YOS			AMT.	/ Inspec	tors Title	1 Rates	s of Pay a	s Calcul	ated Unde	er True U	p		
103	9/12/15	Base Rate	License	Shift 1	Shift 2	Shift 3	Rotating Shift	Other	Line Premium	Shift 1 All In	Shift 2 All In	Shift 3 All In	Rotating Shift
1st 18th Months	\$17.30	Increase 3.0%	\$5.00	Premium \$0.00	Premium \$0.01	Premium \$0.52	3 Premium \$0.53	Premium \$0.00	\$0.55	\$22.85	\$22.86	Rate \$23.37	\$23.38
2nd 18 Months	\$19.06	3.0%	\$5.00	\$0.00	\$0.01	\$0.52	\$0.53	\$0.00	\$0.55	\$24.61	\$24.62	\$25.13	\$25.30
3rd 18th Months	\$20.75	3.0%	\$5.00	\$0.00	\$0.01	\$0.52	\$0.53	\$0.00	\$0.55	\$26.30	\$26.31	\$26.82	\$26.83
Last 6th Months	\$22.47	3.0%	\$5.00	\$0.00	\$0.01	\$0.52	\$0.53	\$0.00	\$0.55	\$28.02	\$28.03	\$28.54	\$28.55
<u>Thereafter</u>	<u>\$32.63</u>	<u>5.2473%</u>	<u>\$5.00</u>	<u>\$0.00</u>	<u>\$0.01</u>	<u>\$0.52</u>	<u>\$0.53</u>	<u>\$0.00</u>	<u>\$0.55</u>	<u>\$38.18</u>	<u>\$38.19</u>	<u>\$38.70</u>	<u>\$38.71</u>
Note: Above rates d	do not incl	ude any Cre	w Chief P	remiums for A	MT or Inspecto	<u>ors</u>							
Note: Above Rates I	Include \$.	50 cents Mic	Inight Lin	e Retention Pa	y for Shift (3)	and (Rotating	Shift) since this	s is how True	Up Was Calculate	<u>d</u>			
		GSE	/ Pla	nt Maint	enance	Title 2 R	lates of Pa	ay as Ca	Iculated L	Inder Tru	ıe Up		
YOS	9/12/15	Base Rate Increase	License Pay	Shift 1 Premium	Shift 2 Premium	Shift 3 Premium	Rotating Shift Premium	Skill Pay Premium	Line Premium	Shift 1 All In Rate	Shift 2 All In Rate	Shift 3 All In Rate	Rotating Shift All In Rate
1st 18th Months	\$17.30	3.0%	\$0.00	\$0.00	\$0.01	\$0.02	\$0.03	\$1.70	\$0.55	\$19.55	\$19.56	\$19.57	\$19.58
2nd 18 Months	\$19.06	3.0%	\$0.00	\$0.00	\$0.01	\$0.02	\$0.03	\$1.70	\$0.55	\$21.31	\$21.32	\$21.33	\$21.34
3rd 18th Months	\$20.75	3.0%	\$0.00	\$0.00	\$0.01	\$0.02	\$0.03	\$1.70	\$0.55	\$23.00	\$23.01	\$23.02	\$23.03
Last 6th Months	\$22.47	3.0%	\$0.00	\$0.00	\$0.01	\$0.02	\$0.03	\$1.70	\$0.55	\$24.72	\$24.73	\$24.74	\$24.75
<u>Thereafter</u>	<u>\$33.51</u>	<u>8.0968%</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$0.01</u>	<u>\$0.02</u>	<u>\$0.03</u>	<u>\$1.70</u>	<u>\$0.55</u>	<u>\$35.76</u>	<u>\$35.77</u>	<u>\$35.78</u>	<u>\$35.79</u>
Note: Above Rates o	do not inc	lude \$.80 ce	ents For a	ny Additional I	icense Pay as	Described In C	CBA		1	ı			
					SM Rate	s of Pay	as Calcul	ated Up	der CBA				
		Base Rate	License	Shift 1	Shift 2	Shift 3	Rotating Shift	Line	Other	Shift 1 All In	Shift 2 All In	Shift 3 All In	Rotating Shift
