

NATIONAL SECURITY TECHNOLOGIES LLC (NSTEC) PROJECT LABOR AGREEMENT
WAGE BENEFIT SUPPLEMENT
EFFECTIVE 10-01-2012 TO 09-30-2017

Agmt-Type	Classification	NSTec Job Code	Grp No.		Current Hourly Wage Rates
ASBESTOS WORKERS (Construction) Note: Asbestos Workers are also known as Insulators or Insulator Journeyman. Mechanic Improvers are also known as apprentices.				04/01/15 Allocation (+0.75 wages)	10/01/15 Allocation (+0.75 to Wages, -0.75 from wages to Vac, and extra \$0.25 from wages to Vac) (Total \$1 from wages to vac)
	10/1/12 Package Increase:		\$0.75	0.75	0.75
	4/1/13 Package Increase:		\$0.75		
	10/1/13 Package Increase:		\$0.75		
	4/1/14 Package Increase:		\$0.75		
	10/1/14 Package Increase:		\$0.75		
	4/1/15 Package Increase:		\$0.75		
	10/1/15 Package Increase:		\$0.75		
	04/1/16 Package Increase:		\$0.75		
	10/1/16 Package Increase:		\$0.75		
	04/1/17 Package Increase:		\$0.75		
	10/1/17 Package Increase:		\$0.75		
	04/1/18 Package Increase:		\$0.75		
AW-C	Asbestos Worker II (Basic Journeyman)	030103	2	42.25	43.00
AW-C	Asbestos Worker II Foreman	030102	2	46.48	47.30
AW-C	Asbestos Worker II General Foreman	030101	2	50.70	51.60
TOTAL FRINGE BENEFITS:			04.01.15	\$18.23	\$18.23
	Health & Welfare			8.00	8.00
	Pension			9.23	9.23
	Vacation - Deduct from Wages			<3.00>	<4.00>
	Apprentice/Training			1.00	1.00
	Other (Dues - Deduct from Wages)			<3.00>	<3.00>
Wage is \$0.50 less than Basic Journeyman/ \$0.50 Added to Pension				0.75	0.75
AW-C	Asbestos Worker III	030104	3	41.75	42.50
AW-C	Asbestos Worker III Foreman	030107	3	45.98	46.75
AW-C	Asbestos Worker III General Foreman	030110	3	50.20	51.00
TOTAL FRINGE BENEFITS:			04.01.15	\$18.73	\$18.73
	Health & Welfare			8.00	8.00
	Pension			9.73	9.73
	Vacation - Deduct from Wages			<3.00>	<4.00>
	Apprentice/Training			1.00	1.00
	Other (Dues - Deduct from Wages)			<3.00>	<3.00>
Wage is \$1.60 less than Basic Journeyman/ \$1.60 Added to Pension				0.75	0.75
AW-C	Asbestos Worker IV	030105	4	40.65	41.40
AW-C	Asbestos Worker IV Foreman	030108	4	44.88	45.54
AW-C	Asbestos Worker IV General Foreman	030111	4	49.10	49.68
TOTAL FRINGE BENEFITS:			04.01.15	\$19.83	\$19.83
	Health & Welfare			8.00	8.00
	Pension			10.83	10.83
	Vacation - Deduct from Wages			<3.00>	<4.00>
	Apprentice/Training			1.00	1.00
	Other (Dues - Deduct from Wages)			<3.00>	<3.00>
Wage is \$4.50 less than Basic Journeyman/ \$4.50 Added to Pension				0.75	0.75

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AW-C	Asbestos Worker V	030106	5	37.75	38.50
AW-C	Asbestos Worker V Foreman	030109	5	41.98	42.35
AW-C	Asbestos Worker V General Foreman	030112	5	46.20	46.20
TOTAL FRINGE BENEFITS:			04.01.15	\$22.73	\$22.73
Health & Welfare				8.00	8.00
Pension				13.73	13.73
Vacation - Deduct from Wages				<3.00>	<4.00>
Apprentice/Training				1.00	1.00
Other (Dues - Deduct from Wages)				<3.00>	<3.00>
AW-C	Asbestos Worker Improver 1 (50%)	030181		21.13	21.50
AW-C	Asbestos Worker Improver 2 (60%)	030182		25.35	25.80
AW-C	Asbestos Worker Improver 3 (70%)	030183		29.58	30.10
AW-C	Asbestos Worker Improver 4 (80%)	030184		33.80	34.40
AW-C	Asbestos Worker Improver 5 (90%)	030185		38.03	38.70
TOTAL FRINGE BENEFITS: 1st and 2nd yr app.				\$4.50	\$4.50
Health & Welfare				3.50	3.50
Pension				0.00	0.00
Vacation - Deduct from Wages				<1.00>	<1.00>
Apprentice/Training				1.00	1.00
Other (Dues - Deduct from Wages)				<1.00>	<1.00>
TOTAL FRINGE BENEFITS: 3rd and 4th yr app.			04.01.15	\$17.73	\$17.73
Health & Welfare				8.00	8.00
Pension				8.73	8.73
Vacation - Deduct from Wages				<3.00>	<4.00>
Apprentice/Training				1.00	1.00
Other (Dues - Deduct from Wages)				<3.00>	<3.00>
Zone Pay - One time allocation 09/24/07					

PREMIUMS (Refer to APPENDIX "A") **Amount** **Conditions**

Foreman Differential:	10%	Over Journeyman
General Foreman Differential:	20%	Over Journeyman
Asbestos Abatement (Respirator):	\$1.00	1/2 Shift Minimum or Full Shift
Underground:	\$0.50	Actual Hours Only
Reimbursement of Expenses:	\$30.00	NTS: 1st & last day of Employment
" ":	\$50.00	TTR: 1st & last day of Employment

Zone pay per hour in accordance with Project Labor Agreement Article 24

Zone A pay (report to Las Vegas)	\$0.00
Zone B pay (report to NNSS)	\$2.00
Zone C pay (report to TTR)	\$2.50

NATIONAL SECURITY TECHNOLOGIES LLC (NSTEC) PROJECT LABOR AGREEMENT
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Agmt-Type	Classification	NSTec Job Code	Grp No.		Current Hourly Wage Rates
CARPENTERS (Construction)				04.01.15 Allocation (+0.82 wages, +0.03 suppl dues)	10.01.15 Allocation (+0.50 H/W, +0.25 Pension A)
		10.01.14 Package Increase	\$0.65	\$0.82	\$0.00
		04.01.15 Package Increase	\$0.85		
		10.01.15 Package Increase	\$0.75		
		04.01.16 Package Increase	\$0.75		
CP-C	Carpenter	030203		36.56	36.56
CP-C	Carpenter FOREMAN	030202		40.22	40.22
CP-C	Carpenter GENERAL FOREMAN	030201		44.24	44.24
CP-C	Carpenter Welder (\$0.50 over Carpenter)	030204		37.06	37.06
CP-C	Carpenter Welder Foreman	030214		40.77	40.77
CP-C	Power Saw Operator	030211		36.71	36.71
CP-C	Power Saw Operator Foreman	030215		40.38	40.38
CP-C	Power Saw Operator General Foreman	030216		44.42	44.42
CP-C	Locksmith	030217		37.06	37.06
CP-C	Locksmith Foreman	030218		40.77	40.77
CP-C	Carpenter Apprentice 1 (50%) First 6 months 600 hours	030284		18.28	18.28
CP-C	Carpenter Apprentice 2 (60%) Second 6 months 600 hours	030285		21.94	21.94
CP-C	Carpenter Apprentice 3 (70%) Second year 1200 hrs	030286		25.59	25.59
CP-C	Carpenter Apprentice 4 (80%) Third year 1200 hrs	030287		29.25	29.25
CP-C	Carpenter Apprentice 5 (90%) Fourth year 1200 hrs	030288		32.90	32.90
TOTAL FRINGE BENEFITS:			04.01.15	\$18.83	\$19.58
Health & Welfare				6.10	6.60
Pension A \$5.72/Pension B \$3.36				8.83	9.08
Vacation (\$2.48)/Supplemental Dues (\$1.07):			0.00/0.03	3.55	3.55
Apprentice/Training				0.35	0.35
Zone Pay - One time allocation 09/24/07					

PREMIUMS (Refer to APPENDIX "A")	Amount	Conditions
Foreman/General Foreman Differential:	10%	Over Journeyman/Foreman Respectively
Underground:	\$0.50	Full Shift
Respirator:	\$1.00	1/2 shift minimum or Full shift
High Time/Hazard Pay:	\$0.25	20 Ft. or more (Actual Hours)

Zone pay per hour in accordance with Project Labor Agreement Article 24

Zone A pay (report to Las Vegas)	\$0.00
Zone B pay (report to NNS)	\$2.00
Zone C pay (report to TTR)	\$2.50

