

Teledata 1st year Apprentice Wage and Benefits for those accepted into the program after 4/23/2014

Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 04/15/2026 (at 3:31 p.m.) to 04/11/2029 (at 3:30 p.m.)

| Full Benefit Package | 4/15/26 (at 3:31pm) | 4/15/26 (at 3:31pm) | 4/14/27 (at 3:31pm) | 4/14/27 (at 3:31pm) | 4/12/28 (at 3:31pm) | 4/12/28 (at 3:31pm) |
|-----------------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|
| | | | | | | |
| Hourly Rate | \$ 18.00 | 18.00 | \$ 18.00 | 18.00 | \$ 18.00 | 18.00 |
| | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv |
| Wage and Benefit Fund | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - |
| JIB | 0.250% | \$ 0.045 | 0.250% | \$ 0.045 | 0.250% | \$ 0.045 |
| Legal Services Plan | 0.150% | \$ 0.027 | 0.150% | \$ 0.027 | 0.150% | \$ 0.027 |
| Apprentice Percentage | 2.500% | \$ 0.450 | 2.500% | \$ 0.450 | 2.500% | \$ 0.450 |
| Apprentice Hourly | 4.389% | 0.79 | 4.389% | 0.79 | 4.389% | 0.79 |
| P H B P -- Pension Trust | 12.220% | \$ 2.200 | 12.220% | \$ 2.200 | 12.220% | \$ 2.200 |
| P H B P -- Medical | 24.210% | \$ 4.358 | 24.210% | \$ 4.358 | 24.210% | \$ 4.358 |
| P H B P -- Medical | 6.944% | \$ 1.250 | 9.722% | \$ 1.750 | 12.500% | \$ 2.250 |
| Dental Plan | 3.040% | \$ 0.547 | 3.040% | \$ 0.547 | 3.540% | \$ 0.637 |
| N .E .B .F . | 3.000% | \$ 0.540 | 3.000% | \$ 0.540 | 3.000% | \$ 0.540 |
| N.E.I.B. | 0.000% | \$ - | 0.000% | \$ - | 2.778% | \$ 0.500 |
| Annuity | 5.556% | \$ 1.000 | 5.556% | \$ 1.000 | 5.556% | \$ 1.000 |
| HRA | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - |
| DSP Percentage | 20.650% | \$ 3.717 | 20.650% | \$ 3.717 | 20.650% | \$ 3.717 |
| DSP Hourly | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - |
| Educational & Cultural | 1.420% | \$ 0.256 | 1.420% | \$ 0.256 | 1.420% | \$ 0.256 |
| Supplemental Disability | 0.500% | \$ 0.090 | 0.500% | \$ 0.090 | 0.500% | \$ 0.090 |
| Total Rate For Benefits | 84.829% | \$ 15.269 | 87.607% | \$ 15.769 | 93.662% | \$ 16.859 |
| | | | | | | |
| Total Cost Per Hour | | \$ 33.269 | | \$ 33.769 | | \$ 34.859 |

Teledata 1st year Apprentice OT Wage and Benefits for those accepted into the program after 4/23/2014

Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 04/15/2026 (at 3:31 p.m.) to 04/11/2029 (at 3:30 p.m.)

| Full Benefit Package | 4/15/26 (at 3:31pm) | 4/15/26 (at 3:31pm) | 4/14/27 (at 3:31pm) | 4/14/27 (at 3:31pm) | 4/12/28 (at 3:31pm) | 4/12/28 (at 3:31pm) |
|-----------------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|
| OT Rate | \$ 27.00 | \$ 27.00 | \$ 27.00 | \$ 27.00 | \$ 27.00 | \$ 27.00 |
| Hourly Rate | \$ 18.00 | \$ 18.00 | \$ 18.00 | \$ 18.00 | \$ 18.00 | \$ 18.00 |
| | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv |
| Wage and Benefit Fund | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - |
| JIB | 0.250% | \$ 0.045 | 0.250% | \$ 0.045 | 0.250% | \$ 0.045 |
| Legal Services Plan | 0.150% | \$ 0.027 | 0.150% | \$ 0.027 | 0.150% | \$ 0.027 |
| Apprentice Percentage | 2.500% | \$ 0.450 | 2.500% | \$ 0.450 | 2.500% | \$ 0.450 |
| Apprentice Hourly | 4.389% | 0.79 | 4.389% | 0.79 | 4.389% | 0.79 |
| P H B P -- Pension Trust | 12.220% | \$ 2.200 | 12.220% | \$ 2.200 | 12.220% | \$ 2.200 |
| P H B P -- Medical | 24.210% | \$ 4.358 | 24.210% | \$ 4.358 | 24.210% | \$ 4.358 |
| P H B P -- Medical | 6.944% | \$ 1.250 | 9.722% | \$ 1.750 | 12.500% | \$ 2.250 |
| Dental Plan | 3.040% | \$ 0.547 | 3.040% | \$ 0.547 | 3.540% | \$ 0.637 |
| N .E .B .F . | 3.000% | \$ 0.810 | 3.000% | \$ 0.810 | 3.000% | \$ 0.810 |
| N.E.I.B. | 0.000% | \$ - | 0.000% | \$ - | 2.778% | \$ 0.500 |
| Annuity | 5.556% | \$ 1.000 | 5.556% | \$ 1.000 | 5.556% | \$ 1.000 |
| HRA | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - |
| DSP Percentage | 20.650% | \$ 5.576 | 20.650% | \$ 5.576 | 20.650% | \$ 5.576 |
| DSP Hourly | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - |
| Educational & Cultural | 1.420% | \$ 0.256 | 1.420% | \$ 0.256 | 1.420% | \$ 0.256 |
| Supplemental Disability | 0.500% | \$ 0.135 | 0.500% | \$ 0.135 | 0.500% | \$ 0.135 |
| Total Rate For Benefits | 84.829% | \$ 17.443 | 87.607% | \$ 17.943 | 93.662% | \$ 19.033 |
| Total Cost Per Hour | | \$ 44.443 | | \$ 44.943 | | \$ 46.033 |

Teledata 2nd year Apprentice Wage and Benefits for those accepted into the program after 4/23/2014

Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 04/15/2026 (at 3:31 p.m.) to 04/11/2029 (at 3:30 p.m.)

| Full Benefit Package | 4/15/26 (at 3:31pm) | 4/15/26 (at 3:31pm) | 4/14/27 (at 3:31pm) | 4/14/27 (at 3:31pm) | 4/12/28 (at 3:31pm) | 4/12/28 (at 3:31pm) |
|-----------------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|
| | | | | | | |
| Hourly Rate | \$ 19.50 | 19.50 | \$ 19.50 | 19.50 | \$ 19.50 | 19.50 |
| | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv |
| Wage and Benefit Fund | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - |
| JIB | 0.250% | \$ 0.049 | 0.250% | \$ 0.049 | 0.250% | \$ 0.049 |
| Legal Services Plan | 0.150% | \$ 0.029 | 0.150% | \$ 0.029 | 0.150% | \$ 0.029 |
| Apprentice Percentage | 2.500% | \$ 0.488 | 2.500% | \$ 0.488 | 2.500% | \$ 0.488 |
| Apprentice Hourly | 4.051% | 0.79 | 4.051% | 0.79 | 4.051% | 0.79 |
| P H B P -- Pension Trust | 12.220% | \$ 2.383 | 12.220% | \$ 2.383 | 12.220% | \$ 2.383 |
| P H B P -- Medical | 24.210% | \$ 4.721 | 24.210% | \$ 4.721 | 24.210% | \$ 4.721 |
| P H B P -- Medical | 6.410% | \$ 1.250 | 8.974% | \$ 1.750 | 11.538% | \$ 2.250 |
| Dental Plan | 3.040% | \$ 0.593 | 3.040% | \$ 0.593 | 3.540% | \$ 0.690 |
| N .E .B .F . | 3.000% | \$ 0.585 | 3.000% | \$ 0.585 | 3.000% | \$ 0.585 |
| N.E.I.B. | 0.000% | \$ - | 0.000% | \$ - | 2.564% | \$ 0.500 |
| Annuity | 5.128% | \$ 1.000 | 5.128% | \$ 1.000 | 5.128% | \$ 1.000 |
| HRA | 12.821% | \$ 2.500 | 12.821% | \$ 2.500 | 12.821% | \$ 2.500 |
| DSP Percentage | 20.650% | \$ 4.027 | 20.650% | \$ 4.027 | 20.650% | \$ 4.027 |
| DSP Hourly | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - |
| Educational & Cultural | 1.420% | \$ 0.277 | 1.420% | \$ 0.277 | 1.420% | \$ 0.277 |
| Supplemental Disability | 0.500% | \$ 0.098 | 0.500% | \$ 0.098 | 0.500% | \$ 0.098 |
| Total Rate For Benefits | 96.350% | \$ 18.788 | 98.914% | \$ 19.288 | 104.543% | \$ 20.386 |
| Total Cost Per Hour | | \$ 38.288 | | \$ 38.788 | | \$ 39.886 |

Teledata 2nd year Apprentice OT Wage and Benefits for those accepted into the program after 4/23/2014

Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 04/15/2026 (at 3:31 p.m.) to 04/11/2029 (at 3:30 p.m.)

| Full Benefit Package | 4/15/26 (at 3:31pm) | | 4/15/26 (at 3:31pm) | | 4/14/27 (at 3:31pm) | | 4/14/27 (at 3:31pm) | | 4/12/28 (at 3:31pm) | | 4/12/28 (at 3:31pm) | |
|-----------------------------------|----------------------------|------------------|----------------------------|---------------------|----------------------------|------------------|----------------------------|---------------------|----------------------------|------------------|----------------------------|---------------------|
| OT Rate | \$ | 29.25 | \$ | 29.25 | \$ | 29.25 | \$ | 29.25 | \$ | 29.25 | \$ | 29.25 |
| Hourly Rate | \$ | 19.50 | | 19.50 | \$ | 19.50 | | 19.50 | \$ | 19.50 | | 19.50 |
| | | New%Contr | | Dollar Equiv | | New%Contr | | Dollar Equiv | | New%Contr | | Dollar Equiv |
| Wage and Benefit Fund | | 0.000% | \$ | - | | 0.000% | \$ | - | | 0.000% | \$ | - |
| JIB | | 0.250% | \$ | 0.049 | | 0.250% | \$ | 0.049 | | 0.250% | \$ | 0.049 |
| Legal Services Plan | | 0.150% | \$ | 0.029 | | 0.150% | \$ | 0.029 | | 0.150% | \$ | 0.029 |
| Apprentice Percentage | | 2.500% | \$ | 0.488 | | 2.500% | \$ | 0.488 | | 2.500% | \$ | 0.488 |
| Apprentice Hourly | | 4.051% | | 0.79 | | 4.051% | | 0.79 | | 4.051% | | 0.79 |
| P H B P -- Pension Trust | | 12.220% | \$ | 2.383 | | 12.220% | \$ | 2.383 | | 12.220% | \$ | 2.383 |
| P H B P -- Medical | | 24.210% | \$ | 4.721 | | 24.210% | \$ | 4.721 | | 24.210% | \$ | 4.721 |
| P H B P -- Medical | | 6.410% | \$ | 1.250 | | 8.974% | \$ | 1.750 | | 11.538% | \$ | 2.250 |
| Dental Plan | | 3.040% | \$ | 0.593 | | 3.040% | \$ | 0.593 | | 3.540% | \$ | 0.690 |
| N .E .B .F . | | 3.000% | \$ | 0.878 | | 3.000% | \$ | 0.878 | | 3.000% | \$ | 0.878 |
| N.E.I.B. | | 0.000% | \$ | - | | 0.000% | \$ | - | | 2.564% | \$ | 0.500 |
| Annuity | | 5.128% | \$ | 1.000 | | 5.128% | \$ | 1.000 | | 5.128% | \$ | 1.000 |
| HRA | | 12.821% | \$ | 2.500 | | 12.821% | \$ | 2.500 | | 12.821% | \$ | 2.500 |
| DSP Percentage | | 20.650% | \$ | 6.040 | | 20.650% | \$ | 6.040 | | 20.650% | \$ | 6.040 |
| DSP Hourly | | 0.000% | \$ | - | | 0.000% | \$ | - | | 0.000% | \$ | - |
| Educational & Cultural | | 1.420% | \$ | 0.277 | | 1.420% | \$ | 0.277 | | 1.420% | \$ | 0.277 |
| Supplemental Disability | | 0.500% | \$ | 0.146 | | 0.500% | \$ | 0.146 | | 0.500% | \$ | 0.146 |
| Total Rate For Benefits | | 96.350% | \$ | 21.143 | | 98.914% | \$ | 21.643 | | 104.543% | \$ | 22.740 |
| | | | | | | | | | | | | |
| Total Cost Per Hour | | | \$ | 50.393 | | | \$ | 50.893 | | | \$ | 51.990 |

