

Buy Down Example 2

Skilled Trades - Detroit & Cheektowaga

| 2008 Wage | 2008 COLA | New Wage | Roll Up | Hours |
|----------------|-----------|----------|---------|-------|
| Skilled Trades | | Operator | | |
| \$ 28.40 | \$ 4.30 | \$ 26.00 | 1.33 | 1900 |

Payment Year 1

| | | | |
|-------------------------------|----|-----------|------------------------------|
| Wage Differential | \$ | 6.70 | = \$28.40 + \$4.30 - \$26.00 |
| Wage Differential* Multiplier | \$ | 8.91 | = \$6.70 * 1.33 |
| 1 Year of Pay | \$ | 16,929.00 | = \$8.91 * 1900 |
| 4 Years of Pay | \$ | 67,716.00 | = \$16,929 * 4 |
| 3 Payments | \$ | 22,572.00 | = \$67,716 / 3 |
| | | | |
| Payment #1 - Calculated | \$ | 22,572.00 | |
| Payment #1 - Actual | \$ | 22,572.00 | |

Payment Year 2

| | | | |
|-------------------------------|----|-----------|------------------------------|
| Wage Differential | \$ | 6.70 | = \$28.40 + \$4.30 - \$26.00 |
| Wage Differential* Multiplier | \$ | 8.91 | = \$6.70 * 1.33 |
| 1 Year of Pay | \$ | 16,929.00 | = \$8.91 * 1900 |
| 4 Years of Pay | \$ | 67,716.00 | = \$16,929 * 4 |
| 3 Payments | \$ | 22,572.00 | = \$67,716 / 3 |
| | | | |
| Payment #2 - Calculated | \$ | 22,572.00 | |
| Payment #2 - Actual | \$ | 22,572.00 | |

Payment Year 3

| | | | |
|-------------------------------|----|-----------|------------------------------|
| Wage Differential | \$ | 6.70 | = \$28.40 + \$4.30 - \$26.00 |
| Wage Differential* Multiplier | \$ | 8.91 | = \$6.70 * 1.33 |
| 1 Year of Pay | \$ | 16,929.00 | = \$8.91 * 1900 |
| 4 Years of Pay | \$ | 67,716.00 | = \$16,929 * 4 |
| 3 Payments | \$ | 22,572.00 | = \$67,716 / 3 |
| | | | |
| Payment #3 - Calculated | \$ | 22,572.00 | |
| Payment #3 - Actual | \$ | 22,572.00 | |

Total Payment for Associate **\$ 67,716.00** = \$22,572 + \$22,572 + \$22,572