NATIONAL SECURITY TECHNOLOGIES LLC (NSTEC) PROJECT LABOR AGREEMENT
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Agmt-Type	Classification	NSTec Job Code	Grp No.		Current Hourly Wage Rates
CEMENT MASONS (Construction)				10.01.14 Allocation (0.25 wages, 0.25 pension)	10.01.15 Allocation (+0.50 Pension, +0.24 to App, +0.01 to Intl Dues)
10/1/12 Package Increase:			\$0.25	\$0.25	\$0.00
10/1/13 Package Increase:			\$0.40		
4/1/14 Package Increase:			\$0.40		
10/1/14 Package Increase:			\$0.50		
10/1/15 Package Increase:			\$0.75		
04/1/16 Package Increase:			\$0.75		
CM-C	Cement Mason	030303		30.84	30.84
CM-C	Cement Mason FOREMAN	030302		33.92	33.92
CM-C	Cement Mason GENERAL FOREMAN	030301		37.31	37.31
CM-C	Cement Mason Apprentice 1 (60%) 0-900 hours	030305		18.50	18.50
CM-C	Cement Mason Apprentice 2 (65%) 900-1250 hours	030306		20.05	20.05
CM-C	Cement Mason Apprentice 3 (70%) 1250-2500 hours	030307		21.59	21.59
CM-C	Cement Mason Apprentice 4 (80%) 2500-3750 hours	030309		24.67	24.67
CM-C	Cement Mason Apprentice 5 (90%) 3750-5000 hours	030310		27.76	27.76
TOTAL FRINGE BENEFITS:			10.01.14	\$18.47	\$19.22
Health & Welfare				8.05	8.05
Pension			0.25	6.50	7.00
Vacation(Supp Dues \$1.00/Intl Dues \$0.50/ Vacation 2.00)				3.49	3.50
Apprentice/Training				0.43	0.67
Zone Pay - One time allocation 09/24/07					

PREMIUMS (Refer to APPENDIX "A")	Amount	Conditions
Foreman Differential:	10%	Over Journeyman
General Foreman Differential:	10%	Over Foreman
Respirator:	\$1.00	1/2 shift minimum or full shift
Underground:	\$0.50	Full Shift
High Time/Hazard Pay:	\$0.50	40ft.+ or Swing, Rope (Actual Hrs.)
Troweling Machine	\$0.25	1/2 shift minimum or full shift
Epoxy	\$0.25	1/2 shift minimum or full shift
ACI Certification	\$0.50	ACI Premium Pay for hours worked

Note: Different benefits payments for apprentices

Zone pay per hour in accordance with Project Labor Agreement Article 24

Zone A pay (report to Las Vegas)	\$0.00
Zone B pay (report to NNSS)	\$2.00
Zone C pay (report to TTR)	\$2.50

NATIONAL SECURITY TECHNOLOGIES LLC (NSTEC) PROJECT LABOR AGREEMENT
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Agmt-Type	Classification	NSTec Job Code	Grp No.		Current Hourly Wage Rates
LINEMEN (Construction)				01.01.15 Allocation (- 0.11 App/ Trng)	10.01.15 Allocation (+1.00 wages, +0.35 Lineco)
	6/1/11 Package Increase		\$0.55	0.00	1.00
	10/1/11 Package Increase		\$1.00		
	10/1/12 Package Increase		\$1.00		
	10/1/13 Package Increase		\$1.25		
	10/1/14 Package Increase		\$1.30		
	10/1/15 Package Increase		\$1.35		
EL-C	Lineman	030703		44.48	45.48
EL-C	Lineman FOREMAN	030702		49.37	50.48
EL-C	Lineman GENERAL FOREMAN	030701		54.27	55.49
EL-C	Groundman (80% of Lineman)	030704		35.58	36.38
EL-C	Journeyman Technician	030708		44.48	45.48
EL-C	Lineman Equipment Operator	030705		44.48	45.48
EL-C	Lineman Apprentice 1 (60%)	030791		26.69	27.29
EL-C	Lineman Apprentice 2 (65%)	030792		28.91	29.56
EL-C	Lineman Apprentice 3 (70%)	030793		31.14	31.84
EL-C	Lineman Apprentice 4 (75%)	030794		33.36	34.11
EL-C	Lineman Apprentice 5 (80%)	030795		35.58	36.38
EL-C	Lineman Apprentice 6 (85%)	030796		37.81	38.66
EL-C	Lineman Apprentice 7 (90%)	030797		40.03	40.93
TOTAL FRINGE BENEFITS:			01.01.15	\$22.11	\$22.49
	Health & Welfare (aka LINECO)			5.00	5.00
	Pension (A=5.01 / B=8.00)			13.01	13.01
	Vacation			0.00	0.00
	LINECO Health Reimbursement Account			2.55	2.90
	Apprentice/Training (.5% of Gross)		-0.25% / -	0.22	0.22
	Other (NEBF: 3% of Gross)		0.11	1.33	1.36
Zone Pay - One time allocation 09/24/07					

Zone Pay - One time allocation 09/24/07

PREMIUMS (Refer to APPENDIX "A")

	Amount	Conditions
Foreman Differential:	11%	Over Journeyman
General Foreman Differential:	22%	Over Journeyman
Respirator:	\$1.00	1/2 Shift Minimum or Full Shift 80 ft. or more,
High Time/Hazard Pay:	2x Wage	double the S/T rate of
Reimbursement of Expenses:	\$30.00	NTS: 1st & last day of Employment
" "	\$50.00	TTR: 1st & last day of Employment

TUNNEL PREMIUMS (Refer to APPENDIX "B")

Cased Shaft :	\$0.75	1000-2,500 Ft. (Actual Hours)
" "	\$1.25	2,500-5,000 Ft. (Actual Hours)
Underground:	\$0.50	Full Shift
Respirator:	\$1.00	1/2 Shift Minimum or Full Shift
Re-Entry:	\$1.00	Full PPE & Respirator (Actual Hours)

Zone pay per hour in accordance with Project Labor Agreement Article 24

Zone A pay (report to Las Vegas)	\$0.00
Zone B pay (report to NNSS)	\$2.00
Zone C pay (report to TTR)	\$2.50

NATIONAL SECURITY TECHNOLOGIES LLC (NSTEC) PROJECT LABOR AGREEMENT
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EFFECTIVE 10-01-2012 TO 09-30-2017

Agmt-Type	Classification	NSTec Job Code	Grp No.		Current Hourly Wage Rates
WIREMEN (Construction)				10.01.14 Allocation (+1.10 wges)	10.01.15 Allocation (+1.00 wages, +0.40 Pension B)
10/1/12 Package Increase			\$0.50	\$1.10	\$1.00
04/1/13 Package Increase			\$0.50		
10/1/13 Package Increase			\$1.00		
10/1/14 Package Increase			\$1.10		
10/1/15 Package Increase			\$1.40		
EL-C	Wireman	030604		47.72	48.72
EL-C	Wireman FOREMAN	030602		52.97	54.08
EL-C	Wireman GENERAL FOREMAN	030601		58.22	59.44
EL-C	Wireman Apprentice 1 (55%) 1st step	030681		26.25	26.80
EL-C	Wireman Apprentice 2 (65%) 2nd step	030682		31.02	31.67
EL-C	Wireman Apprentice 3 (70%) 3rd step	030683		33.40	34.10
EL-C	Wireman Apprentice 4 (75%) 4th step	030684		35.79	36.54
	Wireman Apprentice (80%)			38.18	38.98
EL-C	Wireman Apprentice 5 (85%) 5th step	030685		40.56	41.41
	Wireman Apprentice (90%)			42.95	43.85
EL-C	Wireman Apprentice 6 (95%) 6th step	030686		45.33	46.28
TOTAL FRINGE BENEFITS:			10.01.14	\$18.39	\$18.82
	Health & Welfare			7.45	7.45
	Pension (A=5.01 / B=4.40)			9.01	9.41
	Vacation			0.00	0.00
	Apprentice/Training			0.50	0.50
	Other (NEBF: 3% of Gross)		%same, +\$0.03	1.43	1.46
Zone Pay - One time allocation 09/24/07					

PREMIUMS (Refer to APPENDIX "A") **Amount** **Conditions**

Foreman Differential:	11%	Over Journeyman
General Foreman Differential:	22%	Over Journeyman
Respirator:	\$1.00	1/2 Shift Minimum or Full Shift
High Time/Hazard Pay:	1.5x Wage	Scaffolds; 1.5x the S/T rate of pay (Actual Hrs)
	" "	Tanks; 1.5x the S/T rate of pay (Actual Hrs)
	" "	Over 90 Ft.; double the S/T rate of pay (Actual Hours)
Reimbursement of Expenses:	\$30.00	NTS: 1st & last day of Employment
	" "	TTR: 1st & last day of Employment