Teledata 3rd year Apprentice Wage and Benefits for those accepted into the program after 4/23/2014

Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 04/15/2026 (at 3:31 p.m.) to 04/11/2029 (at 3:30 p.m.)

| Full Benefit Package | 4/15/26 (at 3:31pm) | 4/15/26 (at 3:31pm) | 4/14/27 (at 3:31pm) | 4/14/27 (at 3:31pm) | 4/12/28 (at 3:31pm) | 4/12/28 (at 3:31pm) |
|-----------------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|
| Hourly Rate | \$ 21.00 | 21.00 | \$ 21.00 | 21.00 | \$ 21.00 | 21.00 |
| | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv |
| Wage and Benefit Fund | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - |
| JIB | 0.250% | \$ 0.053 | 0.250% | \$ 0.053 | 0.250% | \$ 0.053 |
| Legal Services Plan | 0.150% | \$ 0.032 | 0.150% | \$ 0.032 | 0.150% | \$ 0.032 |
| Apprentice Percentage | 2.500% | \$ 0.525 | 2.500% | \$ 0.525 | 2.500% | \$ 0.525 |
| Apprentice Hourly | 3.762% | 0.79 | 3.762% | 0.79 | 3.762% | 0.79 |
| P H B P -- Pension Trust | 12.220% | \$ 2.566 | 12.220% | \$ 2.566 | 12.220% | \$ 2.566 |
| P H B P -- Medical | 24.210% | \$ 5.084 | 24.210% | \$ 5.084 | 24.210% | \$ 5.084 |
| P H B P -- Medical | 5.952% | \$ 1.250 | 8.333% | \$ 1.750 | 10.714% | \$ 2.250 |
| Dental Plan | 3.040% | \$ 0.638 | 3.040% | \$ 0.638 | 3.540% | \$ 0.743 |
| N .E .B .F . | 3.000% | \$ 0.630 | 3.000% | \$ 0.630 | 3.000% | \$ 0.630 |
| N.E.I.B. | 0.000% | \$ - | 0.000% | \$ - | 2.381% | \$ 0.500 |
| Annuity | 4.762% | \$ 1.000 | 4.762% | \$ 1.000 | 4.762% | \$ 1.000 |
| HRA | 11.905% | \$ 2.500 | 11.905% | \$ 2.500 | 11.905% | \$ 2.500 |
| DSP Percentage | 20.650% | \$ 4.337 | 20.650% | \$ 4.337 | 20.650% | \$ 4.337 |
| DSP Hourly | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - |
| Educational & Cultural | 1.420% | \$ 0.298 | 1.420% | \$ 0.298 | 1.420% | \$ 0.298 |
| Supplemental Disability | 0.500% | \$ 0.105 | 0.500% | \$ 0.105 | 0.500% | \$ 0.105 |
| Total Rate For Benefits | 94.321% | \$ 19.807 | 96.702% | \$ 20.307 | 101.964% | \$ 21.412 |
| Total Cost Per Hour | | \$ 40.807 | | \$ 41.307 | | \$ 42.412 |

Teledata 3rd year Apprentice OT Wage and Benefits for those accepted into the program after 4/23/2014

Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 04/15/2026 (at 3:31 p.m.) to 04/11/2029 (at 3:30 p.m.)

| Full Benefit Package | 4/15/26 (at 3:31pm) | 4/15/26 (at 3:31pm) | 4/14/27 (at 3:31pm) | 4/14/27 (at 3:31pm) | 4/12/28 (at 3:31pm) | 4/12/28 (at 3:31pm) |
|-----------------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|
| OT Rate | \$ 31.50 | \$ 31.50 | \$ 31.50 | \$ 31.50 | \$ 31.50 | \$ 31.50 |
| Hourly Rate | \$ 21.00 | \$ 21.00 | \$ 21.00 | \$ 21.00 | \$ 21.00 | \$ 21.00 |
| | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv |
| Wage and Benefit Fund | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - |
| JIB | 0.250% | \$ 0.053 | 0.250% | \$ 0.053 | 0.250% | \$ 0.053 |
| Legal Services Plan | 0.150% | \$ 0.032 | 0.150% | \$ 0.032 | 0.150% | \$ 0.032 |
| Apprentice Percentage | 2.500% | \$ 0.525 | 2.500% | \$ 0.525 | 2.500% | \$ 0.525 |
| Apprentice Hourly | 3.762% | 0.79 | 3.762% | 0.79 | 3.762% | 0.79 |
| P H B P -- Pension Trust | 12.220% | \$ 2.566 | 12.220% | \$ 2.566 | 12.220% | \$ 2.566 |
| P H B P -- Medical | 24.210% | \$ 5.084 | 24.210% | \$ 5.084 | 24.210% | \$ 5.084 |
| P H B P -- Medical | 5.952% | \$ 1.250 | 8.333% | \$ 1.750 | 10.714% | \$ 2.250 |
| Dental Plan | 3.040% | \$ 0.638 | 3.040% | \$ 0.638 | 3.540% | \$ 0.743 |
| N .E .B .F . | 3.000% | \$ 0.945 | 3.000% | \$ 0.945 | 3.000% | \$ 0.945 |
| N.E.I.B. | 0.000% | \$ - | 0.000% | \$ - | 2.381% | \$ 0.500 |
| Annuity | 4.762% | \$ 1.000 | 4.762% | \$ 1.000 | 4.762% | \$ 1.000 |
| HRA | 11.905% | \$ 2.500 | 11.905% | \$ 2.500 | 11.905% | \$ 2.500 |
| DSP Percentage | 20.650% | \$ 6.505 | 20.650% | \$ 6.505 | 20.650% | \$ 6.505 |
| DSP Hourly | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - |
| Educational & Cultural | 1.420% | \$ 0.298 | 1.420% | \$ 0.298 | 1.420% | \$ 0.298 |
| Supplemental Disability | 0.500% | \$ 0.158 | 0.500% | \$ 0.158 | 0.500% | \$ 0.158 |
| Total Rate For Benefits | 94.321% | \$ 22.343 | 96.702% | \$ 22.843 | 101.964% | \$ 23.948 |
| Total Cost Per Hour | | \$ 53.843 | | \$ 54.343 | | \$ 55.448 |

Teledata 4th year Apprentice Wage and Benefits for those accepted into the program after 4/23/2014

Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 04/15/2026 (at 3:31 p.m.) to 04/11/2029 (at 3:30 p.m.)

| Full Benefit Package | 4/15/26 (at 3:31pm) | 4/15/26 (at 3:31pm) | 4/14/27 (at 3:31pm) | 4/14/27 (at 3:31pm) | 4/12/28 (at 3:31pm) | 4/12/28 (at 3:31pm) |
|-----------------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|
| | | | | | | |
| Hourly Rate | \$ 22.50 | 22.50 | \$ 22.50 | 22.50 | \$ 22.50 | 22.50 |
| | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv |
| Wage and Benefit Fund | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - |
| JIB | 0.250% | \$ 0.056 | 0.250% | \$ 0.056 | 0.250% | \$ 0.056 |
| Legal Services Plan | 0.150% | \$ 0.034 | 0.150% | \$ 0.034 | 0.150% | \$ 0.034 |
| Apprentice Percentage | 2.500% | \$ 0.563 | 2.500% | \$ 0.563 | 2.500% | \$ 0.563 |
| Apprentice Hourly | 3.511% | 0.79 | 3.511% | 0.79 | 3.511% | 0.79 |
| P H B P -- Pension Trust | 12.220% | \$ 2.750 | 12.220% | \$ 2.750 | 12.220% | \$ 2.750 |
| P H B P -- Medical | 24.210% | \$ 5.447 | 24.210% | \$ 5.447 | 24.210% | \$ 5.447 |
| P H B P -- Medical | 5.556% | \$ 1.250 | 7.778% | \$ 1.750 | 10.000% | \$ 2.250 |
| Dental Plan | 3.040% | \$ 0.684 | 3.040% | \$ 0.684 | 3.540% | \$ 0.797 |
| N .E .B .F . | 3.000% | \$ 0.675 | 3.000% | \$ 0.675 | 3.000% | \$ 0.675 |
| N.E.I.B. | 0.000% | \$ - | 0.000% | \$ - | 2.222% | \$ 0.500 |
| Annuity | 4.444% | \$ 1.000 | 4.444% | \$ 1.000 | 4.444% | \$ 1.000 |
| HRA | 11.111% | \$ 2.500 | 11.111% | \$ 2.500 | 11.111% | \$ 2.500 |
| DSP Percentage | 20.650% | \$ 4.646 | 20.650% | \$ 4.646 | 20.650% | \$ 4.646 |
| DSP Hourly | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - |
| Educational & Cultural | 1.420% | \$ 0.320 | 1.420% | \$ 0.320 | 1.420% | \$ 0.320 |
| Supplemental Disability | 0.500% | \$ 0.113 | 0.500% | \$ 0.113 | 0.500% | \$ 0.113 |
| Total Rate For Benefits | 92.562% | \$ 20.827 | 94.784% | \$ 21.327 | 99.729% | \$ 22.439 |
| | | | | | | |
| Total Cost Per Hour | | \$ 43.327 | | \$ 43.827 | | \$ 44.939 |

Teledata 4th year Apprentice OT Wage and Benefits for those accepted into the program after 4/23/2014

Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 04/15/2026 (at 3:31 p.m.) to 04/11/2029 (at 3:30 p.m.)

| Full Benefit Package | 4/15/26 (at 3:31pm) | 4/15/26 (at 3:31pm) | 4/14/27 (at 3:31pm) | 4/14/27 (at 3:31pm) | 4/12/28 (at 3:31pm) | 4/12/28 (at 3:31pm) |
|-----------------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|
| OT Rate | \$ 33.75 | \$ 33.75 | \$ 33.75 | \$ 33.75 | \$ 33.75 | \$ 33.75 |
| Hourly Rate | \$ 22.50 | \$ 22.50 | \$ 22.50 | \$ 22.50 | \$ 22.50 | \$ 22.50 |
| | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv |
| Wage and Benefit Fund | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - |
| JIB | 0.250% | \$ 0.056 | 0.250% | \$ 0.056 | 0.250% | \$ 0.056 |
| Legal Services Plan | 0.150% | \$ 0.034 | 0.150% | \$ 0.034 | 0.150% | \$ 0.034 |
| Apprentice Percentage | 2.500% | \$ 0.563 | 2.500% | \$ 0.563 | 2.500% | \$ 0.563 |
| Apprentice Hourly | 3.511% | 0.79 | 3.511% | 0.79 | 3.511% | 0.79 |
| P H B P -- Pension Trust | 12.220% | \$ 2.750 | 12.220% | \$ 2.750 | 12.220% | \$ 2.750 |
| P H B P -- Medical | 24.210% | \$ 5.447 | 24.210% | \$ 5.447 | 24.210% | \$ 5.447 |
| P H B P -- Medical | 5.556% | \$ 1.250 | 7.778% | \$ 1.750 | 10.000% | \$ 2.250 |
| Dental Plan | 3.040% | \$ 0.684 | 3.040% | \$ 0.684 | 3.540% | \$ 0.797 |
| N .E .B .F . | 3.000% | \$ 1.013 | 3.000% | \$ 1.013 | 3.000% | \$ 1.013 |
| N.E.I.B. | 0.000% | \$ - | 0.000% | \$ - | 2.222% | \$ 0.500 |
| Annuity | 4.444% | \$ 1.000 | 4.444% | \$ 1.000 | 4.444% | \$ 1.000 |
| HRA | 11.111% | \$ 2.500 | 11.111% | \$ 2.500 | 11.111% | \$ 2.500 |
| DSP Percentage | 20.650% | \$ 6.969 | 20.650% | \$ 6.969 | 20.650% | \$ 6.969 |
| DSP Hourly | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - |
| Educational & Cultural | 1.420% | \$ 0.320 | 1.420% | \$ 0.320 | 1.420% | \$ 0.320 |
| Supplemental Disability | 0.500% | \$ 0.169 | 0.500% | \$ 0.169 | 0.500% | \$ 0.169 |
| Total Rate For Benefits | 92.562% | \$ 23.543 | 94.784% | \$ 24.043 | 99.729% | \$ 25.156 |
| Total Cost Per Hour | | \$ 57.293 | | \$ 57.793 | | \$ 58.906 |

