

MISSION SUPPORT AND TEST SERVICES LLC (MSTS) PROJECT LABOR AGREEMENT
WAGE BENEFIT SUPPLEMENT
EFFECTIVE 10-01-2025 TO 09-30-2030

| Classification | MSTS Job Code | COCS Codes | Grp No. | Hourly Wage Rates | Hourly Wage Rates |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|------------|-----------------|---------------------------------------------------------|------------------------------------------|
| ASBESTOS WORKERS/INSULATORS (Construction AW-C) <i>Note: Asbestos Workers are also known as Insulators or Insulator Journeyman. Mechanic Improvers are also known as apprentices.</i> | | | | 10/01/2025 Allocation (+\$3.32 Wages +\$0.25 H&W) | 01/01/2026 Allocation (+\$0.20 Wages) |
| 10/01/20 Package Increase | | | \$2.26 | | |
| 10/01/21 Package Increase | | | \$2.12 | | |
| 10/01/22 Package Increase | | | \$2.19 | | |
| 10/01/23 Package Increase | | | \$3.35 | | |
| 01/01/24 Reallocation | | | | | |
| 10/01/24 Package Increase | | | \$5.10 | | |
| 10/01/25 Package Increase | | | \$3.57 | \$ 3.32 | |
| 01/01/26 Reallocation | | | | | \$ (0.20) |
| Asbestos Worker II (Basic Journeyman/Mechanic) | 030103 | | 2 | 67.19 | 66.99 |
| Asbestos Worker II Foreman | 030102 | | 2 | 73.91 | 73.69 |
| Asbestos Worker II General Foreman | 030101 | | 2 | 80.63 | 80.39 |
| TOTAL FRINGE BENEFITS: | | | 01.01.26 | \$19.88 | \$20.08 |
| Health & Welfare | | | | 12.25 | 12.25 |
| Pension | | | 0.20 | 5.63 | 5.83 |
| Pension IAP | | | | 0.00 | 0.00 |
| Vacation - Deduct from Wages | | | | <4.00> | <4.00> |
| Apprentice/Training | | | | 2.00 | 2.00 |
| Other (Dues - Deduct from Wages) | | | | <3.00> | <3.00> |
| Asbestos Worker III | 030104 | C12B | 3 | 61.69 | 61.49 |
| Asbestos Worker III Foreman | 030107 | | 3 | 68.41 | 68.19 |
| Asbestos Worker III General Foreman | 030110 | | 3 | 75.13 | 74.89 |
| TOTAL FRINGE BENEFITS: | | | 01.01.26 | \$25.38 | \$25.58 |
| Health & Welfare | | | | 12.25 | 12.25 |
| Pension | | | 0.20 | 5.63 | 5.83 |
| Pension IAP | | | | 5.50 | 5.50 |
| Vacation - Deduct from Wages | | | | <4.00> | <4.00> |
| Apprentice/Training | | | | 2.00 | 2.00 |
| Other (Dues - Deduct from Wages) | | | | <3.00> | <3.00> |
| Asbestos Worker IV | 030105 | C12C | 4 | 59.69 | 59.49 |
| Asbestos Worker IV Foreman | 030108 | | 4 | 66.41 | 66.19 |
| Asbestos Worker IV General Foreman | 030111 | | 4 | 73.13 | 72.89 |
| TOTAL FRINGE BENEFITS: | | | 01.01.26 | \$27.38 | \$27.58 |
| Health & Welfare | | | | 12.25 | 12.25 |
| Pension | | | 0.20 | 5.63 | 5.83 |
| Pension IAP | | | | 7.50 | 7.50 |
| Vacation - Deduct from Wages | | | | <4.00> | <4.00> |
| Apprentice/Training | | | | 2.00 | 2.00 |
| Other (Dues - Deduct from Wages) | | | | <3.00> | <3.00> |
| Asbestos Worker V | 030106 | C121 | 5 | 57.19 | 56.99 |
| Asbestos Worker V Foreman | 030109 | | 5 | 63.91 | 63.69 |
| Asbestos Worker V General Foreman | 030112 | | 5 | 70.63 | 70.39 |
| TOTAL FRINGE BENEFITS: | | | 01.01.26 | \$29.88 | \$30.08 |
| Health & Welfare | | | | 12.25 | 12.25 |
| Pension | | | 0.20 | 5.63 | 5.83 |
| Pension IAP | | | | 10.00 | 10.00 |
| Vacation - Deduct from Wages | | | | <4.00> | <4.00> |
| Apprentice/Training | | | | 2.00 | 2.00 |
| Other (Dues - Deduct from Wages) | | | | <3.00> | <3.00> |
| Asbestos Worker Improver/Apprentice 1 (50%) | 030181 | | | 33.60 | 33.50 |
| Asbestos Worker Improver/Apprentice 2 (60%) | 030182 | | | 40.31 | 40.19 |
| Asbestos Worker Improver/Apprentice 3 (70%) | 030183 | | | 47.03 | 46.89 |
| Asbestos Worker Improver/Apprentice 4 (80%) | 030184 | | | 53.75 | 53.59 |
| Asbestos Worker Improver/Apprentice 5 (90%) | 030185 | | | 60.47 | 60.29 |
| TOTAL FRINGE BENEFITS: 1st & 2nd yr apprentice | | | 01.01.26 | \$9.75 | \$9.75 |
| Health & Welfare | | | | 7.75 | 7.75 |
| Pension | | | | 0.00 | 0.00 |
| Pension IAP | | | | 0.00 | 0.00 |
| Vacation - Deduct from Wages | | | | <1.00> | <1.00> |
| Apprentice/Training | | | | 2.00 | 2.00 |
| Other (Dues - Deduct from Wages) | | | | <1.00> | <1.00> |
| TOTAL FRINGE BENEFITS: 3rd,4th & 5th yr apprentice | | | 01.01.26 | \$23.98 | \$24.18 |
| Health & Welfare | | | | 12.25 | 12.25 |
| Pension | | | 0.20 | 5.63 | 5.83 |
| Pension IAP | | | | 4.10 | 4.10 |
| Vacation - Deduct from Wages | | | | <4.00> | <4.00> |
| Apprentice/Training | | | | 2.00 | 2.00 |
| Other (Dues - Deduct from Wages) | | | | <3.00> | <3.00> |

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

| | | |
|-----------------------------------------------|---------------|--------------------------------------|
| Foreman Differential: | 10% | Over Journeyman Mechanic II* |
| General Foreman Differential: | 20% | Over Journeyman Mechanic II** |
| Asbestos Abatement (Respirator): | \$1.00 | 1/2 Shift Minimum or Full Shift |
| Underground: | \$0.50 | Actual Hours Only |
| CHANGED 10.01.25 High Time/Hazard Pay: | \$0.25 | 25-40 ft. (Actual Hours) |
| | \$0.50 | 40 ft. or more (Actual Hours) |
| Reimbursement of Expenses: | \$50.00 | NNSS: 1st & last day of Employment |

ASBESTOS/INSULATORS

| | <u>Zone Pay per Hour</u> | <u>10.01.23/24</u> | <u>10.01.25</u> |
|--------------------------------------------|--------------------------|--------------------|-----------------|
| Free Zone pay (0-19 miles, Las Vegas) | \$0.00 | \$0.00 | \$0.00 |
| Zone 1 pay (20- 45 miles) | \$4.00 | \$4.00 | \$4.00 |
| Zone 2 pay (46 - 75 miles, Mercury) | \$5.00 | \$5.00 | \$5.00 |
| Zone 3 pay (76 - 150 miles, Forward Areas) | \$7.00 | \$7.00 | \$7.00 |
| Zone 4 pay (150+ miles, NTTR) | \$8.00 | \$8.00 | \$8.00 |

MISSION SUPPORT AND TEST SERVICES LLC (MSTS) PROJECT LABOR AGREEMENT
WAGE BENEFIT SUPPLEMENT
EFFECTIVE 10-01-2025 TO 09-30-2030

| Classification | MSTS Job Code | COCS Codes | Grp No. | Hourly Wage Rates | Hourly Wage Rates |
|--------------------------------------------------------------|---------------|------------|---------|--------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------|
| BRICKLAYERS (Construction BL-C) | | | | 10/04/2024 Allocation (+3.14 Wages to BL; others varied based on 10/05/24 MOD 3 Construction Wage Rate Determination with DB) | 10/01/2025 Allocation (+\$1.89 Wages to BL; +0.50 to H/W; +0.41 to Def Pension; +0.06 Apprentice/Training; others vary) |
| 10/01/20 Package Increase | | | | \$1.79 | |
| 10/01/21 Package Increase | | | | \$1.85 | |
| 10/01/22 Package Increase | | | | \$1.92 | |
| 10/01/23 Package Increase | | | | | |
| 10/01/24 Package Increase | | | | | |
| 10/04/24 Package Increase | | | | \$ 3.14 | |
| 10/01/25 Package Increase | | | | \$2.80 | \$ 1.89 |
| Bricklayer | 031203 | | | 50.90 | 52.79 |
| Bricklayer Foreman | | | | 52.40 | 54.29 |
| Bricklayer General Foreman | | | | 53.90 | 55.79 |
| Pointer Caulker Cleaner (PCC) | | | | 50.90 | 52.79 |
| Bricklayer, Tile & Marble Apprentice (50%) | | | | 25.45 | 26.40 |
| Bricklayer, Tile & Marble Apprentice (60%) | | | | 30.54 | 31.67 |
| Bricklayer, Tile & Marble Apprentice (70%) | | | | 35.63 | 36.95 |
| Bricklayer, Tile & Marble Apprentice (80%) | | | | 40.72 | 42.23 |
| Bricklayer, Tile & Marble Apprentice (85%) | | | | 43.27 | 44.87 |
| Bricklayer, Tile & Marble Apprentice (90%) | | | | 45.81 | 47.51 |
| TOTAL FRINGE BENEFITS: | | | | 10.01.2025 | \$19.92 |
| Health & Welfare | | | | 0.50 | 7.50 |
| Pension (Def Con 6.0 / IU Pen 3.00 / Pen Prot 2.41) | | | | 0.41 | 11.00 |
| Apprentice/Training (NV JATC 0.74/ IMI/ IMTEF Training 0.74) | | | | .03/.03 | 1.42 |
| Supp Dues (after tax deduction Local 2.21/ UI 0.74) | | | | .09/.03 | -2.83 |
| Vacation (after tax deduction - not part of wage pkg) | | | | | -3.00 |

PREMIUMS (Refer to APPENDIX "A")

| | | |
|---------------------------------------|--------|--------------------------------------|
| Foreman/General Foreman Differential: | \$1.50 | Over Journeyman/Foreman Respectively |
| High Time/Hazard Pay: | \$0.25 | 50 Ft. or More (Actual Hours) |
| Respirator: | \$1.00 | 1/2 Shift Minimum or Full Shift |

**MADE SEPARATE LINES FOR DIFFERENT CLASSES:
DUE TO AFTER TAX DEDUCTIONS BEING DIFFERENT & BENEFITS & WAGE - ALL DIFFERENT**

| | | | | | |
|-------------------------------------------------------|--------|--|--|-------------------|----------------|
| Marble/Terrazzo/ Mason Setter | 031201 | | | 50.27 | 52.44 |
| TOTAL FRINGE BENEFITS: | | | | 10.01.2025 | \$18.29 |
| Health & Welfare | | | | 0.50 | 7.50 |
| Pension (Def Con 4.00 / IU Pen 3.00 / Pen Prot 2.41) | | | | | 9.41 |
| Apprentice/Training (NV JATC 0.69/ IMI Training 0.69) | | | | | 1.38 |
| Supp Dues (after tax deduction Local 2.14/UI 0.71) | | | | .08/.02 | -2.75 |
| Vacation (after tax deduction - not part of wage pkg) | | | | | -3.00 |

