

REFERENCE FOR STRAIGHT-TIME

TRADE SHOW & EXHIBIT INSTALLERS' "APPRENTICES" WAGE/BENEFITS/SUPPLEMENTAL HOURLY DUES SCHEDULE

January 1, 2011 - August 31, 2011

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 |
|-----------------------------------|-------------------------|---------------------------------|--------------|------------------------|------------|------------------|--------------------------------------|------------------|----------|----------|----------|----------|-------------|
| Classification | Contract Rate 9/1/10 | Supplemental Pension from Wages | 7.6% Vac/Hol | Modified Straight Wage | Travel Pay | Health Insurance | Supplemental Pension from Bargaining | Modified Pension | Training | LMC | LMCI | PAC | Hourly Dues |
| TS96: Entry Level Jym (EJ) | Per hour | Per hour | Per hour | Per hour | Per day | Per hour | Per hour | Per hour | Per hour | Per hour | Per hour | Per hour | Per hour |
| Straight-time | \$31.97 | -\$1.40 | \$2.26 | \$28.31 | \$10.00 | \$6.20 | \$0.50 | \$6.30 | \$0.52 | \$0.12 | \$0.02 | \$ 0.05 | \$0.72 |
| TS95: Level 8 | Per hour | Per hour | Per hour | Per hour | Per day | Per hour | Per hour | Per hour | Per hour | Per hour | Per hour | Per hour | Per hour |
| Straight-time | \$30.38 | -\$1.40 | \$2.15 | \$26.83 | \$10.00 | \$6.20 | \$0.50 | \$6.30 | \$0.52 | \$0.12 | \$0.02 | \$ 0.05 | \$0.72 |
| TS94: Level 7 | Per hour | Per hour | Per hour | Per hour | Per day | Per hour | Per hour | Per hour | Per hour | Per hour | Per hour | Per hour | Per hour |
| Straight-time | \$28.77 | -\$1.40 | \$2.03 | \$25.34 | \$10.00 | \$6.20 | \$0.50 | \$6.30 | \$0.52 | \$0.12 | \$0.02 | \$ 0.05 | \$0.72 |
| TS93: Level 6 | Per hour | Per hour | Per hour | Per hour | Per day | Per hour | Per hour | Per hour | Per hour | Per hour | Per hour | Per hour | Per hour |
| Straight-time | \$27.18 | -\$1.40 | \$1.92 | \$23.86 | \$10.00 | \$6.20 | \$0.50 | \$6.30 | \$0.52 | \$0.12 | \$0.02 | \$ 0.05 | \$0.72 |
| TS92: Level 5 | Per hour | Per hour | Per hour | Per hour | Per day | Per hour | Per hour | Per hour | Per hour | Per hour | Per hour | Per hour | Per hour |
| Straight-time | \$25.58 | -\$1.40 | \$1.81 | \$22.37 | \$10.00 | \$6.20 | \$0.50 | \$6.30 | \$0.52 | \$0.12 | \$0.02 | \$ 0.05 | \$0.72 |
| TS91: Level 4 | Per hour | Per hour | Per hour | Per hour | Per day | Per hour | Per hour | Per hour | Per hour | Per hour | Per hour | Per hour | Per hour |
| Straight-time | \$23.98 | -\$1.40 | \$1.69 | \$20.89 | \$10.00 | \$6.20 | \$0.50 | \$6.30 | \$0.52 | \$0.12 | \$0.02 | \$ 0.05 | \$0.72 |
| TS90: Level 3 | Per hour | Per hour | Per hour | Per hour | Per day | Per hour | Per hour | Per hour | Per hour | Per hour | Per hour | Per hour | Per hour |
| Straight-time | \$22.38 | -\$1.40 | \$1.58 | \$19.40 | \$10.00 | \$6.20 | \$0.50 | \$6.30 | \$0.52 | \$0.12 | \$0.02 | \$ 0.05 | \$0.72 |
| TS89: Level 2 | Per hour | Per hour | Per hour | Per hour | Per day | Per hour | Per hour | Per hour | Per hour | Per hour | Per hour | Per hour | Per hour |
| Straight-time | \$20.79 | -\$1.40 | \$1.47 | \$17.92 | \$10.00 | \$6.20 | \$0.50 | \$6.30 | \$0.52 | \$0.12 | \$0.02 | \$ 0.05 | \$0.72 |
| TS88: Level 1 | Per hour | Per hour | Per hour | Per hour | Per day | Per hour | Per hour | Per hour | Per hour | Per hour | Per hour | Per hour | Per hour |
| Straight-time | \$19.19 | -\$1.40 | N/A | \$17.79 | \$0.00 | \$6.20 | \$0.50 | \$6.30 | \$0.52 | \$0.12 | \$0.02 | \$ 0.05 | \$0.72 |

