PROPPANT SAND MINING MASTER AGREEMENT
ARTICLE XIV
CLASSIFICATION & WAGE RATES

Section 14.1
CLASSIFICATIONS:

<table>
<thead>
<tr>
<th>Wage Rates</th>
<th>Effective</th>
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<tbody>
<tr>
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<td>6/1/2017</td>
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1. Foreman: $30.34 $30.59

2. Operator: $29.34 $29.59

In addition to the hourly wage rates enumerated above, the following sums will be paid over and above the aforementioned wage rates when EPA Protective equipment is required:

- EPA Level “A” Protection: $3.00 per hour.
- EPA Level “B” Protection: $2.00 per hour.
- EPA Level “C” Protection: $1.00 per hour.

Fringe benefit contributions to be paid in addition to the above wage rates:

<table>
<thead>
<tr>
<th>Fringe Benefit</th>
<th>Effective</th>
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<td>6/1/2017</td>
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1) Health Benefit Fund (This amount includes $1.06 to pre-funding) $9.40 $9.65
2) Central Pension Fund $8.20 $8.70
3) Skill Improvement & Apprenticeship Fund $.25 $.25
4) Vacation (rate to be established)
5) Administrative Dues (1.5% of Total Gross Wage and Fringe Package)
6) Wisconsin Contractors’ Mining Association Education Fund $.00 $.00
7) Joint Labor Management Work Preservation Fund (JLMWPF) $.10 $.10

Section 14.5. APPRENTICES:

Wage Rate (based on Class 3 of the Heavy and Highway Master Agreement)

- First 1,000 hours worked: 80% of wage rate
- Second 1,000-2,000 hours worked: 90% of wage rate
- After 2,000 hours: 100% of wage rate

PURSUANT TO THE COLLECTIVE BARGAINING AGREEMENT EFFECTIVE 6/1/2014, APPRENTICES SHALL RECEIVE FIFTY (50%) PERCENT OF THE JOURNEYWORKERS PENSION RATE:

<table>
<thead>
<tr>
<th>Pension Rate</th>
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<tr>
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<td>$3.85</td>
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