MARBLE FINISHERS WAGE AND BENEFIT RATES
FOR 06/01/2019 THROUGH 05/31/2020

<table>
<thead>
<tr>
<th>BASE WAGE</th>
<th>HEALTH &amp; WELFARE</th>
<th>ANNUITY</th>
<th>PENSION</th>
<th>IPF</th>
<th>IPF/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>$35.15</td>
<td>$10.85</td>
<td>$4.65</td>
<td>$11.40</td>
<td>$1.00</td>
<td>$.61</td>
<td>$.06</td>
<td>$.07</td>
<td>$.65</td>
<td>$.01</td>
<td>$.11</td>
<td>$.05</td>
<td>$.00</td>
<td>$.01</td>
<td></td>
<td>$64.63</td>
</tr>
</tbody>
</table>

* FOR ANNUITY ONLY, EACH HOUR OR PORTION THEREOF FOR WHICH AN EMPLOYEE RECEIVED 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 06/01/19 DISTRICT COUNCIL DUES CHECK-OFF WILL BE $2.10 PER HOUR FOR JOURNEY LEVEL.

NEW EFFECTIVE 06/01/19 DISTRICT COUNCIL DUES CHECK-OFF WILL BE $1.87 PER HOUR FOR APPRENTICES.

NEW EMPLOYEE WAGE SCALE:

50% OF JOURNEYMAN'S WAGE SCALE FOR THE FIRST 400 HOURS = $17.58
62.5% OF JOURNEYMAN'S WAGE SCALE FOR THE SECOND 400 HOURS = $21.97
75% OF JOURNEYMAN'S WAGE SCALE FOR THE THIRD 400 HOURS = $26.36
87.5% OF JOURNEYMAN'S WAGE SCALE FOR THE FOURTH 400 HOURS = $30.76

NOTE: FULL SCALE TO BE PAID AFTER 1600 HOURS. FULL BENEFIT FUND CONTRIBUTIONS MUST BE MADE ON ALL NEW EMPLOYEES FROM THE START OF EMPLOYMENT.

A MARBLE FINISHER MAY BE EMPLOYED AS A SUB-FOREMEN AT THE WAGE RATE OF 5% OVER THE MARBLE SETTER JOURNEYMAN BASE WAGE = $48.33.