

Effective 3/1/2022-Amarillo

| 6 Period | % JW | Base | H&W | Annuity | NEBF | JATC | LMCC | Total Package |
|-------------|-------------|----------------|---------------|---------------|---------------|---------------|---------------|----------------|
| 1 | 50% | \$14.46 | \$8.25 | \$0.00 | \$0.43 | \$0.00 | \$0.02 | \$23.14 |
| 2 | 53% | \$15.32 | \$8.25 | \$0.00 | \$0.46 | \$0.00 | \$0.02 | \$24.03 |
| 3 | 55% | \$15.90 | \$8.25 | \$1.65 | \$0.48 | \$0.33 | \$0.02 | \$26.61 |
| 4 | 65% | \$18.79 | \$8.25 | \$1.95 | \$0.56 | \$0.39 | \$0.02 | \$29.95 |
| 5 | 75% | \$21.68 | \$8.25 | \$2.25 | \$0.65 | \$0.45 | \$0.02 | \$33.28 |
| 6 | 85% | \$24.57 | \$8.25 | \$2.55 | \$0.74 | \$0.51 | \$0.02 | \$36.62 |
| JW | 100% | \$28.91 | \$8.25 | \$3.00 | \$0.87 | \$0.60 | \$0.02 | \$41.63 |
| .80 Foreman | | \$29.71 | \$8.25 | \$3.00 | \$0.89 | \$0.60 | \$0.02 | \$42.45 |
| 10% Foreman | 110% | \$31.80 | \$8.25 | \$3.00 | \$0.95 | \$0.60 | \$0.02 | \$44.61 |
| 20% Foreman | 120% | \$38.16 | \$8.25 | \$3.00 | \$1.14 | \$0.60 | \$0.02 | \$51.16 |

Effective 3/1/2022-LUB/MID

| 6 Period | % JW | Base | H&W | Annuity | NEBF | JATC | LMCC | Total Package |
|-------------|-------------|----------------|---------------|---------------|---------------|---------------|---------------|----------------|
| 1 | 50% | \$12.71 | \$8.25 | \$0.00 | \$0.38 | \$0.00 | \$0.02 | \$21.34 |
| 2 | 53% | \$13.47 | \$8.25 | \$0.00 | \$0.40 | \$0.00 | \$0.02 | \$22.13 |
| 3 | 55% | \$13.98 | \$8.25 | \$1.60 | \$0.42 | \$0.33 | \$0.02 | \$24.58 |
| 4 | 65% | \$16.52 | \$8.25 | \$1.89 | \$0.50 | \$0.39 | \$0.02 | \$27.54 |
| 5 | 75% | \$19.07 | \$8.25 | \$2.18 | \$0.57 | \$0.45 | \$0.02 | \$30.51 |
| 6 | 85% | \$21.61 | \$8.25 | \$2.47 | \$0.65 | \$0.51 | \$0.02 | \$33.48 |
| JW | 100% | \$25.42 | \$8.25 | \$2.90 | \$0.76 | \$0.60 | \$0.02 | \$37.93 |
| .80 Foreman | | \$26.22 | \$8.25 | \$2.90 | \$0.79 | \$0.60 | \$0.02 | \$38.76 |
| 10% Foreman | 110% | \$27.96 | \$8.25 | \$2.90 | \$0.84 | \$0.60 | \$0.02 | \$40.55 |
| 20% Foreman | 120% | \$33.55 | \$8.25 | \$2.90 | \$1.01 | \$0.60 | \$0.02 | \$46.31 |

Construction Electricians only receive the base salary and the NEBF contribution.