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TUNNEL PREMIUMS (Refer to APPENDIX "B")

Cased Shaft :	\$0.75	1000-2500 Ft. (Actual Hours)
" "	\$1.25	2,500-5,000 Ft. (Actual Hours)
Underground:	\$0.50	Full Shift
Respirator:	\$1.00	1/2 Shift Minimum or Full Shift
Re-Entry:	\$1.00	Full PPE & Respirator (Actual Hours)
Welding/Splicing	\$0.50	Actual hours 1/2 shift minimum

Zone pay per hour in accordance with Project Labor Agreement Article 24

Zone A pay (report to Las Vegas)	\$0.00
Zone B pay (report to NNSS)	\$2.00
Zone C pay (report to TTR)	\$2.50

Apprenticeship Steps:

1st step	55% no schooling, no on job hours (OJH)
2nd step	65% no schooling, completed 1000 OJH
3rd step	70% completed first year of schooling, completed 2000 OJH
4th step	75% completed second year of schooling, completed 3500 OJH
5th step	85% completed fourth year of schooling, completed 5000 OJH
6th step	95% completed fourth year of schooling, completed 6500 OJH
JW	100% completed fifth year of schooling, all mandatory & elective classes, and received Clark County Journeyman certification, 8000 OJH

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Agmt-Type	Classification	NSTec Job Code	Grp No.		Current Hourly Wage Rates
IRONWORKERS (Construction)				02.01.15 (-0.55 annuity , +0.55 HW)	10.01.15 (Allocation +\$0.61 Wages, +\$0.65 Pension)
10/1/2012 Package Increase:			\$0.55	\$0.00	\$0.61
1/1/2013 Package Increase:			\$0.55		
10/1/2013 Package Increase:			\$1.00		
10/1/2014 Package Increase:			\$1.00		
10/1/2015 Package Increase:			\$1.26		
IW-C	Reinforcing Ironworker	071303		30.98	31.59
IW-C	Reinf. Ironworker FOREMAN	071302		34.08	34.75
IW-C	Reinf. Ironworker GENERAL FOREMAN	071301		37.49	38.22
IW-C	Structural Ironworker	071203		30.98	31.59
IW-C	Structural Ironworker FOREMAN	071202		34.08	34.75
IW-C	Structural Ironworker GENERAL FOREMAN	071201		37.49	38.22
APPRENTICES (4 YEAR PROGRAM)					
IW-C	Struc. / Reinf. IW Apprentice 1 (50%)	071281		15.49	15.80
IW-C	Struc. / Reinf. IW Apprentice 2 (55%)	071282		17.04	17.37
IW-C	Struc. / Reinf. IW Apprentice 3 (60%)	071283		18.59	18.95
IW-C	Struc. / Reinf. IW Apprentice 4 (65%)	071284		20.14	20.53
IW-C	Struc. / Reinf. IW Apprentice 5 (75%)	071285		23.24	23.69
IW-C	Struc. / Reinf. IW Apprentice 6 (80%)	071286		24.78	25.27
IW-C	Struc. / Reinf. IW Apprentice 7 (90%)	071287		27.88	28.43
IW-C	Struc. / Reinf. IW Apprentice 8 (95%)	071288		29.43	30.01
TOTAL FRINGE BENEFITS:				\$30.23	\$30.88
Health & Welfare				9.42	9.42
Pension (\$12.97/ \$3.56 Annuity Fund)				15.88	16.53
Vacation				3.92	3.92
IMPACT				0.29	0.29
Apprentice/Training				0.72	0.72
Other (Emergency Relief Fund)				0.00	0.00
Zone Pay - One time allocation 09/24/07					
4-YR PROGRAM APPRENTICE - FRINGE AMTS effective 10/01/14					
	Annuity	Pension	H&W	Vacation	
1st Period	\$0.00	\$0.00	\$5.50	\$3.92	
2nd Period	\$0.00	\$0.00	\$9.42	\$3.92	
3rd Period	\$0.00	\$3.08	\$9.42	\$3.92	
4th Period	\$1.85	\$3.08	\$9.42	\$3.92	
5th Period	\$1.85	\$6.16	\$9.42	\$3.92	
6th Period	\$1.85	\$6.16	\$9.42	\$3.92	
7th Period	\$3.56	\$9.24	\$9.42	\$3.92	
8th Period	\$3.56	\$9.24	\$9.42	\$3.92	
All periods pay \$.29 IMPACT fund					
All periods pay \$.72 apprenticeship fund					

<u>PREMIUMS (Refer to APPENDIX "A")</u>	<u>Amount</u>	<u>Conditions</u>
Foreman / General Foreman Differential:	10%	Over Journeyman/Foreman Respectively
Respirator:	\$1.00	1/2 shift minimum or full shift
Underground:	\$0.50	Actual Hours Only
Mileage Reimbursement:	\$0.24	1st day and last day
Travel Time:		See Appendix "A"

Zone pay per hour in accordance with Project Labor Agreement Article 24

Zone A pay (report to Las Vegas)	\$0.00
Zone B pay (report to NNSS)	\$2.00
Zone C pay (report to TTR)	\$2.50

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Agmt-Type	Classification	NSTec Job Code	Grp No.		Current Hourly Wage Rates
LABORERS (Construction)				04.01.15 Allocation & Reallocation (-0.25 HW, +0.78 pens A, +0.02 suppl dues)	10.01.15 Allocation & Reallocation (+0.63 Pens A, +0.02 Suppl Dues)
10/1/14 Package Increase:			\$0.60	\$0.00	\$0.00
04/01/15 Package Increase:			\$0.55		
10/01/15 + 04/01/16 Pkg Increase:			0.65/0.60		
10/01/16 + 04/01/17 Pkg Increase:			0.65/0.65		
LB-C	Laborer I	031423		29.23	29.23
LB-C	Laborer I FOREMAN	031422		30.98	30.98
LB-C	Laborer I GENERAL FOREMAN	031421		32.84	32.84
LB-C	LB-I Apprentice (1st Step, 1000 hrs.) 60%		1	17.54	17.54
LB-C	LB-I Apprentice (2nd Step, 1000 hrs.) 70%		1	20.46	20.46
LB-C	LB-I Apprentice (3rd Step, 1000 hrs.) 80%		1	23.38	23.38
LB-C	LB-I Apprentice (4th Step, 1000 hrs.) 90%		1	26.31	26.31
LB-C	Laborer II	031424		29.49	29.49
LB-C	Laborer II FOREMAN	031425		31.26	31.26
LB-C	Laborer II GENERAL FOREMAN	031426		33.13	33.13
LB-C	LB-II Apprentice (1st Step, 1000 hrs.) 60%		2	17.69	17.69
LB-C	LB-II Apprentice (2nd Step, 1000 hrs.) 70%		2	20.64	20.64
LB-C	LB-II Apprentice (3rd Step, 1000 hrs.) 80%		2	23.59	23.59
LB-C	LB-II Apprentice (4th Step, 1000 hrs.) 90%		2	26.54	26.54
LB-C	Laborer III	031427		29.67	29.67
LB-C	Laborer III FOREMAN	031428		31.45	31.45
LB-C	Laborer III GENERAL FOREMAN	031429		33.34	33.34
LB-C	LB-III Apprentice (1st Step, 1000 hrs.) 60%	031471	3	17.80	17.80
LB-C	LB-III Apprentice (2nd Step, 1000 hrs.) 70%		3	20.77	20.77
LB-C	LB-III Apprentice (3rd Step, 1000 hrs.) 80%		3	23.74	23.74
LB-C	LB-III Apprentice (4th Step, 1000 hrs.) 90%		3	26.70	26.70
TOTAL FRINGE BENEFITS:			04.01.15	\$20.13	\$20.78
Health & Welfare (incl. \$.23 LECET, \$.02 Health & Safety)			-0.25	6.25	6.25
Pension (A=\$11.18/B = \$0.00)			0.78/0.00	10.55	11.18
Vacation (Includes Supplemental Dues \$1.71)			0.00/0.02	3.20	3.22
Apprentice/Training(\$.10 Training)				0.13	0.13
Zone Pay - One time allocation 09/24/07					

<u>PREMIUMS (Refer to APPENDIX "A")</u>	<u>Amount</u>	<u>Conditions</u>
Foreman/General Foreman Differential:	6%	Over Journeyman/Foreman Respectively
Respirator:	\$1.00	1/2 shift minimum or full shift
High Time/Hazard Pay:	\$0.50	40 ft. or more (Actual Hours)
Potholing Special Equipment	\$0.50	Actual Hours Exposed
Explosives Handling	\$0.50	1/2 shift minimum or full shift
Reimbursement of Expenses:	\$30.00	NTS: 1st & last day of Employment
" "	\$50.00	TTR: 1st & last day of Employment