Inside Wireman 1st year Apprentice Wage and Benefits for those accepted into the program after 4/23/2014

Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 04/15/2026 (at 3:31 p.m.) to 04/11/2029 (at 3:30 p.m.)

| Full Benefit Package | 4/15/26 (at 3:31pm) | 4/15/26 (at 3:31pm) | 4/14/27 (at 3:31pm) | 4/14/27 (at 3:31pm) | 4/12/28 (at 3:31pm) | 4/12/28 (at 3:31pm) |
|-----------------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|
| | | | | | | |
| Hourly Rate | \$ 18.00 | 18.00 | \$ 18.00 | 18.00 | \$ 18.00 | 18.00 |
| | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv |
| Wage and Benefit Fund | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - |
| JIB | 0.250% | \$ 0.045 | 0.250% | \$ 0.045 | 0.250% | \$ 0.045 |
| Legal Services Plan | 0.150% | \$ 0.027 | 0.150% | \$ 0.027 | 0.150% | \$ 0.027 |
| Apprentice Percentage | 2.500% | \$ 0.450 | 2.500% | \$ 0.450 | 2.500% | \$ 0.450 |
| Apprentice Hourly | 4.389% | 0.79 | 4.389% | 0.79 | 4.389% | 0.79 |
| P H B P -- Pension Trust | 12.220% | \$ 2.200 | 12.220% | \$ 2.200 | 12.220% | \$ 2.200 |
| P H B P -- Medical | 24.210% | \$ 4.358 | 24.210% | \$ 4.358 | 24.210% | \$ 4.358 |
| P H B P -- Medical | 6.944% | \$ 1.250 | 9.722% | \$ 1.750 | 12.500% | \$ 2.250 |
| Dental Plan | 3.040% | \$ 0.547 | 3.040% | \$ 0.547 | 3.540% | \$ 0.637 |
| N .E .B .F . | 3.000% | \$ 0.540 | 3.000% | \$ 0.540 | 3.000% | \$ 0.540 |
| N.E.I.B. | 0.000% | \$ - | 0.000% | \$ - | 2.778% | \$ 0.500 |
| Annuity | 5.556% | \$ 1.000 | 5.556% | \$ 1.000 | 5.556% | \$ 1.000 |
| HRA | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - |
| DSP Percentage | 20.650% | \$ 3.717 | 20.650% | \$ 3.717 | 20.650% | \$ 3.717 |
| DSP Hourly | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - |
| Educational & Cultural | 1.420% | \$ 0.256 | 1.420% | \$ 0.256 | 1.420% | \$ 0.256 |
| Supplemental Disability | 0.500% | \$ 0.090 | 0.500% | \$ 0.090 | 0.500% | \$ 0.090 |
| Total Rate For Benefits | 84.829% | \$ 15.269 | 87.607% | \$ 15.769 | 93.662% | \$ 16.859 |
| Total Cost Per Hour | | \$ 33.269 | | \$ 33.769 | | \$ 34.859 |

Inside Wireman 1st year Apprentice OT Wage and Benefits for those accepted into the program after 4/23/2014

Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 04/15/2026 (at 3:31 p.m.) to 04/11/2029 (at 3:30 p.m.)

| Full Benefit Package | 4/15/26 (at 3:31pm) | 4/15/26 (at 3:31pm) | 4/14/27 (at 3:31pm) | 4/14/27 (at 3:31pm) | 4/12/28 (at 3:31pm) | 4/12/28 (at 3:31pm) |
|-----------------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|
| OT Rate | \$ 27.00 | \$ 27.00 | \$ 27.00 | \$ 27.00 | \$ 27.00 | \$ 27.00 |
| Hourly Rate | \$ 18.00 | \$ 18.00 | \$ 18.00 | \$ 18.00 | \$ 18.00 | \$ 18.00 |
| | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv |
| Wage and Benefit Fund | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - |
| JIB | 0.250% | \$ 0.045 | 0.250% | \$ 0.045 | 0.250% | \$ 0.045 |
| Legal Services Plan | 0.150% | \$ 0.027 | 0.150% | \$ 0.027 | 0.150% | \$ 0.027 |
| Apprentice Percentage | 2.500% | \$ 0.450 | 2.500% | \$ 0.450 | 2.500% | \$ 0.450 |
| Apprentice Hourly | 4.389% | 0.79 | 4.389% | 0.79 | 4.389% | 0.79 |
| P H B P -- Pension Trust | 12.220% | \$ 2.200 | 12.220% | \$ 2.200 | 12.220% | \$ 2.200 |
| P H B P -- Medical | 24.210% | \$ 4.358 | 24.210% | \$ 4.358 | 24.210% | \$ 4.358 |
| P H B P -- Medical | 6.944% | \$ 1.250 | 9.722% | \$ 1.750 | 12.500% | \$ 2.250 |
| Dental Plan | 3.040% | \$ 0.547 | 3.040% | \$ 0.547 | 3.540% | \$ 0.637 |
| N .E .B .F . | 3.000% | \$ 0.810 | 3.000% | \$ 0.810 | 3.000% | \$ 0.810 |
| N.E.I.B. | 0.000% | \$ - | 0.000% | \$ - | 2.778% | \$ 0.500 |
| Annuity | 5.556% | \$ 1.000 | 5.556% | \$ 1.000 | 5.556% | \$ 1.000 |
| HRA | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - |
| DSP Percentage | 20.650% | \$ 5.576 | 20.650% | \$ 5.576 | 20.650% | \$ 5.576 |
| DSP Hourly | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - |
| Educational & Cultural | 1.420% | \$ 0.256 | 1.420% | \$ 0.256 | 1.420% | \$ 0.256 |
| Supplemental Disability | 0.500% | \$ 0.135 | 0.500% | \$ 0.135 | 0.500% | \$ 0.135 |
| Total Rate For Benefits | 84.829% | \$ 17.443 | 87.607% | \$ 17.943 | 93.662% | \$ 19.033 |
| Total Cost Per Hour | | \$ 44.443 | | \$ 44.943 | | \$ 46.033 |

Inside Wireman 2nd year Apprentice Wage and Benefits for those accepted into the program after 4/23/2014

Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 04/15/2026 (at 3:31 p.m.) to 04/11/2029 (at 3:30 p.m.)

| Full Benefit Package | 4/15/26 (at 3:31pm) | 4/15/26 (at 3:31pm) | 4/14/27 (at 3:31pm) | 4/14/27 (at 3:31pm) | 4/12/28 (at 3:31pm) | 4/12/28 (at 3:31pm) |
|-----------------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|
| | | | | | | |
| Hourly Rate | \$ 19.50 | 19.50 | \$ 19.50 | 19.50 | \$ 19.50 | 19.50 |
| | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv |
| Wage and Benefit Fund | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - |
| JIB | 0.250% | \$ 0.049 | 0.250% | \$ 0.049 | 0.250% | \$ 0.049 |
| Legal Services Plan | 0.150% | \$ 0.029 | 0.150% | \$ 0.029 | 0.150% | \$ 0.029 |
| Apprentice Percentage | 2.500% | \$ 0.488 | 2.500% | \$ 0.488 | 2.500% | \$ 0.488 |
| Apprentice Hourly | 4.051% | 0.79 | 4.051% | 0.79 | 4.051% | 0.79 |
| P H B P -- Pension Trust | 12.220% | \$ 2.383 | 12.220% | \$ 2.383 | 12.220% | \$ 2.383 |
| P H B P -- Medical | 24.210% | \$ 4.721 | 24.210% | \$ 4.721 | 24.210% | \$ 4.721 |
| P H B P -- Medical | 6.410% | \$ 1.250 | 8.974% | \$ 1.750 | 11.538% | \$ 2.250 |
| Dental Plan | 3.040% | \$ 0.593 | 3.040% | \$ 0.593 | 3.540% | \$ 0.690 |
| N .E .B .F . | 3.000% | \$ 0.585 | 3.000% | \$ 0.585 | 3.000% | \$ 0.585 |
| N.E.I.B. | 0.000% | \$ - | 0.000% | \$ - | 2.564% | \$ 0.500 |
| Annuity | 5.128% | \$ 1.000 | 5.128% | \$ 1.000 | 5.128% | \$ 1.000 |
| HRA | 12.821% | \$ 2.500 | 12.821% | \$ 2.500 | 12.821% | \$ 2.500 |
| DSP Percentage | 20.650% | \$ 4.027 | 20.650% | \$ 4.027 | 20.650% | \$ 4.027 |
| DSP Hourly | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - |
| Educational & Cultural | 1.420% | \$ 0.277 | 1.420% | \$ 0.277 | 1.420% | \$ 0.277 |
| Supplemental Disability | 0.500% | \$ 0.098 | 0.500% | \$ 0.098 | 0.500% | \$ 0.098 |
| Total Rate For Benefits | 96.350% | \$ 18.788 | 98.914% | \$ 19.288 | 104.543% | \$ 20.386 |
| Total Cost Per Hour | | \$ 38.288 | | \$ 38.788 | | \$ 39.886 |

Inside Wireman 2nd year Apprentice OT Wage and Benefits for those accepted into the program after 4/23/2014

Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 04/15/2026 (at 3:31 p.m.) to 04/11/2029 (at 3:30 p.m.)

| Full Benefit Package | 4/15/26 (at 3:31pm) | 4/15/26 (at 3:31pm) | 4/14/27 (at 3:31pm) | 4/14/27 (at 3:31pm) | 4/12/28 (at 3:31pm) | 4/12/28 (at 3:31pm) |
|-----------------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|
| OT Rate | \$ 29.25 | \$ 29.25 | \$ 29.25 | \$ 29.25 | \$ 29.25 | \$ 29.25 |
| Hourly Rate | \$ 19.50 | \$ 19.50 | \$ 19.50 | \$ 19.50 | \$ 19.50 | \$ 19.50 |
| | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv |
| Wage and Benefit Fund | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - |
| JIB | 0.250% | \$ 0.049 | 0.250% | \$ 0.049 | 0.250% | \$ 0.049 |
| Legal Services Plan | 0.150% | \$ 0.029 | 0.150% | \$ 0.029 | 0.150% | \$ 0.029 |
| Apprentice Percentage | 2.500% | \$ 0.488 | 2.500% | \$ 0.488 | 2.500% | \$ 0.488 |
| Apprentice Hourly | 4.051% | \$ 0.79 | 4.051% | \$ 0.79 | 4.051% | \$ 0.79 |
| P H B P -- Pension Trust | 12.220% | \$ 2.383 | 12.220% | \$ 2.383 | 12.220% | \$ 2.383 |
| P H B P -- Medical | 24.210% | \$ 4.721 | 24.210% | \$ 4.721 | 24.210% | \$ 4.721 |
| P H B P -- Medical | 6.410% | \$ 1.250 | 8.974% | \$ 1.750 | 11.538% | \$ 2.250 |
| Dental Plan | 3.040% | \$ 0.593 | 3.040% | \$ 0.593 | 3.540% | \$ 0.690 |
| N .E .B .F . | 3.000% | \$ 0.878 | 3.000% | \$ 0.878 | 3.000% | \$ 0.878 |
| N.E.I.B. | 0.000% | \$ - | 0.000% | \$ - | 2.564% | \$ 0.500 |
| Annuity | 5.128% | \$ 1.000 | 5.128% | \$ 1.000 | 5.128% | \$ 1.000 |
| HRA | 12.821% | \$ 2.500 | 12.821% | \$ 2.500 | 12.821% | \$ 2.500 |
| DSP Percentage | 20.650% | \$ 6.040 | 20.650% | \$ 6.040 | 20.650% | \$ 6.040 |
| DSP Hourly | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - |
| Educational & Cultural | 1.420% | \$ 0.277 | 1.420% | \$ 0.277 | 1.420% | \$ 0.277 |
| Supplemental Disability | 0.500% | \$ 0.146 | 0.500% | \$ 0.146 | 0.500% | \$ 0.146 |
| Total Rate For Benefits | 96.350% | \$ 21.143 | 98.914% | \$ 21.643 | 104.543% | \$ 22.740 |
| Total Cost Per Hour | | \$ 50.393 | | \$ 50.893 | | \$ 51.990 |