<u>YOS</u>	9/12/15	Increase	Pay	Premium	Premium	Premium	Premium	Premium	Premium	Rate	Rate	Rate	All In Rate
1	\$11.26	3.0%	\$0.00	\$0.00	\$0.01	\$0.02	\$0.03	\$0.00	\$0.00	\$11.26	\$11.27	\$11.28	\$11.29
2	\$12.17	3.0%	\$0.00	\$0.00	\$0.01	\$0.02	\$0.03	\$0.00	\$0.00	\$12.17	\$12.18	\$12.19	\$12.20
3	\$13.42	3.0%	\$0.00	\$0.00	\$0.01	\$0.02	\$0.03	\$0.00	\$0.00	\$13.42	\$13.43	\$13.44	\$13.45
4	\$14.64	3.0%	\$0.00	\$0.00	\$0.01	\$0.02	\$0.03	\$0.00	\$0.00	\$14.64	\$14.65	\$14.66	\$14.67
5	\$15.87 \$17.09	3.0%	\$0.00	\$0.00	\$0.01 \$0.01	\$0.02 \$0.02	\$0.03 \$0.03	\$0.00 \$0.00	\$0.00	\$15.87 \$17.09	\$15.88 \$17.10	\$15.89 \$17.11	\$15.90 \$17.12
7	\$17.09	3.0%	\$0.00	\$0.00	\$0.01	\$0.02	\$0.03	\$0.00	\$0.00	\$17.09	\$17.10	\$17.11	\$17.12
8	\$19.53	3.0%	\$0.00	\$0.00	\$0.01	\$0.02	\$0.03	\$0.00	\$0.00	\$19.53	\$19.54	\$19.55	\$19.56
9	\$20.75	3.0%	\$0.00	\$0.00	\$0.01	\$0.02	\$0.03	\$0.00	\$0.00	\$20.75	\$20.76	\$20.77	\$20.78
10+	\$25.84	3.0%	\$0.00	\$0.00	\$0.01	\$0.02	\$0.03	\$0.00	\$0.00	\$25.84	\$25.85	\$25.86	\$25.87
				N	SP Rate	s of Pav	as Calcula	ated Un	der CBA				
VOS	9/12/15	Base Rate	License	Shift 1	Shift 2	Shift 3	Rotating Shift	Line	Other	Shift 1 All In	Shift 2 All In	Shift 3 All In	Rotating Shift
YOS 1	\$9.85	Increase 3.0%	<b>Pay</b> \$0.00	Premium \$0.00	Premium \$0.01	Premium \$0.02	Premium \$0.03	Premium \$0.00	\$0.00	\$9.85	\$9.86	\$9.87	All In Rate \$9.88
2	\$10.92	3.0%	\$0.00	\$0.00	\$0.01	\$0.02	\$0.03	\$0.00	\$0.00	\$10.92	\$10.93	\$10.94	\$10.95
3	\$12.17	3.0%	\$0.00	\$0.00	\$0.01	\$0.02	\$0.03	\$0.00	\$0.00	\$12.17	\$12.18	\$12.19	\$12.20
4	\$13.43	3.0%	\$0.00	\$0.00	\$0.01	\$0.02	\$0.03	\$0.00	\$0.00	\$13.43	\$13.44	\$13.45	\$13.46
5	\$14.73	3.0%	\$0.00	\$0.00	\$0.01	\$0.02	\$0.03	\$0.00	\$0.00	\$14.73	\$14.74	\$14.75	\$14.76
6	\$15.99	3.0%	\$0.00	\$0.00	\$0.01	\$0.02	\$0.03	\$0.00	\$0.00	\$15.99	\$16.00	\$16.01	\$16.02
7	\$17.24	3.0%	\$0.00	\$0.00	\$0.01	\$0.02	\$0.03	\$0.00	\$0.00	\$17.24	\$17.25	\$17.26	\$17.27
8	\$18.53	3.0%	\$0.00	\$0.00	\$0.01	\$0.02	\$0.03	\$0.00	\$0.00	\$18.53	\$18.54	\$18.55	\$18.56
9	\$19.80	3.0%	\$0.00	\$0.00	\$0.01	\$0.02	\$0.03	\$0.00	\$0.00	\$19.80	\$19.81	\$19.82	\$19.83
10+	<u>\$24.11</u>	3.0%	\$0.00	\$0.00	\$0.01	\$0.02	\$0.03	\$0.00	\$0.00	\$24.11	\$24.12	\$24.13	\$24.14
				Cle	aner Rat	tes of Pa	v as Calcu	ulated II	 Inder CBA				
	A 11 = 1	Base Rate	License	Shift 1	Shift 2	Shift 3	Rotating Shift	Line	Other	Shift 1 All In	Shift 2 All In	Shift 3 All In	Rotating Shift
