

## EXHIBIT A

### WAGES, PER DIEM, AND FRINGE BENEFIT RATES JANUARY 1-DECEMBER 31, 2010

#### MAINLINE RATES (High Scale)

| JOURNEYMAN WAGES     |         |                       |         |
|----------------------|---------|-----------------------|---------|
| <i>Alabama</i>       | \$48.38 | <i>Montana</i>        | \$48.38 |
| <i>Alaska</i>        | --      | <i>Nebraska</i>       | \$48.38 |
| <i>Arizona</i>       | \$49.23 | <i>Nevada</i>         | \$49.23 |
| <i>Arkansas</i>      | \$48.38 | <i>New Hampshire</i>  | \$48.68 |
| <i>California</i>    | \$49.23 | <i>New Jersey</i>     | \$49.23 |
| <i>Colorado</i>      | \$48.38 | <i>New Mexico</i>     | \$48.38 |
| <i>Connecticut</i>   | \$49.23 | <i>New York</i>       | \$48.68 |
| <i>Delaware</i>      | \$48.68 | <i>North Carolina</i> | \$48.38 |
| <i>D.C.</i>          | \$48.68 | <i>North Dakota</i>   | \$48.38 |
| <i>Florida</i>       | \$48.38 | <i>Ohio</i>           | \$48.68 |
| <i>Georgia</i>       | \$48.38 | <i>Oklahoma</i>       | \$48.38 |
| <i>Idaho</i>         | \$48.38 | <i>Oregon</i>         | \$48.68 |
| <i>Illinois</i>      | \$48.68 | <i>Pennsylvania</i>   | \$48.68 |
| <i>Indiana</i>       | \$48.68 | <i>Rhode Island</i>   | \$49.23 |
| <i>Iowa</i>          | \$48.68 | <i>South Carolina</i> | \$48.38 |
| <i>Kansas</i>        | \$48.38 | <i>South Dakota</i>   | \$48.38 |
| <i>Kentucky</i>      | \$48.68 | <i>Tennessee</i>      | \$48.38 |
| <i>Louisiana</i>     | \$48.38 | <i>Texas</i>          | \$48.38 |
| <i>Maine</i>         | \$48.68 | <i>Utah</i>           | \$48.38 |
| <i>Maryland</i>      | \$48.68 | <i>Vermont</i>        | \$48.68 |
| <i>Massachusetts</i> | \$49.23 | <i>Virginia</i>       | \$48.68 |
| <i>Michigan</i>      | \$48.68 | <i>Washington</i>     | \$48.68 |
| <i>Minnesota</i>     | \$48.68 | <i>West Virginia</i>  | \$48.68 |
| <i>Mississippi</i>   | \$48.38 | <i>Wisconsin</i>      | \$48.68 |
| <i>Missouri</i>      | \$48.68 | <i>Wyoming</i>        | \$48.38 |

## HELPER WAGES

|                      |         |                      |         |
|----------------------|---------|----------------------|---------|
| <i>Alabama</i>       | \$19.79 | ▶ <i>Minnesota</i>   |         |
| <i>Alaska</i>        | --      | <i>Zone 1</i>        | \$25.98 |
| <i>Arizona</i>       | \$23.90 | <i>Zone 2</i>        | \$19.52 |
| <i>Arkansas</i>      | \$20.71 | <i>Mississippi</i>   | \$21.14 |
| ▶ <i>California:</i> |         | ▶ <i>Missouri</i>    |         |
| <i>Zone 1</i>        | \$31.59 | <i>Zone 1</i>        | \$30.14 |
| <i>Zone 2A</i>       | \$35.19 | <i>Zone 2</i>        | \$27.09 |
| <i>Zone 2B</i>       | \$33.70 | <i>Zone 3</i>        | \$25.81 |
| <i>Zone 3</i>        | \$32.41 | <i>Zone 4</i>        | \$24.09 |
| <i>Colorado</i>      | \$23.39 | <i>Zone 5</i>        | \$28.59 |
| <i>Connecticut</i>   | \$27.98 | <i>Zone 6</i>        | \$26.93 |
| <i>Delaware</i>      | \$19.66 | <i>Montana</i>       | \$22.65 |
| <i>D.C.</i>          | \$22.65 | <i>Nebraska</i>      | \$20.65 |
| <i>Florida</i>       | \$21.20 | ▶ <i>Nevada</i>      |         |
| <i>Georgia</i>       | \$21.54 | <i>Zone 1</i>        | 28.79   |
| ▶ <i>Idaho:</i>      |         | <i>Zone 2</i>        | \$26.64 |
| <i>Zone 1</i>        | \$29.01 | <i>New Hampshire</i> | \$22.15 |
| <i>Zone 2</i>        | \$27.36 | <i>New Jersey</i>    | \$29.76 |
| ▶ <i>Illinois:</i>   |         | <i>New Mexico</i>    | \$21.53 |
| <i>Zone 1</i>        | \$34.65 | ▶ <i>New York</i>    |         |
| <i>Zone 2</i>        | \$29.86 | <i>Zone 1</i>        | \$34.12 |
| <i>Zone 3</i>        | \$27.44 | <i>Zone 1A</i>       | \$34.21 |
| ▶ <i>Indiana</i>     |         | <i>Zone 2</i>        | \$31.59 |
| <i>Zone 1</i>        | \$34.65 | <i>Zone 3</i>        | \$32.63 |
| <i>Zone 2</i>        | \$24.29 | <i>Zone 4</i>        | \$32.91 |
| ▶ <i>Iowa</i>        |         | <i>Zone 5</i>        | \$27.49 |
| <i>Zone 1</i>        | \$26.14 | <i>Zone 6</i>        | \$27.09 |
| <i>Zone 2</i>        | \$20.73 | <i>Zone 7</i>        | \$29.02 |
| ▶ <i>Kansas</i>      |         | <i>Zone 7A</i>       | \$25.94 |
| <i>Zone 1</i>        | \$24.99 | <i>Zone 7B</i>       | \$26.75 |
| <i>Zone 2</i>        | \$19.66 | <i>Zone 7C</i>       | \$27.05 |
| <i>Zone 3</i>        | \$19.66 | <i>Zone 7D</i>       | \$27.23 |
| <i>Zone 4</i>        | \$23.59 | <i>Zone 7E</i>       | \$28.22 |
| <i>Kentucky</i>      | \$21.35 | <i>Zone 7F</i>       | \$26.42 |
| <i>Louisiana</i>     | \$23.30 | <i>Zone 7G</i>       | \$29.97 |
| <i>Maine</i>         | \$19.89 | <i>Zone 8A</i>       | \$28.15 |
| ▶ <i>Maryland</i>    |         | <i>Zone 8B</i>       | \$28.33 |
| <i>Zone 1</i>        | \$21.96 | <i>Zone 9</i>        | \$29.93 |
| <i>Zone 2</i>        | \$24.84 | <i>Zone 10</i>       | \$27.86 |
| <i>Massachusetts</i> | \$29.54 | <i>Zone 11</i>       | \$24.35 |
| <i>Michigan</i>      | \$27.30 | <i>Zone 12</i>       | \$25.98 |
|                      |         | <i>Zone 13</i>       | \$28.99 |