Inside Wireman 3rd year Apprentice Wage and Benefits for those accepted into the program after 4/23/2014

Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 04/15/2026 (at 3:31 p.m.) to 04/11/2029 (at 3:30 p.m.)

| Full Benefit Package | 4/15/26 (at 3:31pm) | 4/15/26 (at 3:31pm) | 4/14/27 (at 3:31pm) | 4/14/27 (at 3:31pm) | 4/12/28 (at 3:31pm) | 4/12/28 (at 3:31pm) |
|-----------------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|
| | | | | | | |
| Hourly Rate | \$ 21.00 | 21.00 | \$ 21.00 | 21.00 | \$ 21.00 | 21.00 |
| | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv |
| Wage and Benefit Fund | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - |
| JIB | 0.250% | \$ 0.053 | 0.250% | \$ 0.053 | 0.250% | \$ 0.053 |
| Legal Services Plan | 0.150% | \$ 0.032 | 0.150% | \$ 0.032 | 0.150% | \$ 0.032 |
| Apprentice Percentage | 2.500% | \$ 0.525 | 2.500% | \$ 0.525 | 2.500% | \$ 0.525 |
| Apprentice Hourly | 3.762% | 0.79 | 3.762% | 0.79 | 3.762% | 0.79 |
| P H B P -- Pension Trust | 12.220% | \$ 2.566 | 12.220% | \$ 2.566 | 12.220% | \$ 2.566 |
| P H B P -- Medical | 24.210% | \$ 5.084 | 24.210% | \$ 5.084 | 24.210% | \$ 5.084 |
| P H B P -- Medical | 5.952% | \$ 1.250 | 8.333% | \$ 1.750 | 10.714% | \$ 2.250 |
| Dental Plan | 3.040% | \$ 0.638 | 3.040% | \$ 0.638 | 3.540% | \$ 0.743 |
| N .E .B .F . | 3.000% | \$ 0.630 | 3.000% | \$ 0.630 | 3.000% | \$ 0.630 |
| N.E.I.B. | 0.000% | \$ - | 0.000% | \$ - | 2.381% | \$ 0.500 |
| Annuity | 4.762% | \$ 1.000 | 4.762% | \$ 1.000 | 4.762% | \$ 1.000 |
| HRA | 11.905% | \$ 2.500 | 11.905% | \$ 2.500 | 11.905% | \$ 2.500 |
| DSP Percentage | 20.650% | \$ 4.337 | 20.650% | \$ 4.337 | 20.650% | \$ 4.337 |
| DSP Hourly | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - |
| Educational & Cultural | 1.420% | \$ 0.298 | 1.420% | \$ 0.298 | 1.420% | \$ 0.298 |
| Supplemental Disability | 0.500% | \$ 0.105 | 0.500% | \$ 0.105 | 0.500% | \$ 0.105 |
| Total Rate For Benefits | 94.321% | \$ 19.807 | 96.702% | \$ 20.307 | 101.964% | \$ 21.412 |
| Total Cost Per Hour | | \$ 40.807 | | \$ 41.307 | | \$ 42.412 |

Inside Wireman 3rd year Apprentice OT Wage and Benefits for those accepted into the program after 4/23/2014

Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 04/15/2026 (at 3:31 p.m.) to 04/11/2029 (at 3:30 p.m.)

| Full Benefit Package | 4/15/26 (at 3:31pm) | 4/15/26 (at 3:31pm) | 4/14/27 (at 3:31pm) | 4/14/27 (at 3:31pm) | 4/12/28 (at 3:31pm) | 4/12/28 (at 3:31pm) |
|-----------------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|
| OT Rate | \$ 31.50 | \$ 31.50 | \$ 31.50 | \$ 31.50 | \$ 31.50 | \$ 31.50 |
| Hourly Rate | \$ 21.00 | \$ 21.00 | \$ 21.00 | \$ 21.00 | \$ 21.00 | \$ 21.00 |
| | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv |
| Wage and Benefit Fund | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - |
| JIB | 0.250% | \$ 0.053 | 0.250% | \$ 0.053 | 0.250% | \$ 0.053 |
| Legal Services Plan | 0.150% | \$ 0.032 | 0.150% | \$ 0.032 | 0.150% | \$ 0.032 |
| Apprentice Percentage | 2.500% | \$ 0.525 | 2.500% | \$ 0.525 | 2.500% | \$ 0.525 |
| Apprentice Hourly | 3.762% | 0.79 | 3.762% | 0.79 | 3.762% | 0.79 |
| P H B P -- Pension Trust | 12.220% | \$ 2.566 | 12.220% | \$ 2.566 | 12.220% | \$ 2.566 |
| P H B P -- Medical | 24.210% | \$ 5.084 | 24.210% | \$ 5.084 | 24.210% | \$ 5.084 |
| P H B P -- Medical | 5.952% | \$ 1.250 | 8.333% | \$ 1.750 | 10.714% | \$ 2.250 |
| Dental Plan | 3.040% | \$ 0.638 | 3.040% | \$ 0.638 | 3.540% | \$ 0.743 |
| N .E .B .F . | 3.000% | \$ 0.945 | 3.000% | \$ 0.945 | 3.000% | \$ 0.945 |
| N.E.I.B. | 0.000% | \$ - | 0.000% | \$ - | 2.381% | \$ 0.500 |
| Annuity | 4.762% | \$ 1.000 | 4.762% | \$ 1.000 | 4.762% | \$ 1.000 |
| HRA | 11.905% | \$ 2.500 | 11.905% | \$ 2.500 | 11.905% | \$ 2.500 |
| DSP Percentage | 20.650% | \$ 6.505 | 20.650% | \$ 6.505 | 20.650% | \$ 6.505 |
| DSP Hourly | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - |
| Educational & Cultural | 1.420% | \$ 0.298 | 1.420% | \$ 0.298 | 1.420% | \$ 0.298 |
| Supplemental Disability | 0.500% | \$ 0.158 | 0.500% | \$ 0.158 | 0.500% | \$ 0.158 |
| Total Rate For Benefits | 94.321% | \$ 22.343 | 96.702% | \$ 22.843 | 101.964% | \$ 23.948 |
| Total Cost Per Hour | | \$ 53.843 | | \$ 54.343 | | \$ 55.448 |

Inside Wireman 4th year Apprentice Wage and Benefits for those accepted into the program after 4/23/2014

Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 04/15/2026 (at 3:31 p.m.) to 04/11/2029 (at 3:30 p.m.)

| Full Benefit Package | 4/15/26 (at 3:31pm) | 4/15/26 (at 3:31pm) | 4/14/27 (at 3:31pm) | 4/14/27 (at 3:31pm) | 4/12/28 (at 3:31pm) | 4/12/28 (at 3:31pm) |
|-----------------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|
| | | | | | | |
| Hourly Rate | \$ 22.50 | 22.50 | \$ 22.50 | 22.50 | \$ 22.50 | 22.50 |
| | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv |
| Wage and Benefit Fund | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - |
| JIB | 0.250% | \$ 0.056 | 0.250% | \$ 0.056 | 0.250% | \$ 0.056 |
| Legal Services Plan | 0.150% | \$ 0.034 | 0.150% | \$ 0.034 | 0.150% | \$ 0.034 |
| Apprentice Percentage | 2.500% | \$ 0.563 | 2.500% | \$ 0.563 | 2.500% | \$ 0.563 |
| Apprentice Hourly | 3.511% | 0.79 | 3.511% | 0.79 | 3.511% | 0.79 |
| P H B P -- Pension Trust | 12.220% | \$ 2.750 | 12.220% | \$ 2.750 | 12.220% | \$ 2.750 |
| P H B P -- Medical | 24.210% | \$ 5.447 | 24.210% | \$ 5.447 | 24.210% | \$ 5.447 |
| P H B P -- Medical | 5.556% | \$ 1.250 | 7.778% | \$ 1.750 | 10.000% | \$ 2.250 |
| Dental Plan | 3.040% | \$ 0.684 | 3.040% | \$ 0.684 | 3.540% | \$ 0.797 |
| N .E .B .F . | 3.000% | \$ 0.675 | 3.000% | \$ 0.675 | 3.000% | \$ 0.675 |
| N.E.I.B. | 0.000% | \$ - | 0.000% | \$ - | 2.222% | \$ 0.500 |
| Annuity | 4.444% | \$ 1.000 | 4.444% | \$ 1.000 | 4.444% | \$ 1.000 |
| HRA | 11.111% | \$ 2.500 | 11.111% | \$ 2.500 | 11.111% | \$ 2.500 |
| DSP Percentage | 20.650% | \$ 4.646 | 20.650% | \$ 4.646 | 20.650% | \$ 4.646 |
| DSP Hourly | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - |
| Educational & Cultural | 1.420% | \$ 0.320 | 1.420% | \$ 0.320 | 1.420% | \$ 0.320 |
| Supplemental Disability | 0.500% | \$ 0.113 | 0.500% | \$ 0.113 | 0.500% | \$ 0.113 |
| Total Rate For Benefits | 92.562% | \$ 20.827 | 94.784% | \$ 21.327 | 99.729% | \$ 22.439 |
| Total Cost Per Hour | | \$ 43.327 | | \$ 43.827 | | \$ 44.939 |

Inside Wireman 4th year Apprentice OT Wage and Benefits for those accepted into the program after 4/23/2014

Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 04/15/2026 (at 3:31 p.m.) to 04/11/2029 (at 3:30 p.m.)

| Full Benefit Package | 4/15/26 (at 3:31pm) | 4/15/26 (at 3:31pm) | 4/14/27 (at 3:31pm) | 4/14/27 (at 3:31pm) | 4/12/28 (at 3:31pm) | 4/12/28 (at 3:31pm) |
|-----------------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|
| OT Rate | \$ 33.75 | \$ 33.75 | \$ 33.75 | \$ 33.75 | \$ 33.75 | \$ 33.75 |
| Hourly Rate | \$ 22.50 | \$ 22.50 | \$ 22.50 | \$ 22.50 | \$ 22.50 | \$ 22.50 |
| | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv |
| Wage and Benefit Fund | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - |
| JIB | 0.250% | \$ 0.056 | 0.250% | \$ 0.056 | 0.250% | \$ 0.056 |
| Legal Services Plan | 0.150% | \$ 0.034 | 0.150% | \$ 0.034 | 0.150% | \$ 0.034 |
| Apprentice Percentage | 2.500% | \$ 0.563 | 2.500% | \$ 0.563 | 2.500% | \$ 0.563 |
| Apprentice Hourly | 3.511% | 0.79 | 3.511% | 0.79 | 3.511% | 0.79 |
| P H B P -- Pension Trust | 12.220% | \$ 2.750 | 12.220% | \$ 2.750 | 12.220% | \$ 2.750 |
| P H B P -- Medical | 24.210% | \$ 5.447 | 24.210% | \$ 5.447 | 24.210% | \$ 5.447 |
| P H B P -- Medical | 5.556% | \$ 1.250 | 7.778% | \$ 1.750 | 10.000% | \$ 2.250 |
| Dental Plan | 3.040% | \$ 0.684 | 3.040% | \$ 0.684 | 3.540% | \$ 0.797 |
| N .E .B .F . | 3.000% | \$ 1.013 | 3.000% | \$ 1.013 | 3.000% | \$ 1.013 |
| N.E.I.B. | 0.000% | \$ - | 0.000% | \$ - | 2.222% | \$ 0.500 |
| Annuity | 4.444% | \$ 1.000 | 4.444% | \$ 1.000 | 4.444% | \$ 1.000 |
| HRA | 11.111% | \$ 2.500 | 11.111% | \$ 2.500 | 11.111% | \$ 2.500 |
| DSP Percentage | 20.650% | \$ 6.969 | 20.650% | \$ 6.969 | 20.650% | \$ 6.969 |
| DSP Hourly | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - |
| Educational & Cultural | 1.420% | \$ 0.320 | 1.420% | \$ 0.320 | 1.420% | \$ 0.320 |
| Supplemental Disability | 0.500% | \$ 0.169 | 0.500% | \$ 0.169 | 0.500% | \$ 0.169 |
| Total Rate For Benefits | 92.562% | \$ 23.543 | 94.784% | \$ 24.043 | 99.729% | \$ 25.156 |
| Total Cost Per Hour | | \$ 57.293 | | \$ 57.793 | | \$ 58.906 |

