

IBU Southeast
Effective 7/1/2010

| | | REG | OT | NON-RES | NON-RES | REG | OT | NON-RES | NON-RES | REG | OT | NON-RES | NON-RES | REG | OT | NON-RES | NON-RES | |
|---------------------------------|--------------------|-------------------------|----------|----------|------------|----------|----------|----------|------------|----------|----------|----------|------------|----------|----------|----------|------------|-------|
| POSITION | | 7/1/2010 | 7/1/2010 | 7/1/2010 | O/T 7/1/10 | 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 | |
| S T E W A R D | 61 | CHIEF STEWARD | 29.19 | 43.79 | 24.15 | 36.23 | 28.07 | 42.11 | 23.22 | 34.83 | 26.73 | 40.10 | 22.11 | 33.17 | 25.22 | 37.83 | 20.86 | 31.29 |
| | 64 | SECOND STEWARD | 25.89 | 38.84 | 21.14 | 31.71 | 24.89 | 37.34 | 20.33 | 30.50 | 23.70 | 35.55 | 19.36 | 29.04 | 22.36 | 33.54 | 18.26 | 27.39 |
| | 65 | STOREKEEPER | 24.99 | 37.49 | 20.45 | 30.68 | 24.03 | 36.05 | 19.66 | 29.49 | 22.89 | 34.34 | 18.72 | 28.08 | 21.59 | 32.39 | 17.66 | 26.49 |
| | 66 | CHIEF COOK | 26.59 | 39.89 | 21.68 | 32.52 | 25.57 | 38.36 | 20.85 | 31.28 | 24.35 | 36.53 | 19.86 | 29.79 | 22.97 | 34.46 | 18.74 | 28.11 |
| | 67 | SECOND COOK | 23.38 | 35.07 | 19.06 | 28.59 | 22.48 | 33.72 | 18.33 | 27.50 | 21.41 | 32.12 | 17.46 | 26.19 | 20.2 | 30.30 | 16.47 | 24.71 |
| | 69 | ASSISTANT SECOND COOK | 22.17 | 33.26 | 18.08 | 27.12 | 21.32 | 31.98 | 17.38 | 26.07 | 20.30 | 30.45 | 16.55 | 24.83 | 19.15 | 28.73 | 15.61 | 23.42 |
| | 74 | BARTENDER | 22.17 | 33.26 | 18.08 | 27.12 | 21.32 | 31.98 | 17.38 | 26.07 | 20.30 | 30.45 | 16.55 | 24.83 | 19.15 | 28.73 | 15.61 | 23.42 |
| | 76 | HEAD BEDROOM STEWARD | 22.17 | 33.26 | 18.08 | 27.12 | 21.32 | 31.98 | 17.38 | 26.07 | 20.30 | 30.45 | 16.55 | 24.83 | 19.15 | 28.73 | 15.61 | 23.42 |
| | 75 | HEAD WAITER | 22.17 | 33.26 | 18.08 | 27.12 | 21.32 | 31.98 | 17.38 | 26.07 | 20.30 | 30.45 | 16.55 | 24.83 | 19.15 | 28.73 | 15.61 | 23.42 |
| | 77 | MESS STEWARD | 22.08 | 33.12 | 18.00 | 27.00 | 21.23 | 31.85 | 17.31 | 25.97 | 20.22 | 30.33 | 16.49 | 24.74 | 19.08 | 28.62 | 15.56 | 23.34 |
| 72 | CASHIER | 22.08 | 33.12 | 18.00 | 27.00 | 21.23 | 31.85 | 17.31 | 25.97 | 20.22 | 30.33 | 16.49 | 24.74 | 19.08 | 28.62 | 15.56 | 23.34 | |
| 73 | GIFT SHOP OPERATOR | 22.08 | 33.12 | 18.00 | 27.00 | 21.23 | 31.85 | 17.31 | 25.97 | 20.22 | 30.33 | 16.49 | 24.74 | 19.08 | 28.62 | 15.56 | 23.34 | |
| 81 | STEWARD | 21.91 | 32.87 | 17.93 | 26.90 | 21.07 | 31.61 | 17.24 | 25.86 | 20.07 | 30.11 | 16.42 | 24.63 | 18.93 | 28.40 | 15.49 | 23.24 | |
| DECK | 34 | A/B BOS'N | 26.07 | 39.11 | 21.30 | 31.95 | 25.07 | 37.61 | 20.48 | 30.72 | 23.88 | 35.82 | 19.50 | 29.25 | 22.53 | 33.80 | 18.40 | 27.60 |
| | 37 | ABLE SEAMAN (AB) | 23.86 | 35.79 | 19.47 | 29.21 | 22.94 | 34.41 | 18.72 | 28.08 | 21.85 | 32.78 | 17.83 | 26.75 | 20.61 | 30.92 | 16.82 | 25.23 |
| | 45 | ORDINARY SEAMAN | 22.35 | 33.53 | 18.24 | 27.36 | 21.49 | 32.24 | 17.54 | 26.31 | 20.47 | 30.71 | 16.70 | 25.05 | 19.31 | 28.97 | 15.75 | 23.63 |
| | 48 | ORDINARY SEAMAN PORTER | 22.35 | 33.53 | 18.24 | 27.36 | 21.49 | 32.24 | 17.54 | 26.31 | 20.47 | 30.71 | 16.70 | 25.05 | 19.31 | 28.97 | 15.75 | 23.63 |
| | 50 | OS WATCHMAN | 22.35 | 33.53 | 18.24 | 27.36 | 21.49 | 32.24 | 17.54 | 26.31 | 20.47 | 30.71 | 16.70 | 25.05 | 19.31 | 28.97 | 15.75 | 23.63 |
| PURSER | 25 | CHIEF PURSER | 29.19 | 43.79 | 24.15 | 36.23 | 28.07 | 42.11 | 23.22 | 34.83 | 26.73 | 40.10 | 22.11 | 33.17 | 25.22 | 37.83 | 20.86 | 31.29 |
| | 28 | SENIOR ASSISTANT PURSER | 25.89 | 38.84 | 21.14 | 31.71 | 24.89 | 37.34 | 20.33 | 30.50 | 23.70 | 35.55 | 19.36 | 29.04 | 22.36 | 33.54 | 18.26 | 27.39 |
| | 29 | JUNIOR ASSISTANT PURSER | 22.17 | 33.26 | 18.08 | 27.12 | 21.32 | 31.98 | 17.38 | 26.07 | 20.30 | 30.45 | 16.55 | 24.83 | 19.15 | 28.73 | 15.61 | 23.42 |
| ENGINE | 53 | JUNIOR ENGINEER | 27.02 | 40.53 | 22.07 | 33.11 | 25.98 | 38.97 | 21.22 | 31.83 | 24.74 | 37.11 | 20.21 | 30.32 | 23.34 | 35.01 | 19.07 | 28.61 |
| | 56 | OILER | 24.77 | 37.16 | 20.23 | 30.35 | 23.82 | 35.73 | 19.45 | 29.18 | 22.69 | 34.04 | 18.52 | 27.78 | 21.41 | 32.12 | 17.47 | 26.21 |
| | 60 | WIPER | 22.53 | 33.80 | 18.39 | 27.59 | 21.66 | 32.49 | 17.68 | 26.52 | 20.63 | 30.95 | 16.84 | 25.26 | 19.46 | 29.19 | 15.89 | 23.84 |

