



WHITE ROCK QUARRIES

VINCENT HILLS QUARRY PAY SCALE WITH BENEFITS AND BURDEN

A. Heavy Equipment Operators

Average wage:	\$20.05
Short term Disability:	\$0.24
Long term disability:	\$0.22
Life Insurance:	\$0.78
Acc. Death & Dismemberment:	\$0.01
Medical:	\$4.07
401k Match:	\$0.60
<i>Subtotal</i>	\$25.97
FICA:	\$1.24
Medicare:	\$0.29
Al. State Unemployment:	\$0.10
Federal Unemployment:	<u>\$0.03</u>
<i>Total</i>	\$27.64

B. Heavy Equipment Mechanics

1) Mechanics

Class A

Average wage:	\$27.00
Short term Disability:	\$0.24
Long term disability:	\$0.22
Life Insurance:	\$0.78
Acc. Death & Dismemberment:	\$0.01
Medical:	\$4.07
401k Match:	\$0.81
<i>Subtotal</i>	\$33.13
FICA:	\$1.67
Medicare:	\$0.39
Al. State Unemployment:	\$0.10
Federal Unemployment:	<u>\$0.03</u>
<i>Total</i>	\$35.33

Class C

Average wage:	\$15.00
Short term Disability:	\$0.24
Long term disability:	\$0.22
Life Insurance:	\$0.78
Acc. Death & Dismemberment:	\$0.01
Medical:	\$4.07
401k Match:	\$0.45
<i>Subtotal</i>	\$20.77
FICA:	\$0.93
Medicare:	\$0.22
Al. State Unemployment:	\$0.10
Federal Unemployment:	<u>\$0.03</u>
<i>Total</i>	\$22.05

Class B

Average wage:	\$24.00
Short term Disability:	\$0.24
Long term disability:	\$0.22
Life Insurance:	\$0.78
Acc. Death & Dismemberment:	\$0.01
Medical:	\$4.07
401k Match:	\$0.72
<i>Subtotal</i>	\$30.04
FICA:	\$1.49
Medicare:	\$0.35
Al. State Unemployment:	\$0.10
Federal Unemployment:	<u>\$0.03</u>
<i>Total</i>	\$32.01

Welder

Average wage:	\$21.00
Short term Disability:	\$0.24
Long term disability:	\$0.22
Life Insurance:	\$0.78
Acc. Death & Dismemberment:	\$0.01
Medical:	\$4.07
401k Match:	\$0.63
<i>Subtotal</i>	\$26.95
FICA:	\$1.30
Medicare:	\$0.30
Al. State Unemployment:	\$0.10
Federal Unemployment:	<u>\$0.03</u>
<i>Total</i>	\$28.69

2) Maintenance / Service

Average wage:	\$17.33
Short term Disability:	\$0.24

Long term disability:	\$0.22
Life Insurance:	\$0.78
Acc. Death & Dismemberment:	\$0.01
Medical	\$4.07
401k Match	\$0.52
<i>Subtotal</i>	\$23.17
FICA:	\$1.07
Medicare:	\$0.25
Al. State Unemployment:	\$0.10
Federal Unemployment:	\$0.03
<i>Total</i>	\$24.63

C. Plant Production

Plant / Rail Operators

Average wage:	\$21.00
Short term Disability:	\$0.24
Long term disability:	\$0.22
Life Insurance:	\$0.78
Acc. Death & Dismemberment:	\$0.01
Medical:	\$4.07
401k Match:	\$0.63
<i>Subtotal</i>	\$26.95
FICA:	\$1.30
Medicare:	\$0.30
Al. State Unemployment:	\$0.10
Federal Unemployment:	\$0.03
<i>Total</i>	\$28.69

Support Personnel Class B

Average wage:	\$13.00
Short term Disability:	\$0.24
Long term disability:	\$0.22
Life Insurance:	\$0.78
Acc. Death & Dismemberment:	\$0.01
Medical:	\$4.07
401k Match:	\$0.39
<i>Subtotal</i>	\$18.71
FICA:	\$0.81
Medicare:	\$0.19
Al. State Unemployment:	\$0.10
Federal Unemployment:	\$0.03
<i>Total</i>	\$19.83