1st Term 1st Half M Helper Wage and Benefits for those accepted into the program after 4/23/2014

Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 04/15/2026 (at 3:31 p.m.) to 04/11/2029 (at 3:30 p.m.)

| Full Benefit Package | 4/15/26 (at 3:31pm) | 4/15/26 (at 3:31pm) | 4/14/27 (at 3:31pm) | 4/14/27 (at 3:31pm) | 4/12/28 (at 3:31pm) | 4/12/28 (at 3:31pm) |
|-----------------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|
| | | | | | | |
| Hourly Rate | \$ 17.50 | 17.50 | \$ 17.50 | 17.50 | \$ 17.50 | 17.50 |
| | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv |
| Wage and Benefit Fund | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - |
| JIB | 0.250% | \$ 0.044 | 0.250% | \$ 0.044 | 0.250% | \$ 0.044 |
| Legal Services Plan | 0.150% | \$ 0.026 | 0.150% | \$ 0.026 | 0.150% | \$ 0.026 |
| Apprentice Percentage | 2.500% | \$ 0.438 | 2.500% | \$ 0.438 | 2.500% | \$ 0.438 |
| Apprentice Hourly | 4.514% | 0.79 | 4.514% | 0.79 | 4.514% | 0.79 |
| P H B P -- Pension Trust | 12.220% | \$ 2.139 | 12.220% | \$ 2.139 | 12.220% | \$ 2.139 |
| P H B P -- Medical | 24.210% | \$ 4.237 | 24.210% | \$ 4.237 | 24.210% | \$ 4.237 |
| P H B P -- Medical | 7.143% | \$ 1.250 | 10.000% | \$ 1.750 | 12.857% | \$ 2.250 |
| Dental Plan | 3.040% | \$ 0.532 | 3.040% | \$ 0.532 | 3.540% | \$ 0.620 |
| N .E .B .F . | 3.000% | \$ 0.525 | 3.000% | \$ 0.525 | 3.000% | \$ 0.525 |
| N.E.I.B. | 0.000% | \$ - | 0.000% | \$ - | 2.857% | \$ 0.500 |
| Annuity | 5.714% | \$ 1.000 | 5.714% | \$ 1.000 | 5.714% | \$ 1.000 |
| HRA | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - |
| DSP Percentage | 20.650% | \$ 3.614 | 20.650% | \$ 3.614 | 20.650% | \$ 3.614 |
| DSP Hourly | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - |
| Educational & Cultural | 1.420% | \$ 0.249 | 1.420% | \$ 0.249 | 1.420% | \$ 0.249 |
| Supplemental Disability | 0.500% | \$ 0.088 | 0.500% | \$ 0.088 | 0.500% | \$ 0.088 |
| Total Rate For Benefits | 85.311% | \$ 14.930 | 88.169% | \$ 15.430 | 94.383% | \$ 16.517 |
| Total Cost Per Hour | | \$ 32.430 | | \$ 32.930 | | \$ 34.017 |

1st Term 1st Half M Helper OT Wage and Benefits for those accepted into the program after 4/23/2014

Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 04/15/2026 (at 3:31 p.m.) to 04/11/2029 (at 3:30 p.m.)

| Full Benefit Package | 4/15/26 (at 3:31pm) | 4/15/26 (at 3:31pm) | 4/14/27 (at 3:31pm) | 4/14/27 (at 3:31pm) | 4/12/28 (at 3:31pm) | 4/12/28 (at 3:31pm) |
|-----------------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|
| OT Rate | \$ 26.25 | \$ 26.25 | \$ 26.25 | \$ 26.25 | \$ 26.25 | \$ 26.25 |
| Hourly Rate | \$ 17.50 | \$ 17.50 | \$ 17.50 | \$ 17.50 | \$ 17.50 | \$ 17.50 |
| | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv |
| Wage and Benefit Fund | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - |
| JIB | 0.250% | \$ 0.044 | 0.250% | \$ 0.044 | 0.250% | \$ 0.044 |
| Legal Services Plan | 0.150% | \$ 0.026 | 0.150% | \$ 0.026 | 0.150% | \$ 0.026 |
| Apprentice Percentage | 2.500% | \$ 0.438 | 2.500% | \$ 0.438 | 2.500% | \$ 0.438 |
| Apprentice Hourly | 4.514% | 0.79 | 4.514% | 0.79 | 4.514% | 0.79 |
| P H B P -- Pension Trust | 12.220% | \$ 2.139 | 12.220% | \$ 2.139 | 12.220% | \$ 2.139 |
| P H B P -- Medical | 24.210% | \$ 4.237 | 24.210% | \$ 4.237 | 24.210% | \$ 4.237 |
| P H B P -- Medical | 7.143% | \$ 1.250 | 10.000% | \$ 1.750 | 12.857% | \$ 2.250 |
| Dental Plan | 3.040% | \$ 0.532 | 3.040% | \$ 0.532 | 3.540% | \$ 0.620 |
| N .E .B .F . | 3.000% | \$ 0.788 | 3.000% | \$ 0.788 | 3.000% | \$ 0.788 |
| N.E.I.B. | 0.000% | \$ - | 0.000% | \$ - | 2.857% | \$ 0.500 |
| Annuity | 5.714% | \$ 1.000 | 5.714% | \$ 1.000 | 5.714% | \$ 1.000 |
| HRA | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - |
| DSP Percentage | 20.650% | \$ 5.421 | 20.650% | \$ 5.421 | 20.650% | \$ 5.421 |
| DSP Hourly | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - |
| Educational & Cultural | 1.420% | \$ 0.249 | 1.420% | \$ 0.249 | 1.420% | \$ 0.249 |
| Supplemental Disability | 0.500% | \$ 0.131 | 0.500% | \$ 0.131 | 0.500% | \$ 0.131 |
| Total Rate For Benefits | 85.311% | \$ 17.043 | 88.169% | \$ 17.543 | 94.383% | \$ 18.630 |
| Total Cost Per Hour | | \$ 43.293 | | \$ 43.793 | | \$ 44.880 |

2nd Term 1st Half M Helper Wage and Benefits for those accepted into the program after 4/23/2014

Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 04/15/2026 (at 3:31 p.m.) to 04/11/2029 (at 3:30 p.m.)

| Full Benefit Package | 4/15/26 (at 3:31pm) | 4/15/26 (at 3:31pm) | 4/14/27 (at 3:31pm) | 4/14/27 (at 3:31pm) | 4/12/28 (at 3:31pm) | 4/12/28 (at 3:31pm) |
|-----------------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|
| | | | | | | |
| Hourly Rate | \$ 18.75 | 18.75 | \$ 18.75 | 18.75 | \$ 18.75 | 18.75 |
| | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv |
| Wage and Benefit Fund | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - |
| JIB | 0.250% | \$ 0.047 | 0.250% | \$ 0.047 | 0.250% | \$ 0.047 |
| Legal Services Plan | 0.150% | \$ 0.028 | 0.150% | \$ 0.028 | 0.150% | \$ 0.028 |
| Apprentice Percentage | 2.500% | \$ 0.469 | 2.500% | \$ 0.469 | 2.500% | \$ 0.469 |
| Apprentice Hourly | 4.213% | 0.79 | 4.213% | 0.79 | 4.213% | 0.79 |
| P H B P -- Pension Trust | 12.220% | \$ 2.291 | 12.220% | \$ 2.291 | 12.220% | \$ 2.291 |
| P H B P -- Medical | 24.210% | \$ 4.539 | 24.210% | \$ 4.539 | 24.210% | \$ 4.539 |
| P H B P -- Medical | 6.667% | \$ 1.250 | 9.333% | \$ 1.750 | 12.000% | \$ 2.250 |
| Dental Plan | 3.040% | \$ 0.570 | 3.040% | \$ 0.570 | 3.540% | \$ 0.664 |
| N .E .B .F . | 3.000% | \$ 0.563 | 3.000% | \$ 0.563 | 3.000% | \$ 0.563 |
| N.E.I.B. | 0.000% | \$ - | 0.000% | \$ - | 2.667% | \$ 0.500 |
| Annuity | 5.333% | \$ 1.000 | 5.333% | \$ 1.000 | 5.333% | \$ 1.000 |
| HRA | 13.333% | \$ 2.500 | 13.333% | \$ 2.500 | 13.333% | \$ 2.500 |
| DSP Percentage | 20.650% | \$ 3.872 | 20.650% | \$ 3.872 | 20.650% | \$ 3.872 |
| DSP Hourly | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - |
| Educational & Cultural | 1.420% | \$ 0.266 | 1.420% | \$ 0.266 | 1.420% | \$ 0.266 |
| Supplemental Disability | 0.500% | \$ 0.094 | 0.500% | \$ 0.094 | 0.500% | \$ 0.094 |
| Total Rate For Benefits | 97.487% | \$ 18.279 | 100.153% | \$ 18.779 | 105.987% | \$ 19.873 |
| | | | | | | |
| Total Cost Per Hour | | \$ 37.029 | | \$ 37.529 | | \$ 38.623 |

2nd Term 1st Half M Helper OT Wage and Benefits for those accepted into the program after 4/23/2014

Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 04/15/2026 (at 3:31 p.m.) to 04/11/2029 (at 3:30 p.m.)

| Full Benefit Package | 4/15/26 (at 3:31pm) | 4/15/26 (at 3:31pm) | 4/14/27 (at 3:31pm) | 4/14/27 (at 3:31pm) | 4/12/28 (at 3:31pm) | 4/12/28 (at 3:31pm) |
|-----------------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|
| OT Rate | \$ 28.13 | \$ 28.13 | \$ 28.13 | \$ 28.13 | \$ 28.13 | \$ 28.13 |
| Hourly Rate | \$ 18.75 | \$ 18.75 | \$ 18.75 | \$ 18.75 | \$ 18.75 | \$ 18.75 |
| | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv |
| Wage and Benefit Fund | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - |
| JIB | 0.250% | \$ 0.047 | 0.250% | \$ 0.047 | 0.250% | \$ 0.047 |
| Legal Services Plan | 0.150% | \$ 0.028 | 0.150% | \$ 0.028 | 0.150% | \$ 0.028 |
| Apprentice Percentage | 2.500% | \$ 0.469 | 2.500% | \$ 0.469 | 2.500% | \$ 0.469 |
| Apprentice Hourly | 4.213% | 0.79 | 4.213% | 0.79 | 4.213% | 0.79 |
| P H B P -- Pension Trust | 12.220% | \$ 2.291 | 12.220% | \$ 2.291 | 12.220% | \$ 2.291 |
| P H B P -- Medical | 24.210% | \$ 4.539 | 24.210% | \$ 4.539 | 24.210% | \$ 4.539 |
| P H B P -- Medical | 6.667% | \$ 1.250 | 9.333% | \$ 1.750 | 12.000% | \$ 2.250 |
| Dental Plan | 3.040% | \$ 0.570 | 3.040% | \$ 0.570 | 3.540% | \$ 0.664 |
| N .E .B .F . | 3.000% | \$ 0.844 | 3.000% | \$ 0.844 | 3.000% | \$ 0.844 |
| N.E.I.B. | 0.000% | \$ - | 0.000% | \$ - | 2.667% | \$ 0.500 |
| Annuity | 5.333% | \$ 1.000 | 5.333% | \$ 1.000 | 5.333% | \$ 1.000 |
| HRA | 13.333% | \$ 2.500 | 13.333% | \$ 2.500 | 13.333% | \$ 2.500 |
| DSP Percentage | 20.650% | \$ 5.808 | 20.650% | \$ 5.808 | 20.650% | \$ 5.808 |
| DSP Hourly | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - |
| Educational & Cultural | 1.420% | \$ 0.266 | 1.420% | \$ 0.266 | 1.420% | \$ 0.266 |
| Supplemental Disability | 0.500% | \$ 0.141 | 0.500% | \$ 0.141 | 0.500% | \$ 0.141 |
| Total Rate For Benefits | 97.487% | \$ 20.543 | 100.153% | \$ 21.043 | 105.987% | \$ 22.137 |
| Total Cost Per Hour | | \$ 48.668 | | \$ 49.168 | | \$ 50.262 |

