

## DISTRIBUTION AGREEMENT (DCA) WAGE RATES EFFECTIVE JUNE 1, 2012

GENERAL LABORER CLASSIFICATION										
	INCREASE	BASE WAGE	HEALTH	PENSION	WORKING DUES	VACATION	APPRENTICESHIP & TRAINING	TOTAL PACKAGE	**LMCT-DCA	***LEBPCT
<b>ZONE 1</b>	\$1.05	\$19.69	\$7.80	\$8.00	*-\$1.11	*-\$0.66	\$0.23	\$35.72	\$0.05	\$0.05
Milwaukee, Ozaukee, Washington & Waukesha Counties										
<b>ZONE 2</b>	\$1.05	\$19.69	\$8.40	\$6.43	*-\$1.11	*-\$0.88	\$0.23	\$34.75	\$0.05	\$0.05
Kenosha & Racine Counties										
<b>ZONE 3</b>	\$1.00	\$20.94	\$7.80	\$4.62	*-\$1.11	\$ -	\$0.23	\$33.59	\$0.05	\$0.05
Dane County										
<b>ZONE 4</b>	\$1.00	\$19.84	\$7.80	\$4.62	*-\$1.11	\$ -	\$0.23	\$32.49	\$0.05	\$0.05
Balance of State										
<b>Foreman &amp; Leadman: \$1.50 over General Laborer Classification</b>										
*Minus sign on Vacation/Working Dues indicates amount to be deducted from base rate after tax deduction										
**Labor-Management Cooperation Trust (strictly a contractor contribution, not part of the total package)										
***Laborers-Employers Benefit Plan Collection Trust (strictly a contractor contribution, not part of the total package)										
							<b>***Overnight Delivery Address***</b>			
<b>Remit All Funds to:</b>							Attn: Lockbox Department #94491			
Laborers-Employers Benefit Plan Collection Trust							Amalgamated Bank of Chicago			
P.O. Box 94491							One West Monroe Street			
Chicago, IL 60690-4491							4th Floor			
							Chicago, IL 60603			