Zone pay per hour in accordance with Project Labor Agreement Article 24

Zone A pay (report to Las Vegas)	\$0.00
Zone B pay (report to NNSS)	\$2.00
Zone C pay (report to TTR)	\$2.50

NATIONAL SECURITY TECHNOLOGIES LLC (NSTEC) PROJECT LABOR AGREEMENT
WAGE BENEFIT SUPPLEMENT
EFFECTIVE 10-01-2012 TO 09-30-2017

Agmt-Type	Classification	NSTec Job Code	Grp No.		Current Hourly Wage Rates
TUNNEL WORKERS/MINERS (Construction)				04.01.15 Allocation & Reallocation (-0.25 HW, +0.78 pens A, +0.02 suppl dues	10.01.15 Allocation & Reallocation (+0.63 Pens A, +0.02 Suppl Dues)
10/1/14 Package Increase:			\$0.60	\$0.00	\$0.00
04/01/15 Package Increase:			\$0.55		
10/01/15 + 04/01/16 Pkg Increase:			0.65/0.60		
10/01/16 + 04/01/17 Pkg Increase:			0.65/0.65		
TN-C	Bull Gang (Mucker & Trackman)	032508		31.89	31.89
TN-C	Bull Gang FOREMAN (+\$.50)	032502		32.39	32.39
TN-C	Bull Gang Welder (\$.50)	032510		32.39	32.39
TN-C	Miner (Tunnel Worker)	032203		32.14	32.14
TN-C	Miner - Tool Crib	032220		32.49	32.49
TN-C	Miner Welder (\$.50)	032202		32.64	32.64
TN-C	Shaft Raise & Stope Miner	032209		32.64	32.64
TN-C	Shaft Raise & Stope Miner/WELDER (+\$.50)			33.14	33.14
TN-C	Shifter (\$.50 over highest Supervised)	032204		TBD	TBD
TN-C	Apprentice (1st Step, 1000 Hrs) 60%	032281		19.28	19.28
TN-C	Apprentice (2nd Step, 1000 Hrs.) 70%			22.50	22.50
TN-C	Apprentice (3rd Step, 1000 Hrs.) 80%			25.71	25.71
TN-C	Apprentice (4th Step, 1000 Hrs.) 90%			28.93	28.93
MINE RESCUE TEAM (MRT) RATES \$.25 Addtl/hr when assigned to MRT					
TN-C	Bull Gang (Mucker & Trackman)	032518		32.14	32.14
TN-C	Bull Gang FOREMAN (+\$.50)	032512		32.64	32.64
TN-C	Bull Gang Welder (\$.50)	032520		32.64	32.64
TN-C	Miner (Tunnel Worker)	032213		32.39	32.39
TN-C	Miner Welder	032212		32.89	32.89
TN-C	Shaft Raise & Stope Miner	032219		32.89	32.89
TN-C	Shifter (\$.50 over highest Supervised)	032214		TBD	TBD
TOTAL FRINGE BENEFITS:			04.01.15	\$20.85	\$21.50
Health & Welfare (Includes \$.23 LECET/\$.02 Health & Safety)			-0.25	6.25	6.25
Pension (A=\$11.18 B=\$0.00)			0.78/0.00	10.55	11.18
Vacation (Includes \$1.67 Supplemental Dues)			0.00/0.02	3.87	3.89
Apprentice/Training (\$.10 Miners Training)				0.18	0.18
Zone Pay - One time allocation 09/24/07					

PREMIUMS (Refer to APPENDIX "A")

	Amount	Conditions
Bull Gang Foreman:	\$0.50	Over Bullgang
Shifter/Expediter:	\$0.50	Over highest employee Supervised
Alpine Miner:	\$1.00	Full Shift
Drill/Jumbo:	\$1.00	Full Shift
Nozzle, Pot and Grout Man:	\$0.75	Full Shift
Mine Rescue:	\$0.25	When assigned to Mine Rescue Team

NATIONAL SECURITY TECHNOLOGIES LLC (NSTEC) PROJECT LABOR AGREEMENT
WAGE BENEFIT SUPPLEMENT
EFFECTIVE 10-01-2012 TO 09-30-2017

Underground:	\$0.50	Full Shift
Respirator:	\$1.00	1/2 Shift Minimum or Full Shift
HRP	\$2.00	HRP Premium Pay for hours worked
Re-Entry:	\$1.00	Full PPE & Respirator (Actual Hours)
Reimbursement of Expenses:	\$30.00	NTS: 1st & last day of Employment
" "	\$50.00	TTR: 1st & last day of Employment

Zone pay per hour in accordance with Project Labor Agreement Article 24

Zone A pay (report to Las Vegas)	\$0.00
Zone B pay (report to NNSS)	\$2.00
Zone C pay (report to TTR)	\$2.50

NATIONAL SECURITY TECHNOLOGIES LLC (NSTEC) PROJECT LABOR AGREEMENT
WAGE BENEFIT SUPPLEMENT
EFFECTIVE 10-01-2012 TO 09-30-2017

Agmt-Type	Classification	NSTec Job Code	Grp No.		Current Hourly Wage Rates
MILLWRIGHTS (Construction)				04.01.15 Added classification MW Welder Fmn	10.01.15 Allocation (+0.50 H/W, +0.25 Pension A)
	10.01.14 Package Increase		\$0.65	\$0.00	\$0.00
	04.01.15 Package Increase		\$0.85		
	10.01.15 Package Increase		\$0.75		
	04.01.16 Package Increase		\$0.75		
CP-C	Millwright	030223		37.73	37.73
CP-C	Millwright FOREMAN	030222		41.50	41.50
CP-C	Millwright GENERAL FOREMAN	030221		45.65	45.65
CP-C	Millwright Welder (\$.50 over Millwright)	030224		38.23	38.23
CP-C	Millwright Welder FOREMAN	030225		42.05	42.05
TOTAL FRINGE BENEFITS:			04.01.15	\$18.66	\$19.41
Health & Welfare				6.10	6.60
Pension A \$5.72/Pension B \$3.00				8.47	8.72
Vacation (\$2.67)/Supplemental Dues (\$1.07)			0.00/0.03	3.74	3.74
Apprentice/Training				0.35	0.35
Zone Pay - One time allocation 09/24/07					

PREMIUMS (Refer to APPENDIX "A") **Amount** **Conditions**

Foreman/General Foreman Differential: 10% Over Journeyman/Foreman Respectively
Underground: \$0.50 Full Shift
Respirator: \$1.00 1/2 shift minimum or Full shift
High Time/Hazard Pay: \$0.25 20 ft. or more (Actual Hours)

Zone pay per hour in accordance with Project Labor Agreement Article 24

Zone A pay (report to Las Vegas) \$0.00
Zone B pay (report to NNSS) \$2.00
Zone C pay (report to TTR) \$2.50

NATIONAL SECURITY TECHNOLOGIES LLC (NSTEC) PROJECT LABOR AGREEMENT
WAGE BENEFIT SUPPLEMENT
EFFECTIVE 10-01-2012 TO 09-30-2017