Support Personnel Class A

Average wage:	\$15.00
Short term Disability:	\$0.24
Long term disability:	\$0.22
Life Insurance:	\$0.78
Acc. Death & Dismemberment:	\$0.01
Medical:	\$4.07
401k Match:	\$0.45
<i>Subtotal</i>	\$20.77
FICA:	\$0.93
Medicare:	\$0.22
Al. State Unemployment:	\$0.10
Federal Unemployment:	\$0.03
<i>Total</i>	\$22.05

Utility Operator

Average wage:	\$19.00
Short term Disability:	\$0.24
Long term disability:	\$0.22
Life Insurance:	\$0.78
Acc. Death & Dismemberment:	\$0.01
Medical:	\$4.07
401k Match:	\$0.57
<i>Subtotal</i>	\$24.89
FICA:	\$1.18
Medicare:	\$0.28
Al. State Unemployment:	\$0.10
Federal Unemployment:	\$0.03
<i>Total</i>	\$26.47

D. Plant Maintenance

Plant Mechanic / Welder

Average wage:	\$21.00
Short term Disability:	\$0.24
Long term disability:	\$0.22
Life Insurance:	\$0.78
Acc. Death & Dismemberment:	\$0.01
Medical:	\$4.07
401k Match:	\$0.63
<i>Subtotal</i>	\$26.95
FICA:	\$1.30
Medicare:	\$0.30
Al. State Unemployment:	\$0.10
Federal Unemployment:	<u>\$0.03</u>
<i>Total</i>	\$28.69

Support Personnel Class A

Average wage:	\$23.00
Short term Disability:	\$0.24
Long term disability:	\$0.22
Life Insurance:	\$0.78
Acc. Death & Dismemberment:	\$0.01
Medical:	\$4.07
401k Match:	\$0.69
<i>Subtotal</i>	\$29.01
FICA:	\$1.43
Medicare:	\$0.33
Al. State Unemployment:	\$0.10
Federal Unemployment:	<u>\$0.03</u>
<i>Total</i>	\$30.90

Support Personnel Class B

Average wage:	\$17.00
Short term Disability:	\$0.24
Long term disability:	\$0.22
Life Insurance:	\$0.78
Acc. Death & Dismemberment:	\$0.01
Medical:	\$4.07
401k Match:	\$0.51
<i>Subtotal</i>	\$22.83
FICA:	\$1.05
Medicare:	\$0.25
Al. State Unemployment:	\$0.10
Federal Unemployment:	<u>\$0.03</u>
<i>Total</i>	\$24.26

Support Personnel Class C

Average wage:	\$15.00
Short term Disability:	\$0.24
Long term disability:	\$0.22
Life Insurance:	\$0.78
Acc. Death & Dismemberment:	\$0.01
Medical:	\$4.07
401k Match:	\$0.45
<i>Subtotal</i>	\$20.77
FICA:	\$0.93
Medicare:	\$0.22
Al. State Unemployment:	\$0.10
Federal Unemployment:	<u>\$0.03</u>
<i>Total</i>	\$22.05

Support Personnel Class D

Average wage:	\$13.50
Short term Disability:	\$0.24
Long term disability:	\$0.22
Life Insurance:	\$0.78
Acc. Death & Dismemberment:	\$0.01
Medical:	\$4.07
401k Match:	\$0.41
<i>Subtotal</i>	\$19.23
FICA:	\$0.84
Medicare:	\$0.20
Al. State Unemployment:	\$0.10
Federal Unemployment:	<u>\$0.03</u>
<i>Total</i>	\$20.39

Electrician & Utility Operator

Average wage:	\$18.00
Short term Disability:	\$0.24
Long term disability:	\$0.22
Life Insurance:	\$0.78
Acc. Death & Dismemberment:	\$0.01
Medical:	\$4.07
401k Match:	\$0.54
<i>Subtotal</i>	\$23.86
FICA:	\$1.12
Medicare:	\$0.26
Al. State Unemployment:	\$0.10
Federal Unemployment:	<u>\$0.03</u>
<i>Total</i>	\$25.37

