

## DISTRIBUTION AGREEMENT (DCA) WAGE RATE EFFECTIVE JUNE 4, 2007

GENERAL LABORER CLASSIFICATION									
	INCREASE	BASE WAGE	HEALTH	PENSION	VACATION/ WORKING DUES	APPRENTICESHIP & TRAINING	TOTAL PACKAGE	**LMCT-DCA	***LEBPCT
<b>ZONE 1</b>	\$1.12	\$18.48	\$7.00	\$4.70	*-\$1.14	\$0.23	\$30.41	\$0.05	\$0.04
Milwaukee, Ozaukee, Washington & Waukesha Counties									
<b>ZONE 2</b>	\$1.12	\$18.51	\$7.70	\$3.00	*-\$1.36	\$0.23	\$29.44	\$0.05	\$0.04
Kenosha & Racine Counties									
<b>ZONE 3</b>	\$1.12	\$18.43	\$7.00	\$2.67	*-\$ .68	\$0.23	\$28.33	\$0.05	\$0.04
Dane County									
<b>ZONE 4</b>	\$1.12	\$17.33	\$7.00	\$2.67	*-\$ .68	\$0.23	\$27.23	\$0.05	\$0.04
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)									
Remit All Funds to:									
Laborers-Employers Benefit Plan Collection Trust									
P.O. Box 630771									
Baltimore, MD 21263-0771									