PREMIUMS (Refer to APPENDIX "A")

| | | |
|---------------------------------------|--------|--------------------------------------|
| Foreman/General Foreman Differential: | \$1.50 | Over Journeyman/Foreman Respectively |
| High Time/Hazard Pay: | \$0.25 | 50 Ft. or More (Actual Hours) |
| Respirator: | \$1.00 | 1/2 Shift Minimum or Full Shift |

| | | | | | |
|-------------------------------------------------------|-------|--|--|-------------------|----------------|
| Tile Finisher | 31205 | | | 35.64 | 37.07 |
| TOTAL FRINGE BENEFITS: | | | | 10.01.2025 | \$14.20 |
| Health & Welfare | | | | 0.50 | 7.50 |
| Pension (Def Con 3.00 / IU Pen 1.50 / Pen Prot 1.2) | | | | | 5.70 |
| Apprentice/Training (NV JATC 0.52/ IMI Training 0.52) | | | | .02/.02 | 1.00 |
| Supp Dues (after tax deduction Local 1.55/UI 0.52) | | | | .05/.02 | -2.00 |
| Vacation (after tax deduction - not part of wage pkg) | | | | | -2.50 |

PREMIUMS (Refer to APPENDIX "A")

| | | |
|---------------------------------------|--------|--------------------------------------|
| Foreman/General Foreman Differential: | \$1.50 | Over Journeyman/Foreman Respectively |
| High Time/Hazard Pay: | \$0.25 | 50 Ft. or More (Actual Hours) |
| Respirator: | \$1.00 | 1/2 Shift Minimum or Full Shift |

| | | | | | |
|-------------------------------------------------------|--------|--|--|-------------------|----------------|
| Tile Setter | 031202 | | | 47.70 | 49.74 |
| TOTAL FRINGE BENEFITS: | | | | 10.01.2025 | \$18.23 |
| Health & Welfare | | | | 0.50 | 7.50 |
| Pension (Def Con 4.00 / IU Pen 3.00 / Pen Prot 2.41) | | | | | 9.41 |
| Apprentice/Training (NV JATC 0.69/ IMI Training 0.69) | | | | -0.03/ -0.03 | 1.32 |
| Supp Dues (after tax deduction Local 2.06/UI 0.69) | | | | .08/ .03 | -2.64 |
| Vacation (after tax deduction - not part of wage pkg) | | | | | -3.00 |

PREMIUMS (Refer to APPENDIX "A")

| | | |
|---------------------------------------|--------|--------------------------------------|
| Foreman/General Foreman Differential: | \$1.50 | Over Journeyman/Foreman Respectively |
| High Time/Hazard Pay: | \$0.25 | 50 Ft. or More (Actual Hours) |
| Respirator: | \$1.00 | 1/2 Shift Minimum or Full Shift |

| Zone Pay per Hour | 10.01.23 | 10.04.24/25 |
|----------------------------------|----------|-------------|
| Zone pay (0-40 miles)/ Las Vegas | \$0.00 | \$0.00 |
| Zone pay (41-50 miles) | \$0.00 | \$3.75 |
| Zone pay (51-70 miles)/ NNSS | \$5.00 | \$5.00 |
| Zone pay (over 71 miles)/ NTTR | \$10.00 | \$10.00 |

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EFFECTIVE 10.01.2025 TO 09.30.2030

| Classification | MSTS Job Code | Grp No. | Hourly Wage Rates |
|------------------------------------------------|---------------|------------------|----------------------------------------------------------------------------------|
| CARPENTERS (Construction CP-C) | | | 10/01/2025 Allocation (2.88 Wages, +0.25 Pen A, +0.06 Apprenticeship) |
| 10/01/20 Package Increase | | \$2.00 | |
| 10/01/21 Package Increase | | \$2.05 | |
| 10/01/22 Package Increase | | \$2.10 | |
| 10/01/23 Package Increase | | \$3.00 | |
| 10/01/24 Package Increase | | \$3.50 | |
| 10/01/25 Package Increase | | \$3.19 | \$ 2.88 |
| Carpenter | 030203 | C011 | 52.12 |
| Carpenter FOREMAN | 030202 | C012 | 57.33 |
| Carpenter GENERAL FOREMAN | 030201 | C013 | 63.06 |
| Carpenter Welder (\$0.50 over Carpenter) | 030204 | C014 | 52.62 |
| Carpenter Welder Foreman | 030214 | C015 | 57.88 |
| Carpenter Welder General Foreman | 030219 | C01D | 63.56 |
| Power Saw Operator (\$0.15 over Carpenter) | 030211 | C016 | 52.27 |
| Power Saw Operator Foreman | 030215 | C017 | 57.50 |
| Power Saw Operator General Foreman | 030216 | C130 | 63.25 |
| Locksmith (\$0.50 over Carpenter) | 030217 | C018 | 52.62 |
| Locksmith Foreman | 030218 | C019 | 57.88 |
| Carpenter Apprentice 1 (50%) | 030284 | C011 | 26.06 |
| Carpenter Apprentice 2 (55%) | 030290 | C011 | 28.67 |
| Carpenter Apprentice 3 (60%) | 030285 | C011 | 31.27 |
| Carpenter Apprentice 4 (65%) | 030291 | C011 | 33.88 |
| Carpenter Apprentice 5 (70%) | 030286 | C011 | 36.48 |
| Carpenter Apprentice 6 (75%) | 030289 | C011 | 39.09 |
| Carpenter Apprentice 7 (80%) | 030287 | C011 | 41.70 |
| Carpenter Apprentice 8 (90%) | 030288 | C011 | 46.91 |
| TOTAL FRINGE BENEFITS: | | 10.01.25 | \$28.08 |
| Health & Welfare | | | 8.75 |
| Pension A \$6.41 / Pension B \$5.66 | | .25 / .00 | 12.07 |
| Vacation (\$5.00) / Supplemental Dues (\$1.64) | | | 6.64 |
| Apprentice/Training | | .06 | 0.62 |

PREMIUMS (Refer to APPENDIX "A")

| | Amount | Conditions |
|---------------------------------------|---------------|---------------------------------|
| Foreman/General Foreman Differential: | 10% | Over Journeyman/Foreman Respec |
| 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 | 10.01.23/24 | 10.01.25 |
|--------------------------------|--------------------|-----------------|
| Zone pay (report to Las Vegas) | \$0.00 | \$0.00 |
| Zone pay (report to NNSS) | \$4.25 | \$4.25 |
| Zone pay (report to NTTR) | \$4.25 | \$4.25 |

MISSION SUPPORT AND TEST SERVICES LLC (MSTS) PROJECT LABOR AGREEMENT

WAGE BENEFIT SUPPLEMENT

EFFECTIVE 10-01-2025 TO 09-30-2030

| Classification | MSTS Job Code | COCS Code | Grp No. | Hourly Wage Rates | Hourly Wage Rates |
|------------------------------------------------|---------------|-----------|-----------------|------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------|
| MILLWRIGHTS (Construction CP-C) | | | | 10/01/2024 Allocation (+2.25 Wages, +0.50 H/W, +0.25 Pen A, +0.40 Pen B, +0.09Sup Dues, +0.01 Apprenticeship) | 10/01/2025 Allocation (+2.88 Wages, +0.25 Pen A, +0.06 Apprenticeship) |
| 10/01/20 Package Increase | | | \$2.10 | | |
| 10/01/21 Package Increase | | | \$2.15 | | |
| 10/01/22 Package Increase | | | \$2.20 | | |
| 10/01/23 Package Increase | | | \$3.25 | | |
| 10/01/24 Package Increase | | | \$3.50 | \$ 2.25 | |
| 10/01/25 Package Increase | | | \$3.19 | | \$ 2.88 |
| Millwright | 030223 | C061 | | 51.28 | 54.16 |
| Millwright FOREMAN | 030222 | C011 | | 56.41 | 59.58 |
| Millwright GENERAL FOREMAN | 030221 | | | 62.05 | 65.54 |
| Millwright Welder (\$.50 over Millwright) | 030224 | | | 51.78 | 54.66 |
| Millwright Welder FOREMAN | 030225 | C008 | | 56.96 | 60.13 |
| Millwright Apprentice - Step 1 (50%) | | | | 25.64 | 27.08 |
| Millwright Apprentice - Step 2 (55%) | | | | 28.20 | 29.79 |
| Millwright Apprentice - Step 3 (60%) | | | | 30.77 | 32.50 |
| Millwright Apprentice - Step 4 (65%) | | | | 33.33 | 35.20 |
| Millwright Apprentice - Step 5 (70%) | | | | 35.90 | 37.91 |
| Millwright Apprentice - Step 6 (75%) | | | | 38.46 | 40.62 |
| Millwright Apprentice - Step 7 (80%) | | | | 41.02 | 43.33 |
| Millwright Apprentice - Step 8 (85%) | | | | 43.59 | 46.04 |
| Millwright Apprentice - Step 9 (90%) | | | | 46.15 | 48.74 |
| Millwright Apprentice - Step 10 (95%) | | | | 48.72 | 51.45 |
| TOTAL FRINGE BENEFITS: | | | 10.01.25 | \$27.53 | \$27.84 |
| Health & Welfare | | | | 8.75 | 8.75 |
| Pension A \$6.41 / Pension B \$5.40 | | | 0.25 / 0.00 | 11.56 | 11.81 |
| Vacation (\$5.00) / Supplemental Dues (\$1.66) | | | | 6.66 | 6.66 |
| Apprentice/Training | | | 0.06 | 0.56 | 0.62 |

| <u>PREMIUMS (Refer to APPENDIX "A")</u> | <u>Amount</u> | <u>Conditions</u> |
|-----------------------------------------|---------------|--------------------------------------|
| 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) |

| <u>Zone Pay per Hour</u> | <u>10.01.23/24</u> | <u>10.01.25</u> |
|--------------------------------|--------------------|-----------------|
| Zone pay (report to Las Vegas) | \$0.00 | \$0.00 |
| Zone pay (report to NNSS) | \$4.25 | \$4.25 |
| Zone pay (report to NTTR) | \$4.25 | \$4.25 |

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WAGE BENEFIT SUPPLEMENT

EFFECTIVE 10-01-2025 TO 09-30-2030

| Classification | MSTS Job Code | Grp No. | Hourly Wage Rates | Hourly Wage Rates |
|-------------------------------------------------------------------|---------------------------|-----------------------|---------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------|
| CEMENT MASONS (Construction CM-C) | | | 10/01/2024 Allocation (+2.46 Wages, +0.18 Supp Dues, +0.03 Intl Dues, +0.08 Appr +0.25 H&W) | 10/01/2025 Allocation (+1.24 Wages, +0.03 International Dues, +0.04 Supp Dues, +0.00 Intl Dues, +1.23 Vacation, +0.06 Appr,+0.25 H&W) |
| | | \$2.00 | | |
| | 10/01/21 Package Increase | \$1.85 | | |
| | 10/01/22 Package Increase | \$1.91 | | |
| | 10/01/23 Package Increase | \$2.14 | | |
| | 10/01/24 Package Increase | \$3.00 | \$ 2.46 | |
| | 10/01/25 Package Increase | \$2.85 | | \$ 1.24 |
| Cement Mason | 030303 | C053 | 42.03 | 43.27 |
| Cement Mason FOREMAN | 030302 | C052 | 46.23 | 47.60 |
| Cement Mason GENERAL FOREMAN | 030301 | C054 | 50.86 | 52.36 |
| Cement Mason Apprentice 1 (60%) 0-900 hours | 030305 | | 25.22 | 25.96 |
| Cement Mason Apprentice 2 (65%) 900-1250 hours | 030306 | | 27.32 | 28.13 |
| Cement Mason Apprentice 3 (70%) 1250-2500 hours | 030307 | | 29.42 | 30.29 |
| Cement Mason Apprentice 4 (80%) 2500-3750 hours | 030309 | | 33.62 | 34.62 |
| Cement Mason Apprentice 5 (90%) 3750-5000 hours | 030310 | | 37.83 | 38.94 |
| TOTAL FRINGE BENEFITS: | | | \$28.05 | \$29.66 |
| Health & Welfare | | .25 | 9.00 | 9.25 |
| Pension | | | 11.03 | 11.03 |
| Vac (Supp Dues \$2.01 / Intl Dues \$.73 / Vacation \$5.09) | | 0.04/0.03/1.23 | 6.53 | 7.83 |
| Apprentice/Training \$1.46 / ITF \$.09 | | .06/.00 | 1.49 | 1.55 |