Agmt-Type	Classification	NSTec Job Code	Grp No.		Current Hourly Wage Rates
OPERATING ENGINEERS (Construction)				04.01.15 Allocation (+0.45 wages)	10.01.15 Allocation (+1.10 Pension, +0.15 wages)
10/1/14 Package Increase:			\$1.15	\$0.45	\$0.15
04/1/15 Package Increase:			\$0.45		
10/1/15 Package Increase:			\$1.15		
OE-C	Air Compressor & Generator Operator	031513	1	39.99	40.14
OE-C	Hd Repairman Helper	031523	1	39.99	40.14
OE-C	Hd Repairman Helper FOREMAN	031508	1	41.99	42.14
OE-C	Oiler	031512	1	39.99	40.14
OE-C	Rail Mounted JLG	031557	1	39.99	40.14
OE-C	Rotary Drill Helper	031535	1	39.99	40.14
OE-C	Rotary Drill Helper (Core Drilling)	031510	1	39.99	40.14
OE-C	Rotary Drill Helper (Oil Field)	031592	1	39.99	40.14
OE-C	Generator Operator (GROUP 2)	031541	2	40.23	40.38
OE-C	Motorman	031552	2	40.23	40.38
OE-C	Motorman (Oil Field Type)	031594	2	40.23	40.38
OE-C	Skiploader Operator - II	031564	2	40.23	40.38
OE-C	Truck Crane Oiler	031511	2	40.23	40.38
OE-C	Chainman	030904	3	40.47	40.62
OE-C	Concrete Saw Operator	031537	3	40.47	40.62
OE-C	Derrickman	031567	3	40.47	40.62
OE-C	Dinkey Locomotive Operator	031525	3	40.47	40.62
OE-C	Elevator Hoist Operator	031553	3	40.47	40.62
OE-C	Steam & Water Plant Operator (now grp 3 eff.6/4/12)	031528	3	40.47	40.62
OE-C	Steam & Water Plant Operator FOREMAN	031575	3	42.47	42.62
OE-C	Equipment Greaser	031514	3	40.47	40.62
OE-C	Equipment Greaser FOREMAN	031516	3	42.47	42.62
OE-C	Instrumentman	030905	4	40.58	40.73
OE-C	Mud Plant Operator	031503	4	40.58	40.73
OE-C	Power Sweeper Operator	031517	4	40.58	40.73
OE-C	Roller Operator	031519	4	40.58	40.73
OE-C	Seeder	032608	4	40.58	40.73
OE-C	Trenching Machine Operator I	031538	4	40.58	40.73
OE-C	Asphalt & Concrete Spreading Operator	031570	5	40.77	40.92
OE-C	Asphalt Plant Engineer	031568	5	40.77	40.92
OE-C	Dozer Operator	031509	5	40.77	40.92
OE-C	Forklift Operator (Group 5) FOREMAN	031550	5	42.77	42.92
OE-C	Forklift Operator	031551	5	40.77	40.92
OE-C	Grade Checker	031529	5	40.77	40.92
OE-C	Road Oil Mix Operator	031543	5	40.77	40.92
OE-C	Scraper Operator	031534	5	40.77	40.92
OE-C	Skiploader Operator - (Group 5)	031565	5	40.77	40.92

NATIONAL SECURITY TECHNOLOGIES LLC (NSTEC) PROJECT LABOR AGREEMENT
WAGE BENEFIT SUPPLEMENT
EFFECTIVE 10-01-2012 TO 09-30-2017

OE-C	Tractor Operator	031507	5	40.77	40.92
OE-C	Back Hoe Operator	031558	6	40.87	41.02
OE-C	Batch Plant Operator	032606	6	40.87	41.02
OE-C	Bit And Cutter Retipper	031536	6	40.87	41.02
OE-C	Bulk Plant Operator	032607	6	40.87	41.02
OE-C	Compressor Station Operator	031542	6	40.87	41.02
OE-C	Concrete Mobile Mixer Operator	031555	6	40.87	41.02
OE-C	Concrete Mobile Mixer Operator FOREMAN	031556	6	42.87	43.02
OE-C	Concrete Pump Operator	031549	6	40.87	41.02
OE-C	Contour Trencher Operator	031572	6	40.87	41.02
OE-C	Crane Operator	031505	6	40.87	41.02
OE-C	Crane Operator FOREMAN	031560	6	42.87	43.02
OE-C	Crushing Plant Engineer	031530	6	40.87	41.02
OE-C	Driller	031527	6	40.87	41.02
OE-C	Driller (Core Drill Type)	031524	6	40.87	41.02
OE-C	Driller (Oil Field Type)	031595	6	40.87	41.02
OE-C	Drilling FOREMAN	031540	6	42.87	43.02
OE-C	Drilling Foreman (Core Drill Type)	031515	6	42.87	43.02
OE-C	Drilling Foreman (Oil Field Type)	031593	6	42.87	43.02
OE-C	Drilling General 4MN (Core Driller)	032601	6	44.87	45.02
OE-C	Drilling General Foreman -Oil Field	031571	6	44.87	45.02
OE-C	Forklift Foreman - (Group 6)	031561	6	42.87	43.02
OE-C	Forklift Operator - (Group 6)	031562	6	40.87	41.02
OE-C	Hoist Operator	031539	6	40.87	41.02
OE-C	Liftmobile Operator	031596	6	40.87	41.02
OE-C	Loader Operator	031554	6	40.87	41.02
OE-C	Machinist Operator	031563	6	40.87	41.02
OE-C	Machinist Operator FOREMAN	031597	6	42.87	43.02
OE-C	Machinist Operator GENERAL FOREMAN	032600	6	44.87	45.02
OE-C	Motor Patrol Operator	031504	6	40.87	41.02
OE-C	Mucking Machine Operator	031526	6	40.87	41.02
OE-C	Multiple Engineer-Earth Moving Operator FOREMAN	031502	6	42.87	43.02
OE-C	Operator GENERAL FOREMAN	031501	6	44.87	45.02
OE-C	Rotomill Operator	032604	6	40.87	41.02
OE-C	Segment Installation Jumbo Operator	031583	6	40.87	41.02
OE-C	Shovel Operator	031518	6	40.87	41.02
OE-C	Skiploader Operator - VI	031566	6	40.87	41.02
OE-C	Trenching Machine Operator II	031506	6	40.87	41.02
OE-C	Tunnel Boring Machine Operator	032605	6	40.87	41.02
OE-C	Water Well Operator		6	40.87	41.02
OE-C	Hd Repairman	031521	7	41.12	41.27
OE-C	Hd Repairman FOREMAN	031520	7	43.12	43.27
OE-C	Hd Repairman GENERAL FOREMAN	031544	7	45.12	45.27
OE-C	Heavy Duty Welder	031522	7	41.12	41.27
OE-C	Heavy Duty Welder FOREMAN	031559	7	43.12	43.27
OE-C	Clark County Certified Welder (NLV Machine shop)	031532	7	41.12	41.27
OE-C	Clark County Certified Welder Fmn (NLV machine sho)	031533	7	43.12	43.27
OE-C	Comb Hd Repairman-Welder	031548	8	41.37	41.52
OE-C	Comb Hd Repairman-Welder FOREMAN	031547	8	43.37	43.52
OE-C	Comb Hd Repairman-Welder GEN. 4MN	031546	8	45.37	45.52
OE-C	Rubber Tire Equipment Operator	031545	9	41.87	42.02

NATIONAL SECURITY TECHNOLOGIES LLC (NSTEC) PROJECT LABOR AGREEMENT
WAGE BENEFIT SUPPLEMENT
EFFECTIVE 10-01-2012 TO 09-30-2017

Operating Engineer Apprentice (Percentage of Group 5):			\$40.77	\$40.92
OE-C	Equipment Operator App 1 (60%)	032681	24.46	24.55
OE-C	Equipment Operator App 2 (65%)	032682	26.50	26.60
OE-C	Equipment Operator App 3 (70%)	032683	28.54	28.64
OE-C	Equipment Operator App 4 (75%)	032684	30.58	30.69
OE-C	Equipment Operator App 5 (80%)	032685	32.62	32.74
OE-C	Equipment Operator App 6 (90%)	032686	36.69	36.83
OE-C	Heavy Duty Repairperson Apr 1 (60%)	032661	24.46	24.55
OE-C	Heavy Duty Repairperson Apr 2 (65%)	032662	26.50	26.60
OE-C	Heavy Duty Repairperson Apr 3 (70%)	032663	28.54	28.64
OE-C	Heavy Duty Repairperson Apr 4 (75%)	032664	30.58	30.69
OE-C	Heavy Duty Repairperson Apr 5 (80%)	032665	32.62	32.74
OE-C	Heavy Duty Repairperson Apr 6 (90%)	032666	36.69	36.83
OE-C	Machinist Operator App 1 (60%)	031584	24.46	24.55
OE-C	Machinist Operator App 2 (65%)	031585	26.50	26.60
OE-C	Machinist Operator App 3 (70%)	031586	28.54	28.64
OE-C	Machinist Operator App 4 (75%)	031587	30.58	30.69
OE-C	Machinist Operator App 5 (80%)	031588	32.62	32.74
OE-C	Machinist Operator App 6 (85%)	031589	34.65	34.78
OE-C	Machinist Operator App 7 (90%)	031590	36.69	36.83
OE-C	Machinist Operator App 8 (95%)	031591	38.73	38.87
OE-C	Rotary/Core Drill Helper Oper 1 (50%)	032671	20.39	20.46
OE-C	Rotary/Core Drill Helper Oper 2 (55%)	032672	22.42	22.51
OE-C	Rotary/Core Drill Helper Oper 3 (60%)	032673	24.46	24.55
OE-C	Rotary/Core Drill Helper Oper 4 (70%)	032674	28.54	28.64
OE-C	Rotary/Core Drill Helper Oper 5 (80%)	032675	32.62	32.74
OE-C	Rotary/Core Drill Helper Oper 6 (90%)	032676	36.69	36.83
TOTAL FRINGE BENEFITS:			\$23.45	\$24.55
	Health & Welfare		11.30	11.30
	Pension		8.55	9.65
	Vacation		1.65	1.65
	Apprentice/Training		0.65	0.65
	Other (Supplemental Dues)		1.30	1.30

