Effective September 2, 2018:

Section 6.02  New England Electrical Workers Money Purchase Plan

A) The Employer agrees to contribute Twelve Dollars and Ninety-Five Cents ($12.95) per hour for all Journeyman Lineman.

Effective 9/1/19, the Employer agrees to contribute Thirteen Dollars and Twenty Cents ($13.20) per hour for all Journeyman Lineman.

Effective 8/30/20, the Employer agrees to contribute Thirteen Dollars and Forty-Five Cents ($13.45) per hour for all Journeyman Lineman.

B) The employer agrees to contribute the following per hour for the other classifications:

<table>
<thead>
<tr>
<th>Classification</th>
<th>9/02/18</th>
<th>9/01/19</th>
<th>8/30/20</th>
</tr>
</thead>
<tbody>
<tr>
<td>Equipment Operator “A”</td>
<td>$11.35</td>
<td>$11.56</td>
<td>$11.77</td>
</tr>
<tr>
<td>Equipment Operator “B”</td>
<td>$ 8.36</td>
<td>$ 8.55</td>
<td>$ 8.74</td>
</tr>
<tr>
<td>Cableman</td>
<td>$ 7.35</td>
<td>$ 7.56</td>
<td>$ 7.77</td>
</tr>
<tr>
<td>Driver Groundman CDL</td>
<td>$ 7.72</td>
<td>$ 7.90</td>
<td>$ 8.08</td>
</tr>
<tr>
<td>Inexperienced Driver Groundman</td>
<td>$ 1.00</td>
<td></td>
<td></td>
</tr>
<tr>
<td>(2,000) hrs</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cable Technician</td>
<td>$ 1.00</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Groundman</td>
<td>$ 1.00</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Inexperienced Groundman</td>
<td>$ 1.00</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
C) The following will be the contribution per hour for Apprentices:

- Seventh Period $6.00
- Sixth Period $4.00
- Fifth Period $4.00
- Fourth Period $4.00
- Third Period $2.50
- Second Period $2.50
- First Period $2.50

Section 6.03 New England Electrical Workers Benefit Fund

A) The Employer agrees to contribute $8.25 per hour on all classifications of workers covered by the Agreement.

Effective 9/1/19, the Employer agrees to contribute $8.75 per hour on all classifications of workers covered by the Agreement.

Effective 8/30/20, the Employer agrees to contribute $9.25 per hour on all classifications of workers covered by the Agreement.

B) Vacation Holiday / Sick Leave Fund

The employer agrees to contribute the following per hour on all classifications of workers covered by the Agreement into the Vacation Holiday / Sick Leave Fund:

- General Foreman $1.18
- Foreman $1.13
- Head Lineman $1.08
- Journeyman Lineman $1.00
- Equipment Operator “A” $.85
- Equipment Operator “B” $.75
- Cableman $.85
- Driver Groundman CDL $.70
- Inexperienced Driver $.55
- Groundman (2,000) hrs $.70
- Cable Technician $.60
- Groundman $.55
- Inexperienced Groundman $.45

Apprentices:

- Seventh Period $.90
- Sixth Period $.85
- Fifth Period $.80
- Fourth Period $.75
- Third Period $.70
- Second Period $.65
- First Period $.60