	9/12/15	Increase	Pay	Premium \$0.00	Premium \$0.01	Premium \$0.02	Premium \$0.03	Premium \$0.00	Premium \$0.00	Rate	Rate	Rate	All In Rate
1	\$11.18	3.0%	\$0.00	\$0.00	\$0.01	\$0.02 \$0.02	\$0.03 \$0.03	\$0.00	\$0.00	\$11.18 \$11.76	\$11.19	\$11.20	\$11.21
2	C11 71	3 00/	¢0.00		. 50.01	. 50.07	50.03		CO 00	1 317./6	\$11.77	\$11.78	\$11.79
2	\$11.76 \$12.36	3.0%	\$0.00	\$0.00				\$0.00	\$0.00		\$12.27	\$17.39	\$12.20
3	\$12.36	3.0%	\$0.00	\$0.00	\$0.01	\$0.02	\$0.03	\$0.00	\$0.00	\$12.36	\$12.37 \$12.93	\$12.38 \$12.94	\$12.39 \$12.95
						\$0.02 \$0.02			\$0.00 \$0.00	\$12.36 \$12.92	\$12.93	\$12.94	\$12.95
3 4	\$12.36 \$12.92	3.0%	\$0.00	\$0.00 \$0.00	\$0.01 \$0.01	\$0.02	\$0.03	\$0.00 \$0.00	\$0.00	\$12.36			
3 4 5	\$12.36 \$12.92 \$13.52	3.0% 3.0% 3.0%	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.01 \$0.01 \$0.01	\$0.02 \$0.02 \$0.02	\$0.03 \$0.03 \$0.03	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$12.36 \$12.92 \$13.52	\$12.93 \$13.53	\$12.94 \$13.54	\$12.95 \$13.55
3 4 5 6	\$12.36 \$12.92 \$13.52 \$14.07	3.0% 3.0% 3.0% 3.0%	\$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00	\$0.01 \$0.01 \$0.01 \$0.01	\$0.02 \$0.02 \$0.02 \$0.02	\$0.03 \$0.03 \$0.03 \$0.03	\$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00	\$12.36 \$12.92 \$13.52 \$14.07	\$12.93 \$13.53 \$14.08	\$12.94 \$13.54 \$14.09	\$12.95 \$13.55 \$14.10
3 4 5 6 7	\$12.36 \$12.92 \$13.52 \$14.07 \$14.65	3.0% 3.0% 3.0% 3.0% 3.0%	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0.01 \$0.01 \$0.01 \$0.01 \$0.01	\$0.02 \$0.02 \$0.02 \$0.02 \$0.02	\$0.03 \$0.03 \$0.03 \$0.03 \$0.03	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$12.36 \$12.92 \$13.52 \$14.07 \$14.65	\$12.93 \$13.53 \$14.08 \$14.66	\$12.94 \$13.54 \$14.09 \$14.67	\$12.95 \$13.55 \$14.10 \$14.68
3 4 5 6 7 8	\$12.36 \$12.92 \$13.52 \$14.07 \$14.65 \$15.97	3.0% 3.0% 3.0% 3.0% 3.0% 3.0%	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0.01 \$0.01 \$0.01 \$0.01 \$0.01 \$0.01	\$0.02 \$0.02 \$0.02 \$0.02 \$0.02 \$0.02	\$0.03 \$0.03 \$0.03 \$0.03 \$0.03	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$12.36 \$12.92 \$13.52 \$14.07 \$14.65 \$15.97	\$12.93 \$13.53 \$14.08 \$14.66 \$15.98	\$12.94 \$13.54 \$14.09 \$14.67 \$15.99	\$12.95 \$13.55 \$14.10 \$14.68 \$16.00