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.+ (Actual Hours) |
| Swinging Scaffold or Suspended from Rope or Cable | \$0.25 | Actual Hours |
| 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 |

| Zone Pay per Hour | 10.01.23 | 10.01.24/25 |
|--------------------------------|-----------------|--------------------|
| Zone pay (report to Las Vegas) | \$0.00 | \$0.00 |
| Zone pay (report to NNSS) | \$4.00 | \$5.00 |
| Zone pay (report to NTTR) | \$4.50 | \$5.50 |

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EFFECTIVE 10-01-2025 TO 09-30-2030

| Classification | MSTS Job Code | COCS Code | 44 | Hourly Wage Rates | Hourly Wage Rates |
|----------------------------------------------------------|---------------|-----------|----|-------------------------------------------------|----------------------------------------------------------------|
| LINEMEN (Construction EL-C) | | | | 10/01/2025 Allocation (+\$3.76 to Wages) | 06/01/2026 Reallocation (+\$1.00 Plan A, \$1.00 Plan B) |
| 01/01/2020 Reallocation | | | | | |
| 10/01/20 Package Increase | | | | \$3.55 | |
| 01/01/2021 Reallocation | | | | | |
| 10/01/21 Package Increase | | | | \$2.00 | |
| 01/01/2022 Reallocation | | | | | |
| 09/01/2022 Reallocation | | | | | |
| 10/01/22 Package Increase | | | | \$2.00 | |
| 10/01/23 Package Increase | | | | \$5.00 | |
| 01/01/24 Reallocation | | | | | |
| 06/03/24 Reallocation | | | | \$0.01 | |
| 10/01/24 Package Increase | | | | \$4.00 | |
| 01/01/25 Reallocation | | | | \$0.25 | |
| 06/02/25 Reallocation | | | | | |
| 10/01/25 Package Increase | | | | \$3.76 | |
| 01/01/26 Reallocation | | | | | |
| 06/01/26 Reallocation | | | | | |
| Lineman | 030703 | C025 | | 62.08 | 62.08 |
| Lineman FOREMAN | 030702 | C026 | | 68.91 | 68.91 |
| Lineman GENERAL FOREMAN | 030701 | C027 | | 75.74 | 75.74 |
| Groundman (80% of Lineman) | 030704 | C028 | | 49.66 | 49.66 |
| Journeyman Technician | 030708 | | | 62.08 | 62.08 |
| Lineman Equipment Operator | 030705 | | | 62.08 | 62.08 |
| Lineman Apprentice 1 (60%) | 030791 | C025 | | 37.25 | 37.25 |
| Lineman Apprentice 2 (65%) | 030792 | | | 40.35 | 40.35 |
| Lineman Apprentice 3 (70%) | 030793 | C029 | | 43.46 | 43.46 |
| Lineman Apprentice 4 (75%) | 030794 | | | 46.56 | 46.56 |
| Lineman Apprentice 5 (80%) | 030795 | | | 49.66 | 49.66 |
| Lineman Apprentice 6 (85%) | 030796 | | | 52.77 | 52.77 |
| Lineman Apprentice 7 (90%) | 030797 | C029 | | 55.87 | 55.87 |
| TOTAL FRINGE BENEFITS: | | | | \$31.99 | \$31.99 |
| Health & Welfare (aka LINECO) | | | | 7.50 | 7.50 |
| Pension A 9.76 and Pension B 7.25 (paid together) | | | | 17.01 | 17.01 |
| Vacation | | | | 0.00 | 0.00 |
| LINECO Health Reimbursement Account | | | | 5.00 | 5.00 |
| Apprentice/Training (1.0% of Gross) | | | | 0.62 | 0.62 |
| Other (NEBF: 3% of Gross) | | | | 1.86 | 1.86 |

PREMIUMS (Refer to APPENDIX "A")

| | | |
|-------------------------------|---------|-----------------------------------------------------------|
| 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: | 2x Wage | 80 ft. or more, double the S/T rate of pay (Actual Hours) |
| Reimbursement of Expenses: | \$30.00 | NNSS: 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 PLA Article 24

| | | |
|--------------------------------|-----------------|--------------------|
| | 10.01.23 | 10.01.24/25 |
| Zone pay (report to Las Vegas) | \$0.00 | \$0.00 |
| Zone pay (report to NNSS) | \$4.00 | \$5.00 |
| Zone pay (report to NTTR) | \$4.00 | \$5.00 |

10.01.25 Critical Skill Supplement Pay renewed \$60/day for the period 10.01.25 - 09.30.26

ONLY Linemen, Lineman Foremen & GF receive this supplement on any day worked at the site (extended until 9/30/2026)

MISSION SUPPORT AND TEST SERVICES LLC (MSTS) PROJECT LABOR AGREEMENT
WAGE BENEFIT SUPPLEMENT
EFFECTIVE 10-01-2025 TO 09-30-2030

| Classification | MSTS Job Code | COCS Code | Grp No. | Hourly Wage Rates | Hourly Wage Rates |
|------------------------------------------|---------------|-----------|---------|--------------------------------------------------------------|------------------------------------------------------------------------------------------------|
| WIREMEN (Construction EL-C) | | | | 10/01/2025 Reallocation (\$3.65 Wages, \$0.11 NEBF) | 06/01/2026 Reallocation (-\$1.36 Wages +\$0.40 H&W +\$1.00 Plan A -\$0.04 NEBF) |
| 10/01/20 Package Increase | | | | \$2.42 | |
| 04/01/21 Reallocation | | | | | |
| 09/01/21 Reallocation | | | | | |
| 10/01/21 Package Increase | | | | \$2.50 | |
| 09/01/22 Reallocation | | | | \$2.58 | |
| 10/1/22 Package Increase | | | | \$2.02 | |
| 09/01/23 Reallocation | | | | -\$0.50 | |
| 10/1/23 Package Increase | | | | \$5.15 | |
| 10/1/24 Package Increase | | | | \$4.12 | |
| 06/01/25 Reallocation | | | | | |
| 10/01/25 Package Increase | | | | \$3.76 | |
| 06/01/26 Reallocation | | | | | \$ (1.36) |
| Wireman | 030604 | CO21 | | 64.37 | 63.01 |
| Wireman FOREMAN | 030602 | CO23 | | 71.45 | 69.94 |
| Wireman GENERAL FOREMAN | 030601 | CO24 | | 78.53 | 76.87 |
| Wireman Apprentice 1 (55%) 1st step | 030681 | CO22 | | 35.40 | 34.66 |
| Wireman Apprentice 2 (65%) 2nd step | 030682 | CO22 | | 41.84 | 40.96 |
| Wireman Apprentice 3 (70%) 3rd step | 030683 | CO22 | | 45.06 | 44.11 |
| Wireman Apprentice 4 (75%) 4th step | 030684 | CO22 | | 48.28 | 47.26 |
| Wireman Apprentice 5 (85%) 5th step | 030685 | CO22 | | 54.71 | 53.56 |
| Wireman Apprentice 6 (95%) 6th step | 030686 | CO22 | | 61.15 | 59.86 |
| TOTAL FRINGE BENEFITS: | | | | 06.01.26 | \$28.81 |
| Health & Welfare | | | | 0.40 | 9.20 |
| Pension Plan A 8.76/ Pension Plan B 8.42 | | | | 1.00 | 17.18 |
| Vacation | | | | | 0.00 |
| Apprentice/Training | | | | | 0.50 |
| Other (NEBF: 3% of Gross) | | | | -0.04 | 1.93 |

PREMIUMS (Refer to APPENDIX "A")

| | <u>Amount</u> | <u>Conditions</u> |
|-----------------------------------|----------------|-----------------------------------------------|
| 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 | Trusses, |
| " " | 1.5x Wage | Stacks, Towers, |
| " " | 2x Wage | double the S/T |
| Reimbursement of Expenses: | \$30.00 | NNSS: 1st & last day of Employment |
| " " | \$50.00 | NTTR: 1st & last day of Employment |

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 PLA Artic

| | 10.01.23 | 10.01.24/25 |
|-------------------------------------------|-----------------|--------------------|
| Zone pay (report to Las Vegas 1-25 miles) | \$0.00 | \$0.00 |
| Zone pay (25-55 miles) | \$6.00 | \$7.00 |
| Zone pay (report to NNSS over 55 miles) | \$6.00 | \$7.00 |
| Zone pay (report to NTTR) | \$6.50 | \$7.50 |

MISSION SUPPORT AND TEST SERVICES LLC (MSTS) PROJECT LABOR AGREEMENT

WAGE BENEFIT SUPPLEMENT

EFFECTIVE 10-01-2025 TO 09-30-2030

| Classification | MSTS Job Code | COCS Code | Grp No. | Hourly Wage Rates | Hourly Wage Rates |
|-----------------------------------------------------------|---------------|-----------|---------------------|---------------------------------------|-------------------------------------------------------------------------------------|
| IRONWORKERS (Construction IW-C) | | | | 10/01/2024 Allocation (+\$3.00 Wages) | 10/01/2025 Allocation (+\$2.00 Wages +\$1.50 H&W, \$0.14 Vacation, +\$0.06 Annuity) |
| 10/01/20 Package Increase | | | \$2.20 | | |
| 10/01/21 Package Increase | | | \$2.26 | | |
| 10/01/22 Package Increase | | | \$2.33 | | |
| 10/01/23 Package Increase | | | \$9.28 | | |
| 10/01/24 Package Increase | | | \$3.00 | \$ 3.00 | |
| 10/01/25 Package Increase | | | \$3.70 | | \$ 2.00 |
| Reinforcing Ironworker | 071303 | C098 | | 53.06 | 55.06 |
| Reinf. Ironworker FOREMAN | 071302 | C097 | | 58.37 | 60.57 |
| Reinf. Ironworker GENERAL FOREMAN | 071301 | | | 64.20 | 66.62 |
| Structural Ironworker | 071203 | C094 | | 53.06 | 55.06 |
| Structural Ironworker FOREMAN | 071202 | C095 | | 58.37 | 60.57 |
| Structural Ironworker GENERAL FOREMAN | 071201 | C096 | | 64.20 | 66.62 |
| APPRENTICES (4 YEAR PROGRAM - 6 month progression) | | | | | |
| Struc. / Reinf. IW Apprentice 1 (50%) | 071281 | C098 | | 26.53 | 27.53 |
| Struc. / Reinf. IW Apprentice 2 (55%) | 071282 | C094 | | 29.18 | 30.28 |
| Struc. / Reinf. IW Apprentice 3 (60%) | 071283 | C094 | | 31.84 | 33.04 |
| Struc. / Reinf. IW Apprentice 4 (65%) | 071284 | C094 | | 34.49 | 35.79 |
| Struc. / Reinf. IW Apprentice 5 (75%) | 071285 | | | 39.80 | 41.30 |
| Struc. / Reinf. IW Apprentice 6 (80%) | 071286 | | | 42.45 | 44.05 |
| Struc. / Reinf. IW Apprentice 7 (90%) | 071287 | C094 | | 47.75 | 49.55 |
| Struc. / Reinf. IW Apprentice 8 (95%) | 071288 | C094 | | 50.41 | 52.31 |
| TOTAL FRINGE BENEFITS: | | | 10.01.2025 | \$35.56 | \$37.26 |
| Health & Welfare | | | 1.50 | 12.20 | 13.70 |
| Pension \$9.32/ Annuity Fund \$7.56 | | | 0.06 Annuity | 16.82 | 16.88 |
| Vacation | | | 0.14 | 5.82 | 5.96 |
| IMPACT | | | | 0.00 | 0.00 |
| Apprentice/Training | | | | 0.72 | 0.72 |
| Other (Emergency Relief Fund) | | | | 0.00 | 0.00 |

