

DCU APPENDIX A
SALARY SCHEDULE FOR WAREHOUSEMEN AND TRUCK DRIVERS
Effective 1-01-11

HOURLY EMPLOYEES SCHEDULE

| | <u>HOURLY RATE</u> |
|------------------------|-------------------------------|
| TRUCK DRIVER | \$21.04 |
| TRUCK DRIVER LEADMAN* | \$21.66 |
| WAREHOUSEMAN FOREMAN** | \$23.14 |
| GENERAL FOREMAN*** | \$24.19 |
| SUB DRIVER**** | \$18.94 |

260 DAY SALARIED EMPLOYEES SCHEDULE

| | <u>HOURLY RATE</u> | <u>MONTHLY RATE</u> | <u>ANNUAL RATE</u> |
|------------------------|-------------------------------|--------------------------------|-------------------------------|
| TRUCK DRIVER | \$21.04 | \$3,645.85 | \$43,750.22 |
| TRUCK DRIVER LEADMAN* | \$21.66 | \$3,755.23 | \$45,062.73 |
| WAREHOUSEMAN FOREMAN** | \$23.14 | \$4,010.44 | \$48,125.25 |
| GENERAL FOREMAN*** | \$24.19 | \$4,192.73 | \$50,312.76 |

- * LEADMAN GROUP 2 RATE PLUS THREE PERCENT (3%)
- ** FOREMAN GROUP 2 RATE PLUS TEN PERCENT (10%)
- *** GENERAL FOREMAN GROUP 2 RATE PLUS FIFTEEN PERCENT (15%)
- **** SUB DRIVER GROUP 2 RATE TIMES NINETY PERCENT (90%)