| Column | Employer Cost | Summary of Employer/Employee Obligations: |
|----------------------|---------------|---|
| 1-4 | ✓ | Contract Classifications & Rates of Pay for employees (members and non-members). |
| 3 | | Supplemental Pension from wages |
| 5 | ✓ | 7.6% (Vacation and Holiday) is paid on all hours worked based on actual rate of pay inclusive of overtime and double-time to a maximum of forty hours per week. This is part of the taxable wage. |
| 6 | ✓ | Minimum Travel Pay (Paid directly to the employee through weekly payroll). See CBA for additional Travel related compensation. |
| 7 | ✓ | Monthly Health Premium \$875.00 as per CBA. |
| 8 | ✓ | Supplemental Pension from bargaining accumulative: \$0.25 (2009) \$0.25 (2010) |
| 5,7,9,10,11,12,13,14 | ✓ | These columns indicate hourly amounts that need to be reported on the Local 831 Health Trust Fund Report by the 10th of each month for the previous work month. |
| 11-12 | ✓ | The Painters and Allied Trades Labor Management Cooperation Initiative |
| 13 | | Political Action Committee (PAC) done by employee authorization, and done through payroll deduction. |
| 14 | | Working Dues current cap is 2,000 hours a calendar year as per CBA. Employer to deduct from employees' payroll. |
| Note: | | Parking reimbursed through weekly payroll. |
| Note: | | Certified Rigger -- \$1.00 per hour premium and ETCP Certified -- \$2.00 per hour premium as per CBA. |

REFERENCE FOR OVERTIME

TRADE SHOW & EXHIBIT INSTALLERS- "APPRENTICES" WAGE/BENEFITS/SUPPLEMENTAL HOURLY DUES SCHEDULE

OVERTIME RATE IS CALCULATED (9/10 CONTRACT RATE) X 1.5 <1.40> <VAC&HOL>

January 1, 2011 - August 31, 2011

| Classification | Contract Rate 9/1/10 | Time & One Half | Supplemental Pension from Wages | 7.6% Vac/Hol | Modified Overtime Wage |
|-----------------------------------|----------------------|-----------------|---------------------------------|----------------|------------------------|
| TS96: Entry Level Jym (EJ) | <i>Per hour</i> | X 1.5 | -1.40 | \$ 2.26 | <i>Per hour</i> |
| Overtime | \$31.97 | \$47.96 | \$46.56 | \$ 44.30 | \$44.30 |
| TS95: Level 8 | <i>Per hour</i> | X 1.5 | -1.40 | \$ 2.15 | <i>Per hour</i> |
| Overtime | \$30.38 | \$45.57 | \$44.17 | \$ 42.02 | \$42.02 |
| TS94: Level 7 | <i>Per hour</i> | X 1.5 | -1.40 | \$ 2.03 | <i>Per hour</i> |
| Overtime | \$28.77 | \$43.16 | \$41.76 | \$ 39.72 | \$39.72 |
| TS93: Level 6 | <i>Per hour</i> | X 1.5 | -1.40 | \$ 1.92 | <i>Per hour</i> |
| Overtime | \$27.18 | \$40.77 | \$39.37 | \$ 37.45 | \$37.45 |
| TS92: Level 5 | <i>Per hour</i> | X 1.5 | -1.40 | \$ 1.81 | <i>Per hour</i> |
| Overtime | \$25.58 | \$38.37 | \$36.97 | \$ 35.16 | \$35.16 |
| TS91: Level 4 | <i>Per hour</i> | X 1.5 | -1.40 | \$ 1.69 | <i>Per hour</i> |
| Overtime | \$23.98 | \$35.97 | \$34.57 | \$ 32.88 | \$32.88 |
| TS90: Level 3 | <i>Per hour</i> | X 1.5 | -1.40 | \$ 1.58 | <i>Per hour</i> |
| Overtime | \$22.38 | \$33.57 | \$32.17 | \$ 30.59 | \$30.59 |
| TS89: Level 2 | <i>Per hour</i> | X 1.5 | -1.40 | \$ 1.47 | <i>Per hour</i> |
| Overtime | \$20.79 | \$31.19 | \$29.79 | \$ 28.32 | \$28.32 |
| TS88: Level 1 | <i>Per hour</i> | X 1.5 | -1.40 | \$ - | <i>Per hour</i> |
| Overtime | \$19.19 | \$28.79 | \$27.39 | \$ 27.39 | \$27.39 |