| <u>PREMIUMS (Refer to APPENDIX "A")</u> | <u>Amount</u> |
|-----------------------------------------|---------------|
| Foreman / General Foreman Differential: | 10% |
| Respirator: | \$1.00 |
| CHANGED: Underground: | \$0.75 |
| Mileage Reimbursement: | \$0.24 |
| Travel Time: | |

| <u>Conditions</u> |
|-----------------------------------------------|
| Over Journeyman/Foreman Respectively |
| 1/2 Shift Minimum or Full Shift |
| Actual Hours Only (increased 10.01.25) |
| First day and last day (after 30 shifts) |
| See Appendix "A" |

| <u>Zone Pay per Hour in accordance with PLA Art</u> | <u>10.01.23</u> | <u>10.01.24/25</u> |
|-----------------------------------------------------|-----------------|--------------------|
| Zone pay (report to Las Vegas) | \$0.00 | \$0.00 |
| Zone pay (report to NNSS) | \$4.50 | \$5.50 |
| Zone pay (report to NTTR) | \$4.50 | \$5.50 |

MISSION SUPPORT AND TEST SERVICES LLC (MSTS) PROJECT LABOR AGREEMENT

WAGE BENEFIT SUPPLEMENT

EFFECTIVE 10-01-2025 TO 09-30-2030

| Classification | MSTS Job Code | COCS Codes | Grp No. | Hourly Wage Rates | Hourly Wage Rates |
|---------------------------------------------------------------|---------------|------------|-------------------|--------------------------------------------------------------------------------------------------------|-----------------------------------------------------|
| LABORERS (Construction LB-C) | | | | 10/01/2024 Allocation (+1.70 Wages, +1.17 Pension A, +0.13 DC Pension, + \$0.25 H&W, +\$1.00 Vacation) | 10/01/2025 Allocation (+\$2.39 Wages, + \$0.65 H&W) |
| 01/01/20 Package Increase | | | \$1.00 | | |
| 10/01/20 Package Increase | | | \$2.00 | | |
| 10/01/21 Package Increase | | | \$2.05 | | |
| 10/01/22 Package Increase | | | \$2.10 | | |
| 10/01/23 Package Increase | | | \$3.00 | | |
| 10/01/24 Package Increase | | | \$4.25 | \$ 1.70 | |
| 10/01/25 Package Increase | | | \$3.04 | | \$ 2.39 |
| Laborer I | 031423 | L051 | | 38.74 | 41.13 |
| Laborer I FOREMAN | 031422 | | | 41.06 | 45.24 |
| Laborer I GENERAL FOREMAN | 031421 | | | 43.53 | 54.29 |
| LB-I Apprentice (1st Step, 1000 hrs.) 60% | 031481 | | 1 | 23.24 | 24.68 |
| LB-I Apprentice (2nd Step, 1000 hrs.) 70% | | | 1 | 27.12 | 28.79 |
| LB-I Apprentice (3rd Step, 1000 hrs.) 80% | | | 1 | 30.99 | 32.90 |
| LB-I Apprentice (4th Step, 1000 hrs.) 90% | | | 1 | 34.87 | 37.02 |
| Laborer II | 031424 | L053 | | 39.00 | 41.39 |
| Laborer II FOREMAN | 031425 | L054 | | 41.34 | 45.53 |
| Laborer II GENERAL FOREMAN | 031426 | L056 | | 43.82 | 54.64 |
| LB-II Apprentice (1st Step, 1000 hrs.) 60% | 031491 | | 2 | 23.40 | 24.83 |
| LB-II Apprentice (2nd Step, 1000 hrs.) 70% | | | 2 | 27.30 | 28.97 |
| LB-II Apprentice (3rd Step, 1000 hrs.) 80% | | | 2 | 31.20 | 33.11 |
| LB-II Apprentice (4th Step, 1000 hrs.) 90% | | | 2 | 35.10 | 37.25 |
| Laborer III | 031427 | L057 | | 39.18 | 41.57 |
| Laborer III FOREMAN | 031428 | L058 | | 41.53 | 45.73 |
| Laborer III GENERAL FOREMAN | 031429 | L059 | | 44.02 | 54.88 |
| LB-III Apprentice (1st Step, 1000 hrs.) 60% | 031471 | | 3 | 23.51 | 24.94 |
| LB-III Apprentice (2nd Step, 1000 hrs.) 70% | | | 3 | 27.43 | 29.10 |
| LB-III Apprentice (3rd Step, 1000 hrs.) 80% | | | 3 | 31.34 | 33.26 |
| LB-III Apprentice (4th Step, 1000 hrs.) 90% | | | 3 | 35.26 | 37.41 |
| TOTAL FRINGE BENEFITS: | | | 10.01.2025 | \$32.12 | \$32.77 |
| Health & Welfare \$7.63/ \$0.23 LECET, \$0.02 Health & Safety | | | 0.65 | 7.23 | 7.88 |
| Pension A | | | | 18.08 | 18.08 |
| DC Pension | | | | 1.13 | 1.13 |
| Vacation \$3.51/Supplemental Dues \$2.04 | | | | 5.55 | 5.55 |
| Apprentice Training | | | | 0.13 | 0.13 |

PREMIUMS (Refer to APPENDIX "A")

| | <u>Amount</u> | <u>Conditions</u> |
|-----------------------------------------------|---------------|----------------------------------------------------------|
| CHANGED: Foreman Differential: | 10% | Over journeyman (increased 10.01.25) |
| CHANGED: General Foreman Differential: | 20% | Over highest paid supervised (increased 10.01.25) |
| 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 | NNSS: 1st & last day of Employment |

| Zone Pay per Hour in accordance with PLA Article 24 | 10.01.23 | 10.01.24/25 |
|------------------------------------------------------------|-----------------|--------------------|
| Zone A pay (report to Las Vegas) | \$0.00 | \$0.00 |
| Zone B pay (report to NNSS) | \$5.00 | \$5.00 |
| Zone C pay (report to NTTR) | \$5.00 | \$5.00 |

MISSION SUPPORT AND TEST SERVICES LLC (MSTS) PROJECT LABOR AGREEMENT

WAGE BENEFIT SUPPLEMENT

EFFECTIVE 10-01-2025 TO 09-30-2030

| Classification | MSTS Job Code | COSC Code | Grp No. | Hourly Wage Rates | Hourly Wage Rates | Hourly Wage Rates |
|--------------------------------------------------------------------------|---------------|-----------|---------------------------|-------------------------------------------------------------------------------------------------|-------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------|
| TUNNEL WORKERS/MINERS (Construction TN-C) | | | | 10/01/2024 Allocation (+2.80 Wages, +1.17 Pension A, +0.13 DC Pension +0.25 H/W) | 10/01/2025 Allocation (+\$2.54 Wages, +\$0.65 H/W) | 06/01/2026 (Change Rates to Shifter Foreman, Shifter MRT Foreman & Shaft Miner MRT GF ONLY ***) |
| | | | 01/01/20 Package Increase | | | |
| | | | 10/01/20 Package Increase | | | |
| | | | 10/01/21 Package Increase | | | |
| | | | 10/01/22 Package Increase | | | |
| | | | 10/01/23 Package Increase | | | |
| | | | 10/01/24 Package Increase | \$ 2.80 | | |
| | | | 10/01/25 Package Increase | | \$ 2.54 | |
| Bull Gang (Mucker & Trackman) | 032508 | | | 43.90 | 46.44 | 46.44 |
| Bull Gang FOREMAN | 032502 | | | 44.40 | 51.08 | 51.08 |
| Bull Gang Welder (\$.50) | 032510 | | | 44.40 | 46.94 | 46.94 |
| Miner (Tunnel Worker) | 032203 | L061 | | 44.15 | 46.69 | 46.69 |
| Miner - Tool Crib | 032220 | | | 44.50 | 47.04 | 47.04 |
| Miner Welder (\$.50) | 032202 | | | 44.65 | 47.19 | 47.19 |
| Shaft Raise & Stope Miner | 032209 | | | 44.65 | 47.19 | 47.19 |
| Shaft Raise & Stope Miner/WELDER (+\$.50) | 032219 | L063 | | 45.15 | 47.69 | 47.69 |
| Shifter FOREMAN (\$.50 over highest Supervised) | 032204 | | | 67.90 | 71.95 | 70.44 |
| Apprentice (1st Step, 1000 Hrs) 60% | 032281 | | | 26.49 | 28.01 | 28.01 |
| Apprentice (2nd Step, 1000 Hrs.) 70% | | | | 30.91 | 32.68 | 32.68 |
| Apprentice (3rd Step, 1000 Hrs.) 80% | | | | 35.32 | 37.35 | 37.35 |
| Apprentice (4th Step, 1000 Hrs.) 90% | | | | 39.74 | 42.02 | 42.02 |
| MINE RESCUE TEAM (MRT) RATES \$.25 Addtl/hr when assigned to MRT | | | | | | |
| Bull Gang (Mucker & Trackman) | 032518 | | | 44.15 | 46.69 | 46.69 |
| Bull Gang FOREMAN | 032512 | | | 44.65 | 51.33 | 51.33 |
| Bull Gang Welder (\$.50) | 032520 | | | 44.65 | 47.19 | 47.19 |
| Miner (Tunnel Worker) | 032213 | L063 | | 44.40 | 46.94 | 46.94 |
| Miner Welder | 032212 | | | 44.90 | 47.44 | 47.44 |
| Shaft Raise & Stope Miner | 032219 | | | 44.90 | 47.44 | 47.44 |
| Shifter MRT FOREMAN (\$.50 over highest Supervised) | 032214 | L064 | | *70.57 | 72.20 | 70.69 |
| Shaft Miner MRT GENERAL FOREMAN (\$.50 over highest Supervised) | 032215 | | | *71.07 | 72.70 | 71.19 |
| TOTAL FRINGE BENEFITS: | | | 10.01.2025 | \$30.84 | \$31.49 | \$31.49 |
| Health & Welfare \$7.63/\$0.23 LECET, \$0.02 Health & Safety | | | 0.65 | 7.23 | 7.88 | 7.88 |
| Pension A | | | | 18.08 | 18.08 | 18.08 |
| DC Pension | | | | 1.13 | 1.13 | 1.13 |
| Vacation \$2.18/ Supplemental Dues \$2.04 | | | | 4.22 | 4.22 | 4.22 |
| Apprentice Training | | | | 0.18 | 0.18 | 0.18 |

| <u>PREMIUMS (Refer to APPENDIX "A")</u> | <u>Amount</u> | <u>Conditions</u> |
|-----------------------------------------|---------------|-------------------------------------------|
| CHANGED: Bull Gang Foreman: | 10% | Over Bullgang (effective 10/01/25) |
| Shifter/Expediter: | \$0.50 | Over highest employee Supervised |
| Alpine Miner: | \$1.00 | Full Shift |
| Jackleg/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 |
| 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 | NNSS: 1st & last day of Employment |

| <u>Zone Pay per Hour in accordance with PLA Article 24</u> | <u>10.01.23</u> | <u>10.01.24/25</u> |
|------------------------------------------------------------|-----------------|--------------------|
| Zone pay (report to Las Vegas) | \$0.00 | \$0.00 |
| Zone pay (report to NNSS) | \$5.00 | \$5.00 |
| Zone pay (report to NTTR) | \$5.00 | \$5.00 |