3rd Term 1st Half M Helper Wage and Benefits for those accepted into the program after 4/23/2014

Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 04/15/2026 (at 3:31 p.m.) to 04/11/2029 (at 3:30 p.m.)

| Full Benefit Package | 4/15/26 (at 3:31pm) | 4/15/26 (at 3:31pm) | 4/14/27 (at 3:31pm) | 4/14/27 (at 3:31pm) | 4/12/28 (at 3:31pm) | 4/12/28 (at 3:31pm) |
|-----------------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|
| | | | | | | |
| Hourly Rate | \$ 20.25 | 20.25 | \$ 20.25 | 20.25 | \$ 20.25 | 20.25 |
| | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv |
| Wage and Benefit Fund | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - |
| JIB | 0.250% | \$ 0.051 | 0.250% | \$ 0.051 | 0.250% | \$ 0.051 |
| Legal Services Plan | 0.150% | \$ 0.030 | 0.150% | \$ 0.030 | 0.150% | \$ 0.030 |
| Apprentice Percentage | 2.500% | \$ 0.506 | 2.500% | \$ 0.506 | 2.500% | \$ 0.506 |
| Apprentice Hourly | 3.901% | 0.79 | 3.901% | 0.79 | 3.901% | 0.79 |
| P H B P -- Pension Trust | 12.220% | \$ 2.475 | 12.220% | \$ 2.475 | 12.220% | \$ 2.475 |
| P H B P -- Medical | 24.210% | \$ 4.903 | 24.210% | \$ 4.903 | 24.210% | \$ 4.903 |
| P H B P -- Medical | 6.173% | \$ 1.250 | 8.642% | \$ 1.750 | 11.111% | \$ 2.250 |
| Dental Plan | 3.040% | \$ 0.616 | 3.040% | \$ 0.616 | 3.540% | \$ 0.717 |
| N .E .B .F . | 3.000% | \$ 0.608 | 3.000% | \$ 0.608 | 3.000% | \$ 0.608 |
| N.E.I.B. | 0.000% | \$ - | 0.000% | \$ - | 2.469% | \$ 0.500 |
| Annuity | 4.938% | \$ 1.000 | 4.938% | \$ 1.000 | 4.938% | \$ 1.000 |
| HRA | 12.346% | \$ 2.500 | 12.346% | \$ 2.500 | 12.346% | \$ 2.500 |
| DSP Percentage | 20.650% | \$ 4.182 | 20.650% | \$ 4.182 | 20.650% | \$ 4.182 |
| DSP Hourly | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - |
| Educational & Cultural | 1.420% | \$ 0.288 | 1.420% | \$ 0.288 | 1.420% | \$ 0.288 |
| Supplemental Disability | 0.500% | \$ 0.101 | 0.500% | \$ 0.101 | 0.500% | \$ 0.101 |
| Total Rate For Benefits | 95.298% | \$ 19.298 | 97.767% | \$ 19.798 | 103.205% | \$ 20.899 |
| Total Cost Per Hour | | \$ 39.548 | | \$ 40.048 | | \$ 41.149 |

3rd Term 1st Half M Helper OT Wage and Benefits for those accepted into the program after 4/23/2014

Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 04/15/2026 (at 3:31 p.m.) to 04/11/2029 (at 3:30 p.m.)

| Full Benefit Package | 4/15/26 (at 3:31pm) | 4/15/26 (at 3:31pm) | 4/14/27 (at 3:31pm) | 4/14/27 (at 3:31pm) | 4/12/28 (at 3:31pm) | 4/12/28 (at 3:31pm) |
|-----------------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|
| OT Rate | \$ 30.38 | \$ 30.38 | \$ 30.38 | \$ 30.38 | \$ 30.38 | \$ 30.38 |
| Hourly Rate | \$ 20.25 | \$ 20.25 | \$ 20.25 | \$ 20.25 | \$ 20.25 | \$ 20.25 |
| | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv |
| Wage and Benefit Fund | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - |
| JIB | 0.250% | \$ 0.051 | 0.250% | \$ 0.051 | 0.250% | \$ 0.051 |
| Legal Services Plan | 0.150% | \$ 0.030 | 0.150% | \$ 0.030 | 0.150% | \$ 0.030 |
| Apprentice Percentage | 2.500% | \$ 0.506 | 2.500% | \$ 0.506 | 2.500% | \$ 0.506 |
| Apprentice Hourly | 3.901% | 0.79 | 3.901% | 0.79 | 3.901% | 0.79 |
| P H B P -- Pension Trust | 12.220% | \$ 2.475 | 12.220% | \$ 2.475 | 12.220% | \$ 2.475 |
| P H B P -- Medical | 24.210% | \$ 4.903 | 24.210% | \$ 4.903 | 24.210% | \$ 4.903 |
| P H B P -- Medical | 6.173% | \$ 1.250 | 8.642% | \$ 1.750 | 11.111% | \$ 2.250 |
| Dental Plan | 3.040% | \$ 0.616 | 3.040% | \$ 0.616 | 3.540% | \$ 0.717 |
| N .E .B .F . | 3.000% | \$ 0.911 | 3.000% | \$ 0.911 | 3.000% | \$ 0.911 |
| N.E.I.B. | 0.000% | \$ - | 0.000% | \$ - | 2.469% | \$ 0.500 |
| Annuity | 4.938% | \$ 1.000 | 4.938% | \$ 1.000 | 4.938% | \$ 1.000 |
| HRA | 12.346% | \$ 2.500 | 12.346% | \$ 2.500 | 12.346% | \$ 2.500 |
| DSP Percentage | 20.650% | \$ 6.272 | 20.650% | \$ 6.272 | 20.650% | \$ 6.272 |
| DSP Hourly | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - |
| Educational & Cultural | 1.420% | \$ 0.288 | 1.420% | \$ 0.288 | 1.420% | \$ 0.288 |
| Supplemental Disability | 0.500% | \$ 0.152 | 0.500% | \$ 0.152 | 0.500% | \$ 0.152 |
| Total Rate For Benefits | 95.298% | \$ 21.743 | 97.767% | \$ 22.243 | 103.205% | \$ 23.344 |
| Total Cost Per Hour | | \$ 52.118 | | \$ 52.618 | | \$ 53.719 |

4th Term 1st Half M Helper Wage and Benefits for those accepted into the program after 4/23/2014

Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 04/15/2026 (at 3:31 p.m.) to 04/11/2029 (at 3:30 p.m.)

| Full Benefit Package | 4/15/26 (at 3:31pm) | 4/15/26 (at 3:31pm) | 4/14/27 (at 3:31pm) | 4/14/27 (at 3:31pm) | 4/12/28 (at 3:31pm) | 4/12/28 (at 3:31pm) |
|-----------------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|
| | | | | | | |
| Hourly Rate | \$ 21.75 | 21.75 | \$ 21.75 | 21.75 | \$ 21.75 | 21.75 |
| | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv |
| Wage and Benefit Fund | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - |
| JIB | 0.250% | \$ 0.054 | 0.250% | \$ 0.054 | 0.250% | \$ 0.054 |
| Legal Services Plan | 0.150% | \$ 0.033 | 0.150% | \$ 0.033 | 0.150% | \$ 0.033 |
| Apprentice Percentage | 2.500% | \$ 0.544 | 2.500% | \$ 0.544 | 2.500% | \$ 0.544 |
| Apprentice Hourly | 3.632% | 0.79 | 3.632% | 0.79 | 3.632% | 0.79 |
| P H B P -- Pension Trust | 12.220% | \$ 2.658 | 12.220% | \$ 2.658 | 12.220% | \$ 2.658 |
| P H B P -- Medical | 24.210% | \$ 5.266 | 24.210% | \$ 5.266 | 24.210% | \$ 5.266 |
| P H B P -- Medical | 5.747% | \$ 1.250 | 8.046% | \$ 1.750 | 10.345% | \$ 2.250 |
| Dental Plan | 3.040% | \$ 0.661 | 3.040% | \$ 0.661 | 3.540% | \$ 0.770 |
| N .E .B .F . | 3.000% | \$ 0.653 | 3.000% | \$ 0.653 | 3.000% | \$ 0.653 |
| N.E.I.B. | 0.000% | \$ - | 0.000% | \$ - | 2.299% | \$ 0.500 |
| Annuity | 4.598% | \$ 1.000 | 4.598% | \$ 1.000 | 4.598% | \$ 1.000 |
| HRA | 11.494% | \$ 2.500 | 11.494% | \$ 2.500 | 11.494% | \$ 2.500 |
| DSP Percentage | 20.650% | \$ 4.491 | 20.650% | \$ 4.491 | 20.650% | \$ 4.491 |
| DSP Hourly | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - |
| Educational & Cultural | 1.420% | \$ 0.309 | 1.420% | \$ 0.309 | 1.420% | \$ 0.309 |
| Supplemental Disability | 0.500% | \$ 0.109 | 0.500% | \$ 0.109 | 0.500% | \$ 0.109 |
| Total Rate For Benefits | 93.411% | \$ 20.317 | 95.710% | \$ 20.817 | 100.808% | \$ 21.926 |
| Total Cost Per Hour | | \$ 42.067 | | \$ 42.567 | | \$ 43.676 |

4th Term 1st Half M Helper OT Wage and Benefits for those accepted into the program after 4/23/2014

Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 04/15/2026 (at 3:31 p.m.) to 04/11/2029 (at 3:30 p.m.)

| Full Benefit Package | 4/15/26 (at 3:31pm) | 4/15/26 (at 3:31pm) | 4/14/27 (at 3:31pm) | 4/14/27 (at 3:31pm) | 4/12/28 (at 3:31pm) | 4/12/28 (at 3:31pm) |
|-----------------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|
| OT Rate | \$ 32.63 | \$ 32.63 | \$ 32.63 | \$ 32.63 | \$ 32.63 | \$ 32.63 |
| Hourly Rate | \$ 21.75 | \$ 21.75 | \$ 21.75 | \$ 21.75 | \$ 21.75 | \$ 21.75 |
| | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv |
| Wage and Benefit Fund | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - |
| JIB | 0.250% | \$ 0.054 | 0.250% | \$ 0.054 | 0.250% | \$ 0.054 |
| Legal Services Plan | 0.150% | \$ 0.033 | 0.150% | \$ 0.033 | 0.150% | \$ 0.033 |
| Apprentice Percentage | 2.500% | \$ 0.544 | 2.500% | \$ 0.544 | 2.500% | \$ 0.544 |
| Apprentice Hourly | 3.632% | 0.79 | 3.632% | 0.79 | 3.632% | 0.79 |
| P H B P -- Pension Trust | 12.220% | \$ 2.658 | 12.220% | \$ 2.658 | 12.220% | \$ 2.658 |
| P H B P -- Medical | 24.210% | \$ 5.266 | 24.210% | \$ 5.266 | 24.210% | \$ 5.266 |
| P H B P -- Medical | 5.747% | \$ 1.250 | 8.046% | \$ 1.750 | 10.345% | \$ 2.250 |
| Dental Plan | 3.040% | \$ 0.661 | 3.040% | \$ 0.661 | 3.540% | \$ 0.770 |
| N .E .B .F . | 3.000% | \$ 0.979 | 3.000% | \$ 0.979 | 3.000% | \$ 0.979 |
| N.E.I.B. | 0.000% | \$ - | 0.000% | \$ - | 2.299% | \$ 0.500 |
| Annuity | 4.598% | \$ 1.000 | 4.598% | \$ 1.000 | 4.598% | \$ 1.000 |
| HRA | 11.494% | \$ 2.500 | 11.494% | \$ 2.500 | 11.494% | \$ 2.500 |
| DSP Percentage | 20.650% | \$ 6.737 | 20.650% | \$ 6.737 | 20.650% | \$ 6.737 |
| DSP Hourly | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - |
| Educational & Cultural | 1.420% | \$ 0.309 | 1.420% | \$ 0.309 | 1.420% | \$ 0.309 |
| Supplemental Disability | 0.500% | \$ 0.163 | 0.500% | \$ 0.163 | 0.500% | \$ 0.163 |
| Total Rate For Benefits | 93.411% | \$ 22.943 | 95.710% | \$ 23.443 | 100.808% | \$ 24.552 |
| Total Cost Per Hour | | \$ 55.568 | | \$ 56.068 | | \$ 57.177 |

