BRICKLAYERS AND STONE MASON WAGE AND BENEFIT RATES
FOR 6/1/2019 THROUGH 5/31/2020

<table>
<thead>
<tr>
<th>BASE WAGE</th>
<th>HEALTH &amp; WELFARE</th>
<th>ANNUITY</th>
<th>PENSION</th>
<th>IPP</th>
<th>IPP / PPA</th>
<th>DCTC</th>
<th>MIAF</th>
<th>IMI</th>
<th>ICE</th>
<th>ILMI</th>
<th>LMCC</th>
<th>MR</th>
<th>SAFETY</th>
<th>CISCO</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>+$6.69</td>
<td>+$1.20</td>
<td>+$3.00</td>
<td>$1.00</td>
<td>----</td>
<td>----</td>
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<td>----</td>
<td>------</td>
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<td>--------</td>
<td>-------</td>
<td>+$2.30</td>
</tr>
<tr>
<td>$46.88</td>
<td>$10.85</td>
<td>$6.30</td>
<td>$11.40</td>
<td>$1.00</td>
<td>$.61</td>
<td>$.40</td>
<td>$.10</td>
<td>$.79</td>
<td>$.01</td>
<td>$.19</td>
<td>$.10</td>
<td>$.18</td>
<td>$.01</td>
<td></td>
<td>$78.83</td>
</tr>
</tbody>
</table>

*FOR ANNUITY ONLY, EACH HOUR OR PORTION THEREOF FOR WHICH EMPLOYEE RECEIVES PAY. AS AN EXAMPLE, THE ANNUITY FUND CONTRIBUTION FOR AN EMPLOYEE WHO WORKS 44 HOURS IN A WEEK (40 AT STRAIGHT TIME AND 4 AT TIME AND A HALF) WILL BE 46 HOURS.

EFFECTIVE 6/1/19 DISTRICT COUNCIL DUES CHECK-OFF WILL BE $2.56 PER HOUR FOR JOURNEY LEVEL.

NEW EFFECTIVE 6/1/19 DISTRICT COUNCIL DUES CHECK-OFF WILL BE $2.05 PER HOUR FOR APPRENTICES.

THE WAGES OF APPRENTICES WHO ENTERED THE APPRENTICESHIP PROGRAM BEFORE JUNE 1, 2017, SHALL BE AS FOLLOWS:

40% -- 750 HOURS, 6 MONTHS, TRAINING CLASS ATTENDANCE = $18.75
50% -- 750 HOURS, 6 MONTHS, TRAINING CLASS ATTENDANCE = $23.44
60% -- 750 HOURS, 6 MONTHS, TRAINING CLASS ATTENDANCE = $28.13
70% -- 750 HOURS, 6 MONTHS, TRAINING CLASS ATTENDANCE = $32.82
80% -- 750 HOURS, 6 MONTHS, TRAINING CLASS ATTENDANCE = $37.50
90% -- 750 HOURS, 6 MONTHS, TRAINING CLASS ATTENDANCE = $42.19

THE WAGES OF APPRENTICES WHO ENTERED THE APPRENTICESHIP PROGRAM ON OR AFTER JUNE 1, 2017, SHALL BE AS FOLLOWS:

50% -- 750 HOURS, 6 MONTHS, TRAINING CLASS ATTENDANCE = $23.44
60% -- 750 HOURS, 6 MONTHS, TRAINING CLASS ATTENDANCE = $28.13
70% -- 750 HOURS, 6 MONTHS, TRAINING CLASS ATTENDANCE = $32.82
80% -- 750 HOURS, 6 MONTHS, TRAINING CLASS ATTENDANCE = $37.50
90% -- 750 HOURS, 6 MONTHS, TRAINING CLASS ATTENDANCE = $42.19
95% -- 750 HOURS, 6 MONTHS, TRAINING CLASS ATTENDANCE = $44.54

FOREMAN WAGE RATE: 10% OVER JOURNEYMAN BASE WAGE = $51.57
SUB-FOREMAN WAGE RATE: 5% OVER JOURNEYMAN BASE WAGE = $49.22