**10.01.25 Critical Skill Supplement Pay renewed \$40/day
for any day worked at the site for the period 10.01.25 - 09.30.26**

MISSION SUPPORT AND TEST SERVICES LLC (MSTS) PROJECT LABOR AGREEMENT
WAGE BENEFIT SUPPLEMENT
EFFECTIVE 10-01-2025 TO 09-30-2030

| Classification | MSTS Job Code | COSC Code | Grp No. | Hourly Wage Rates | Hourly Wage Rates | Hourly Wage Rates |
|-----------------------------------------------------|---------------|-------------|---------|----------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------|-------------------------------------------------------------|
| OPERATING ENGINEERS (Construction OE-C) | | | | 10/01/2024 Allocation +2.50 Wages, +0.35 H&W +0.50 Pension, +0.50 Defined Contribution Plan + 0.10 Vacation +0.05 Apprenticeship | 10/01/2025 Allocation +\$1.59 Wages, +1.00 H&W +1.25 Defined Contribution Plan | 01/01/2026 Reallocation -\$1.00 Vacation, +\$1.00 H&W |
| 10/01/20 Package Increase | | | | \$2.20 | | |
| 10/01/21 Package Increase | | | | \$2.25 | | |
| 10/01/22 Package Increase | | | | \$2.30 | | |
| 10/01/23 Package Increase | | | | Varies | | |
| 10/01/24 Package Increase | | | | \$4.00 | \$ 2.50 | |
| 10/01/25 Package Increase | | | | \$3.84 | | |
| 01/01/25 Reallocation | | | | | \$ 1.59 | |
| Air Compressor & Generator Operator | 031513 | | 1 | 53.79 | 55.38 | 55.38 |
| Hd Repairman Helper | 031523 | | 1 | 53.79 | 55.38 | 55.38 |
| Hd Repairman Helper FOREMAN | 031508 | | 1 | 56.29 | 60.92 | 60.92 |
| Oiler | 031512 | | 1 | 53.79 | 55.38 | 55.38 |
| Rail Mounted JLG | 031557 | | 1 | 53.79 | 55.38 | 55.38 |
| Rotary Drill Helper | 031535 | | 1 | 53.79 | 55.38 | 55.38 |
| Rotary Drill Helper (Core Drilling) | 031510 | | 1 | 53.79 | 55.38 | 55.38 |
| Rotary Drill Helper (Oil Field) | 031592 | | 1 | 53.79 | 55.38 | 55.38 |
| Generator Operator | 031541 | | 2 | 54.74 | 56.33 | 56.33 |
| Motorman | 031552 | | 2 | 54.74 | 56.33 | 56.33 |
| Motorman (Oil Field Type) | 031594 | | 2 | 54.74 | 56.33 | 56.33 |
| Skiploader Operator - II | 031564 | | 2 | 54.74 | 56.33 | 56.33 |
| Concrete Saw Operator | 031537 | | 3 | 55.03 | 56.62 | 56.62 |
| Derrickman | 031567 | | 3 | 55.03 | 56.62 | 56.62 |
| Dinkey Locomotive Operator | 031525 | | 3 | 55.03 | 56.62 | 56.62 |
| Elevator Hoist Operator | 031553 | | 3 | 55.03 | 56.62 | 56.62 |
| Steam & Water Plant Operator (now grp 3 eff.6/4/12) | 031528 | | 3 | 55.03 | 56.62 | 56.62 |
| Steam & Water Plant Operator FOREMAN | 031575 | | 3 | 57.53 | 62.28 | 62.28 |
| Equipment Greaser | 031514 | C103 | 3 | 55.03 | 56.62 | 56.62 |
| Equipment Greaser FOREMAN | 031516 | | 3 | 57.53 | 62.28 | 62.28 |
| Mini-Excavator - Caterpillar E05E2 or similar type | 032700 | R03K | 4 | 56.52 | 58.11 | 58.11 |
| Mud Plant Operator | 031503 | | 4 | 56.52 | 58.11 | 58.11 |
| Power Sweeper Operator | 031517 | | 4 | 56.52 | 58.11 | 58.11 |
| Roller Operator | 031519 | | 4 | 56.52 | 58.11 | 58.11 |
| Seeder | 032608 | | 4 | 56.52 | 58.11 | 58.11 |
| Trenching Machine Operator I | 031538 | | 4 | 56.52 | 58.11 | 58.11 |
| Machinist | 031599 | | 4 | 56.52 | 58.11 | 58.11 |
| Asphalt & Concrete Spreading Operator | 031570 | | 5 | 57.62 | 59.21 | 59.21 |
| Asphalt Plant Engineer | 031568 | | 5 | 57.62 | 59.21 | 59.21 |
| Dozer Operator | 031509 | R035 | 5 | 57.62 | 59.21 | 59.21 |
| Forklift Operator (Group 5) FOREMAN | 031550 | | 5 | 60.12 | 65.13 | 65.13 |
| Forklift Operator | 031551 | | 5 | 57.62 | 59.21 | 59.21 |
| Grade Checker | 031529 | C132 | 5 | 57.62 | 59.21 | 59.21 |
| Road Oil Mix Operator | 031543 | | 5 | 57.62 | 59.21 | 59.21 |
| Scraper Operator | 031534 | | 5 | 57.62 | 59.21 | 59.21 |
| Skiploader Operator - (Group 5) | 031565 | | 5 | 57.62 | 59.21 | 59.21 |
| Tractor Operator | 031507 | L081 | 5 | 57.62 | 59.21 | 59.21 |
| Back Hoe Operator | 031558 | R031 | 6 | 57.74 | 59.33 | 59.33 |
| Batch Plant Operator | 032606 | R03J | 6 | 57.74 | 59.33 | 59.33 |
| Bit And Cutter Retipper | 031536 | | 6 | 57.74 | 59.33 | 59.33 |
| Bulk Plant Operator | 032607 | | 6 | 57.74 | 59.33 | 59.33 |
| Compressor Station Operator | 031542 | | 6 | 57.74 | 59.33 | 59.33 |
| Concrete Mobile Mixer Operator | 031555 | R032 | 6 | 57.74 | 59.33 | 59.33 |
| Concrete Mobile Mixer Operator FOREMAN | 031556 | | 6 | 60.24 | 65.26 | 65.26 |
| Concrete Pump Operator | 031549 | | 6 | 57.74 | 59.33 | 59.33 |
| Contour Trencher Operator | 031572 | | 6 | 57.74 | 59.33 | 59.33 |
| Crane Operator | 031505 | | 6 | 57.74 | 59.33 | 59.33 |
| Crane Operator FOREMAN | 031560 | | 6 | 60.24 | 65.26 | 65.26 |
| Crushing Plant Engineer | 031530 | | 6 | 57.74 | 59.33 | 59.33 |
| Driller | 031527 | | 6 | 57.74 | 59.33 | 59.33 |
| Driller (Core Drill Type) | 031524 | | 6 | 57.74 | 59.33 | 59.33 |
| Driller (Oil Field Type) | 031595 | | 6 | 57.74 | 59.33 | 59.33 |
| Drilling FOREMAN | 031540 | | 6 | 60.24 | 65.26 | 65.26 |
| Drilling FOREMAN (Core Drill Type) | 031515 | | 6 | 60.24 | 65.26 | 65.26 |
| Drilling FOREMAN (Oil Field Type) | 031593 | | 6 | 60.24 | 65.26 | 65.26 |
| Drilling GENERAL FOREMAN (Core Driller) | 032601 | | 6 | 62.74 | 71.79 | 71.79 |

MISSION SUPPORT AND TEST SERVICES LLC (MSTS) PROJECT LABOR AGREEMENT
WAGE BENEFIT SUPPLEMENT
EFFECTIVE 10-01-2025 TO 09-30-2030

