

Attachment A
Wage Rates for Employees Hired Prior to January 1, 2010
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12/18/09

	<u>1/1/2010</u>	<u>1/1/2011</u>	<u>1/1/2012</u>	<u>1/1/2013</u>
Wage Increase:	5%	4%	3%	3%

<u>Group 1 (Full-Time)</u>		<u>Current Wage</u>	<u>1/1/2010</u>	<u>1/1/2011</u>	<u>1/1/2012</u>	<u>1/1/2013</u>
Aircraft Scheduler 2	1st 18 Months (0 to 18)	\$16.09	\$16.89	\$17.57	\$18.10	\$18.64
Senior Accountant	Next 18 Months (19 to 36)	\$17.68	\$18.56	\$19.30	\$19.88	\$20.48
Chief Buyer	Next 18 Months (37 to 54)	\$19.46	\$20.43	\$21.25	\$21.89	\$22.55
Computer Operator 3	Next 18 Months (54 to 72)	\$21.40	\$22.47	\$23.37	\$24.07	\$24.79
Inventory Chief	Thereafter (73+)	\$22.08	\$23.18	\$24.11	\$24.83	\$25.57
Revenue Analyst 2						

<u>Group 2 (Full-Time)</u>		<u>Current Wage</u>	<u>1/1/2010</u>	<u>1/1/2011</u>	<u>1/1/2012</u>	<u>1/1/2013</u>
Aircraft Scheduler 1	1st 18 Months (0 to 18)	\$14.61	\$15.34	\$15.95	\$16.43	\$16.92
Crew Scheduler	Next 18 Months (19 to 36)	\$16.09	\$16.89	\$17.57	\$18.10	\$18.64
Junior Accountant	Next 18 Months (37 to 54)	\$17.70	\$18.59	\$19.33	\$19.91	\$20.51
Material Support Lead	Next 18 Months (54 to 72)	\$19.46	\$20.43	\$21.25	\$21.89	\$22.55
Revenue Analyst 1	Thereafter (73+)	\$20.80	\$21.84	\$22.71	\$23.39	\$24.09

<u>Group 3 (Full-Time)</u>		<u>Current Wage</u>	<u>1/1/2010</u>	<u>1/1/2011</u>	<u>1/1/2012</u>	<u>1/1/2013</u>
Accounting Clerk 2	1st 12 Months (0 to 12)	\$16.37	\$17.19	\$17.88	\$18.42	\$18.97
Assistant Crew Scheduler	Next 12 Months (13 to 24)	\$16.67	\$17.50	\$18.20	\$18.75	\$19.31
Buyer	Next 12 Months (25 to 36)	\$17.00	\$17.85	\$18.56	\$19.12	\$19.69
Chief Agent	Next 6 Months (37 to 42)	\$17.57	\$18.45	\$19.19	\$19.77	\$20.36
Computer Operator 2	Thereafter (43+)	\$19.99	\$20.99	\$21.83	\$22.48	\$23.15
Lead Printer						
Lead Records Agent						
Inventory Agent						
Material Support Specialist						
Weight & Balance Agent						

<u>Group 4 (Full-Time)</u>		<u>Current Wage</u>	<u>1/1/2010</u>	<u>1/1/2011</u>	<u>1/1/2012</u>	<u>1/1/2013</u>
Lead Ramp Agent	1st 12 Months (0 to 12)	\$15.23	\$15.99	\$16.63	\$17.13	\$17.64
	Next 12 Months (13 to 24)	\$16.17	\$16.98	\$17.66	\$18.19	\$18.74
	Next 12 Months (25 to 36)	\$17.49	\$18.36	\$19.09	\$19.66	\$20.25
	Next 6 Months (37 to 42)	\$18.30	\$19.22	\$19.99	\$20.59	\$21.21
	Thereafter (43+)	\$19.15	\$20.11	\$20.91	\$21.54	\$22.19

