

**HOUSTON, TX
TYPICAL PETROCHEMICAL PLANT
NON-UNION ALL IN RATES**

Craft	% of Scope	2013 Wage Per Diem Benefits	
		Prem. Time	Value
Boilermaker	6.00%	\$41.60	\$2.50
Boilermaker Welder	3.00%	\$52.40	\$1.57
Pipefitter	18.00%	\$45.20	\$8.14
Pipefitter Welder	8.00%	\$52.40	\$4.19
Carpenter	10.00%	\$37.10	\$3.71
Millwright	4.00%	\$44.90	\$1.80
Electrician	20.00%	\$46.40	\$9.28
Ironworker	6.00%	\$38.90	\$2.33
Insulator	2.00%	\$36.50	\$0.73
Operator (CCO)	10.00%	\$52.40	\$5.24
Laborer	10.00%	\$31.70	\$3.17
Painter	1.00%	\$32.90	\$0.33
Driver	2.00%	\$30.50	\$0.61
	100%		\$43.60
		Credit Per Diem for 50% of Crew	-\$4.00
		Average Rate	\$39.60

Description	All In Per Hour
2013 Wage, Per Diem, Benefits, Prem. Time	\$39.60
Taxes and Insurance (22% X wage \$33.50)	\$7.37
Small tools and Consumables	\$6.03
Minor Equipment	\$3.00
Large Equipment (Does not include cranes over 100 Ton)	\$10.00
Contractor staff	\$12.00
Misc.	\$4.00
Subtotal	\$82.00
18% OH&P	<u>\$14.76</u>
Total	\$96.75
Incentives	<u>\$0.00</u>
2013 Total All In Rate for 5-10s	<u>\$96.75</u>
Overtime Adder for 6-10's 16.7% x \$80.00	<u>\$13.36</u>
Total All In Rate for 6-10's	\$110.11
Overtime Adder for 7-10's 28.6% X \$80.00	<u>\$22.88</u>
Total All In Rate for 7-10's	\$119.63

Notes:

Contractors will not quote firm rates over 90 days

Expected escalation:

2014 Escalation: +8% + Per Diem

2015 Escalation: +10% + Per Diem

2016 Escalation: +10% = Per Diem