E. Administrative - Hourly

<i>Quality Control Technician</i>		<i>Accounts Payable Personnel</i>	
Average wage:	\$19.00	Average wage:	\$15.00
Short term Disability:	\$0.24	Short term Disability:	\$0.24
Long term disability:	\$0.22	Long term disability:	\$0.22
Life Insurance:	\$0.78	Life Insurance:	\$0.78
Acc. Death & Dismemberment:	\$0.01	Acc. Death & Dismemberment:	\$0.01
Medical:	\$4.07	Medical:	\$4.07
401k Match:	\$0.57	401k Match:	\$0.45
<i>Subtotal</i>	\$24.89	<i>Subtotal</i>	\$20.77
FICA:	\$1.18	FICA:	\$0.93
Medicare:	\$0.28	Medicare:	\$0.22
Al. State Unemployment:	\$0.10	Al. State Unemployment:	\$0.10
Federal Unemployment:	<u>\$0.03</u>	Federal Unemployment:	<u>\$0.03</u>
<i>Total</i>	\$26.47	<i>Total</i>	\$22.05

Scale Operators (Truck and Rail)

Average wage:	\$16.00
Short term Disability:	\$0.24
Long term disability:	\$0.22
Life Insurance:	\$0.78
Acc. Death & Dismemberment:	\$0.01
Medical:	\$4.07
401k Match:	\$0.48
<i>Subtotal</i>	\$21.80
FICA:	\$0.99
Medicare:	\$0.23
Al. State Unemployment:	\$0.10
Federal Unemployment:	<u>\$0.03</u>
<i>Total</i>	\$23.15

F. Administrative - Salary

Average wage:	\$45,000.00	to	\$80,000.00 annual
Short term Disability:	\$499.20		\$499.20
Long term disability:	\$1,140.00		\$1,140.00
Life Insurance:	\$1,622.40		\$1,622.40
Acc. Death & Dismemberment:	\$24.00		\$24.00
Medical:	\$8,465.60		\$8,465.60
401k Match:	\$1,350.00		\$2,400.00
<i>Subtotal</i>	\$58,101.20		\$94,151.20
FICA:	\$2,790.00		\$4,960.00
Medicare:	\$652.50		\$1,160.00
Al. State Unemployment:	\$216.00		\$216.00
Federal Unemployment:	<u>\$48.00</u>		<u>\$48.00</u>
<i>Total</i>	\$61,807.70	to	\$100,535.20 annual

G. Management

Average wage:	\$65,000.00	to	\$140,000.00	annual
Short term Disability:	\$499.20		\$499.20	
Long term disability:	\$1,140.00		\$1,140.00	
Life Insurance:	\$1,622.40		\$1,622.40	
Acc. Death & Dismemberment:	\$24.00		\$24.00	
Medical:	\$8,465.60		\$8,465.60	
401k Match:	\$1,950.00		\$4,200.00	
<i>Subtotal</i>	\$78,701.20		\$155,951.20	
FICA:	\$4,030.00		\$8,680.00	
Medicare:	\$942.50		\$2,030.00	
Al. State Unemployment:	\$216.00		\$216.00	
Federal Unemployment:	\$48.00		\$48.00	
<i>Total</i>	\$83,937.70	to	\$166,925.20	annual

Notes:

- The calculations listed above were based on a 45 hour work week at 52 weeks annually.

- The Vincent Hills operation will proceed in phases as follows:

Phase 1 30 employees; 22 hourly & 8 salaried

Start up - building of infrastructure and aggregate plant

Total Annual Payroll: \$2,004,273.00

Phase 2 51 additional employees (81 total employees; 70 hourly & 11 salaried)

Complete construction of aggregate plant and begin production

Additional Payroll: \$2,991,775.00

Total Annual Payroll: \$4,996,048.00

Phase 3 42 additional employees (123 total employees; 108 hourly & 15 salaried)

Full aggregate plant production and sales

Additional Payroll: \$2,361,117.00

Total Annual Payroll: \$7,357,165.00