3 4 5 6 7 8 9	\$12.36 \$12.92 \$13.52 \$14.07 \$14.65 \$15.97 \$17.25	3.0% 3.0% 3.0% 3.0% 3.0% 3.0% 3.0%	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0.01 \$0.01 \$0.01 \$0.01 \$0.01 \$0.01 \$0.01	\$0.02 \$0.02 \$0.02 \$0.02 \$0.02 \$0.02 \$0.02 \$0.02	\$0.03 \$0.03 \$0.03 \$0.03 \$0.03 \$0.03 \$0.03	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$12.36 \$12.92 \$13.52 \$14.07 \$14.65 \$15.97 \$17.25 \$22.42	\$12.93 \$13.53 \$14.08 \$14.66 \$15.98 \$17.26	\$12.94 \$13.54 \$14.09 \$14.67 \$15.99 \$17.27	\$12.95 \$13.55 \$14.10 \$14.68 \$16.00 \$17.28
3 4 5 6 7 8 9	\$12.36 \$12.92 \$13.52 \$14.07 \$14.65 \$15.97 \$17.25	3.0% 3.0% 3.0% 3.0% 3.0% 3.0% 3.0%	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0.01 \$0.01 \$0.01 \$0.01 \$0.01 \$0.01 \$0.01 \$0.01	\$0.02 \$0.02 \$0.02 \$0.02 \$0.02 \$0.02 \$0.02 \$0.02	\$0.03 \$0.03 \$0.03 \$0.03 \$0.03 \$0.03 \$0.03	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$12.36 \$12.92 \$13.52 \$14.07 \$14.65 \$15.97 \$17.25 \$22.42	\$12.93 \$13.53 \$14.08 \$14.66 \$15.98 \$17.26 \$22.43	\$12.94 \$13.54 \$14.09 \$14.67 \$15.99 \$17.27 \$22.44	\$12.95 \$13.55 \$14.10 \$14.68 \$16.00 \$17.28 \$22.45
3 4 5 6 7 8 9 10+	\$12.36 \$12.92 \$13.52 \$14.07 \$14.65 \$15.97 \$17.25	3.0% 3.0% 3.0% 3.0% 3.0% 3.0% 3.0%	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0.01 \$0.01 \$0.01 \$0.01 \$0.01 \$0.01 \$0.01	\$0.02 \$0.02 \$0.02 \$0.02 \$0.02 \$0.02 \$0.02 \$0.02	\$0.03 \$0.03 \$0.03 \$0.03 \$0.03 \$0.03 \$0.03	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$12.36 \$12.92 \$13.52 \$14.07 \$14.65 \$15.97 \$17.25 \$22.42	\$12.93 \$13.53 \$14.08 \$14.66 \$15.98 \$17.26	\$12.94 \$13.54 \$14.09 \$14.67 \$15.99 \$17.27 \$22.44	\$12.95 \$13.55 \$14.10 \$14.68 \$16.00 \$17.28
3 4 5 6 7 8 9 10+	\$12.36 \$12.92 \$13.52 \$14.07 \$14.65 \$15.97 \$17.25 \$22.42	3.0% 3.0% 3.0% 3.0% 3.0% 3.0% 3.0% 3.0%	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0.01 \$0.01 \$0.01 \$0.01 \$0.01 \$0.01 \$0.01 \$0.01	\$0.02 \$0.02 \$0.02 \$0.02 \$0.02 \$0.02 \$0.02 \$0.02 Shift 3	\$0.03 \$0.03 \$0.03 \$0.03 \$0.03 \$0.03 \$0.03 \$0.03	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$12.36 \$12.92 \$13.52 \$14.07 \$14.65 \$15.97 \$17.25 \$22.42 <b>lation</b> Shift 1 All In	\$12.93 \$13.53 \$14.08 \$14.66 \$15.98 \$17.26 \$22.43	\$12.94 \$13.54 \$14.09 \$14.67 \$15.99 \$17.27 \$22.44	\$12.95 \$13.55 \$14.10 \$14.68 \$16.00 \$17.28 \$22.45