| Classification | MSTS Job Code | COSC Code | Grp No. | Hourly Wage Rates | Hourly Wage Rates | Hourly Wage Rates | |
|------------------------------------------------------------------------------------------------------------|---------------|-----------|---------|-----------------------------|-------------------|-------------------|----------------|
| Drilling GENERAL FOREMAN -Oil Field | 031571 | | 6 | 62.74 | 71.79 | 71.79 | |
| Forklift FOREMAN - (Group 6) | 031561 | | 6 | 60.24 | 61.83 | 61.83 | |
| Forklift Operator over 5 tons - (Group 6) | 031562 | | 6 | 57.74 | 59.33 | 59.33 | |
| Hoist Operator | 031539 | | 6 | 57.74 | 59.33 | 59.33 | |
| Liftmobile Operator | 031596 | | 6 | 57.74 | 59.33 | 59.33 | |
| Loader Operator | 031554 | R037 | 6 | 57.74 | 59.33 | 59.33 | |
| Machinist Operator, CNC Programmer Combo | 031563 | C041 | 6 | 57.74 | 59.33 | 59.33 | |
| Machinist Operator, CNC Programmer Combo FOREMAN | 031597 | C042 | 6 | 60.24 | 65.26 | 65.26 | |
| Machinist Operator, CNC Programmer Combo GENERAL FOREM, | 032600 | C044 | 6 | 62.74 | 71.79 | 71.79 | |
| Motor Patrol Operator | 031504 | R038 | 6 | 57.74 | 59.33 | 59.33 | |
| Mucking Machine Operator | 031526 | R039 | 6 | 57.74 | 59.33 | 59.33 | |
| Multiple Engineer-Earth Moving (Group 9 in OE Contract) | 032603 | | 6 | 57.74 | 59.33 | 59.33 | |
| Operator FOREMAN | 031502 | R03A | 6 | 60.24 | 65.26 | 65.26 | |
| Operator GENERAL FOREMAN | 031501 | | 6 | 62.74 | 71.79 | 71.79 | |
| Rotomill Operator | 032604 | | 6 | 57.74 | 59.33 | 59.33 | |
| Segment Installation Jumbo Operator | 031583 | | 6 | 57.74 | 59.33 | 59.33 | |
| Shovel Operator | 031518 | | 6 | 57.74 | 59.33 | 59.33 | |
| Skid Steer Operator (created 06.01.26) | 031600 | | 6 | | | 59.33 | |
| Skiploader Operator - VI | 031566 | R037 | 6 | 57.74 | 59.33 | 59.33 | |
| Trenching Machine Operator II | 031506 | | 6 | 57.74 | 59.33 | 59.33 | |
| Tunnel Boring Machine Operator | 032605 | | 6 | 57.74 | 59.33 | 59.33 | |
| Water Well Driller | | | 6 | 57.74 | 59.33 | 59.33 | |
| Hd Repairman | 031521 | C101 | 7 | 57.99 | 59.58 | 59.58 | |
| Hd Repairman FOREMAN | 031520 | C103 | 7 | 60.49 | 65.54 | 65.54 | |
| Hd Repairman GENERAL FOREMAN | 031544 | | 7 | 62.99 | 72.09 | 72.09 | |
| Heavy Duty Welder | 031522 | C114 | 7 | 57.99 | 59.58 | 59.58 | |
| Heavy Duty Welder FOREMAN | 031559 | | 7 | 60.49 | 65.54 | 65.54 | |
| Light Duty Repairman (Hybrid/All Electric) | 032710 | | 7 | 57.99 | 59.58 | 59.58 | |
| Clark County Certified Welder (NLV Machine shop) | 031532 | C114 | 7 | 57.99 | 59.58 | 59.58 | |
| Clark County Certified Welder FMN (NLV machine shop) | 031533 | C115 | 7 | 60.49 | 65.54 | 65.54 | |
| Excavator/Trackhoe or similar | 032720 | | 8 | 58.24 | 59.83 | 59.83 | |
| Combination Hd Repairman-Welder | 031548 | C111 | 9 | 58.74 | 60.33 | 60.33 | |
| Combination Hd Repairman-Welder FOREMAN | 031547 | C112 | 9 | 61.24 | 66.36 | 66.36 | |
| Combination Hd Repairman-Welder GENERAL FOREMAN | 031546 | C113 | | 63.74 | 73.00 | 73.00 | |
| Rubber-Tired Equipment Operator, Multiple Engine, Earth-Moving Equipment Operator | 031545 | | 9 | 58.74 | 60.33 | 60.33 | |
| Rubber-Tired Equipment Operator, Multiple Engine, Earth-Moving Equipment Operator - GENERAL FOREMAN | 031598 | R03B | 9 | 63.74 | 66.36 | 66.36 | |
| Crane Oiler | 031511 | | 9 | 58.74 | 60.33 | 60.33 | |
| Operating Engineer Apprentice (Percentage of Group 5): | | | | \$57.62 | \$59.21 | \$59.21 | |
| Equipment Operator App 1 (60%) | 032681 | C047 | | 34.57 | 35.53 | 35.53 | |
| Equipment Operator App 2 (65%) | 032682 | C047 | | 37.45 | 38.49 | 38.49 | |
| Equipment Operator App 3 (70%) | 032683 | C047 | | 40.33 | 41.45 | 41.45 | |
| Equipment Operator App 4 (75%) | 032684 | C047 | | 43.22 | 44.41 | 44.41 | |
| Equipment Operator App 5 (80%) | 032685 | C047 | | 46.10 | 47.37 | 47.37 | |
| Equipment Operator App 6 (90%) | 032686 | L081 | | 51.86 | 53.29 | 53.29 | |
| Heavy Duty Repairperson Apr 1 (60%) | 032661 | | | 34.57 | 35.53 | 35.53 | |
| Heavy Duty Repairperson Apr 2 (65%) | 032662 | | | 37.45 | 38.49 | 38.49 | |
| Heavy Duty Repairperson Apr 3 (70%) | 032663 | | | 40.33 | 41.45 | 41.45 | |
| Heavy Duty Repairperson Apr 4 (75%) | 032664 | C102 | | 43.22 | 44.41 | 44.41 | |
| Heavy Duty Repairperson Apr 5 (80%) | 032665 | | | 46.10 | 47.37 | 47.37 | |
| Heavy Duty Repairperson Apr 6 (90%) | 032666 | | | 51.86 | 53.29 | 53.29 | |
| Machinist Operator App 1 (60%) | 031584 | | | 34.57 | 35.53 | 35.53 | |
| Machinist Operator App 2 (65%) | 031585 | | | 37.45 | 38.49 | 38.49 | |
| Machinist Operator App 3 (70%) | 031586 | | | 40.33 | 41.45 | 41.45 | |
| Machinist Operator App 4 (75%) | 031587 | | | 43.22 | 44.41 | 44.41 | |
| Machinist Operator App 5 (80%) | 031588 | | | 46.10 | 47.37 | 47.37 | |
| Machinist Operator App 6 (85%) | 031589 | | | 48.98 | 50.33 | 50.33 | |
| Machinist Operator App 7 (90%) | 031590 | C043 | | 51.86 | 53.29 | 53.29 | |
| Machinist Operator App 8 (95%) | 031591 | | | 54.74 | 56.25 | 56.25 | |
| TOTAL FRINGE BENEFITS: | | | | 10.01.25/01.01.26 | \$34.00 | \$36.25 | \$36.25 |
| Health & Welfare | | | | +1.00/+1.00 | 13.30 | 14.30 | 15.30 |
| Pension 10.65/Annuity 4.75 | | | | 0.00/+1.25/no change | 15.40 | 16.65 | 16.65 |
| Vacation | | | | 0.00/-1.00 | 2.65 | 2.65 | 1.65 |
| Apprentice/Training | | | | | 0.95 | 0.95 | 0.95 |
| Other (Supplemental Dues) | | | | | 1.70 | 1.70 | 1.70 |

| <u>PREMIUMS (Refer to APPENDIX "A")</u> | <u>Amount</u> | <u>Conditions</u> |
|----------------------------------------------------------|---------------|------------------------------------------------------------|
| CHANGED: 10.01.2025 Foreman Differential: | 10% | Over hourly rate of highest OE's class'n supervised |
| CHANGED: 10.01.2025 General Foreman Differential: | 10% | Over hourly rate of highest Foreman supervised |
| 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.) |

MISSION SUPPORT AND TEST SERVICES LLC (MSTS) PROJECT LABOR AGREEMENT
WAGE BENEFIT SUPPLEMENT
EFFECTIVE 10-01-2025 TO 09-30-2030

| Classification | MSTS Job Code | COSC Code | Grp No. | Hourly Wage Rates | Hourly Wage Rates | Hourly Wage Rates |
|-------------------------------------------------------------------|---------------|------------------------|-------------------------------------------------------------|-------------------|-------------------|-------------------|
| Tower Crane Equipment: | \$0.45 | | Actual Hours Spent Operating | | | |
| Cranes (Tonnage): | \$0.50 | | 100-ton or more | | | |
| CHANGED: Hoisting Equipment: | \$0.50 | | 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. | | | |
| Underground: | \$0.50 | | Full Shift | | | |
| Re-Entry: | \$1.00 | | Full PPE and Respirator for 1/2 Shift Minimum or Full Shift | | | |
| <u>Zone Pay per Hour in accordance with PLA Article 24</u> | | <u>10.01.23</u> | <u>10.01.24/25</u> | | | |
| Zone pay (report to Las Vegas) | \$0.00 | | \$0.00 | | | |
| Zone pay (report to NNSS) | \$4.50 | | \$4.50 | | | |
| Zone pay (report to NTTR) | \$4.50 | | \$4.50 | | | |

MISSION SUPPORT AND TEST SERVICES LLC (MSTS) PROJECT LABOR AGREEMENT
WAGE BENEFIT SUPPLEMENT
EFFECTIVE 10-01-2025 TO 09-30-2030

| Classification | MSTS Job Code | COCS Code | Grp No. | Hourly Wage Rates | Hourly Wage Rates |
|---------------------------------------------------------------|---------------|-----------|---------|-----------------------------------------------------------------------------------------------|----------------------------------------------------------------|
| SURVEY & INSPECTION (Operating Engineers SU-C) | | | | 10/01/2025 Allocation +\$1.59 Wages, +1.00 H&W +1.25 Defined Contribution Plan | 01/01/2026 Reallocation -\$1.00 Vacation, +\$1.00 H&W |
| 10/01/20 Package Increase | | | | \$2.20 | |
| 10/01/21 Package Increase | | | | \$2.25 | |
| 10/01/22 Package Increase | | | | \$2.30 | |
| 10/01/23 Package Increase | | | | Varies | |
| 10/01/24 Package Increase | | | | \$2.50 | |
| 10/01/25 Package Increase | | | | \$3.84 | |
| 01/01/25 Reallocation | | | | \$ 1.59 | |
| Chainman | 030904 | | 3 | 56.62 | 56.62 |
| Operating Engineer Apprentice (Percentage of Group 5): | | | | 59.21 | 59.21 |
| Instrumentman | 030905 | C124 | 4 | 58.11 | 58.11 |
| Surveyor Instrumentman App 1 (60% of Group 5) | 030910 | C124 | | 35.53 | 35.53 |
| Surveyor Instrumentman App 2 (65%) | 030911 | | | 38.49 | 38.49 |
| Surveyor Instrumentman App 3 (70%) | 030912 | | | 41.45 | 41.45 |
| Surveyor Instrumentman App 4 (75%) | 030913 | | | 44.41 | 44.41 |
| Surveyor Instrumentman App 5 (80%) | 030914 | | | 47.37 | 47.37 |
| Surveyor Instrumentman App 6 (85%) | 030915 | | | 50.33 | 50.33 |
| Surveyor Instrumentman App 7 (90%) | 030916 | | | 53.29 | 53.29 |
| Surveyor Instrumentman App 8 (95%) | 030917 | | | 56.25 | 56.25 |
| Party Chief (Group 7) | 030903 | | 7 | 59.58 | 59.58 |
| Party Chief FOREMAN | 030906 | C125 | | 65.54 | 65.54 |
| Chief Of Party - GENERAL FOREMAN | 030909 | C12D | | 72.09 | 72.09 |
| Field Inspector Journeyman | 030907 | C123 | | 56.20 | 56.20 |
| Field Inspector Step 1 (1st 6 mos) | | | | 54.70 | 54.70 |
| Field Inspector Step 2 (2nd 6 mos) | | | | 55.20 | 55.20 |
| Field Inspector Step 3 (3rd 6 mos.) (Appr Base) | | | | 55.70 | 55.70 |
| Field Inspector Apprentice 1 (60% of Appr Base) | 030971 | | | 33.42 | 33.42 |
| Field Inspector Apprentice 2 (65%) | | | | 36.21 | 36.21 |
| Field Inspector Apprentice 3 (70%) | | | | 38.99 | 38.99 |
| Field Inspector Apprentice 4 (75%) | | | | 41.78 | 41.78 |
| Field Inspector Apprentice 5 (80%) | | | | 44.56 | 44.56 |
| Field Inspector Apprentice 6 (90%) | | | | 50.13 | 53.29 |
| NDT Inspector Journeyman | 030908 | | | 56.20 | 56.20 |
| NDT Inspector Step 1 (1st 6 mos) | | | | 54.70 | 54.70 |
| NDT Inspector Step 2 (2nd 6 mos) | | | | 55.20 | 55.20 |
| NDT Inspector Step 3 (3rd 6 mos.) (Appr Base) | | | | 55.70 | 55.70 |
| NDT Inspector Apprentice 1 (60% of Appr Base) | 030981 | | | 33.42 | 33.42 |
| NDT Inspector Apprentice 2 (65%) | | | | 36.21 | 36.21 |
| NDT Inspector Apprentice 3 (70%) | | | | 38.99 | 38.99 |
| NDT Inspector Apprentice 4 (75%) | | | | 41.78 | 41.78 |
| NDT Inspector Apprentice 5 (80%) | | | | 44.56 | 44.56 |
| NDT Inspector Apprentice 6 (90%) | | | | 50.13 | 50.13 |
| TOTAL FRINGE BENEFITS: | | | | 10.01.25/01.01.26 | \$36.25 |
| Health & Welfare | | | | +1.00/+1.00 | 14.30 |
| Pension 10.65/Annuity 4.75 | | | | 0.00/+1.25/no change | 16.65 |
| Vacation | | | | 0.00/-1.00 | 2.65 |
| Apprentice/Training | | | | 0.95 | 0.95 |
| Other (Supplemental Dues) | | | | 1.70 | 1.70 |

| <u>PREMIUMS (Refer to APPENDIX "A")</u> | <u>Amount</u> | <u>Conditions</u> |
|----------------------------------------------------------|---------------|------------------------------------------------------------|
| CHANGED: 10.01.2025 Foreman Differential: | 10% | Over hourly rate of highest OE's class'n supervised |
| CHANGED: 10.01.2025 General Foreman Differential: | 10% | Over hourly rate of highest Foreman supervised |
| 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 |

| <u>Zone Pay per Hour in accordance with PLA Article 24</u> | <u>10.01.23</u> | <u>10.01.24/25</u> |
|------------------------------------------------------------|-----------------|--------------------|
| Zone pay (report to Las Vegas) | \$0.00 | \$0.00 |
| Zone pay (report to NNSS) | \$4.50 | \$4.50 |
| Zone pay (report to NTTR) | \$4.50 | \$4.50 |

