

|                                 | POSITION                   | REG          | OT       | NON-RES  | NON-RES   | REG      | OT       | NON-RES  | NON-RES   | REG      | OT       | NON-RES  | NON-RES   |
|---------------------------------|----------------------------|--------------|----------|----------|-----------|----------|----------|----------|-----------|----------|----------|----------|-----------|
|                                 |                            | 7/1/2005     | 7/1/2005 | 7/1/2005 | OT 7/1/05 | 7/1/2004 | 7/1/2004 | 7/1/2004 | OT 7/1/04 | 7/1/2002 | 7/1/2002 | 7/1/2002 | OT 7/1/02 |
| S<br>T<br>E<br>W<br>A<br>R<br>D | 61 CHIEF STEWARD           | 25.22        | 37.83    | 20.86    | 31.29     | 23.79    | 35.69    | 19.68    | 29.52     | 22.23    | 33.35    | 18.39    | 27.59     |
|                                 | 64 SECOND STEWARD          | 22.36        | 33.54    | 18.26    | 27.39     | 21.09    | 31.64    | 17.23    | 25.85     | 19.71    | 29.57    | 16.10    | 24.15     |
|                                 | 65 STOREKEEPER             | 21.59        | 32.39    | 17.66    | 26.49     | 20.37    | 30.56    | 16.66    | 24.99     | 19.04    | 28.56    | 15.57    | 23.36     |
|                                 | 66 CHIEF COOK              | 22.97        | 34.46    | 18.74    | 28.11     | 21.67    | 32.51    | 17.68    | 26.52     | 20.25    | 30.38    | 16.52    | 24.78     |
|                                 | 67 SECOND COOK             | 20.2         | 30.30    | 16.47    | 24.71     | 19.06    | 28.59    | 15.54    | 23.31     | 17.81    | 26.72    | 14.52    | 21.78     |
|                                 | 69 ASSISTANT SECOND COOK   | 19.15        | 28.73    | 15.61    | 23.42     | 18.07    | 27.11    | 14.73    | 22.10     | 16.89    | 25.34    | 13.77    | 20.66     |
|                                 | 74 BARTENDER               | 19.15        | 28.73    | 15.61    | 23.42     | 18.07    | 27.11    | 14.73    | 22.10     | 16.89    | 25.34    | 13.77    | 20.66     |
|                                 | 76 HEAD BEDROOM STEWARD    | 19.15        | 28.73    | 15.61    | 23.42     | 18.07    | 27.11    | 14.73    | 22.10     | 16.89    | 25.34    | 13.77    | 20.66     |
|                                 | 75 HEAD WAITER             | 19.15        | 28.73    | 15.61    | 23.42     | 18.07    | 27.11    | 14.73    | 22.10     | 16.89    | 25.34    | 13.77    | 20.66     |
|                                 | 77 MESS STEWARD            | 19.08        | 28.62    | 15.56    | 23.34     | 18.00    | 27.00    | 14.68    | 22.02     | 16.82    | 25.23    | 13.72    | 20.58     |
|                                 | 72 CASHIER                 | 19.08        | 28.62    | 15.56    | 23.34     | 18.00    | 27.00    | 14.68    | 22.02     | 16.82    | 25.23    | 13.72    | 20.58     |
|                                 | 73 GIFT SHOP OPERATOR      | 19.08        | 28.62    | 15.56    | 23.34     | 18.00    | 27.00    | 14.68    | 22.02     | 16.82    | 25.23    | 13.72    | 20.58     |
|                                 | 81 STEWARD                 | 18.93        | 28.40    | 15.49    | 23.24     | 17.86    | 26.79    | 14.61    | 21.92     | 16.69    | 25.04    | 13.65    | 20.48     |
|                                 | DECK                       | 34 A/B BOS'N | 22.53    | 33.80    | 18.40     | 27.60    | 21.25    | 31.88    | 17.36     | 26.04    | 19.86    | 29.79    | 16.22     |
| 37 ABLE SEAMAN (AB)             |                            | 20.61        | 30.92    | 16.82    | 25.23     | 19.44    | 29.16    | 15.87    | 23.81     | 18.17    | 27.26    | 14.83    | 22.25     |
| 45 ORDINARY SEAMAN              |                            | 19.31        | 28.97    | 15.75    | 23.63     | 18.22    | 27.33    | 14.86    | 22.29     | 17.03    | 25.55    | 13.89    | 20.84     |
| 48 ORDINARY SEAMAN PORTER       |                            | 19.31        | 28.97    | 15.75    | 23.63     | 18.22    | 27.33    | 14.86    | 22.29     | 17.03    | 25.55    | 13.89    | 20.84     |
| 50 OS WATCHMAN                  |                            | 19.31        | 28.97    | 15.75    | 23.63     | 18.22    | 27.33    | 14.86    | 22.29     | 17.03    | 25.55    | 13.89    | 20.84     |
| PURSER                          | 25 CHIEF PURSER            | 25.22        | 37.83    | 20.86    | 31.29     | 23.79    | 35.69    | 19.68    | 29.52     | 22.23    | 33.35    | 18.39    | 27.59     |
|                                 | 28 SENIOR ASSISTANT PURSER | 22.36        | 33.54    | 18.26    | 27.39     | 21.09    | 31.64    | 17.23    | 25.85     | 19.71    | 29.57    | 16.10    | 24.15     |
|                                 | 29 JUNIOR ASSISTANT PURSER | 19.15        | 28.73    | 15.61    | 23.42     | 18.07    | 27.11    | 14.73    | 22.10     | 16.89    | 25.34    | 13.77    | 20.66     |
| ENGINE                          | 53 JUNIOR ENGINEER         | 23.34        | 35.01    | 19.07    | 28.61     | 22.02    | 33.03    | 17.99    | 26.99     | 20.58    | 30.87    | 16.81    | 25.22     |
|                                 | 56 OILER                   | 21.41        | 32.12    | 17.47    | 26.21     | 20.20    | 30.30    | 16.48    | 24.72     | 18.88    | 28.32    | 15.40    | 23.10     |
|                                 | 60 WIPER                   | 19.46        | 29.19    | 15.89    | 23.84     | 18.36    | 27.54    | 14.99    | 22.49     | 17.16    | 25.74    | 14.01    | 21.02     |

