

Schedule A-3
Horizon Oilsands Project Site - Industrial Construction
Classification and Base Hourly Wage Rates
May 01, 2009 to April 30, 2010

Journey Person	Base Wage	Vac Stat	Employer Contributions						Total	Bonus	Total w/Bonus
			H&W	Pension	Appren. Training	CEP Humanity	Joint Commun.	Admin. Fund			
		10%	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24		\$1.50	
Boilermaker	\$37.74	\$3.77	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$48.42	\$1.50	\$49.92
Bricklayer-Masonry	\$35.78	\$3.58	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$46.26	\$1.50	\$47.76
Bricklayer-Refractory	\$37.74	\$3.77	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$48.42	\$1.50	\$49.92
Carpenter	\$35.78	\$3.58	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$46.26	\$1.50	\$47.76
Cement Finisher	\$35.78	\$3.58	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$46.26	\$1.50	\$47.76
Cladder	\$35.78	\$3.58	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$46.26	\$1.50	\$47.76
Decker	\$35.78	\$3.58	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$46.26	\$1.50	\$47.76
Drywall Taper	\$35.78	\$3.58	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$46.26	\$1.50	\$47.76
Electrician	\$37.74	\$3.77	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$48.42	\$1.50	\$49.92
Elevator Constructor	\$37.74	\$3.77	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$48.42	\$1.50	\$49.92
Floor Coverer	\$35.78	\$3.58	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$46.26	\$1.50	\$47.76
Gas Fitter	\$37.74	\$3.77	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$48.42	\$1.50	\$49.92
Glass Worker	\$35.78	\$3.58	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$46.26	\$1.50	\$47.76
Instrumentation Technician	\$37.74	\$3.77	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$48.42	\$1.50	\$49.92
Insulator	\$35.78	\$3.58	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$46.26	\$1.50	\$47.76
Ironworker - Reinforcing	\$35.78	\$3.58	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$46.26	\$1.50	\$47.76
Ironworker - Structural	\$37.74	\$3.77	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$48.42	\$1.50	\$49.92
Labourer - Entry Level	\$18.93	\$1.89	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$27.72	\$1.50	\$29.22
Labourer - Intermediate	\$21.14	\$2.11	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$30.16	\$1.50	\$31.66
Labourer - Skilled	\$23.74	\$2.37	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$33.01	\$1.50	\$34.51
Lat. Int. System Mech.	\$35.78	\$3.58	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$46.26	\$1.50	\$47.76
Mechanic	\$35.78	\$3.58	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$46.26	\$1.50	\$47.76
Mechanic - Heavy Duty	\$37.74	\$3.77	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$48.42	\$1.50	\$49.92
Millwright	\$37.74	\$3.77	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$48.42	\$1.50	\$49.92
Operator, Boom Truck	\$35.78	\$3.58	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$46.26	\$1.50	\$47.76
Operator, Crane 0-49 T	\$37.12	\$3.71	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$47.73	\$1.50	\$49.23
Operator, Crane 50-249 T	\$37.74	\$3.77	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$48.42	\$1.50	\$49.92
Operator, Crane +250 T	\$38.99	\$3.90	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$49.79	\$1.50	\$51.29
Operator Equipment - Light	\$32.14	\$3.21	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$42.25	\$1.50	\$43.75
Operator Equipment - Heavy	\$35.78	\$3.58	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$46.26	\$1.50	\$47.76
Painter	\$35.78	\$3.58	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$46.26	\$1.50	\$47.76
Pipefitter	\$37.74	\$3.77	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$48.42	\$1.50	\$49.92
Plasterer	\$35.78	\$3.58	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$46.26	\$1.50	\$47.76
Plumber	\$37.74	\$3.77	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$48.42	\$1.50	\$49.92

Collective Agreement – HCML and CEP 777

February 23, 2006

Schedule A-3
Horizon Oilsands Project Site - Industrial Construction
Classification and Base Hourly Wage Rates
May 01, 2009 to April 30, 2010

Journey Person	Base Wage	Vac Stat	Employer Contributions						Total	Bonus	Total w/Bonus
			H&W	Pension	Appren. Training	CEP Humanity	Joint Commun.	Admin. Fund			
		10%	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24		\$1.50	
Refrigeration Mechanic	\$37.74	\$3.77	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$48.42	\$1.50	\$49.92
Roofer	\$35.78	\$3.58	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$46.26	\$1.50	\$47.76
Scaffolder	\$35.78	\$3.58	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$46.26	\$1.50	\$47.76
Sheet Metal Worker	\$35.78	\$3.58	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$46.26	\$1.50	\$47.76
Sheeter	\$35.78	\$3.58	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$46.26	\$1.50	\$47.76
Sprinkler Fitter	\$37.74	\$3.77	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$48.42	\$1.50	\$49.92
Steamfitter	\$37.74	\$3.77	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$48.42	\$1.50	\$49.92
Tile Setter	\$35.78	\$3.58	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$46.26	\$1.50	\$47.76
Truck Driver - Basic	\$23.74	\$2.37	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$33.01	\$1.50	\$34.51
Truck Driver - Intermediate	\$32.14	\$3.21	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$42.25	\$1.50	\$43.75
Truck Driver - Heavy	\$35.78	\$3.58	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$46.26	\$1.50	\$47.76
Welder	\$35.78	\$3.58	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$46.26	\$1.50	\$47.76
Welder - B Pressure	\$37.74	\$3.77	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$48.42	\$1.50	\$49.92

