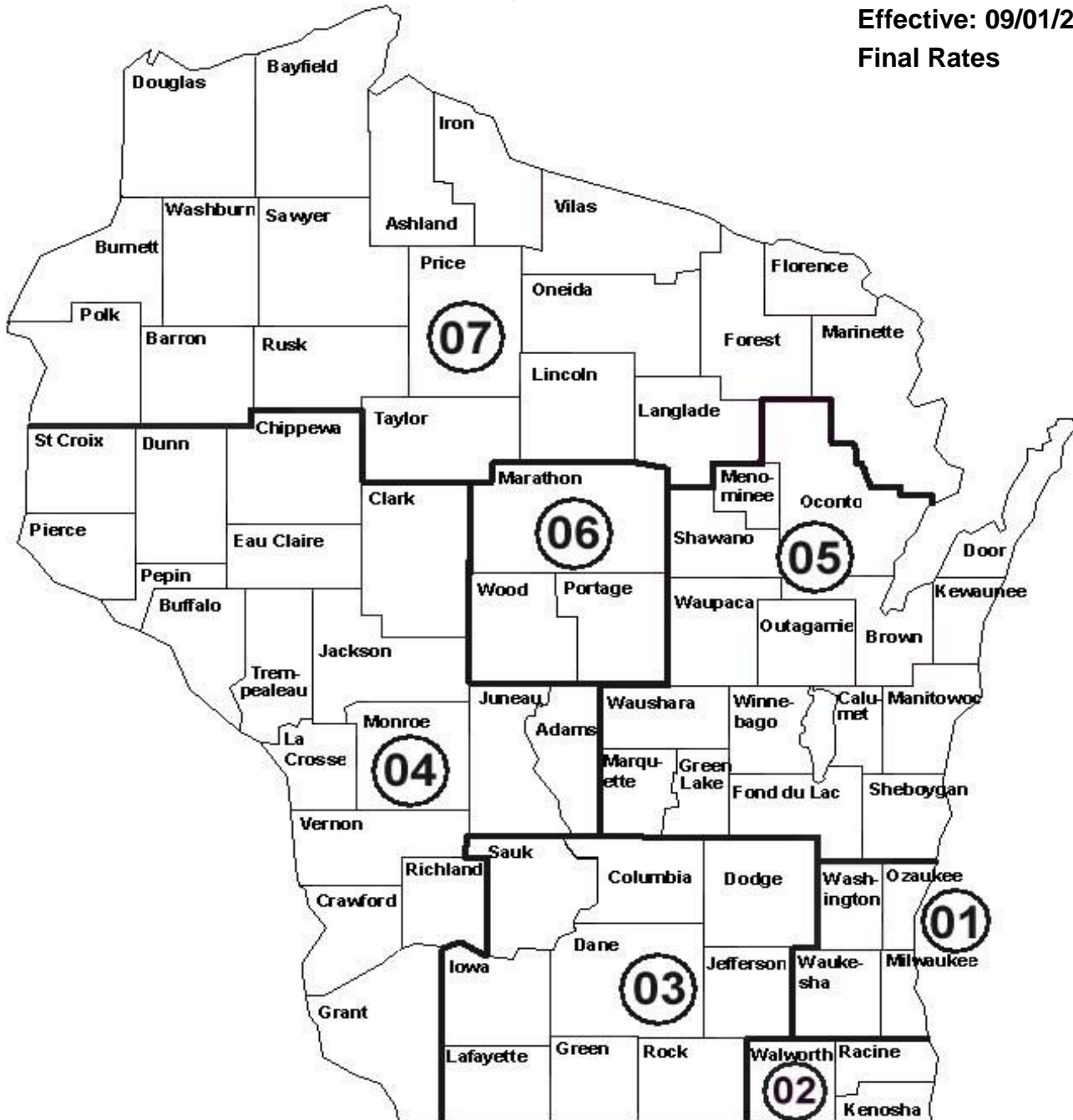




ABC Heavy Equipment Operator

Effective: 09/01/2018

Final Rates



01 Region 1	- \$35.16
02 Region 2	- \$35.72
03 Region 3	- \$33.24
04 Region 4	- \$31.53
05 Region 5	- \$33.50
06 Region 6	- \$33.06
07 Region 7	- \$29.20