|             | Ship Code | Ship Class |
|-------------|-----------|------------|
| TAKU        | 1         | A          |
| MALASPINA   | 2         | A          |
| MATANUSKA   | 3         | A          |
| KENNICOTT   | 4         | C          |
| COLUMBIA    | 5         | A          |
| LECONTE     | 6         | B          |
| AURORA      | 7         | B          |
| TUSTUMENA   | 10        | D          |
| FAIRWEATHER | 12        | F          |
| LITUYA      | 13        | G          |
| CHENEGA     | 14        | H          |

| PROBATIONARY EMPLOYEES |                         | REG      | OT       | NON-RES  | NON-RES   | REG      | OT       | NON-RES  | NON-RES   | REG      | OT       | NON-RES  | NON-RES   |
|------------------------|-------------------------|----------|----------|----------|-----------|----------|----------|----------|-----------|----------|----------|----------|-----------|
|                        |                         | 7/1/2005 | 7/1/2005 | 7/1/2005 | OT 7/1/05 | 7/1/2004 | 7/1/2004 | 7/1/2004 | OT 7/1/04 | 7/1/2002 | 7/1/2002 | 7/1/2002 | OT 7/1/02 |
| 81                     | STEWARD                 | 17.04    | 25.56    | 13.94    | 20.91     | 16.07    | 24.11    | 13.14    | 19.71     | 15.02    | 22.53    | 12.28    | 18.42     |
| 50                     | WATCHMAN                | N/A      | N/A      | N/A      | N/A       | N/A      | N/A      | N/A      | N/A       | 15.33    | 23.00    | 12.51    | 18.77     |
| 48                     | PORTER                  | N/A      | N/A      | N/A      | N/A       | N/A      | N/A      | N/A      | N/A       | 15.33    | 23.00    | 12.51    | 18.77     |
| 60                     | WIPER                   | N/A      | N/A      | N/A      | N/A       | N/A      | N/A      | N/A      | N/A       | 15.44    | 23.16    | 12.61    | 18.92     |
| 29                     | JUNIOR ASSISTANT PURSER | N/A      | N/A      | N/A      | N/A       | N/A      | N/A      | N/A      | N/A       | 15.20    | 22.80    | 12.39    | 18.59     |

| Fairweather Positions |                                | REG      | OT       | REG      | OT       | REG    | OT     | REG    | OT     |
|-----------------------|--------------------------------|----------|----------|----------|----------|--------|--------|--------|--------|
|                       |                                | 7/1/2005 | 7/1/2005 | 3/8/2005 | 3/8/2005 | 7/1/04 | 7/1/04 | 4/1/04 | 4/1/04 |
| X1413                 | 80 PASS. SER. WRKR IN CHARGE   | 26.48    | 39.72    | 24.98    | 37.47    | 28.23  | 42.35  | 26.38  | 39.57  |
| X1410                 | 38/39 DECK Rating              | 21.63    | 32.45    | 20.41    | 30.62    | 23.07  | 34.61  | 21.56  | 32.34  |
| X1414                 | 82/83 Passenger Service Worker | 19.88    | 29.82    | 18.75    | 28.13    | 21.2   | 31.8   | 19.81  | 29.72  |
| 58                    | Wiper                          | 19.46    | 29.19    |          |          |        |        |        |        |

7/1/05 SE rate calc: =round(7/1/04 rate x 1.06,2)  
7/1/05 Fairweather rate: =round(3/8/05 rate x 1.06,2)  
7/1/05 Lituya rate: =round(7/1/04 rate x 1.06,2)  
8/8/2005 Add Chenega eff 5-12-2005

| Chenega Positions |                                | REG       | OT        |
|-------------------|--------------------------------|-----------|-----------|
|                   |                                | 5/12/2005 | 5/12/2005 |
| X1413             | 80 PASS. SER. WRKR IN CHARGE   | 26.48     | 39.72     |
| X1410             | 38/39 DECK Rating              | 21.63     | 32.45     |
| X1414             | 82/83 Passenger Service Worker | 19.88     | 29.82     |
| 58                | Wiper                          | 19.46     | 29.19     |

| Lituya Positions |                      | REG      | OT       | REG      | OT       | REG      | OT       |
|------------------|----------------------|----------|----------|----------|----------|----------|----------|
|                  |                      | 7/1/2005 | 7/1/2005 | 7/1/2004 | 7/1/2004 | mm/dd/yy | mm/dd/yy |
| X1431            | Deck/Steward Utility | 19.31    | 28.97    | 18.22    | 27.33    | 17.03    | 25.55    |
| X1430            | Deck/Engine Utility  | 21.41    | 32.12    | 20.20    | 30.30    | 18.88    | 28.32    |
| X1429            | Lituya Class AB      | 21.41    | 32.12    | 20.20    | 30.30    | 18.88    | 28.32    |