1st Term 2nd Half M Helper Wage and Benefits for those accepted into the program after 4/23/2014

Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 04/15/2026 (at 3:31 p.m.) to 04/11/2029 (at 3:30 p.m.)

| Full Benefit Package | 4/15/26 (at 3:31pm) | 4/15/26 (at 3:31pm) | 4/14/27 (at 3:31pm) | 4/14/27 (at 3:31pm) | 4/12/28 (at 3:31pm) | 4/12/28 (at 3:31pm) |
|-----------------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|
| | | | | | | |
| Hourly Rate | \$ 18.00 | 18.00 | \$ 18.00 | 18.00 | \$ 18.00 | 18.00 |
| | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv |
| Wage and Benefit Fund | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - |
| JIB | 0.250% | \$ 0.045 | 0.250% | \$ 0.045 | 0.250% | \$ 0.045 |
| Legal Services Plan | 0.150% | \$ 0.027 | 0.150% | \$ 0.027 | 0.150% | \$ 0.027 |
| Apprentice Percentage | 2.500% | \$ 0.450 | 2.500% | \$ 0.450 | 2.500% | \$ 0.450 |
| Apprentice Hourly | 4.389% | 0.79 | 4.389% | 0.79 | 4.389% | 0.79 |
| P H B P -- Pension Trust | 12.220% | \$ 2.200 | 12.220% | \$ 2.200 | 12.220% | \$ 2.200 |
| P H B P -- Medical | 24.210% | \$ 4.358 | 24.210% | \$ 4.358 | 24.210% | \$ 4.358 |
| P H B P -- Medical | 6.944% | \$ 1.250 | 9.722% | \$ 1.750 | 12.500% | \$ 2.250 |
| Dental Plan | 3.040% | \$ 0.547 | 3.040% | \$ 0.547 | 3.540% | \$ 0.637 |
| N .E .B .F . | 3.000% | \$ 0.540 | 3.000% | \$ 0.540 | 3.000% | \$ 0.540 |
| N.E.I.B. | 0.000% | \$ - | 0.000% | \$ - | 2.778% | \$ 0.500 |
| Annuity | 5.556% | \$ 1.000 | 5.556% | \$ 1.000 | 5.556% | \$ 1.000 |
| HRA | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - |
| DSP Percentage | 20.650% | \$ 3.717 | 20.650% | \$ 3.717 | 20.650% | \$ 3.717 |
| DSP Hourly | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - |
| Educational & Cultural | 1.420% | \$ 0.256 | 1.420% | \$ 0.256 | 1.420% | \$ 0.256 |
| Supplemental Disability | 0.500% | \$ 0.090 | 0.500% | \$ 0.090 | 0.500% | \$ 0.090 |
| Total Rate For Benefits | 84.829% | \$ 15.269 | 87.607% | \$ 15.769 | 93.662% | \$ 16.859 |
| Total Cost Per Hour | | \$ 33.269 | | \$ 33.769 | | \$ 34.859 |

1st Term 2nd Half M Helper OT Wage and Benefits for those accepted into the program after 4/23/2014

Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 04/15/2026 (at 3:31 p.m.) to 04/11/2029 (at 3:30 p.m.)

| Full Benefit Package | 4/15/26 (at 3:31pm) | 4/15/26 (at 3:31pm) | 4/14/27 (at 3:31pm) | 4/14/27 (at 3:31pm) | 4/12/28 (at 3:31pm) | 4/12/28 (at 3:31pm) |
|-----------------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|
| OT Rate | \$ 27.00 | \$ 27.00 | \$ 27.00 | \$ 27.00 | \$ 27.00 | \$ 27.00 |
| Hourly Rate | \$ 18.00 | \$ 18.00 | \$ 18.00 | \$ 18.00 | \$ 18.00 | \$ 18.00 |
| | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv |
| Wage and Benefit Fund | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - |
| JIB | 0.250% | \$ 0.045 | 0.250% | \$ 0.045 | 0.250% | \$ 0.045 |
| Legal Services Plan | 0.150% | \$ 0.027 | 0.150% | \$ 0.027 | 0.150% | \$ 0.027 |
| Apprentice Percentage | 2.500% | \$ 0.450 | 2.500% | \$ 0.450 | 2.500% | \$ 0.450 |
| Apprentice Hourly | 4.389% | 0.79 | 4.389% | 0.79 | 4.389% | 0.79 |
| P H B P -- Pension Trust | 12.220% | \$ 2.200 | 12.220% | \$ 2.200 | 12.220% | \$ 2.200 |
| P H B P -- Medical | 24.210% | \$ 4.358 | 24.210% | \$ 4.358 | 24.210% | \$ 4.358 |
| P H B P -- Medical | 6.944% | \$ 1.250 | 9.722% | \$ 1.750 | 12.500% | \$ 2.250 |
| Dental Plan | 3.040% | \$ 0.547 | 3.040% | \$ 0.547 | 3.540% | \$ 0.637 |
| N .E .B .F . | 3.000% | \$ 0.810 | 3.000% | \$ 0.810 | 3.000% | \$ 0.810 |
| N.E.I.B. | 0.000% | \$ - | 0.000% | \$ - | 2.778% | \$ 0.500 |
| Annuity | 5.556% | \$ 1.000 | 5.556% | \$ 1.000 | 5.556% | \$ 1.000 |
| HRA | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - |
| DSP Percentage | 20.650% | \$ 5.576 | 20.650% | \$ 5.576 | 20.650% | \$ 5.576 |
| DSP Hourly | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - |
| Educational & Cultural | 1.420% | \$ 0.256 | 1.420% | \$ 0.256 | 1.420% | \$ 0.256 |
| Supplemental Disability | 0.500% | \$ 0.135 | 0.500% | \$ 0.135 | 0.500% | \$ 0.135 |
| Total Rate For Benefits | 84.829% | \$ 17.443 | 87.607% | \$ 17.943 | 93.662% | \$ 19.033 |
| Total Cost Per Hour | | \$ 44.443 | | \$ 44.943 | | \$ 46.033 |

2nd Term 2nd Half M Helper Wage and Benefits for those accepted into the program after 4/23/2014

Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 04/15/2026 (at 3:31 p.m.) to 04/11/2029 (at 3:30 p.m.)

| Full Benefit Package | 4/15/26 (at 3:31pm) | 4/15/26 (at 3:31pm) | 4/14/27 (at 3:31pm) | 4/14/27 (at 3:31pm) | 4/12/28 (at 3:31pm) | 4/12/28 (at 3:31pm) |
|-----------------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|
| | | | | | | |
| Hourly Rate | \$ 19.50 | 19.50 | \$ 19.50 | 19.50 | \$ 19.50 | 19.50 |
| | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv |
| Wage and Benefit Fund | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - |
| JIB | 0.250% | \$ 0.049 | 0.250% | \$ 0.049 | 0.250% | \$ 0.049 |
| Legal Services Plan | 0.150% | \$ 0.029 | 0.150% | \$ 0.029 | 0.150% | \$ 0.029 |
| Apprentice Percentage | 2.500% | \$ 0.488 | 2.500% | \$ 0.488 | 2.500% | \$ 0.488 |
| Apprentice Hourly | 4.051% | 0.79 | 4.051% | 0.79 | 4.051% | 0.79 |
| P H B P -- Pension Trust | 12.220% | \$ 2.383 | 12.220% | \$ 2.383 | 12.220% | \$ 2.383 |
| P H B P -- Medical | 24.210% | \$ 4.721 | 24.210% | \$ 4.721 | 24.210% | \$ 4.721 |
| P H B P -- Medical | 6.410% | \$ 1.250 | 8.974% | \$ 1.750 | 11.538% | \$ 2.250 |
| Dental Plan | 3.040% | \$ 0.593 | 3.040% | \$ 0.593 | 3.540% | \$ 0.690 |
| N .E .B .F . | 3.000% | \$ 0.585 | 3.000% | \$ 0.585 | 3.000% | \$ 0.585 |
| N.E.I.B. | 0.000% | \$ - | 0.000% | \$ - | 2.564% | \$ 0.500 |
| Annuity | 5.128% | \$ 1.000 | 5.128% | \$ 1.000 | 5.128% | \$ 1.000 |
| HRA | 12.821% | \$ 2.500 | 12.821% | \$ 2.500 | 12.821% | \$ 2.500 |
| DSP Percentage | 20.650% | \$ 4.027 | 20.650% | \$ 4.027 | 20.650% | \$ 4.027 |
| DSP Hourly | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - |
| Educational & Cultural | 1.420% | \$ 0.277 | 1.420% | \$ 0.277 | 1.420% | \$ 0.277 |
| Supplemental Disability | 0.500% | \$ 0.098 | 0.500% | \$ 0.098 | 0.500% | \$ 0.098 |
| Total Rate For Benefits | 96.350% | \$ 18.788 | 98.914% | \$ 19.288 | 104.543% | \$ 20.386 |
| | | | | | | |
| Total Cost Per Hour | | \$ 38.288 | | \$ 38.788 | | \$ 39.886 |

2nd Term 2nd Half M Helper OT Wage and Benefits for those accepted into the program after 4/23/2014

Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 04/15/2026 (at 3:31 p.m.) to 04/11/2029 (at 3:30 p.m.)

| Full Benefit Package | 4/15/26 (at 3:31pm) | 4/15/26 (at 3:31pm) | 4/14/27 (at 3:31pm) | 4/14/27 (at 3:31pm) | 4/12/28 (at 3:31pm) | 4/12/28 (at 3:31pm) |
|-----------------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|
| OT Rate | \$ 29.25 | \$ 29.25 | \$ 29.25 | \$ 29.25 | \$ 29.25 | \$ 29.25 |
| Hourly Rate | \$ 19.50 | \$ 19.50 | \$ 19.50 | \$ 19.50 | \$ 19.50 | \$ 19.50 |
| | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv |
| Wage and Benefit Fund | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - |
| JIB | 0.250% | \$ 0.049 | 0.250% | \$ 0.049 | 0.250% | \$ 0.049 |
| Legal Services Plan | 0.150% | \$ 0.029 | 0.150% | \$ 0.029 | 0.150% | \$ 0.029 |
| Apprentice Percentage | 2.500% | \$ 0.488 | 2.500% | \$ 0.488 | 2.500% | \$ 0.488 |
| Apprentice Hourly | 4.051% | 0.79 | 4.051% | 0.79 | 4.051% | 0.79 |
| P H B P -- Pension Trust | 12.220% | \$ 2.383 | 12.220% | \$ 2.383 | 12.220% | \$ 2.383 |
| P H B P -- Medical | 24.210% | \$ 4.721 | 24.210% | \$ 4.721 | 24.210% | \$ 4.721 |
| P H B P -- Medical | 6.410% | \$ 1.250 | 8.974% | \$ 1.750 | 11.538% | \$ 2.250 |
| Dental Plan | 3.040% | \$ 0.593 | 3.040% | \$ 0.593 | 3.540% | \$ 0.690 |
| N .E .B .F . | 3.000% | \$ 0.878 | 3.000% | \$ 0.878 | 3.000% | \$ 0.878 |
| N.E.I.B. | 0.000% | \$ - | 0.000% | \$ - | 2.564% | \$ 0.500 |
| Annuity | 5.128% | \$ 1.000 | 5.128% | \$ 1.000 | 5.128% | \$ 1.000 |
| HRA | 12.821% | \$ 2.500 | 12.821% | \$ 2.500 | 12.821% | \$ 2.500 |
| DSP Percentage | 20.650% | \$ 6.040 | 20.650% | \$ 6.040 | 20.650% | \$ 6.040 |
| DSP Hourly | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - |
| Educational & Cultural | 1.420% | \$ 0.277 | 1.420% | \$ 0.277 | 1.420% | \$ 0.277 |
| Supplemental Disability | 0.500% | \$ 0.146 | 0.500% | \$ 0.146 | 0.500% | \$ 0.146 |
| Total Rate For Benefits | 96.350% | \$ 21.143 | 98.914% | \$ 21.643 | 104.543% | \$ 22.740 |
| Total Cost Per Hour | | \$ 50.393 | | \$ 50.893 | | \$ 51.990 |

3rd Term 2nd Half M Helper Wage and Benefits for those accepted into the program after 4/23/2014

Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 04/15/2026 (at 3:31 p.m.) to 04/11/2029 (at 3:30 p.m.)

| Full Benefit Package | 4/15/26 (at 3:31pm) | 4/15/26 (at 3:31pm) | 4/14/27 (at 3:31pm) | 4/14/27 (at 3:31pm) | 4/12/28 (at 3:31pm) | 4/12/28 (at 3:31pm) |
|-----------------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|
| | | | | | | |
| Hourly Rate | \$ 21.00 | 21.00 | \$ 21.00 | 21.00 | \$ 21.00 | 21.00 |
| | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv |
| Wage and Benefit Fund | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - |
| JIB | 0.250% | \$ 0.053 | 0.250% | \$ 0.053 | 0.250% | \$ 0.053 |
| Legal Services Plan | 0.150% | \$ 0.032 | 0.150% | \$ 0.032 | 0.150% | \$ 0.032 |
| Apprentice Percentage | 2.500% | \$ 0.525 | 2.500% | \$ 0.525 | 2.500% | \$ 0.525 |
| Apprentice Hourly | 3.762% | 0.79 | 3.762% | 0.79 | 3.762% | 0.79 |
| P H B P -- Pension Trust | 12.220% | \$ 2.566 | 12.220% | \$ 2.566 | 12.220% | \$ 2.566 |
| P H B P -- Medical | 24.210% | \$ 5.084 | 24.210% | \$ 5.084 | 24.210% | \$ 5.084 |
| P H B P -- Medical | 5.952% | \$ 1.250 | 8.333% | \$ 1.750 | 10.714% | \$ 2.250 |
| Dental Plan | 3.040% | \$ 0.638 | 3.040% | \$ 0.638 | 3.540% | \$ 0.743 |
| N .E .B .F . | 3.000% | \$ 0.630 | 3.000% | \$ 0.630 | 3.000% | \$ 0.630 |
| N.E.I.B. | 0.000% | \$ - | 0.000% | \$ - | 2.381% | \$ 0.500 |
| Annuity | 4.762% | \$ 1.000 | 4.762% | \$ 1.000 | 4.762% | \$ 1.000 |
| HRA | 11.905% | \$ 2.500 | 11.905% | \$ 2.500 | 11.905% | \$ 2.500 |
| DSP Percentage | 20.650% | \$ 4.337 | 20.650% | \$ 4.337 | 20.650% | \$ 4.337 |
| DSP Hourly | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - |
| Educational & Cultural | 1.420% | \$ 0.298 | 1.420% | \$ 0.298 | 1.420% | \$ 0.298 |
| Supplemental Disability | 0.500% | \$ 0.105 | 0.500% | \$ 0.105 | 0.500% | \$ 0.105 |
| Total Rate For Benefits | 94.321% | \$ 19.807 | 96.702% | \$ 20.307 | 101.964% | \$ 21.412 |
| Total Cost Per Hour | | \$ 40.807 | | \$ 41.307 | | \$ 42.412 |

3rd Term 2nd Half M Helper OT Wage and Benefits for those accepted into the program after 4/23/2014

Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 04/15/2026 (at 3:31 p.m.) to 04/11/2029 (at 3:30 p.m.)

| Full Benefit Package | 4/15/26 (at 3:31pm) | 4/15/26 (at 3:31pm) | 4/14/27 (at 3:31pm) | 4/14/27 (at 3:31pm) | 4/12/28 (at 3:31pm) | 4/12/28 (at 3:31pm) |
|-----------------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|
| OT Rate | \$ 31.50 | \$ 31.50 | \$ 31.50 | \$ 31.50 | \$ 31.50 | \$ 31.50 |
| Hourly Rate | \$ 21.00 | 21.00 | \$ 21.00 | 21.00 | \$ 21.00 | 21.00 |
| | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv |
| Wage and Benefit Fund | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - |
| JIB | 0.250% | \$ 0.053 | 0.250% | \$ 0.053 | 0.250% | \$ 0.053 |
| Legal Services Plan | 0.150% | \$ 0.032 | 0.150% | \$ 0.032 | 0.150% | \$ 0.032 |
| Apprentice Percentage | 2.500% | \$ 0.525 | 2.500% | \$ 0.525 | 2.500% | \$ 0.525 |
| Apprentice Hourly | 3.762% | 0.79 | 3.762% | 0.79 | 3.762% | 0.79 |
| P H B P -- Pension Trust | 12.220% | \$ 2.566 | 12.220% | \$ 2.566 | 12.220% | \$ 2.566 |
| P H B P -- Medical | 24.210% | \$ 5.084 | 24.210% | \$ 5.084 | 24.210% | \$ 5.084 |
| P H B P -- Medical | 5.952% | \$ 1.250 | 8.333% | \$ 1.750 | 10.714% | \$ 2.250 |
| Dental Plan | 3.040% | \$ 0.638 | 3.040% | \$ 0.638 | 3.540% | \$ 0.743 |
| N .E .B .F . | 3.000% | \$ 0.945 | 3.000% | \$ 0.945 | 3.000% | \$ 0.945 |
| N.E.I.B. | 0.000% | \$ - | 0.000% | \$ - | 2.381% | \$ 0.500 |
| Annuity | 4.762% | \$ 1.000 | 4.762% | \$ 1.000 | 4.762% | \$ 1.000 |
| HRA | 11.905% | \$ 2.500 | 11.905% | \$ 2.500 | 11.905% | \$ 2.500 |
| DSP Percentage | 20.650% | \$ 6.505 | 20.650% | \$ 6.505 | 20.650% | \$ 6.505 |
| DSP Hourly | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - |
| Educational & Cultural | 1.420% | \$ 0.298 | 1.420% | \$ 0.298 | 1.420% | \$ 0.298 |
| Supplemental Disability | 0.500% | \$ 0.158 | 0.500% | \$ 0.158 | 0.500% | \$ 0.158 |
| Total Rate For Benefits | 94.321% | \$ 22.343 | 96.702% | \$ 22.843 | 101.964% | \$ 23.948 |
| Total Cost Per Hour | | \$ 53.843 | | \$ 54.343 | | \$ 55.448 |

4th Term 2nd Half M Helper Wage and Benefits for those accepted into the program after 4/23/2014

Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 04/15/2026 (at 3:31 p.m.) to 04/11/2029 (at 3:30 p.m.)

| Full Benefit Package | 4/15/26 (at 3:31pm) | 4/15/26 (at 3:31pm) | 4/14/27 (at 3:31pm) | 4/14/27 (at 3:31pm) | 4/12/28 (at 3:31pm) | 4/12/28 (at 3:31pm) |
|-----------------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|
| | | | | | | |
| Hourly Rate | \$ 24.25 | 24.25 | \$ 24.25 | 24.25 | \$ 24.25 | 24.25 |
| | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv |
| Wage and Benefit Fund | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - |
| JIB | 0.250% | \$ 0.061 | 0.250% | \$ 0.061 | 0.250% | \$ 0.061 |
| Legal Services Plan | 0.150% | \$ 0.036 | 0.150% | \$ 0.036 | 0.150% | \$ 0.036 |
| Apprentice Percentage | 2.500% | \$ 0.606 | 2.500% | \$ 0.606 | 2.500% | \$ 0.606 |
| Apprentice Hourly | 3.258% | 0.79 | 3.258% | 0.79 | 3.258% | 0.79 |
| P H B P -- Pension Trust | 12.220% | \$ 2.963 | 12.220% | \$ 2.963 | 12.220% | \$ 2.963 |
| P H B P -- Medical | 24.210% | \$ 5.871 | 24.210% | \$ 5.871 | 24.210% | \$ 5.871 |
| P H B P -- Medical | 5.155% | \$ 1.250 | 7.216% | \$ 1.750 | 9.278% | \$ 2.250 |
| Dental Plan | 3.040% | \$ 0.737 | 3.040% | \$ 0.737 | 3.540% | \$ 0.858 |
| N .E .B .F . | 3.000% | \$ 0.728 | 3.000% | \$ 0.728 | 3.000% | \$ 0.728 |
| N.E.I.B. | 0.000% | \$ - | 0.000% | \$ - | 2.062% | \$ 0.500 |
| Annuity | 4.124% | \$ 1.000 | 4.124% | \$ 1.000 | 4.124% | \$ 1.000 |
| HRA | 10.309% | \$ 2.500 | 10.309% | \$ 2.500 | 10.309% | \$ 2.500 |
| DSP Percentage | 20.650% | \$ 5.008 | 20.650% | \$ 5.008 | 20.650% | \$ 5.008 |
| DSP Hourly | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - |
| Educational & Cultural | 1.420% | \$ 0.344 | 1.420% | \$ 0.344 | 1.420% | \$ 0.344 |
| Supplemental Disability | 0.500% | \$ 0.121 | 0.500% | \$ 0.121 | 0.500% | \$ 0.121 |
| Total Rate For Benefits | 90.785% | \$ 22.015 | 92.847% | \$ 22.515 | 97.471% | \$ 23.637 |
| | | | | | | |
| Total Cost Per Hour | | \$ 46.265 | | \$ 46.765 | | \$ 47.887 |

4th Term 2nd Half M Helper OT Wage and Benefits for those accepted into the program after 4/23/2014

Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 04/15/2026 (at 3:31 p.m.) to 04/11/2029 (at 3:30 p.m.)

| Full Benefit Package | 4/15/26 (at 3:31pm) | 4/15/26 (at 3:31pm) | 4/14/27 (at 3:31pm) | 4/14/27 (at 3:31pm) | 4/12/28 (at 3:31pm) | 4/12/28 (at 3:31pm) |
|-----------------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|
| OT Rate | \$ 36.38 | \$ 36.38 | \$ 36.38 | \$ 36.38 | \$ 36.38 | \$ 36.38 |
| Hourly Rate | \$ 24.25 | \$ 24.25 | \$ 24.25 | \$ 24.25 | \$ 24.25 | \$ 24.25 |
| | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv | New%Contr | Dollar Equiv |
| Wage and Benefit Fund | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - |
| JIB | 0.250% | \$ 0.061 | 0.250% | \$ 0.061 | 0.250% | \$ 0.061 |
| Legal Services Plan | 0.150% | \$ 0.036 | 0.150% | \$ 0.036 | 0.150% | \$ 0.036 |
| Apprentice Percentage | 2.500% | \$ 0.606 | 2.500% | \$ 0.606 | 2.500% | \$ 0.606 |
| Apprentice Hourly | 3.258% | \$ 0.79 | 3.258% | \$ 0.79 | 3.258% | \$ 0.79 |
| P H B P -- Pension Trust | 12.220% | \$ 2.963 | 12.220% | \$ 2.963 | 12.220% | \$ 2.963 |
| P H B P -- Medical | 24.210% | \$ 5.871 | 24.210% | \$ 5.871 | 24.210% | \$ 5.871 |
| P H B P -- Medical | 5.155% | \$ 1.250 | 7.216% | \$ 1.750 | 9.278% | \$ 2.250 |
| Dental Plan | 3.040% | \$ 0.737 | 3.040% | \$ 0.737 | 3.540% | \$ 0.858 |
| N .E .B .F . | 3.000% | \$ 1.091 | 3.000% | \$ 1.091 | 3.000% | \$ 1.091 |
| N.E.I.B. | 0.000% | \$ - | 0.000% | \$ - | 2.062% | \$ 0.500 |
| Annuity | 4.124% | \$ 1.000 | 4.124% | \$ 1.000 | 4.124% | \$ 1.000 |
| HRA | 10.309% | \$ 2.500 | 10.309% | \$ 2.500 | 10.309% | \$ 2.500 |
| DSP Percentage | 20.650% | \$ 7.511 | 20.650% | \$ 7.511 | 20.650% | \$ 7.511 |
| DSP Hourly | 0.000% | \$ - | 0.000% | \$ - | 0.000% | \$ - |
| Educational & Cultural | 1.420% | \$ 0.344 | 1.420% | \$ 0.344 | 1.420% | \$ 0.344 |
| Supplemental Disability | 0.500% | \$ 0.182 | 0.500% | \$ 0.182 | 0.500% | \$ 0.182 |
| Total Rate For Benefits | 90.785% | \$ 24.944 | 92.847% | \$ 25.444 | 97.471% | \$ 26.565 |
| Total Cost Per Hour | | \$ 61.319 | | \$ 61.819 | | \$ 62.940 |