| <b>HELPER WAGES (cont'd)</b> |         |                      |         |
|------------------------------|---------|----------------------|---------|
| <i>North Carolina</i>        | \$21.65 | <i>South Dakota</i>  | \$20.84 |
| <i>North Dakota</i>          | \$19.66 | <i>Tennessee</i>     | \$21.49 |
| <i>Ohio</i>                  | \$28.45 | <i>Texas</i>         | \$21.64 |
| <i>Oklahoma</i>              | \$21.59 | <i>Utah</i>          | \$24.01 |
| <i>Oregon</i>                | \$27.83 | <i>Vermont</i>       | \$22.96 |
| ▶ <i>Pennsylvania</i>        |         | <i>Virginia</i>      | \$22.18 |
| <i>Zone 1</i>                | \$27.15 | <i>Washington</i>    | \$27.49 |
| <i>Zone 2</i>                | \$24.96 | <i>West Virginia</i> | \$24.69 |
| <i>Zone 3</i>                | \$25.54 | <i>Wisconsin</i>     | \$24.99 |
| <i>Rhode Island</i>          | \$29.26 | <i>Wyoming</i>       | \$23.68 |
| <i>South Carolina</i>        | \$21.65 |                      |         |

| <b>PER DIEM (All States)</b> |          |
|------------------------------|----------|
| Welder Journeymen            | \$102.50 |
| Non-Welder Journeymen        | \$42.50  |
| Helpers                      | \$42.50  |

**WAGES AND PER DIEM FOR WORK COVERED BY RATES IN  
NPLA ATTACHMENT 1 (LOW SCALE)**

| <b>SOUTHERN</b> | <i>Journeymen</i> | <i>Helpers</i>                             |
|-----------------|-------------------|--|
| Wages           | \$29.49           | \$12.21 (\$15.46 for Laborers' Comparison) |
| Per Diem:       |                   |  |
| Welder          | \$92.50           | \$32.50                                    |
| Non-Welder      | \$32.50           |  |

| <b>NORTHERN</b> | <i>Journeymen</i> | <i>Helpers</i>                             |
|-----------------|-------------------|--|
| Wages           | \$29.57           | \$12.75 (\$16.00 for Laborers' Comparison) |
| Per Diem:       |                   |  |
| Welder          | \$92.50           | \$32.50                                    |
| Non-Welder      | \$32.50           |  |