<u>PREMIUMS (Refer to APPENDIX "A")</u>	<u>Amount</u>	<u>Conditions</u>
Foreman/General Foreman Differential:	\$2.00	Over Journeyman/Foreman Respectively
Respirator:	\$1.00	1/2 Shift Minimum or Full Shift
High Time/Hazard Pay:	\$1.00	30 ft. or more (Actual Hours)
Crane Boom Pay:	\$0.50	80-100 ft. boom (\$.50 ea. Add'l 20ft.)
Oiler:	\$0.20	80-100 ft. boom (\$.20 ea. Add'l 20ft.)
Tower Crane Equipment:	\$0.45	Actual Hours Spent Operating
Cranes (Tonnage):	\$0.20	100-ton or more
Hoisting Equipment:	\$0.15	3 drums or more
Pump/Compressor Generator:	\$0.10	5 units or more
Apprentice Heavy Duty Repairman (HDR):	\$0.25	Tool Allowance
Apprentice Combination HDR Welder:	\$0.50	Tool Allowance
Apprentice on Multi-Engine or Tandem Equipment:	\$1.00	Actual Hours Spent Operating
Tunnel Cased Shaft:	\$0.75	1000-2500 ft.
" "	\$1.25	2500-5000 ft.
Underground:	\$0.50	Full Shift
Re-Entry:	\$1.00	Full PPE and Respirator

NATIONAL SECURITY TECHNOLOGIES LLC (NSTEC) PROJECT LABOR AGREEMENT
WAGE BENEFIT SUPPLEMENT
EFFECTIVE 10-01-2012 TO 09-30-2017

Zone pay per hour in accordance with Project Labor Agreement Article 24

Zone A pay (report to Las Vegas)	\$0.00
Zone B pay (report to NNSS)	\$2.00
Zone C pay (report to TTR)	\$2.50

Machine Shop (LV) employees get NTS rate or Davis bacon rate - whichever is higher

Machinist	031563	Machinist NTS or DB CC rate
Clark County Certified Welder	031532	Heavy Duty Welder NTS or DB CC rate
Clark County Certified Welder Foreman	031533	Heavy Duty Welder NTS or DB CC rate +\$2.00

NATIONAL SECURITY TECHNOLOGIES LLC (NSTEC) PROJECT LABOR AGREEMENT
WAGE BENEFIT SUPPLEMENT
EFFECTIVE 10-01-2012 TO 09-30-2017

Agmt-Type	Classification	NSTec Job Code	Grp No.		Current Hourly Wage Rates
SURVEY & INSPECTION (Operating Engineers)				04.01.15 Allocation (+0.45 wages)	10.01.15 Allocation (+1.10 Pension, +0.15 wages)
10/1/14 Package Increase:			\$1.15	\$0.45	\$0.15
04/1/15 Package Increase:			\$0.45		
10/1/15 Package Increase:			\$1.15		
OE-C	Party Chief (Group 6)	030903	6	40.87	41.02
SU-C	Party Chief FOREMAN	030906		42.87	43.02
SU-C	Chief Of Party - GENERAL FOREMAN	030909		44.87	45.02
SU-C	Field Inspector Journeyman (Appr. Base)	030907		39.08	39.23
SU-C	Field Inspector Step 1 (1st 6 mos)			37.58	37.73
SU-C	Field Inspector Step 2 (2nd 6 mos)			38.08	38.23
SU-C	Field Inspector Step 3 (3rd 6 mos.)			38.58	38.73
SU-C	Field Inspector Apprentice 1 (60%)	030971		23.45	23.54
SU-C	Field Inspector Apprentice 2 (65%)			25.40	25.50
SU-C	Field Inspector Apprentice 3 (70%)			27.36	27.46
SU-C	Field Inspector Apprentice 4 (75%)			29.31	29.42
SU-C	Field Inspector Apprentice 5 (80%)			31.26	31.38
SU-C	Field Inspector Apprentice 6 (85%)			33.22	33.35
SU-C	Field Inspector Apprentice 7 (90%)			35.17	35.31
SU-C	Field Inspector Apprentice 8 (95%)			37.13	37.27
SU-C	NDT Inspector Journeyman (Appr. Base)	030908		39.08	39.23
SU-C	NDT Inspector Step 1 (1st 6 mos)			37.58	37.73
SU-C	NDT Inspector Step 2 (2nd 6 mos)			38.08	38.23
SU-C	NDT Inspector Step 3 (3rd 6 mos.)			38.58	38.73
SU-C	NDT Inspector Apprentice 1 (60%)	030981		23.45	23.54
SU-C	NDT Inspector Apprentice 2 (65%)			25.40	25.50
SU-C	NDT Inspector Apprentice 3 (70%)			27.36	27.46
SU-C	NDT Inspector Apprentice 4 (75%)			29.31	29.42
SU-C	NDT Inspector Apprentice 5 (80%)			31.26	31.38
SU-C	NDT Inspector Apprentice 6 (85%)			33.22	33.35
SU-C	NDT Inspector Apprentice 7 (90%)			35.17	35.31
SU-C	NDT Inspector Apprentice 8 (95%)			37.13	37.27
TOTAL FRINGE BENEFITS:				\$23.45	\$24.55
Health & Welfare				11.30	11.30
Pension				8.55	9.65
Vacation				1.65	1.65
Apprentice/Training				0.65	0.65
Other (Supplemental Dues)				1.30	1.30

PREMIUMS (Refer to APPENDIX "A")

	<u>Amount</u>	<u>Conditions</u>
Party Chief Differential:	\$2.00	Over Field Survey Crew
Chief Of Parties:	\$2.00	Over Party Chief
Hydrographical Work:	\$0.50	Performed in Tunnel or Shafts
Global Positioning System	\$0.50	GPS Premium Pay for full shift

NATIONAL SECURITY TECHNOLOGIES LLC (NSTEC) PROJECT LABOR AGREEMENT
WAGE BENEFIT SUPPLEMENT
EFFECTIVE 10-01-2012 TO 09-30-2017

Zone pay per hour in accordance with Project Labor Agreement Article 24

Zone A pay (report to Las Vegas)	\$0.00
Zone B pay (report to NNSS)	\$2.00
Zone C pay (report to TTR)	\$2.50

NATIONAL SECURITY TECHNOLOGIES LLC (NSTEC) PROJECT LABOR AGREEMENT
WAGE BENEFIT SUPPLEMENT
EFFECTIVE 10-01-2012 TO 09-30-2017

Agmt-Type	Classification	NSTec Job Code	Grp No.		Current Hourly Wage Rates
PAINTERS (Construction)				07.01.15 Reallocation (-0.12 wages), +0.12 Health & Welfare	10.01.15 (+1.00 wages, +0.10 Vacation, +.40 Pension)
10/1/12 Package Increase:			\$0.66	-\$0.12	\$1.00
10/1/13 Package Increase:			\$0.85		
10/1/14 Package Increase:			\$0.85		
10/1/15 Package Increase:			\$1.50		
PT-C	Painter (Brush & Roller)	031603	1	29.82	30.82
PT-C	Painter FOREMAN	031602	1	31.82	32.82
PT-C	Painter GENERAL FOREMAN	031601	1	33.82	34.82
PT-C	Spray, Paper Hanger, Sign Painter	031605	2	30.17	31.17
PT-C	Spray Painter FOREMAN	031604	2	32.17	33.17
PT-C	Tapers And Flusher And Detailer	031608	2	30.17	31.17
PT-C	Floor Cover, Carpet, Linoleum, Tile, Glazier	031610	3	30.43	31.43
PT-C	Floor Coverer FOREMAN	031611	3	32.43	33.43
PT-C	Painter Apprentice 1 (45% of Spray rate)	031681		13.58	14.03
PT-C	Painter Apprentice 2 (55%)	031682		16.59	17.14
PT-C	Painter Apprentice 3 (65%)	031683		19.61	20.26
PT-C	Painter Apprentice 4 (75%)	031684		22.63	23.38
PT-C	Painter Apprentice 5 (85%)	031685		25.64	26.49
PT-C	Painter Apprentice 6 (95%)	031686		28.66	29.61
TOTAL FRINGE BENEFITS:			10.01.14	\$21.24	\$21.74
Health & Welfare				7.04	7.04
Pension				8.18	8.58
Vacation				5.90	6.00
Apprentice/Training				0.12	0.12
Supplemental Dues (3% of gross wages)(deducted from wage)			increase	<0.90>	<0.90>
Zone Pay - One time allocation 09/24/07					