MISSION SUPPORT AND TEST SERVICES LLC (MSTS) PROJECT LABOR AGREEMENT

WAGE BENEFIT SUPPLEMENT

EFFECTIVE 10-01-2025 TO 09-30-2030

| Classification | MSTS Job Code | COCS Code | Grp No. | Hourly Wage Rates | Hourly Wage Rates |
|---------------------------------------------------------|---------------|-----------|-----------------|----------------------------------------------------|---------------------------------------------------------------|
| PAINTERS (Construction PT-C) | | | | 01/01/2026 Allocation (+0.10 IU Admin Dues) | 07/01/2026 Reallocation (-0.10 to Wages, +0.10 to H/W) |
| 10/01/2020 Package Increase | | | \$2.00 | | |
| 07/01/2021 Reallocation | | | | | |
| 10/01/2021 Package Increase | | | \$1.88 | | |
| 10/01/2022 Package Increase | | | \$1.94 | | |
| 07/01/2023 Reallocation | | | | | |
| 10/01/2023 Package Increase | | | \$3.66 | | |
| 07/01/2024 Reallocation | | | | | |
| 10/01/2024 Package Increase | | | \$3.07 | | |
| 01/01/2025 Reallocation | | | | | |
| 07/01/2025 Reallocation | | | \$0.00 | | |
| 10/01/2025 Package Increase | | | \$3.06 | | |
| 01/01/2026 Reallocation | | | | | |
| 07/01/2026 Reallocation | | | | | \$ (0.10) |
| Painter (Brush & Roller) | 031603 | C071 | 1 | 51.79 | 51.69 |
| Painter FOREMAN | 031602 | C072 | 1 | 56.97 | 56.86 |
| Painter GENERAL FOREMAN | 031601 | C075 | 1 | 62.15 | 62.03 |
| Spray, Paper Hanger, Sign Painter | 031605 | | 2 | 52.14 | 52.04 |
| Spray Painter FOREMAN | 031604 | | 2 | 57.35 | 57.24 |
| Tapers And Flusher And Detailer | 031608 | | 2 | 52.14 | 52.04 |
| Floor Cover, Carpet, Linoleum, Tile | 031610 | | 3 | 52.40 | 52.30 |
| Floor Coverer FOREMAN | 031611 | | 3 | 57.64 | 57.53 |
| TOTAL FRINGE BENEFITS: | | | 07.01.26 | \$24.18 | \$24.28 |
| Health & Welfare | | | 0.10 | 9.16 | 9.26 |
| Pension | | | | 14.90 | 14.90 |
| Vacation (deducted from wages) | | | | (14.59) | (14.59) |
| Apprentice/Training (JATTF) | | | | 0.12 | 0.12 |
| Supplemental Dues (3% of net wages)(deducted from wage) | | | | \$ (1.55) | \$ (1.55) |
| Member Benefit | | | | \$ (0.10) | \$ (0.10) |
| IU Admin Dues Check-Off | | | | \$ (0.35) | \$ (0.35) |

| <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 |
| Special Coatings (Effective 4/12/04): | \$0.50 | Full Shift (No pyramiding with Respirator) |
| High Time/Hazard Pay: | \$1.00 | 40 ft.or more (Actual Hours) |
| Structural Steel: | \$0.35 | Spraying required |
| | \$0.50 | Full Shift |
| Reimbursement of Expenses: | \$30.00 | NNSS: 1st & last day of Employment |
| For Apprentice rates contact hall directly | | |
| Zone Pay per Hour in accordance with PLA Artic | 10.01.23 | 10.01.24/25 |
| Zone pay (report to Las Vegas) | \$0.00 | \$0.00 |
| Zone pay (report to NNSS) | \$5.00 | \$5.00 |
| Zone pay (report to NTTR) | \$5.00 | \$5.00 |

MISSION SUPPORT AND TEST SERVICES LLC (MSTS) PROJECT LABOR AGREEMENT
WAGE BENEFIT SUPPLEMENT
EFFECTIVE 10-01-2025 TO 09-30-2030

| Classification | MSTS Job Code | COCS Code | Grp No. | Hourly Wage Rates | Hourly Wage Rates |
|-----------------------------------------------------------------------------------|---------------|-----------|-------------------|------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|
| PIPEFITTERS (Construction PF-C) | | | | 10/01/2024 Allocation (+3.00 Wages, +.25 Local Pension,+0.75 H/W) | 10/01/2025 Allocation (+3.30 Wages, +.25 Local Pension, +.15 H/W) |
| 10/01/20 Package Increase | | | | \$3.53 | |
| 10/01/21 Package Increase | | | | \$2.44 | |
| 10/01/22 Package Increase | | | | \$2.50 | |
| 10/01/23 Package Increase | | | | \$5.00 | |
| 10/01/24 Package Increase | | | | \$4.00 | \$ 3.00 |
| 10/01/25 Package Increase | | | | \$3.80 | \$ 3.30 |
| Pipefitter | 031803 | C081 | | 59.55 | 62.85 |
| Pipefitter FOREMAN | 031802 | C082 | | 66.10 | 69.76 |
| Pipefitter GENERAL FOREMAN | 031801 | C083 | | 72.65 | 76.68 |
| Plumber | 031806 | C081 | | 59.55 | 62.85 |
| Plumber FOREMAN | 031808 | C08E | | 66.10 | 69.76 |
| Refrigeration Mechanic | 031807 | C08A | | 59.55 | 62.85 |
| Refrigeration Mechanic FOREMAN | 031809 | C08B | | 66.10 | 69.76 |
| Refrigeration Mechanic GEN FOREMAN | 031810 | C08C | | 72.65 | 76.68 |
| Inert Gas Welder | 031805 | | | 59.80 | 63.10 |
| Lead Burner | 031804 | | | 59.55 | 62.85 |
| Pipefitter Apprentice 1 (60%) | 031881 | | | 35.73 | 37.71 |
| Pipefitter Apprentice 2 (65%) | 031892 | | | 38.71 | 40.85 |
| Pipefitter Apprentice 3 (70%) | 031893 | | | 41.69 | 44.00 |
| Pipefitter Apprentice 4 (75%) | 031894 | | | 44.66 | 47.14 |
| Pipefitter Apprentice 5 (80%) | 031882 | | | 47.64 | 50.28 |
| Pipefitter Apprentice 6 (85%) | 031896 | | | 50.62 | 53.42 |
| Pipefitter Apprentice 7 (90%) | 031897 | | | 53.60 | 56.57 |
| Pipefitter Apprentice 8 (95%) | 031898 | C081 | | 56.57 | 59.71 |
| Pipefitter Apprentice 9 (95%) | 031898 | C081 | | 56.57 | 59.71 |
| Pipefitter Apprentice 10 (95%) | 031898 | C081 | | 56.57 | 59.71 |
| TOTAL FRINGE BENEFITS: | | | 10.01.2025 | \$26.25 | \$26.75 |
| Health & Welfare | | | 0.15 | 11.57 | 11.72 |
| Pension (Local=\$12.30 / Nat'l=\$1.02) | | | 0.25 | 13.07 | 13.32 |
| UCIC | | | | 0.02 | 0.02 |
| 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> | <0.40> |
| **NEW FRINGE BENEFIT** Union Action Fund (Deduct from Wages) | | | 0.15 | | <0.15> |
| Working Dues Assessment (Deduct from wages) (was 4.5% changed to 3.9% on 1/10/15) | | | | -2.32 | -2.45 |
| Apprentice/Training (Local \$1.59: UAIF \$1.10) | | | 0.10 | 1.59 | 1.69 |

| <u>PREMIUMS (Refer to APPENDIX "A")</u> | <u>Amount</u> | <u>Conditions</u> |
|-----------------------------------------|---------------|--------------------------------------|
| Foreman Differential: | 11% | Over Journeyman (increased 10.01.24) |
| General Foreman Differential: | 22% | Over Journeyman (increased 10.01.24) |
| Galvanized Welding: | \$0.25 | Welding Galvanized Pipe or Mat'ls |
| High Time/Hazard Pay: | 1x Wage | 40 ft.or more (Actual Hours) |
| Respirator: | \$1.00 | 1/2 Shift Minimum or Full Shift |
| Underground: | \$0.50 | Full Shift |
| Reimbursement of Expenses: | \$30.00 | NNSS: 1st & last day of Employment |
| " ": | \$50.00 | NTTR: 1st & last day of Employment |

| <u>Zone Pay per Hour in accordance with PLA Ar</u> | <u>10.01.24</u> | <u>10.01.24/25</u> |
|----------------------------------------------------|-----------------|--------------------|
| Zone pay (report to Las Vegas) | \$0.00 | \$0.00 |
| Zone pay (report to Mercury) | \$7.50 | \$7.50 |
| Zone pay (report to Forward Areas) | \$11.25 | \$11.25 |
| Zone pay (report to NTTR) | \$11.25 | \$11.25 |

MISSION SUPPORT AND TEST SERVICES LLC (MSTS) PROJECT LABOR AGREEMENT

WAGE BENEFIT SUPPLEMENT

EFFECTIVE 10.01.2025 TO 09.30.2030

| Classification | MSTS Job Code | Grp No. | Hourly Wage Rates | Hourly Wage Rates | |
|-------------------------------------------------------------|---------------|-------------------|--------------------------------------------------------------------------------------------------------------------------|------------------------------------------|---------|
| ROOFERS (Construction RF-C) | | | 10/04/2024 Reallocation (+2.68 Wages to Roofers based on MOD 5 10/18/2024 Construction Wage Rate Determination with DB) | 10/01/2025 Allocation (+\$1.98 to wages) | |
| | | | 10/01/20 Package Increase | \$1.10 | |
| | | | 10/01/21 Package Increase | \$1.20 | |
| | | | 10/01/22 Package Increase | \$1.40 | |
| | | | 10/01/23 Package Increase | \$0.00 | |
| | | | 10/01/24 Package Increase | \$4.33 | |
| | | | 10/01/24 Package Increase | \$2.68 | \$ 2.68 |
| | | | 10/01/25 Package Increase | \$1.98 | \$ 1.98 |
| Roofing/Waterproofing | 031101 | | 37.76 | 39.74 | |
| Roofing/Waterproofing FOREMAN | 031102 | | 45.31 | 47.69 | |
| Lead Maintenance/Service | 035101 | | 45.31 | 47.69 | |
| Roofing Apprentice - 1st 6 months (55%) | | | 20.77 | 21.86 | |
| Roofing Apprentice - 2nd 6 months (60%) | | | 22.66 | 23.84 | |
| Roofing Apprentice - 3rd 6 months (70%) | | | 26.43 | 27.82 | |
| Roofing Apprentice - 4th 6 months (75%) | | | 28.32 | 29.81 | |
| Roofing Apprentice - 5th 6 months (85%) | | | 32.10 | 33.78 | |
| Roofing Apprentice - 6th 6 months (95%) | | | 35.87 | 37.75 | |
| TOTAL FRINGE BENEFITS: | | 10.01.2025 | \$12.42 | \$12.42 | |
| Health & Welfare | | | 6.26 | 6.26 | |
| Pension | | | 5.27 | 5.27 | |
| Vacation | | | 0.00 | 0.00 | |
| Apprentice/Training | | | 0.80 | 0.80 | |
| Research & Education Joint Trust Fund | | | 0.09 | 0.09 | |
| Working Dues (Deduct from Wages) | | | <0.75> | <0.75> | |
| Monthly Dues-Wage deduct 21.00 / 0.75 check off hourly dues | | | | | |

PREMIUMS (Refer to APPENDIX "A") Amount Conditions
 Foreman/Lead Maint. Differential: 20% Over Journeyman Roofer