3 4 5 6 7 8 9 10+	\$12.36 \$12.92 \$13.52 \$14.07 \$14.65 \$15.97 \$17.25 \$22.42	3.0% 3.0% 3.0% 3.0% 3.0% 3.0% 3.0% 3.0%	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 **MLS Rate  Shift 1  Premium	\$0.01 \$0.01 \$0.01 \$0.01 \$0.01 \$0.01 \$0.01 <b>s of Pay</b> Shift 2  Premium	\$0.02 \$0.02 \$0.02 \$0.02 \$0.02 \$0.02 \$0.02 \$0.02 Shift 3 Premium	\$0.03 \$0.03 \$0.03 \$0.03 \$0.03 \$0.03 \$0.03 Po.03	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.meter True	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$12.36 \$12.92 \$13.52 \$14.07 \$14.65 \$15.97 \$17.25 \$22.42 <b>lation</b> Shift 1 All In Rate	\$12.93 \$13.53 \$14.08 \$14.66 \$15.98 \$17.26 \$22.43 Shift 2 All In Rate	\$12.94 \$13.54 \$14.09 \$14.67 \$15.99 \$17.27 \$22.44 Shift 3 All In	\$12.95 \$13.55 \$14.10 \$14.68 \$16.00 \$17.28 \$22.45
3 4 5 6 7 8 9 10+  YOS 1 2 3	\$12.36 \$12.92 \$13.52 \$14.07 \$14.65 \$15.97 \$17.25 \$22.42 9/12/15 \$10.45 \$11.71 \$13.45	3.0% 3.0% 3.0% 3.0% 3.0% 3.0% 3.0% 3.0%	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0.01 \$0.01 \$0.01 \$0.01 \$0.01 \$0.01 \$0.01 \$0.01 \$0.01 \$0.01 \$0.01 \$0.01	\$0.02 \$0.02 \$0.02 \$0.02 \$0.02 \$0.02 \$0.02 \$0.02 \$0.02 \$0.02 \$0.02 \$0.02 \$0.02	\$0.03 \$0.03 \$0.03 \$0.03 \$0.03 \$0.03 \$0.03 \$0.03 Premium \$0.03 \$0.03 \$0.03	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.45 \$0.45 \$0.45	\$12.36 \$12.92 \$13.52 \$14.07 \$14.65 \$15.97 \$17.25 \$22.42 <b>lation</b> Shift 1 All In Rate  \$10.90  \$12.16  \$13.90	\$12.93 \$13.53 \$14.08 \$14.66 \$15.98 \$17.26 \$22.43 Shift 2 All In Rate \$10.91 \$12.17 \$13.91	\$12.94 \$13.54 \$14.09 \$14.67 \$15.99 \$17.27 \$22.44 Shift 3 All In Rate \$10.92 \$12.18 \$13.92	\$12.95 \$13.55 \$14.10 \$14.68 \$16.00 \$17.28 \$22.45 Rotating Shift All In Rate \$10.93 \$12.19 \$13.93
3 4 5 6 7 8 9 10+  YOS 1 2 3 4	\$12.36 \$12.92 \$13.52 \$14.07 \$14.65 \$15.97 \$17.25 \$22.42 9/12/15 \$10.45 \$11.71 \$13.45 \$14.74	3.0% 3.0% 3.0% 3.0% 3.0% 3.0% 3.0% 3.0%	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0.01 \$0.01 \$0.01 \$0.01 \$0.01 \$0.01 \$0.01 \$0.01 \$0.01 \$0.01 \$0.01 \$0.01 \$0.01	\$0.02 \$0.02 \$0.02 \$0.02 \$0.02 \$0.02 \$0.02 \$0.02 \$0.02 \$0.02 \$0.02 \$0.02 \$0.02	\$0.03 \$0.03 \$0.03 \$0.03 \$0.03 \$0.03 \$0.03 \$1.03 \$0.03 \$0.03 \$0.03 \$0.03	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.45 \$0.45 \$0.45 \$0.45	\$12.36 \$12.92 \$13.52 \$14.07 \$14.65 \$15.97 \$17.25 \$22.42 <b>lation</b> Shift 1 All In Rate  \$10.90  \$12.16  \$13.90  \$15.19	\$12.93 \$13.53 \$14.08 \$14.66 \$15.98 \$17.26 \$22.43 Shift 2 All In Rate \$10.91 \$12.17 \$13.91 \$15.20	\$12.94 \$13.54 \$14.09 \$14.67 \$15.99 \$17.27 \$22.44 Shift 3 All In Rate \$10.92 \$12.18 \$13.92 \$15.21	\$12.95 \$13.55 \$14.10 \$14.68 \$16.00 \$17.28 \$22.45 Rotating Shift All In Rate \$10.93 \$12.19 \$13.93 \$15.22