SEE STRAIGHT TIME SCHEDULE FOR BENEFITS INFORMATION

REFERENCE FOR DOUBLETIME

TRADE SHOW & EXHIBIT INSTALLERS- "APPRENTICES" WAGE/BENEFITS/SUPPLEMENTAL HOURLY DUES SCHEDULE

DOUBLETIME RATE IS CALCULATED (9/10 CONTRACT RATE) X 2 <1.40> <VAC&HOL>

January 1, 2011 - August 31, 2011

| Classification | Contract Rate 9/1/10 | Double | Supplemental Pension from Wages | 7.6% Vac/Hol | Modified DoubleTime Wage |
|-----------------------------------|----------------------|------------|---------------------------------|----------------|--------------------------|
| TS96: Entry Level Jym (EJ) | <i>Per hour</i> | X 2 | -1.40 | \$ 2.26 | <i>Per hour</i> |
| Doubletime | \$31.97 | \$63.94 | \$62.54 | \$ 60.28 | \$60.28 |
| TS95: Level 8 | <i>Per hour</i> | X 2 | -1.40 | \$ 2.15 | <i>Per hour</i> |
| Doubletime | \$30.38 | \$60.76 | \$59.36 | \$ 57.21 | \$57.21 |
| TS94: Level 7 | <i>Per hour</i> | X 2 | -1.40 | \$ 2.03 | <i>Per hour</i> |
| Doubletime | \$28.77 | \$57.54 | \$56.14 | \$ 54.11 | \$54.11 |
| TS93: Level 6 | <i>Per hour</i> | X 2 | -1.40 | \$ 1.92 | <i>Per hour</i> |
| Doubletime | \$27.18 | \$54.36 | \$52.96 | \$ 51.04 | \$51.04 |
| TS92: Level 5 | <i>Per hour</i> | X 2 | -1.40 | \$ 1.81 | <i>Per hour</i> |
| Doubletime | \$25.58 | \$51.16 | \$49.76 | \$ 47.95 | \$47.95 |
| TS91: Level 4 | <i>Per hour</i> | X 2 | -1.40 | \$ 1.69 | <i>Per hour</i> |
| Doubletime | \$23.98 | \$47.96 | \$46.56 | \$ 44.87 | \$44.87 |
| TS90: Level 3 | <i>Per hour</i> | X 2 | -1.40 | \$ 1.58 | <i>Per hour</i> |
| Doubletime | \$22.38 | \$44.76 | \$43.36 | \$ 41.78 | \$41.78 |
| TS89: Level 2 | <i>Per hour</i> | X 2 | -1.40 | \$ 1.47 | <i>Per hour</i> |
| Doubletime | \$20.79 | \$41.58 | \$40.18 | \$ 38.71 | \$38.71 |
| TS88: Level 1 | <i>Per hour</i> | X 2 | -1.40 | N/A | <i>Per hour</i> |
| Doubletime | \$19.19 | \$38.38 | \$36.98 | \$ - | \$36.98 |

SEE STRAIGHT TIME SCHEDULE FOR BENEFITS INFORMATION