

APPRENTICES INDENTURED AFTER APRIL 1, 2015 WAGE/FRINGE SUMMARY*

| | <i>First Year Apprentices 601</i> | | <i>Second Year Apprentices 602</i> | | <i>Third Year Apprentices 603</i> | | <i>Fourth Year Apprentices 604</i> | | <i>Fifth Year Apprentices 605</i> | |
|-------------------------------|---------------------------------------|---------------------------------------|--|---------------------------------------|---------------------------------------|---------------------------------------|--|---------------------------------------|---------------------------------------|---------------------------------------|
| | \$ | Calculated by Hour or % of Wage | \$ | Calculated by Hour or % of Wage | \$ | Calculated by Hour or % of Wage | \$ | Calculated by Hour or % of Wage | \$ | Calculated by Hour or % of Wage |
| Wage | \$ 19.03 | /hr | \$ 23.25 | /hr | \$ 25.37 | /hr | \$ 31.71 | /hr | \$ 35.94 | /hr |
| Vacation & Holiday | \$ 1.90 | 10% | \$ 2.33 | 10% | \$ 3.30 | 13% | \$ 4.12 | 13% | \$ 4.67 | 13% |
| Pension | \$ 0.24 | /hr | \$ 1.42 | /hr | \$ 1.55 | /hr | \$ 2.24 | /hr | \$ 3.30 | /hr |
| Supplemental Pension | \$ 0.25 | /hr | \$ 1.42 | /hr | \$ 1.55 | /hr | \$ 2.24 | /hr | \$ 3.20 | /hr |
| NEBF | \$ 0.57 | 3% | \$ 0.70 | 3% | \$ 0.76 | 3% | \$ 0.95 | 3% | \$ 1.08 | 3% |
| Health & Benefits | \$ 11.11 | /hr | \$ 11.11 | /hr | \$ 11.11 | /hr | \$ 11.11 | /hr | \$ 11.11 | /hr |
| JATC | \$ - | 0% | \$ - | 0% | \$ 0.10 | 0.3942% | \$ 0.65 | 2.0498% | \$ 0.65 | 1.8086% |
| LMCC/NLMCC | \$ 0.01 | /hr | \$ 0.01 | /hr | \$ 0.01 | /hr | \$ 0.09 | /hr | \$ 0.09 | /hr |
| RMFP | \$ 0.01 | 0.0525% | \$ 0.03 | 0.1290% | \$ 0.09 | 0.3547% | \$ 1.45 | 4.5727% | \$ 1.66 | 4.6188% |
| TOTAL | \$ 33.12 | | \$ 40.27 | | \$ 43.84 | | \$ 54.56 | | \$ 61.70 | |

*This chart does not include NECA Service Charges/AMF, Administrative Maintenance Fund, or Union Working Dues calculations.

APPRENTICES INDENTURED BEFORE APRIL 1, 2015 WAGE/FRINGE SUMMARY*

| | <i>First Year Apprentices 501</i> | | <i>Second Year Apprentices 502</i> | | <i>Third Year Apprentices 503</i> | | <i>Fourth Year Apprentices 504</i> | | <i>Fifth Year Apprentices 505</i> | |
|-------------------------------|---------------------------------------|---------------------------------------|--|---------------------------------------|---------------------------------------|---------------------------------------|--|---------------------------------------|---------------------------------------|---------------------------------------|
| | \$ | Calculated by Hour or % of Wage | \$ | Calculated by Hour or % of Wage | \$ | Calculated by Hour or % of Wage | \$ | Calculated by Hour or % of Wage | \$ | Calculated by Hour or % of Wage |
| Wage | \$ 16.91 | /hr | \$ 19.03 | /hr | \$ 25.37 | /hr | \$ 31.71 | /hr | \$ 38.05 | /hr |
| Vacation & Holiday | \$ 1.69 | 10% | \$ 1.90 | 10% | \$ 3.30 | 13% | \$ 4.12 | 13% | \$ 4.95 | 13% |
| Pension | \$ 0.01 | /hr | \$ 0.24 | /hr | \$ 1.55 | /hr | \$ 2.24 | /hr | \$ 4.00 | /hr |
| Supplemental Pension | \$ 0.06 | /hr | \$ 0.25 | /hr | \$ 1.55 | /hr | \$ 2.24 | /hr | \$ 3.20 | /hr |
| NEBF | \$ 0.51 | 3% | \$ 0.57 | 3% | \$ 0.76 | 3% | \$ 0.95 | 3% | \$ 1.14 | 3% |
| Health & Benefits | \$ 10.35 | /hr | \$ 11.11 | /hr | \$ 11.11 | /hr | \$ 11.11 | /hr | \$ 11.11 | /hr |
| JATC | \$ - | 0% | \$ - | 0% | \$ 0.10 | 0.3942% | \$ 0.65 | 2.0498% | \$ 0.65 | 1.7083% |
| LMCC/NLMCC | \$ 0.01 | /hr | \$ 0.01 | /hr | \$ 0.01 | /hr | \$ 0.09 | /hr | \$ 0.09 | /hr |
| RMFP | \$ 0.01 | 0.0591% | \$ 0.01 | 0.0525% | \$ 0.09 | 0.3547% | \$ 1.45 | 4.5727% | \$ 2.09 | 5.4928% |
| TOTAL | \$ 29.55 | | \$ 33.12 | | \$ 43.84 | | \$ 54.56 | | \$ 65.28 | |

*This chart does not include NECA Service Charges/AMF, Administrative Maintenance Fund, or Union Working Dues calculations.

PRE-APPRENTICES

| | <i>Pre-Apprentices with 0- 1800 hours 47</i> | | <i>Pre-Apprentices with 1800+ hours 48</i> | | | | | | | |
|-------------------------------|--|---------------------------------------|--|---------------------------------------|--|--|--|--|--|--|
| | \$ | Calculated by Hour or % of Wage | \$ | Calculated by Hour or % of Wage | | | | | | |
| Wage | \$ 19.03 | /hr | \$ 20.93 | /hr | | | | | | |
| Vacation & Holiday | | 0% | \$ 0.63 | 3% | | | | | | |
| NEBF | \$ 0.57 | 3% | \$ 0.63 | 3% | | | | | | |
| LMCC/NLMCC | \$ 0.01 | /hr | \$ 0.01 | /hr | | | | | | |
| TOTAL | \$ 19.61 | | \$ 22.20 | | | | | | | |

*This chart does not include NECA Service Charges/AMF, Administrative Maintenance Fund, or Union Working Dues calculations.