

| POSITION |                    |                         | REG      | OT       | NON-RES  | NON-RES    | REG      | OT       | NON-RES  | NON-RES    | REG      | OT       | NON-RES  | NON-RES    | REG      | OT       | NON-RES  | NON-RES    |
|----------|--------------------|-------------------------|----------|----------|----------|------------|----------|----------|----------|------------|----------|----------|----------|------------|----------|----------|----------|------------|
|          |                    |                         | 7/1/2009 | 7/1/2009 | 7/1/2009 | O/T 7/1/09 | 7/1/2006 | 7/1/2006 | 7/1/2006 | O/T 7/1/06 | 7/1/2005 | 7/1/2005 | 7/1/2005 | O/T 7/1/05 | 7/1/2004 | 7/1/2004 | 7/1/2004 | O/T 7/1/04 |
| STEWARDS | 61                 | CHIEF STEWARD           | 28.07    | 42.11    | 23.22    | 34.83      | 26.73    | 40.10    | 22.11    | 33.17      | 25.22    | 37.83    | 20.86    | 31.29      | 23.79    | 35.69    | 19.68    | 29.52      |
|          | 64                 | SECOND STEWARD          | 24.89    | 37.34    | 20.33    | 30.50      | 23.70    | 35.55    | 19.36    | 29.04      | 22.36    | 33.54    | 18.26    | 27.39      | 21.09    | 31.64    | 17.23    | 25.85      |
|          | 65                 | STOREKEEPER             | 24.03    | 36.05    | 19.66    | 29.49      | 22.89    | 34.34    | 18.72    | 28.08      | 21.59    | 32.39    | 17.66    | 26.49      | 20.37    | 30.56    | 16.66    | 24.99      |
|          | 66                 | CHIEF COOK              | 25.57    | 38.36    | 20.85    | 31.28      | 24.35    | 36.53    | 19.86    | 29.79      | 22.97    | 34.46    | 18.74    | 28.11      | 21.67    | 32.51    | 17.68    | 26.52      |
|          | 67                 | SECOND COOK             | 22.48    | 33.72    | 18.33    | 27.50      | 21.41    | 32.12    | 17.46    | 26.19      | 20.2     | 30.30    | 16.47    | 24.71      | 19.06    | 28.59    | 15.54    | 23.31      |
|          | 69                 | ASSISTANT SECOND COOK   | 21.32    | 31.98    | 17.38    | 26.07      | 20.30    | 30.45    | 16.55    | 24.83      | 19.15    | 28.73    | 15.61    | 23.42      | 18.07    | 27.11    | 14.73    | 22.10      |
|          | 74                 | BARTENDER               | 21.32    | 31.98    | 17.38    | 26.07      | 20.30    | 30.45    | 16.55    | 24.83      | 19.15    | 28.73    | 15.61    | 23.42      | 18.07    | 27.11    | 14.73    | 22.10      |
|          | 76                 | HEAD BEDROOM STEWARD    | 21.32    | 31.98    | 17.38    | 26.07      | 20.30    | 30.45    | 16.55    | 24.83      | 19.15    | 28.73    | 15.61    | 23.42      | 18.07    | 27.11    | 14.73    | 22.10      |
|          | 75                 | HEAD WAITER             | 21.32    | 31.98    | 17.38    | 26.07      | 20.30    | 30.45    | 16.55    | 24.83      | 19.15    | 28.73    | 15.61    | 23.42      | 18.07    | 27.11    | 14.73    | 22.10      |
|          | 77                 | MESS STEWARD            | 21.23    | 31.85    | 17.31    | 25.97      | 20.22    | 30.33    | 16.49    | 24.74      | 19.08    | 28.62    | 15.56    | 23.34      | 18.00    | 27.00    | 14.68    | 22.02      |