3 4 5 6 7 8 9 10+  YOS 1 2 3 4 5	\$12.36 \$12.92 \$13.52 \$14.07 \$14.65 \$15.97 \$17.25 \$22.42 9/12/15 \$10.45 \$11.71 \$13.45 \$14.74 \$16.02	3.0% 3.0% 3.0% 3.0% 3.0% 3.0% 3.0% 3.0%	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0.01 \$0.01 \$0.01 \$0.01 \$0.01 \$0.01 \$0.01 \$0.01 <b>S of Pay</b> Shift 2  Premium  \$0.01  \$0.01  \$0.01  \$0.01  \$0.01	\$0.02 \$0.02 \$0.02 \$0.02 \$0.02 \$0.02 \$0.02 \$0.02 \$0.02 \$0.02 \$0.02 \$0.02 \$0.02 \$0.02	\$0.03 \$0.03 \$0.03 \$0.03 \$0.03 \$0.03 \$0.03 \$0.03 \$0.03 \$0.03 \$0.03 \$0.03 \$0.03	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.45 \$0.45 \$0.45 \$0.45 \$0.45	\$12.36 \$12.92 \$13.52 \$14.07 \$14.65 \$15.97 \$17.25 \$22.42 <b>lation</b> Shift 1 All In Rate  \$10.90  \$12.16  \$13.90  \$15.19  \$16.47	\$12.93 \$13.53 \$14.08 \$14.66 \$15.98 \$17.26 \$22.43 Shift 2 All In Rate \$10.91 \$12.17 \$13.91 \$15.20 \$16.48	\$12.94 \$13.54 \$14.09 \$14.67 \$15.99 \$17.27 \$22.44 Shift 3 All In Rate \$10.92 \$12.18 \$13.92 \$15.21 \$16.49	\$12.95 \$13.55 \$14.10 \$14.68 \$16.00 \$17.28 \$22.45 Rotating Shift All In Rate \$10.93 \$12.19 \$13.93 \$15.22 \$16.50
3 4 5 6 7 8 9 10+  YOS 1 2 3 4 5 6	\$12.36 \$12.92 \$13.52 \$14.07 \$14.65 \$15.97 \$17.25 \$22.42 9/12/15 \$10.45 \$11.71 \$13.45 \$14.74 \$16.02 \$17.28	3.0% 3.0% 3.0% 3.0% 3.0% 3.0% 3.0% 3.0%	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0.01 \$0.01 \$0.01 \$0.01 \$0.01 \$0.01 \$0.01 \$0.01 \$0.01 \$0.01 \$0.01 \$0.01 \$0.01 \$0.01 \$0.01	\$0.02 \$0.02 \$0.02 \$0.02 \$0.02 \$0.02 \$0.02 \$0.02 \$0.02 \$0.02 \$0.02 \$0.02 \$0.02 \$0.02 \$0.02	\$0.03 \$0.03 \$0.03 \$0.03 \$0.03 \$0.03 \$0.03 \$0.03 \$0.03 \$0.03 \$0.03 \$0.03 \$0.03 \$0.03	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.45 \$0.45 \$0.45 \$0.45 \$0.45 \$0.45	\$12.36 \$12.92 \$13.52 \$14.07 \$14.65 \$15.97 \$17.25 \$22.42 <b>lation</b> Shift 1 All In Rate  \$10.90  \$12.16  \$13.90  \$15.19  \$16.47  \$17.73	\$12.93 \$13.53 \$14.08 \$14.66 \$15.98 \$17.26 \$22.43 Shift 2 All In Rate \$10.91 \$12.17 \$13.91 \$15.20 \$16.48 \$17.74	\$12.94 \$13.54 \$14.09 \$14.67 \$15.99 \$17.27 \$22.44 Shift 3 All In Rate \$10.92 \$12.18 \$13.92 \$15.21 \$16.49 \$17.75	\$12.95 \$13.55 \$14.10 \$14.68 \$16.00 \$17.28 \$22.45 Rotating Shift All In Rate \$10.93 \$12.19 \$13.93 \$15.22 \$16.50 \$17.76