| 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 I |
| CHENEGA | 14 H |

| 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 |
|------------------------|---------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|------------|
| | | 7/1/2010 | 7/1/2010 | 7/1/2010 | 7/1/2010 | 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 |
| 81 | STEWARD | 19.72 | 29.58 | 16.14 | 24.21 | 18.96 | 28.44 | 15.52 | 23.28 | 18.06 | 27.09 | 14.78 | 22.17 | 17.04 | 25.56 | 13.94 | 20.91 |

| Fairweather Positions | | REG | OT | NON-RES | NON-RES | REG | OT | NON-RES | NON-RES | REG | OT | REG | OT | NON-RES | NON-RES | REG | OT | REG | OT | |
|-----------------------|-------|---------------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|-------|
| | | 7/1/2010 | 7/1/2010 | 7/1/2010 | 7/1/2010 | 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 | |
| X1413 | 80 | PASS. SER. WRKR IN CHARGE | 30.65 | 45.98 | N/A | N/A | 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 |
| X1410 | 38/39 | DECK Rating | 25.04 | 37.56 | N/A | N/A | 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 |
| X1414 | 82/83 | Passenger Service Worker | 23.00 | 34.50 | N/A | N/A | 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 |
| | 58 | Wiper | 23.65 | 35.48 | N/A | N/A | 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 | NON-RES | NON-RES | REG | OT | REG | OT | REG | OT | |
|-------------------|-------|---------------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|-----------|-----------|-------|
| | | 7/1/2010 | 7/1/2010 | 7/1/2010 | 7/1/2010 | 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 | 30.65 | 45.98 | N/A | N/A | 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 | 25.04 | 37.56 | N/A | N/A | 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 | 23.00 | 34.50 | N/A | N/A | 22.12 | 33.18 | N/A | N/A | 21.07 | 31.61 | 21.07 | 31.61 | 19.88 | 29.82 |
| | 58 | Wiper | 23.65 | 35.48 | N/A | N/A | 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 | NON-RES | NON-RES | REG | OT | REG | OT | REG | OT | REG | OT | |
|------------------|----|----------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|-------|
| | | 7/1/2010 | 7/1/2010 | 7/1/2010 | 7/1/2010 | 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 | mm/dd/yy | mm/dd/yy | |
| X1431 | 83 | Deck/Steward Utility | 22.35 | 33.53 | N/A | N/A | 21.49 | 32.24 | N/A | N/A | 20.47 | 30.71 | 19.31 | 28.97 | 18.22 | 27.33 | 17.03 | 25.55 |
| X1430 | 58 | Deck/Engine Utility | 24.77 | 37.16 | N/A | N/A | 23.82 | 35.73 | N/A | N/A | 22.69 | 34.04 | 21.41 | 32.12 | 20.20 | 30.30 | 18.88 | 28.32 |
| X1429 | 39 | Lituya Class AB | 24.77 | 37.16 | N/A | N/A | 23.82 | 35.73 | N/A | N/A | 22.69 | 34.04 | 21.41 | 32.12 | 20.20 | 30.30 | 18.88 | 28.32 |

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)
2010 rate calculation: =round(7/1/2009x1.04,2)