<u>PREMIUMS (Refer to APPENDIX "A")</u>	<u>Amount</u>	<u>Conditions</u>
Foreman/General Foreman Differential:	\$2.00	Over Journeyman/Foreman Respectively
Respirator:	\$1.00	1/2 shift minimum or full shift
Special Coatings (Effective 4/12/04):	\$0.50	Full Shift (No pyramiding with Respirator)
High Time/Hazard Pay:	\$0.50	40 ft.or more (Actual Hours)
Structural Steel:	\$0.35	Spraying required
Underground:	\$0.50	Actual Hours
Reimbursement of Expenses:	\$30.00	NTS: 1st & last day of Employment
" ":	\$50.00	TTR: 1st & last day of Employment

Zone pay per hour in accordance with Project Labor Agreement Article 24

Zone A pay (report to Las Vegas)	\$0.00
Zone B pay (report to NNSS)	\$2.00
Zone C pay (report to TTR)	\$2.50

NATIONAL SECURITY TECHNOLOGIES LLC (NSTEC) PROJECT LABOR AGREEMENT
WAGE BENEFIT SUPPLEMENT
EFFECTIVE 10-01-2012 TO 09-30-2017

Agmt-Type	Classification	NSTec Job Code	Grp No.		Current Hourly Wage Rates
PIPEFITTERS (Construction)				01.10.15 Re-Allocation (dues change)	10.01.15 Re-Allocation (+0.44 H/W, +0.31 Local Pension)
		10/1/14 Package Increase:	\$0.55	\$0.00	\$0.00
		10/1/15 Package Increase:	\$0.75		
		10/1/16 Package Increase:	\$0.75		
PF-C	Pipefitter	031803		40.65	40.65
PF-C	Pipefitter FOREMAN	031802		44.72	44.72
PF-C	Pipefitter GENERAL FOREMAN	031801		48.78	48.78
PF-C	Plumber	031806		40.65	40.65
PF-C	Plumber FOREMAN	031808		44.72	44.72
PF-C	Refrigeration Mechanic	031807		40.65	40.65
PF-C	Refrigeration Mechanic FOREMAN	031809		44.72	44.72
PF-C	Refrigeration Mechanic GEN FOREMAN	031810		48.78	48.78
PF-C	Inert Gas Welder	031805		40.90	40.90
PF-C	Lead Burner	031804		41.15	41.15
PF-C	Pipefitter Apprentice 1 (60%)	031881		24.39	24.39
PF-C	Pipefitter Apprentice 2 (65%)	"		26.42	26.42
PF-C	Pipefitter Apprentice 3 (70%)	"		28.46	28.46
PF-C	Pipefitter Apprentice 4 (75%)	"		30.49	30.49
PF-C	Pipefitter Apprentice 5 (80%)	031882		32.52	32.52
PF-C	Pipefitter Apprentice 6 (85%)	"		34.55	34.55
PF-C	Pipefitter Apprentice 7 (90%)	"		36.59	36.59
PF-C	Pipefitter Apprentice 8 (95%)	"		38.62	38.62
PF-C	Pipefitter Apprentice 9 (95%)	"		38.62	38.62
PF-C	Pipefitter Apprentice 10 (95%)	"		38.62	38.62
TOTAL FRINGE BENEFITS:			01.10.15	\$20.48	\$21.23
Health & Welfare				9.50	9.94
Pension (Local=\$9.00 / Nat'l=\$1.02)				9.71	10.02
Vacation (Savings Fund - Deduct from Wages)				<8.00>	<8.00>
UA PEC (Deduct from wages)				<0.05>	<0.05>
ORGANIZING FUND (Deduct from Wages)				<0.20>	<0.20>
Working Dues Assessment (Deduct from wages) (was 4.5% changed to 3.9% on 1/10/15)			% -0.6/ \$0.24	<1.59>	<1.59>
Apprentice/Training (Local \$1.17: UAITF \$.10)				1.27	1.27
Zone Pay - One time allocation 09/24/07					

PREMIUMS (Refer to APPENDIX "A") **Amount** **Conditions**

Foreman Differential:	10%	Over Journeyman
General Foreman Differential:	20%	Over Journeyman
Galvanized Welding:	\$0.25	Welding Galvanized Pipe or Mat'ls
High Time/Hazard Pay:	1x Wage	40 ft. or more (Actual Hours)

NATIONAL SECURITY TECHNOLOGIES LLC (NSTEC) PROJECT LABOR AGREEMENT
WAGE BENEFIT SUPPLEMENT
EFFECTIVE 10-01-2012 TO 09-30-2017

Respirator:	\$1.00	1/2 shift minimum or full shift
Underground:	\$0.50	Full Shift
Reimbursement of Expenses:	\$30.00	NTS: 1st & last day of Employment
" ":	\$50.00	TTR: 1st & last day of Employment

Zone pay per hour in accordance with Project Labor Agreement Article 24

Zone A pay (report to Las Vegas)	\$0.00
Zone B pay (report to NNSS)	\$2.00
Zone C pay (report to TTR)	\$2.50

NATIONAL SECURITY TECHNOLOGIES LLC (NSTEC) PROJECT LABOR AGREEMENT
WAGE BENEFIT SUPPLEMENT
EFFECTIVE 10-01-2012 TO 09-30-2017

Agmt-Type	Classification	NSTec Job Code	Grp No.		Current Hourly Wage Rates
SHEET METAL WORKERS (Construction)				08.01.15 Reallocation (- 1.15 wages, +1.15 Local Pen)	10.01.15 Reallocation (+0.80 wages)
	10/01/14 Package Increase		\$0.80	-1.15	0.80
	04/01/15 Package Increase		\$0.70		
	10/01/15 Package Increase		\$0.80		
	04/01/16 Package Increase		\$0.70		
	10/01/16 Package Increase		\$0.80		
	04/01/17 Package Increase		\$0.70		
SM-C	Sheet Metal Worker (SMW)	032003		41.30	42.10
SM-C	Sheet Metal Worker FOREMAN	032002		45.43	46.31
SM-C	SMW GENERAL FOREMAN	032001		49.56	50.52
SM-C	SMW Apprentice-1st Yr, 1st 6 mos 45%	032081		18.59	18.95
SM-C	SMW Apprentice-1st Yr, 2nd 6 mos 45%	032081		18.59	18.95
SM-C	SMW Apprentice-2nd Yr, 1st 6 mos 50%	032082		20.65	21.05
SM-C	SMW Apprentice-2nd Yr, 2nd 6 mos 55%	032083		22.72	23.16
SM-C	SMW Apprentice-3rd Yr, 1st 6 mos 60%	032084		24.78	25.26
SM-C	SMW Apprentice-3rd Yr, 2nd 6 mos 65%	032085		26.85	27.37
SM-C	SMW Apprentice-4th Yr, 1st 6 mos 70%	032086		28.91	29.47
SM-C	SMW Apprentice-4th Yr, 2nd 6 mos 75%	032087		30.98	31.58
SM-C	SMW Apprentice-5th Yr, 1st 6 mos 80%	032088		33.04	33.68
SM-C	SMW Apprentice-5th Yr, 2nd 6 mos 85%	032089		35.11	35.79
TOTAL FRINGE BENEFITS:			04.01.15	\$23.70	\$23.70
	Health & Welfare			9.85	9.85
	Retiree Health Plan (NEW Effic. 10/1/04):			0.76	0.76
	Pension (\$9.55 Local tri state/\$2.68 National)			12.23	12.23
	Vacation			0.00	0.00
	Apprentice/ Journeyman Training			0.69	0.69
	NEMIC			0.03	0.03
	ITI			0.12	0.12
	SMHOIT			0.02	0.02
Zone Pay - One time allocation 09/24/07					

Zone Pay - One time allocation 09/24/07

<u>PREMIUMS (Refer to APPENDIX "A")</u>	<u>Amount</u>	<u>Conditions</u>
Foreman Differential:	10%	Over Journeyman
General Foreman Differential:	20%	Over Journeyman
Respirator:	\$1.00	1/2 Shift Minimum or Full Shift
High Time/Hazard Pay:	\$0.25	25-40 ft. (Actual Hours)
" "	\$0.50	40 ft. or more (Actual Hours)
Underground:	\$0.50	Full Shift
Welding:	\$0.50	1/2 Shift Minimum (excludes: apprentices)

NATIONAL SECURITY TECHNOLOGIES LLC (NSTEC) PROJECT LABOR AGREEMENT
WAGE BENEFIT SUPPLEMENT
EFFECTIVE 10-01-2012 TO 09-30-2017

Reimbursement of Expenses: \$30.00 NTS: 1st & last day of Employment
" ": \$50.00 TTR: 1st & last day of Employment

Zone pay per hour in accordance with Project Labor Agreement Article 24

Zone A pay (report to Las Vegas)	\$0.00
Zone B pay (report to NNSS)	\$2.00
Zone C pay (report to TTR)	\$2.50