Schedule A-3
Horizon Oilsands Project Site - Industrial Construction
Apprenticeship Rates
May 01, 2009 to April 30, 2010

Employer Contributions											
Journey Person	Base Wage	Vac Stat	H&W	Pension	Appren. Training	CEP Humanity	Joint Commun.	Admin. Fund	Total	Bonus	Total w/Bonus
		10%	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24		\$1.50	
Apprentice - Boilermaker											
1st year (70%)	\$26.42	\$2.64	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$35.96	\$1.50	\$37.46
2nd year (80%)	\$30.19	\$3.02	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$40.11	\$1.50	\$41.61
3rd year (90%)	\$33.97	\$3.40	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$44.27	\$1.50	\$45.77
Apprentice - Carpenter/Scaffolder											
1st year (60%)	\$21.47	\$2.15	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$30.52	\$1.50	\$32.02
2nd year (70%)	\$25.05	\$2.50	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$34.45	\$1.50	\$35.95
3rd year (80%)	\$28.63	\$2.86	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$38.39	\$1.50	\$39.89
4th year (90%)	\$32.20	\$3.22	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$42.32	\$1.50	\$43.82
Apprentice - Cement Finisher											
1st year (70%)	\$26.42	\$2.64	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$35.96	\$1.50	\$37.46
2nd year (80%)	\$30.19	\$3.02	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$40.11	\$1.50	\$41.61
3rd year (90%)	\$33.97	\$3.40	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$44.27	\$1.50	\$45.77
Apprentice - Electrician, Pipefitter, Plumber, Steam Fitter, Sprinkler Fitter											
1st year(60%)	\$22.65	\$2.26	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$31.81	\$1.50	\$33.31
2nd year (70%)	\$26.42	\$2.64	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$35.96	\$1.50	\$37.46
3rd year (80%)	\$30.19	\$3.02	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$40.11	\$1.50	\$41.61
4th year (90%)	\$33.97	\$3.40	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$44.27	\$1.50	\$45.77
Apprentice - Elevator Constructor											
Helper (60%)	\$22.65	\$2.26	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$31.81	\$1.50	\$33.31
Helper 1 (70%)	\$26.42	\$2.64	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$35.96	\$1.50	\$37.46
Helper 2 (80%)	\$30.19	\$3.02	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$40.11	\$1.50	\$41.61
Helper 3 (90%)	\$33.97	\$3.40	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$44.27	\$1.50	\$45.77
Apprentice - Gas Fitter 1st Class											
1st year (70%)	\$26.42	\$2.64	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$35.96	\$1.50	\$37.46
2nd year (80%)	\$30.19	\$3.02	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$40.11	\$1.50	\$41.61
3rd year (90%)	\$33.97	\$3.40	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$44.27	\$1.50	\$45.77
Apprentice - Glass Worker											
1st year (60%)	\$21.47	\$2.15	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$30.52	\$1.50	\$32.02
2nd year (70%)	\$25.05	\$2.50	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$34.45	\$1.50	\$35.95
3rd year (80%)	\$28.63	\$2.86	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$38.39	\$1.50	\$39.89
4th year (90%)	\$32.20	\$3.22	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$42.32	\$1.50	\$43.82

Schedule A-3
Horizon Oilsands Project Site - Industrial Construction
Apprenticeship Rates
May 01, 2009 to April 30, 2010