| 72       | CASHIER            | 21.23                   | 31.85    | 17.31    | 25.97    | 20.22      | 30.33    | 16.49    | 24.74    | 19.08      | 28.62    | 15.56    | 23.34    | 18.00      | 27.00    | 14.68    | 22.02    |            |
| 73       | GIFT SHOP OPERATOR | 21.23                   | 31.85    | 17.31    | 25.97    | 20.22      | 30.33    | 16.49    | 24.74    | 19.08      | 28.62    | 15.56    | 23.34    | 18.00      | 27.00    | 14.68    | 22.02    |            |
| 81       | STEWARD            | 21.07                   | 31.61    | 17.24    | 25.86    | 20.07      | 30.11    | 16.42    | 24.63    | 18.93      | 28.40    | 15.49    | 23.24    | 17.86      | 26.79    | 14.61    | 21.92    |            |
| DECK     | 34                 | A/B BOS'N               | 25.07    | 37.61    | 20.48    | 30.72      | 23.88    | 35.82    | 19.50    | 29.25      | 22.53    | 33.80    | 18.40    | 27.60      | 21.25    | 31.88    | 17.36    | 26.04      |
|          | 37                 | ABLE SEAMAN (AB)        | 22.94    | 34.41    | 18.72    | 28.08      | 21.85    | 32.78    | 17.83    | 26.75      | 20.61    | 30.92    | 16.82    | 25.23      | 19.44    | 29.16    | 15.87    | 23.81      |
|          | 45                 | ORDINARY SEAMAN         | 21.49    | 32.24    | 17.54    | 26.31      | 20.47    | 30.71    | 16.70    | 25.05      | 19.31    | 28.97    | 15.75    | 23.63      | 18.22    | 27.33    | 14.86    | 22.29      |
|          | 48                 | ORDINARY SEAMAN PORTER  | 21.49    | 32.24    | 17.54    | 26.31      | 20.47    | 30.71    | 16.70    | 25.05      | 19.31    | 28.97    | 15.75    | 23.63      | 18.22    | 27.33    | 14.86    | 22.29      |
|          | 50                 | OS WATCHMAN             | 21.49    | 32.24    | 17.54    | 26.31      | 20.47    | 30.71    | 16.70    | 25.05      | 19.31    | 28.97    | 15.75    | 23.63      | 18.22    | 27.33    | 14.86    | 22.29      |
| PURSER   | 25                 | CHIEF PURSER            | 28.07    | 42.11    | 23.22    | 34.83      | 26.73    | 40.10    | 22.11    | 33.17      | 25.22    | 37.83    | 20.86    | 31.29      | 23.79    | 35.69    | 19.68    | 29.52      |
|          | 28                 | SENIOR ASSISTANT PURSER | 24.89    | 37.34    | 20.33    | 30.50      | 23.70    | 35.55    | 19.36    | 29.04      | 22.36    | 33.54    | 18.26    | 27.39      | 21.09    | 31.64    | 17.23    | 25.85      |
|          | 29                 | JUNIOR ASSISTANT PURSER | 21.32    | 31.98    | 17.38    | 26.07      | 20.30    | 30.45    | 16.55    | 24.83      | 19.15    | 28.73    | 15.61    | 23.42      | 18.07    | 27.11    | 14.73    | 22.10      |
| ENGINE   | 53                 | JUNIOR ENGINEER         | 25.98    | 38.97    | 21.22    | 31.83      | 24.74    | 37.11    | 20.21    | 30.32      | 23.34    | 35.01    | 19.07    | 28.61      | 22.02    | 33.03    | 17.99    | 26.99      |
|          | 56                 | OILER                   | 23.82    | 35.73    | 19.45    | 29.18      | 22.69    | 34.04    | 18.52    | 27.78      | 21.41    | 32.12    | 17.47    | 26.21      | 20.20    | 30.30    | 16.48    | 24.72      |
|          | 60                 | WIPER                   | 21.66    | 32.49    | 17.68    | 26.52      | 20.63    | 30.95    | 16.84    | 25.26      | 19.46    | 29.19    | 15.89    | 23.84      | 18.36    | 27.54    | 14.99    | 22.49      |