NATIONAL SECURITY TECHNOLOGIES LLC (NSTEC) PROJECT LABOR AGREEMENT
WAGE BENEFIT SUPPLEMENT
EFFECTIVE 10-01-2012 TO 09-30-2017

Agmt-Type	Classification	NSTec Job Code	Grp No.		Current Hourly Wage Rates
SPRINKLER FITTERS (Construction)				04.01.15 Allocation (+\$0.75 wages)	10.01.15 Allocation (+\$0.76 to wages)
10/01/14 Package Increase:			\$0.75	\$0.75	\$0.76
04/01/15 Package Increase:			\$0.75		
10/01/15 Package Increase:			\$0.76		
04/01/16 Package Increase:			\$1.00		
SPK-C	Sprinkler Fitter	031303		45.39	46.15
SPK-C	Sprinkler Fitter FOREMAN	031302		49.93	50.77
SPK-C	Sprinkler Fitter GENERAL FOREMAN	031301		54.47	55.38
Apprentices					
SPK-C	Class 1 Apprentice (50%)	031371		22.70	23.08
SPK-C	Class 2 Apprentice (50%)	031372		22.70	23.08
SPK-C	Class 3 Apprentice (55%)	031373		24.96	25.38
SPK-C	Class 4 Apprentice (60%)	031374		27.23	27.69
SPK-C	Class 5 Apprentice (65%)	031375		29.50	30.00
SPK-C	Class 6 Apprentice (70%)	031376		31.77	32.31
SPK-C	Class 7 Apprentice (75%)	031377		34.04	34.61
SPK-C	Class 8 Apprentice (80%)	031378		36.31	36.92
SPK-C	Class 9 Apprentice (85%)	031379		38.58	39.23
SPK-C	Class 10 Apprentice (90%)	031380		40.85	41.54
TOTAL FRINGE BENEFITS:			04.01.15	\$14.87	\$14.87
Health & Welfare				8.52	8.52
Pension				5.90	5.90
Vacation				0.00	0.00
Apprentice/Education Training				0.45	0.45
(EBF)Extended Benefit Fund (after tax deduction)				<0.25>	<0.25>
Zone Pay - One time allocation 09/24/07					

PREMIUMS (Refer to APPENDIX "A") **Amount** **Conditions**

Foreman Differential:	10%	Over Journeyman
General Foreman Differential:	20%	Over Journeyman
Respirator:	\$1.00	1/2 Shift Minimum or Full Shift
High Time/Hazard Pay:	1x Wage	40 ft. or more (Actual Hours)
Reimbursement of Expenses:	\$30.00	NTS: 1st and last day of Employment
" "	\$50.00	TTR: 1st and last day of Employment

Zone pay per hour in accordance with Project Labor Agreement Article 24

Zone A pay (report to Las Vegas)	\$0.00
Zone B pay (report to NNSS)	\$2.00
Zone C pay (report to TTR)	\$2.50

TOTAL FRINGE BENEFITS: Apprentice Class 1 & 2
Health & Welfare \$ 7.55

NATIONAL SECURITY TECHNOLOGIES LLC (NSTEC) PROJECT LABOR AGREEMENT
WAGE BENEFIT SUPPLEMENT
EFFECTIVE 10-01-2012 TO 09-30-2017

	Pension \$	-
	Vacation \$	-
	Apprentice/Education Training \$	0.45
TOTAL FRINGE BENEFITS: Appentice Class 3 & 4		
	Health & Welfare \$	8.20
	Pension \$	5.90
	Vacation \$	-
	Apprentice/Education Training \$	0.45
TOTAL FRINGE BENEFITS: Appentice Class 5 and Above		
	Health & Welfare \$	8.20
	Pension \$	5.90
	Vacation \$	-
	Apprentice/Education Training \$	0.45

NATIONAL SECURITY TECHNOLOGIES LLC (NSTEC) PROJECT LABOR AGREEMENT
WAGE BENEFIT SUPPLEMENT
EFFECTIVE 10-01-2012 TO 09-30-2017

Agmt-Type	Classification	NSTec Job Code	Grp No.		Current Hourly Wage Rates
TEAMSTERS (Construction)					10/01/15 Allocation (+1.00 Wages, +0.10 Pension, +0.29 H/W)
		10.01.14 Package Increase:	\$0.60	\$0.00	\$1.00
		01.01.15 Package Increase:(to pens)	\$0.45		
		10.01.15 Package Increase:	\$1.39		
		10.01.16 Package Increase:	\$1.49		
		10.01.17 Package Increase:	\$1.55		
TM-C	Probationary Construction Teamster	032199	Actual Classification Rate		
TM-C	Light Duty Driver	032103	1	32.69	33.69
TM-C	Light Duty Driver FOREMAN	032102	1	34.44	35.44
TM-C	Light Duty Driver GENERAL FOREMAN	032101	1	36.19	37.19
TM-C	Light Vehicle Dispatcher	032111	1	32.69	33.69
TM-C	Light Vehicle Dispatcher FOREMAN	032110	1	34.44	35.44
TM-C	Tireman	032122	1	32.69	33.69
TM-C	Tireman FOREMAN	032121	1	34.44	35.44
TM-C	Tireman GENERAL FOREMAN	032120	1	36.19	37.19
TM-C	Truck Greaser	032108	1	32.69	33.69
TM-C	Truck Greaser FOREMAN	032107	1	34.44	35.44
TM-C	Truck Greaser GENERAL FOREMAN	032106	1	36.19	37.19
TM-C	Equipment Parts Clerk		2	32.86	33.86
TM-C	Fleet Operations Dispatcher	032141	2	32.86	33.86
TM-C	Fleet Operations Dispatcher Foreman	032142	2	34.61	35.61
TM-C	Forklift Driver (under 15 Tons)	032105	2	32.86	33.86
TM-C	Forklift Driver FOREMAN	032104	2	34.61	35.61
TM-C	Heavy Duty Driver	032131	2	32.86	33.86
TM-C	Heavy Duty Driver FOREMAN	032130	2	34.61	35.61
TM-C	Heavy Duty Driver GENERAL FOREMAN	032129	2	36.36	37.36
TM-C	Warehouseman	032138	2	32.86	33.86
TM-C	Warehouseman FOREMAN	032137	2	34.61	35.61
TM-C	Warehouseman GENERAL FOREMAN	032136	2	36.36	37.36
TM-C	Extra Heavy Duty Driver	032134	3	33.06	34.06
TM-C	Extra Heavy Duty Driver FOREMAN	032133	3	34.81	35.81
TM-C	Extra Hvy Duty Driver GENERAL FOREMAN	032132	3	36.56	37.56
TM-C	Forklift Driver (OVER 15 Tons)	032140	3	33.06	34.06
TM-C	Forklift Driver (OVER 15 Tons) FOREMAN	032143	3	34.81	35.81
TM-C	Forklift Driver (OVER 15 Tons) GENERAL FOREM	032144	3	36.56	37.56
TM-C	Bootman	032135	4	33.78	34.78
TM-C	Underground Dump Truck Driver	032109	4	33.78	34.78
TOTAL FRINGE BENEFITS			10/1/16	\$17.62	\$18.01
Health & Welfare (Hourly Amount=Monthly/173.33 hrs)				1164.67	1214.67
H&W INCLUDES: Major Medical=990.00; Dental/Vision=50.00; Retiree Medical=174.67)				6.72	7.01
Pension (8.98 basic/ 1.47 PEER80) Apprentice/Training			0.45 <i>per hour</i>	10.35 0.55	10.45 0.55
Zone Pay - One time allocation 09/24/07					

PREMIUMS (Refer to APPENDIX "A") **Amount** **Conditions**

Foreman / General Foreman Differential:	\$1.75	Over Journeyman/Foreman Respectively
Respirator:	\$1.00	1/2 Shift Minimum or Full Shift
Explosives Transport:	\$0.50	1/2 Shift Minimum or Full Shift
Mine Rescue:	\$0.25	While assigned member of Team

TUNNEL PREMIUMS (Refer to APPENDIX "B")

NATIONAL SECURITY TECHNOLOGIES LLC (NSTEC) PROJECT LABOR AGREEMENT
WAGE BENEFIT SUPPLEMENT

EFFECTIVE 10-01-2012 TO 09-30-2017

Cased Shaft : \$0.75 1000-2500 Ft. (Actual Hours)
" " : \$1.25 2,500-5,000 Ft. (Actual Hours)
Underground: \$0.50 Full Shift
Re-Entry: \$1.00 Full PPE & Respirator (Actual Hours)

Zone pay per hour in accordance with Project Labor Agreement Article 24

Zone A pay (report to Las Vegas) \$0.00
Zone B pay (report to NNSS) \$2.00
Zone C pay (report to TTR) \$2.50