td>
</tr>
<tr>
<td><strong>Fringes</strong></td>
<td><strong>$23.33</strong></td>
</tr>
<tr>
<td><strong>TOTAL PACKAGE</strong></td>
<td><strong>$58.61</strong></td>
</tr>
</tbody>
</table>

(The above fringe benefits are to be paid for each hour worked by all qualified employees covered by the Agreement.)

Sincerely,

DAN AUSSEMM
I.V.C.A.

GM: sb

GARY MENZEL
President/Business Manager