LASALLE WAGE BREAKDOWN

May 19, 2020

IMPORTANT PLEASE READ

The following is a breakdown of the wage schedule effective June 1, 2020 through November 30, 2020.

WAGE AND FRINGE BENEFIT PACKAGE

Local 11 Working Assessment-Eff. 6/1/2020-11/30/2020=-$.90¢ per hour (plus $.12¢ MRP Total $.102)

JOURNEYMAN WAGE FOREMAN WAGE
$35.78 $37.78

POST-APPRENTICE WAGE
$28.62 -80% of Journeyman's wages

APPRENTICE WAGES
1st 6 months $16.10 -45% of Journeyman’s wages
2nd 6 months $17.89 -50% of Journeyman’s wages
2nd year $21.47 -60% of Journeyman’s wages
3rd year $23.26 -65% of Journeyman’s wages
4th year $25.05 -70% of Journeyman’s wages
5th year $28.62 -80% of Journeyman’s wages

PRE-APPRENTICE WAGE
-44% of Journeyman’s wages (After 180 calendar days-full benefits are paid)
$15.74

STUDENT APPLICANT
$14.31 -40% of Journeyman’s wage

FRINGE BENEFITS (EFFECTIVE 6-1-2020 through 11-30-2020)

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Health and Welfare</td>
<td>$10.88</td>
</tr>
<tr>
<td>Local No. 11 Pension</td>
<td>$9.26</td>
</tr>
<tr>
<td>International Pension (NRIPP)</td>
<td>$1.58</td>
</tr>
<tr>
<td>Research &amp; Educ. Trust Fund</td>
<td>$0.06</td>
</tr>
<tr>
<td>International Pension (NRISPP)</td>
<td>$1.25</td>
</tr>
<tr>
<td>IL Valley Labor Management</td>
<td>$0.06</td>
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<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>$0.21</td>
</tr>
<tr>
<td>TOTAL FRINGES</td>
<td>$24.08</td>
</tr>
</tbody>
</table>

Wages $35.78
Fringes $24.08
Total Package $59.86

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

Sincerely,

DAN AUSSMEN
GM:sb

GARY MENZEL
President/Business Manager