**Employer Fringe Benefit Contributions**  
**January 1, 2010 Through December 31, 2010**

|                           | Journeyman       |                 | Helpers          |                 |
|---------------------------|------------------|-----------------|------------------|-----------------|
|                           | Non-Reciprocated | Reciprocated *  | Non-Reciprocated | Reciprocated *  |
| <b>Mainline</b>           |                  |                 |                  |                 |
| Fund                      |                  |                 |                  |                 |
| Health and Welfare        | \$ 4.50          | \$ 8.40 *       | \$ 4.50          | \$ 6.40 *       |
| Pension                   | \$ 13.85         | \$ 10.00 *      | \$ 8.14          | \$ 6.29 *       |
| PIBF 401-K                | \$ 0.05          | \$ -            | \$ 0.05          | \$ -            |
| Industry Advancement Fd   | \$ 0.25          | \$ 0.25         | \$ 0.25          | \$ 0.25         |
| Local 798 Training Center | \$ 0.50          | \$ 0.50         | \$ 0.50          | \$ 0.50         |
| ITF                       | \$ 0.10          | \$ 0.10         | \$ 0.10          | \$ 0.10         |
|                           | <u>\$ 19.25</u>  | <u>\$ 19.25</u> | <u>\$ 13.54</u>  | <u>\$ 13.54</u> |

| <b>Special Agreement/Southern</b> |                  |                 |                  |                |
|-----------------------------------|------------------|-----------------|------------------|----------------|
| Fund                              | Non-Reciprocated | Reciprocated *  | Non-Reciprocated | Reciprocated * |
| Health and Welfare                | \$ 4.50          | \$ 4.80 *       | \$ 4.50          | \$ 4.80 *      |
| Pension                           | \$ 9.18          | \$ 8.93 *       | \$ 4.16          | \$ 3.91 *      |
| PIBF 401-K                        | \$ 0.05          | \$ -            | \$ 0.05          | \$ -           |
| Industry Advancement Fd           | \$ -             | \$ -            | \$ -             | \$ -           |
| Local 798 Training Center         | \$ 0.20          | \$ 0.20         | \$ 0.20          | \$ 0.20        |
| ITF                               | \$ 0.10          | \$ 0.10         | \$ 0.10          | \$ 0.10        |
|                                   | <u>\$ 14.03</u>  | <u>\$ 14.03</u> | <u>\$ 9.01</u>   | <u>\$ 9.01</u> |

| <b>Special Agreement/Northern</b> |                  |                 |                  |                |
|-----------------------------------|------------------|-----------------|------------------|----------------|
| Fund                              | Non-Reciprocated | Reciprocated *  | Non-Reciprocated | Reciprocated * |
| Health and Welfare                | \$ 4.50          | \$ 4.80 *       | \$ 4.50          | \$ 4.80 *      |
| Pension                           | \$ 10.33         | \$ 10.08 *      | \$ 4.23          | \$ 3.98 *      |
| PIBF 401-K                        | \$ 0.05          | \$ -            | \$ 0.05          | \$ -           |
| Industry Advancement Fd           | \$ -             | \$ -            | \$ -             | \$ -           |
| Local 798 Training Center         | \$ 0.20          | \$ 0.20         | \$ 0.20          | \$ 0.20        |
| ITF                               | \$ 0.10          | \$ 0.10         | \$ 0.10          | \$ 0.10        |
|                                   | <u>\$ 15.18</u>  | <u>\$ 15.18</u> | <u>\$ 9.08</u>   | <u>\$ 9.08</u> |

| <b>Station/Southern</b>   |                  |                 |                  |                |
|---------------------------|------------------|-----------------|------------------|----------------|
| Fund                      | Non-Reciprocated | Reciprocated *  | Non-Reciprocated | Reciprocated * |
| Health and Welfare        | \$ 4.50          | \$ 4.80 *       | \$ 4.50          | \$ 4.80 *      |
| Pension                   | \$ 9.18          | \$ 8.93 *       | \$ 4.16          | \$ 3.91 *      |
| PIBF 401-K                | \$ 0.05          | \$ -            | \$ 0.05          | \$ -           |
| Industry Advancement Fd   | \$ -             | \$ -            | \$ -             | \$ -           |
| Local 798 Training Center | \$ 0.25          | \$ 0.25         | \$ 0.25          | \$ 0.25        |
| ITF                       | \$ 0.10          | \$ 0.10         | \$ 0.10          | \$ 0.10        |
|                           | <u>\$ 14.08</u>  | <u>\$ 14.08</u> | <u>\$ 9.06</u>   | <u>\$ 9.06</u> |

| <b>Station/Northern</b>   |                  |                 |                  |                |
|---------------------------|------------------|-----------------|------------------|----------------|
| Fund                      | Non-Reciprocated | Reciprocated *  | Non-Reciprocated | Reciprocated * |
| Health and Welfare        | \$ 4.50          | \$ 4.80 *       | \$ 4.50          | \$ 4.80 *      |
| Pension                   | \$ 10.33         | \$ 10.08 *      | \$ 4.23          | \$ 3.98 *      |
| PIBF 401-K                | \$ 0.05          | \$ -            | \$ 0.05          | \$ -           |
| Industry Advancement Fd   | \$ -             | \$ -            | \$ -             | \$ -           |
| Local 798 Training Center | \$ 0.25          | \$ 0.25         | \$ 0.25          | \$ 0.25        |
| ITF                       | \$ 0.10          | \$ 0.10         | \$ 0.10          | \$ 0.10        |
|                           | <u>\$ 15.23</u>  | <u>\$ 15.23</u> | <u>\$ 9.13</u>   | <u>\$ 9.13</u> |