| PROBATIONARY EMPLOYEES |         |  | REG      | OT       | NON-RES  | NON-RES  | REG      | OT       | NON-RES  | NON-RES  | REG      | OT       | NON-RES  | NON-RES    | REG      | OT       | NON-RES  | NON-RES    |
|------------------------|---------|--|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|------------|----------|----------|----------|------------|
|                        |         |  | 7/1/2009 | 7/1/2009 | 7/1/2009 | 7/1/2009 | 7/1/2006 | 7/1/2006 | 7/1/2006 | 7/1/2006 | 7/1/2005 | 7/1/2005 | 7/1/2005 | O/T 7/1/05 | 7/1/2004 | 7/1/2004 | 7/1/2004 | O/T 7/1/04 |
| 81                     | STEWARD |  | 18.96    | 28.44    | 15.52    | 23.28    | 18.06    | 27.09    | 14.78    | 22.17    | 17.04    | 25.56    | 13.94    | 20.91      | 16.07    | 24.11    | 13.14    | 19.71      |

| Fairweather Positions |       |                           | REG      | OT       | NON-RES  | NON-RES  | REG      | OT       | REG      | OT       | NON-RES  | NON-RES  | REG      | OT       | REG      | OT       | REG    | OT     |
|-----------------------|-------|---------------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|--------|--------|
|                       |       |                           | 7/1/2009 | 7/1/2009 | 7/1/2009 | 7/1/2009 | 7/1/2008 | 7/1/2008 | 7/1/2006 | 7/1/2006 | 7/1/2006 | 7/1/2006 | 7/1/2005 | 7/1/2005 | 3/8/2005 | 3/8/2005 | 7/1/04 | 7/1/04 |
| X1413                 | 80    | PASS. SER. WRKR IN CHARGE | 29.47    | 44.21    | N/A      | N/A      | 28.07    | 42.11    | 28.07    | 42.11    | N/A      | N/A      | 26.48    | 39.72    | 24.98    | 37.47    | 28.23  | 42.35  |
| X1410                 | 38/39 | DECK Rating               | 24.08    | 36.12    | N/A      | N/A      | 22.93    | 34.40    | 22.93    | 34.40    | N/A      | N/A      | 21.63    | 32.45    | 20.41    | 30.62    | 23.07  | 34.61  |
| X1414                 | 82/83 | Passenger Service Worker  | 22.12    | 33.18    | N/A      | N/A      | 21.07    | 31.61    | 21.07    | 31.61    | N/A      | N/A      | 19.88    | 29.82    | 18.75    | 28.13    | 21.2   | 31.8   |
|                       | 58    | Wiper                     | 22.74    | 34.11    | N/A      | N/A      | 21.66    | 32.49    | 20.63    | 30.95    | N/A      | N/A      | 19.46    | 29.19    |          |          |        |        |

| Chenega Positions |       |                           | REG      | OT       | NON-RES  | NON-RES  | REG      | OT       | REG      | OT       | REG       | OT        |
|-------------------|-------|---------------------------|----------|----------|----------|----------|----------|----------|----------|----------|-----------|-----------|
|                   |       |                           | 7/1/2009 | 7/1/2009 | 7/1/2009 | 7/1/2009 | 7/1/2008 | 7/1/2008 | 7/1/2006 | 7/1/2006 | 5/12/2005 | 5/12/2005 |
| X1413             | 80    | PASS. SER. WRKR IN CHARGE | 29.47    | 44.21    | N/A      | N/A      | 28.07    | 42.11    | 28.07    | 42.11    | 26.48     | 39.72     |
| X1410             | 38/39 | DECK Rating               | 24.08    | 36.12    | N/A      | N/A      | 22.93    | 34.40    | 22.93    | 34.40    | 21.63     | 32.45     |
| X1414             | 82/83 | Passenger Service Worker  | 22.12    | 33.18    | N/A      | N/A      | 21.07    | 31.61    | 21.07    | 31.61    | 19.88     | 29.82     |
|                   | 58    | Wiper                     | 22.74    | 34.11    | N/A      | N/A      | 21.66    | 32.49    | 20.63    | 30.95    | 19.46     | 29.19     |

| Lituya Positions |    |                      | REG      | OT       | NON-RES  | NON-RES  | REG      | OT       | REG      | OT       | REG      | OT       |
|------------------|----|----------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|                  |    |                      | 7/1/2009 | 7/1/2009 | 7/1/2009 | 7/1/2009 | 7/1/2006 | 7/1/2006 | 7/1/2005 | 7/1/2005 | 7/1/2004 | 7/1/2004 |
| X1431            | 83 | Deck/Steward Utility | 21.49    | 32.24    | N/A      | N/A      | 20.47    | 30.71    | 19.31    | 28.97    | 18.22    | 27.33    |
| X1430            | 58 | Deck/Engine Utility  | 23.82    | 35.73    | N/A      | N/A      | 22.69    | 34.04    | 21.41    | 32.12    | 20.20    | 30.30    |
| X1429            | 39 | Lituya Class AB      | 23.82    | 35.73    | N/A      | N/A      | 22.69    | 34.04    | 21.41    | 32.12    | 20.20    | 30.30    |

|             | Ship # | 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          |
| CHENEGA     | 14     | H          |
| LITUYA      | 13     | I          |

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  
2006 rate calculation: =round(7/1/05 rate x 1.06,2)  
7/1/08 - FVF Wiper: =Round(7/1/06 FVF Wiper rate x 1.05,2)  
2009 rate calculation: =Round(7/1/2006x1.05,2)  
2009 rate calc for Wiper on FVFs: =Round(7/1/2008 rate x 1.05,2)