

IBEW Gainsharing Savings for the Period 7/1/03 to 6/30/04

Goal	Total Savings (12 Months)	Gainshare Amount to Employees
1. Reduce sick leave to no more than an average of 30 hours per employee in a 12 month period	\$0	
2. Limit new claims for injury on duty to no more than 3 new claims in a 12 month period.	\$24,580	
3. Limit new claims for vehicular accidents to no more than one accident in a 12 month period.	\$0	
Totals	\$24,580	\$6,145 (25% x \$24,580)
Gainshare Total	\$6,145	\$6145
Bonus to 95 Employees	\$62.56	\$5943.73
Total of bonuses to 7 Pro-Rated Employees	\$201.26	\$6145