<u>Group 5 (Full-Time)</u>		<u>Current Wage</u>	<u>1/1/2010</u>	<u>1/1/2011</u>	<u>1/1/2012</u>	<u>1/1/2013</u>
Accounting Clerk 1	1st 18 Months (0 to 18)	\$11.47	\$12.04	\$12.52	\$12.90	\$13.29
Aircraft Records Agent	Next 18 Months (19 to 36)	\$11.94	\$12.54	\$13.04	\$13.43	\$13.83
Cargo Agent	Next 18 Months (37 to 54)	\$12.41	\$13.03	\$13.55	\$13.96	\$14.38
Computer Operator 1	Next 18 Months (54 to 72)	\$14.28	\$14.99	\$15.59	\$16.06	\$16.54
CTO Agent	Next 12 Months (72 to 84)	\$16.21	\$17.02	\$17.70	\$18.23	\$18.78
Customer Service Agent	Next 12 Months (85 to 96)	\$17.19	\$18.05	\$18.77	\$19.33	\$19.91
Material Support Agent	Thereafter (97+)	\$18.60	\$19.53	\$20.31	\$20.92	\$21.55
Printer						
Reservations Agent						
Secretary						
Claims Agent						

<u>Group 6 (Full-Time)</u>		<u>Current Wage</u>	<u>1/1/2010</u>	<u>1/1/2011</u>	<u>1/1/2012</u>	<u>1/1/2013</u>
Clerk Typist	1st 18 Months (0 to 18)	\$11.44	\$12.01	\$12.49	\$12.86	\$13.25
Material Support Courier	Next 18 Months (19 to 36)	\$11.90	\$12.50	\$13.00	\$13.39	\$13.79
Ramp Agent	Next 18 Months (37 to 54)	\$12.36	\$12.98	\$13.50	\$13.91	\$14.33
	Next 18 Months (54 to 72)	\$13.78	\$14.47	\$15.05	\$15.50	\$15.97
	Next 12 Months (72 to 84)	\$15.22	\$15.98	\$16.62	\$17.12	\$17.63
	Next 12 Months (85 to 96)	\$16.17	\$16.98	\$17.66	\$18.19	\$18.74
	Thereafter (97+)	\$17.50	\$18.38	\$19.12	\$19.69	\$20.28

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Other Classifications		Current Wage	1/1/2010	1/1/2011	1/1/2012	1/1/2013
Agent/Specialist	N/A	\$18.85	\$19.79	\$20.58	\$21.20	\$21.84
		Current Wage	1/1/2010	1/1/2011	1/1/2012	1/1/2013
Motor Pool Clerk	N/A	\$16.62	\$17.45	\$18.15	\$18.69	\$19.25
		Current Wage	1/1/2010	1/1/2011	1/1/2012	1/1/2013
Chief Contract Service Agent	N/A	\$11.00	\$11.55	\$12.01	\$12.37	\$12.74
		Current Wage	1/1/2010	1/1/2011	1/1/2012	1/1/2013
Contract Service Agent	N/A	\$10.00	\$10.50	\$10.92	\$11.25	\$11.59
		Current Wage	1/1/2010	1/1/2011	1/1/2012	1/1/2013
Chief Mainland CSR	N/A	\$11.00	\$11.55	\$12.01	\$12.37	\$12.74
		Current Wage	1/1/2010	1/1/2011	1/1/2012	1/1/2013
Mainland CSR	N/A	\$10.00	\$10.50	\$10.92	\$11.25	\$11.59
		Current Wage	1/1/2010	1/1/2011	1/1/2012	1/1/2013
WPT Customer Service Agent	N/A	\$11.47	\$12.04	\$12.52	\$12.90	\$13.29
		Current Wage	1/1/2010	1/1/2011	1/1/2012	1/1/2013
WPT Ramp Agent	N/A	\$11.44	\$12.01	\$12.49	\$12.86	\$13.25
		Current Wage	1/1/2010	1/1/2011	1/1/2012	1/1/2013
PT Customer Service Agent*	1st 18 Months (0 to 18)	\$11.47	\$12.04	\$12.52	\$12.90	\$13.29
	Next 18 Months (19 to 36)	\$11.94	\$12.54	\$13.04	\$13.43	\$13.83
	Next 18 Months (37 to 54)	\$12.41	\$13.03	\$13.55	\$13.96	\$14.38
		Current Wage	1/1/2010	1/1/2011	1/1/2012	1/1/2013
PT Ramp Agent*	1st 18 Months (0 to 18)	\$11.44	\$12.01	\$12.49	\$12.86	\$13.25
	Next 18 Months (19 to 36)	\$11.90	\$12.50	\$13.00	\$13.39	\$13.79
	Next 18 Months (37 to 54)	\$12.36	\$12.98	\$13.50	\$13.91	\$14.33

* Employees are credited with zero ("0") months of service as of 1/1/2010