Zone Pay per Hour in accordance with PLA Article 10.01.23/24 10.01.24/25
 Zone A pay (report to Las Vegas) \$0.00 \$0.00
 Zone B pay (report to NNSS) \$2.00 \$2.00
 Zone C pay (report to NTTR) \$2.50 \$2.50

MISSION SUPPORT AND TEST SERVICES LLC (MSTS) PROJECT LABOR AGREEMENT

WAGE BENEFIT SUPPLEMENT

EFFECTIVE 10-01-2025 TO 09-30-2030

| Classification | MSTS Job Code | COCS Code | Grp No. | Hourly Wage Rates | Hourly Wage Rates |
|------------------------------------------------------------|---------------|-----------|-------------------|----------------------------------------------------------------------------------|------------------------------------------------------------------|
| SHEET METAL WORKERS (Construction SM-C) | | | | 01/01/2025 Allocation (-0.01 Wages, -0.18 Local Pension, +0.19 National Pension) | 10/01/2025 Allocation (+\$3.71 Wages, +\$0.15 H&W, +\$0.02 NEMI) |
| 10/01/20 Package Increase | | | | \$3.41 | |
| 10/01/21 Package Increase | | | | \$2.10 | |
| 10/01/22 Package Increase | | | | \$2.10 | |
| 10/01/23 Package Increase | | | | \$3.00 | |
| 10/01/24 Package Increase | | | | \$4.50 | |
| 1/01/2025 Reallocation | | | | \$ (0.01) | |
| 1/01/2025 Package Increase | | | | \$3.88 | \$ 3.71 |
| Sheet Metal Worker (SMW) | 032003 | CO91 | | 63.02 | 66.73 |
| Sheet Metal Worker FOREMAN | 032002 | CO92 | | 69.32 | 73.40 |
| SMW GENERAL FOREMAN | 032001 | CO93 | | 75.62 | 80.08 |
| SMW Apprentice-1st Yr, 1st 6 mos 45% | 032081 | | | 28.36 | 30.03 |
| SMW Apprentice-1st Yr, 2nd 6 mos 50% | 032082 | | | 31.51 | 33.37 |
| SMW Apprentice-2nd Yr, 1st 6 mos 55% | 032083 | | | 34.66 | 36.70 |
| SMW Apprentice-2nd Yr, 2nd 6 mos 60% | 032084 | | | 37.81 | 40.04 |
| SMW Apprentice-3rd Yr, 1st 6 mos 65% | 032085 | | | 40.96 | 43.37 |
| SMW Apprentice-3rd Yr, 2nd 6 mos 70% | 032086 | | | 44.11 | 46.71 |
| SMW Apprentice-4th Yr, 1st 6 mos 75% | 032087 | | | 47.27 | 50.05 |
| SMW Apprentice-4th Yr, 2nd 6 mos 80% | 032088 | | | 50.42 | 53.38 |
| Apprentices | | | 10.01.2025 | \$29.91 | \$30.08 |
| Health & Welfare | 11.25 | | 0.15 | 11.10 | 11.25 |
| Retiree Health Plan | 0 | | | 1.50 | 1.50 |
| Pension (\$11.82 Local Tri-State / \$3.38 National) | varies | | | 15.20 | 15.20 |
| Apprentice / Journeyman Training | 1.94 | | | 1.94 | 1.94 |
| NEMI | 0.05 | | 0.02 | 0.03 | 0.05 |
| International Training Institute | 0.12 | | | 0.12 | 0.12 |
| SMOHI | 0.02 | | | 0.02 | 0.02 |
| Checkoff dues deduction | varies | | 0.07 | <1.62> | <1.69> |
| NEW 10.01.2022 Building Fund | <0.15> | | | <0.15> | <0.15> |

FEDERALLY MANDATED & IMPLEMENTED:
5% Surcharge on Local Pension effective 5/1/12-12/1/12

PREMIUMS (Refer to APPENDIX "A")

| | <u>Amount</u> | <u>Conditions</u> |
|-------------------------------------------------|---------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------|
| Foreman Differential: | 10% | Over Journeyman |
| General Foreman Differential: | 20% | Over Journeyman |
| CHANGED: Respirator (requires fit card): | 2% of hourly pay rate | 1/2 Shift Minimum or Full Shift, based on 1/2 shift wear includes suiting & un-suiting time if applicable (changed |
| High Time/Hazard Pay: | \$0.25 | 25-40 ft. (Actual Hours) |
| " " | \$0.50 | 40 ft. or more (Actual Hours) |
| CHANGED: Underground: | 1% of hourly pay rate | Full Shift (changed 10.01.25) |
| CHANGED: Welding: | 1% per hour for actual hours spent welding | 1/2 Shift Minimum excludes: apprentices (changed 10.01. |
| Reimbursement of Expenses: | \$30.00 | NNSS: 1st & last day of Employment |

| <u>Zone pay per hour in accordance with PLA Article 24</u> | <u>10.01.23</u> | <u>0.01.24/25</u> |
|------------------------------------------------------------|-----------------|-------------------|
| Zone pay (report to Las Vegas) | \$0.00 | \$0.00 |
| Zone pay (report to NNSS) | \$4.00 | \$5.50 |
| Zone pay (report to NTTR) | \$4.00 | \$5.50 |

MISSION SUPPORT AND TEST SERVICES LLC (MSTS) PROJECT LABOR AGREEMENT
WAGE BENEFIT SUPPLEMENT
EFFECTIVE 10-01-2025 TO 09-30-2030

| Classification | MSTS Job Code | COCS Code | Grp No. | Hourly Wage Rates | Hourly Wage Rates |
|--------------------------------------------------------------------|---------------|-----------|-------------------|----------------------------------------------------------------------|----------------------------------------------------------------------|
| TEAMSTERS (Construction TM-C) | | | | 10/01/2024 Allocation (+\$2.00 Wages +0.19 H/W + \$1.31 Pension) | 10/01/2025 Allocation (+\$1.44 Wages +0.23 H/W + \$1.43 Pension) |
| 10/01/20 Package Increase | | | | \$ 2.00 | |
| 10/01/21 Package Increase | | | | \$ 2.00 | |
| 10/01/22 Package Increase | | | | \$ 2.00 | |
| 10/01/23 Package Increase | | | | \$ 3.00 | |
| 10/01/24 Package Increase | | | | \$ 3.50 | |
| 10/01/25 Package Increase | | | | \$ 3.10 | \$ 1.44 |
| Probationary Construction Teamster | | | 032199 | Actual Classification Rate | |
| Light Duty Driver | 032103 | L070 | 1 | 43.69 | 45.13 |
| Light Duty Driver FOREMAN | 032102 | | 1 | 46.19 | 47.63 |
| Light Duty Driver GENERAL FOREMAN | 032101 | | 1 | 48.69 | 50.13 |
| Light Vehicle Dispatcher | 032111 | | 1 | 43.69 | 45.13 |
| Light Vehicle Dispatcher FOREMAN | 032110 | | 1 | 46.19 | 47.63 |
| Tireman | 032122 | L07A | 5 | 44.26 | 45.70 |
| Tireman FOREMAN | 032121 | L07K | 5 | 46.76 | 48.20 |
| Tireman GENERAL FOREMAN | 032120 | | 5 | 49.26 | 50.70 |
| Truck Greaser | 032108 | | 1 | 43.69 | 45.13 |
| Truck Greaser FOREMAN | 032107 | | 1 | 46.19 | 47.63 |
| Truck Greaser GENERAL FOREMAN | 032106 | | 1 | 48.69 | 50.13 |
| Equipment Parts Clerk | 032139 | | 2 | 43.86 | 45.30 |
| Fleet Operations Dispatcher | 032141 | | 2 | 43.86 | 45.30 |
| Fleet Operations Dispatcher FOREMAN | 032142 | C031 | 2 | 46.36 | 47.80 |
| Forklift Driver (under 15 Tons) | 032105 | L07C | 2 | 43.86 | 45.30 |
| Forklift Driver FOREMAN | 032104 | | 2 | 46.36 | 47.80 |
| Heavy Duty Driver | 032131 | | 2 | 43.86 | 45.30 |
| Heavy Duty Driver FOREMAN | 032130 | | 2 | 46.36 | 47.80 |
| Heavy Duty Driver GENERAL FOREMAN | 032129 | | 2 | 48.86 | 50.30 |
| Warehouse Combo Worker (created 10/01/2025) | 032150 | | 2 | | 45.30 |
| Warehouseman | 032138 | | 2 | 43.86 | 45.30 |
| Warehouseman FOREMAN | 032137 | | 2 | 46.36 | 47.80 |
| Warehouseman GENERAL FOREMAN | 032136 | | 2 | 48.86 | 50.30 |
| Extra Heavy Duty Driver | 032134 | L071 | 3 | 44.06 | 45.50 |
| Extra Heavy Duty Driver FOREMAN | 032133 | L072 | 3 | 46.56 | 48.00 |
| Extra Hvy Duty Driver GENERAL FOREMAN | 032132 | L073 | 3 | 49.06 | 50.50 |
| Extra Heavy Duty Driver MRT | 032145 | | 3 | 44.31 | 45.75 |
| Extra Heavy Duty Driver MRT FOREMAN | | | 3 | 46.81 | 48.25 |
| Extra Hvy Duty Driver MRT GENERAL FOREMAN | | | 3 | 49.31 | 50.75 |
| Forklift Driver (OVER 15 Tons) | 032140 | L07C | 3 | 44.06 | 45.50 |
| Forklift Driver (OVER 15 Tons) FOREMAN | 032143 | L07E | 3 | 46.56 | 48.00 |
| Forklift Driver (OVER 15 Tons) GENERAL FOREMAN | 032144 | L07H | 3 | 49.06 | 50.50 |
| Bootman | 032135 | L071 | 4 | 44.78 | 46.22 |
| Bootman Foreman | 032113 | L091 | 4 | 47.28 | 48.72 |
| Bootman General Foreman | 032112 | L092 | 4 | 49.78 | 51.22 |
| Bootman General Foreman MRT | | | | | |
| Off Road and Special Equipment Driver | 032109 | L093 | 4 | 44.78 | 46.22 |
| TOTAL FRINGE BENEFITS | | | 10.01.2025 | \$28.37 | \$30.02 |
| Health & Welfare (pay flat amt) | | | | 1493.67 | 1532.67 |
| (Hourly Amount=Monthly/173.33 hrs; use as avg only) | | | | 8.62 | 8.84 |
| H&W INCLUDES: | | | | | |
| Major Medical=1358.00 (\$7.44 hourly); | | | | | |
| Medical 1308.00 + Dental/Vision 50.00 (\$0.29 hourly) & | | | | 39.00 | |
| Retiree Medical 174.67 (\$1.01 hourly) = | | | | | |
| Grand Total \$1532.67 | | | | | |
| Pension (Basic 16.48 / PEER 80 2.72) | | | | 19.20 | 20.63 |
| Apprentice/Training | | | | 0.55 | 0.55 |

| <u>PREMIUMS (Refer to APPENDIX "A")</u> | <u>Amount</u> | <u>Conditions</u> |
|-------------------------------------------------------------------|-----------------|-----------------------------------------------------|
| Foreman / General Foreman Differential: | \$2.50 | 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 - added to hourly pay |
| <u>TUNNEL PREMIUMS (Refer to APPENDIX "B")</u> | | |
| 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) |
| <u>Zone Pay per Hour in accordance with PLA Article 24</u> | | |
| 10.01.23/24 | 10.01.25 | |
| Zone 1: 1 - 20 Road Miles | \$2.00 | \$2.00 |
| Zone 2: 20 - 40 Road Miles | \$2.50 | \$2.50 |
| Zone 3: 40 - 60 Road Miles | \$3.50 | \$3.50 |
| Zone 4: Over 60 Road Miles | \$6.00 | \$6.00 |