Employer Contributions											
Journey Person	Base Wage	Vac Stat	H&W	Pension	Appren. Training	CEP Humanity	Joint Commun.	Admin. Fund	Total	Bonus	Total w/Bonus
		10%	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24		\$1.50	
Apprentice - Instrument Technician											
1st year (60%)	\$22.65	\$2.26	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$31.81	\$1.50	\$33.31
2nd year (70%)	\$26.42	\$2.64	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$35.96	\$1.50	\$37.46
3rd year (80%)	\$30.19	\$3.02	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$40.11	\$1.50	\$41.61
4th year (90%)	\$33.97	\$3.40	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$44.27	\$1.50	\$45.77
Apprentice - Insulator											
1st year (60%)	\$21.47	\$2.15	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$30.52	\$1.50	\$32.02
2nd year (70%)	\$25.05	\$2.50	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$34.45	\$1.50	\$35.95
3rd year (80%)	\$28.63	\$2.86	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$38.39	\$1.50	\$39.89
4th year (90%)	\$32.20	\$3.22	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$42.32	\$1.50	\$43.82
Apprentice - Lat. Int. System Mech.											
1st year (70%)	\$25.05	\$2.50	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$34.45	\$1.50	\$35.95
2nd year (80%)	\$28.63	\$2.86	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$38.39	\$1.50	\$39.89
3rd year (90%)	\$32.20	\$3.22	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$42.32	\$1.50	\$43.82
Apprentice - Mechanic											
1st year (60%)	\$21.47	\$2.15	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$30.52	\$1.50	\$32.02
2nd year (70%)	\$25.05	\$2.50	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$34.45	\$1.50	\$35.95
3rd year (80%)	\$28.63	\$2.86	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$38.39	\$1.50	\$39.89
4th year (90%)	\$32.20	\$3.22	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$42.32	\$1.50	\$43.82
Apprentice - Operator, Boom Truck											
1st year (70%)	\$25.05	\$2.50	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$34.45	\$1.50	\$35.95
2nd year (80%)	\$28.63	\$2.86	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$38.39	\$1.50	\$39.89
Apprentice - Operator, Mobile Crane											
1st year (70%)	\$25.98	\$2.60	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$35.48	\$1.50	\$36.98
2nd year (80%)	\$29.70	\$2.97	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$39.57	\$1.50	\$41.07
3rd year (90%)	\$33.41	\$3.34	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$43.65	\$1.50	\$45.15
Apprentice - Painter											
1st year (70%)	\$25.05	\$2.50	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$34.45	\$1.50	\$35.95
2nd year (80%)	\$28.63	\$2.86	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$38.39	\$1.50	\$39.89
3rd year (90%)	\$32.20	\$3.22	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$42.32	\$1.50	\$43.82

Schedule A-3
Horizon Oilsands Project Site - Industrial Construction
Apprenticeship Rates
May 01, 2009 to April 30, 2010

Employer Contributions											
Journey Person	Base Wage	Vac Stat	H&W	Pension	Appren. Training	CEP Humanity	Joint Commun.	Admin. Fund	Total	Bonus	Total w/Bonus
		10%	\$2.55	\$3.34	\$0.21	\$0.01	\$0.05	\$0.24		\$1.50	
Apprentice - Refrigeration Mech.											
1st year (60%)	\$22.65	\$2.26	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$31.81	\$1.50	\$33.31
2nd year (70%)	\$26.42	\$2.64	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$35.96	\$1.50	\$37.46
3rd year (80%)	\$30.19	\$3.02	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$40.11	\$1.50	\$41.61
4th year (90%)	\$33.97	\$3.40	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$44.27	\$1.50	\$45.77
Apprentice - Reinforcing Ironworker											
1st year (60%)	\$21.47	\$2.15	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$30.52	\$1.50	\$32.02
2nd year (70%)	\$25.05	\$2.50	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$34.45	\$1.50	\$35.95
3rd year (80%)	\$28.63	\$2.86	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$38.39	\$1.50	\$39.89
4th year (90%)	\$32.20	\$3.22	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$42.32	\$1.50	\$43.82
Apprentice - Structural Ironworker, Heavy Duty Mechanic, Millwright											
1st year (60%)	\$22.65	\$2.26	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$31.81	\$1.50	\$33.31
2nd year (70%)	\$26.42	\$2.64	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$35.96	\$1.50	\$37.46
3rd year (80%)	\$30.19	\$3.02	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$40.11	\$1.50	\$41.61
4th year (90%)	\$33.97	\$3.40	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$44.27	\$1.50	\$45.77
Apprentice - Roofer											
1st year (60%)	\$21.47	\$2.15	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$30.52	\$1.50	\$32.02
2nd year (70%)	\$25.05	\$2.50	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$34.45	\$1.50	\$35.95
3rd year (80%)	\$28.63	\$2.86	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$38.39	\$1.50	\$39.89
4th year (90%)	\$32.20	\$3.22	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$42.32	\$1.50	\$43.82
Apprentice - Sheet Metal Worker											
1st year (60%)	\$21.47	\$2.15	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$30.52	\$1.50	\$32.02
2nd year (70%)	\$25.05	\$2.50	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$34.45	\$1.50	\$35.95
3rd year (80%)	\$28.63	\$2.86	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$38.39	\$1.50	\$39.89
4th year (90%)	\$32.20	\$3.22	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$42.32	\$1.50	\$43.82
Apprentice - Tile Setter											
1st year (70%)	\$25.05	\$2.50	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$34.45	\$1.50	\$35.95
2nd year (80%)	\$28.63	\$2.86	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$38.39	\$1.50	\$39.89
3rd year (90%)	\$32.20	\$3.22	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$42.32	\$1.50	\$43.82
Apprentice - Welder											
1st year (70%)	\$25.05	\$2.50	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$34.45	\$1.50	\$35.95
2nd year (80%)	\$28.63	\$2.86	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$38.39	\$1.50	\$39.89
3rd year (90%)	\$32.20	\$3.22	\$2.55	\$3.84	\$0.21	\$0.01	\$0.05	\$0.24	\$42.32	\$1.50	\$43.82