

Pay and Signing Bonus Examples

Pay Scale Improvements in the Company's final offer

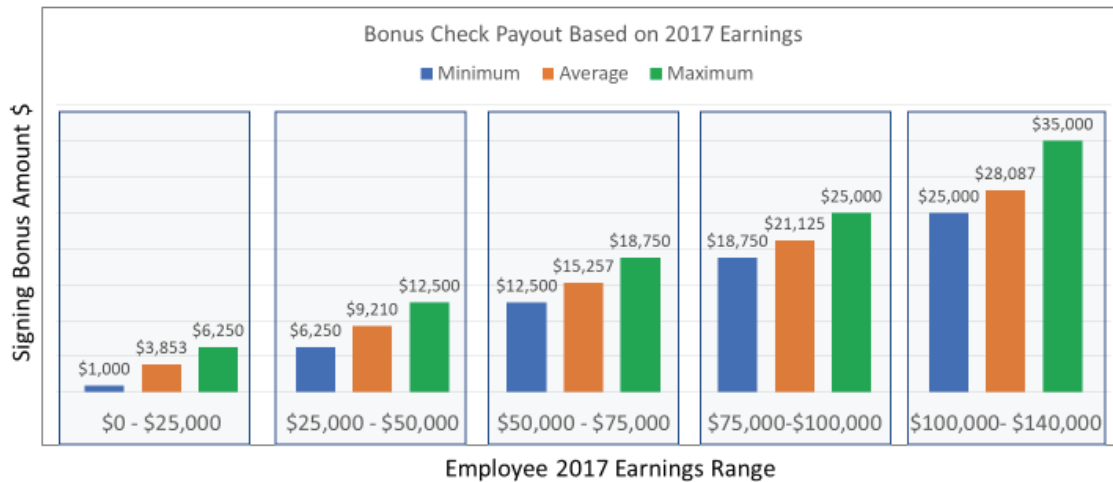
- Removes the "Non-Grandfathered" scale. All employees will be on the same pay scale.
- Retains 9 yr top out (survey importance 2) and 3% raises will reach \$33.30 at 5 yrs. (2023) (Survey importance 1)
- **Example:** If you are 9 yrs on the Non-Grandfathered scale making \$25.30 you jump to \$29.59 at date of ratification, a \$4.25 increase.
- **Example:** If you are 9 yrs on the Grand fathered scale making \$26.10 you jump to \$29.59 date of signing that's a 3.49 increase.
- **Example:** If you are a new hire making \$11.11 you will jump to \$12.91 immediately and \$14.13 after your first 6 months a \$3.02 increase in your first year.

NOTE: More details on pay increases can be found in the enclosed Economic Overview comparison of the failed TA and the Company's final offer.

4 million dollar signing bonus (25% of 2017 W2 Wages) to be distributed. (survey 3)

Formula to calculate your bonus: (Your 2017 w2 wages X .25 = YOUR BONUS)

Signing Bonus Payout Amounts Based on 25% of 2017 Employee Earnings*



*Note: A minimum bonus of \$1,000 per employee will be paid to those on payroll at DOR hired in 2018 or with less than \$4,000 total earnings in 2017 .
Average is based on 25% of 2017 Materials Specialist's average earnings in each earnings range.