3 4 5 6 7 8 9 10+  YOS 1 2 3 4 5 6 7	\$12.36 \$12.92 \$13.52 \$14.07 \$14.65 \$15.97 \$17.25 \$22.42 9/12/15 \$10.45 \$11.71 \$13.45 \$14.74 \$16.02 \$17.28 \$18.55	3.0% 3.0% 3.0% 3.0% 3.0% 3.0% 3.0% 3.0%	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0.01 \$0.01 \$0.01 \$0.01 \$0.01 \$0.01 \$0.01 \$0.01 \$0.01 \$0.01 \$0.01 \$0.01 \$0.01 \$0.01 \$0.01 \$0.01	\$0.02 \$0.02 \$0.02 \$0.02 \$0.02 \$0.02 \$0.02 \$0.02 \$0.02 \$0.02 \$0.02 \$0.02 \$0.02 \$0.02 \$0.02 \$0.02	\$0.03 \$0.03 \$0.03 \$0.03 \$0.03 \$0.03 \$0.03 \$0.03 \$0.03 \$0.03 \$0.03 \$0.03 \$0.03 \$0.03 \$0.03	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.45 \$0.45 \$0.45 \$0.45 \$0.45 \$0.45 \$0.45 \$0.45	\$12.36 \$12.92 \$13.52 \$14.07 \$14.65 \$15.97 \$17.25 \$22.42 <b>lation</b> Shift 1 All In Rate  \$10.90  \$12.16  \$13.90  \$15.19  \$16.47  \$17.73  \$19.00	\$12.93 \$13.53 \$14.08 \$14.66 \$15.98 \$17.26 \$22.43 Shift 2 All In Rate \$10.91 \$12.17 \$13.91 \$15.20 \$16.48 \$17.74 \$19.01	\$12.94 \$13.54 \$14.09 \$14.67 \$15.99 \$17.27 \$22.44 Shift 3 All In Rate \$10.92 \$12.18 \$13.92 \$15.21 \$16.49 \$17.75 \$19.02	\$12.95 \$13.55 \$14.10 \$14.68 \$16.00 \$17.28 \$22.45 Rotating Shift All In Rate \$10.93 \$12.19 \$13.93 \$15.22 \$16.50 \$17.76 \$19.03
3 4 5 6 7 8 9 10+  YOS 1 2 3 4 5 6 7 8	\$12.36 \$12.92 \$13.52 \$14.07 \$14.65 \$15.97 \$17.25 \$22.42 9/12/15 \$10.45 \$11.71 \$13.45 \$14.74 \$16.02 \$17.28	3.0% 3.0% 3.0% 3.0% 3.0% 3.0% 3.0% 3.0%	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0.01 \$0.01 \$0.01 \$0.01 \$0.01 \$0.01 \$0.01 \$0.01 \$0.01 \$0.01 \$0.01 \$0.01 \$0.01 \$0.01 \$0.01	\$0.02 \$0.02 \$0.02 \$0.02 \$0.02 \$0.02 \$0.02 \$0.02 \$0.02 \$0.02 \$0.02 \$0.02 \$0.02 \$0.02 \$0.02	\$0.03 \$0.03 \$0.03 \$0.03 \$0.03 \$0.03 \$0.03 \$0.03 \$0.03 \$0.03 \$0.03 \$0.03 \$0.03 \$0.03	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.45 \$0.45 \$0.45 \$0.45 \$0.45 \$0.45	\$12.36 \$12.92 \$13.52 \$14.07 \$14.65 \$15.97 \$17.25 \$22.42 <b>lation</b> Shift 1 All In Rate  \$10.90  \$12.16  \$13.90  \$15.19  \$16.47  \$17.73	\$12.93 \$13.53 \$14.08 \$14.66 \$15.98 \$17.26 \$22.43 Shift 2 All In Rate \$10.91 \$12.17 \$13.91 \$15.20 \$16.48 \$17.74	\$12.94 \$13.54 \$14.09 \$14.67 \$15.99 \$17.27 \$22.44 Shift 3 All In Rate \$10.92 \$12.18 \$13.92 \$15.21 \$16.49 \$17.75	\$12.95 \$13.55 \$14.10 \$14.68 \$16.00 \$17.28 \$22.45 Rotating Shift All In Rate \$10.93 \$12.19 \$13.93 \$15.22 \$16.50 \$17.76