

Years of service as  
of 8/31/2012

Mechanic 1	27.60
Mechanic 2	25.91
Laborer 1	24.10
Laborer 2	11.33
Laborer 3	10.25
Heavy Equipment Operator 1	5.75
Heavy Equipment Operator 2	2.91
Heavy Equipment Operator 3	1.91
Teamster 1	7.25
Teamster 2	4..25
Teamster 3	4.00

DE-SOL-000004

Amendment 000004