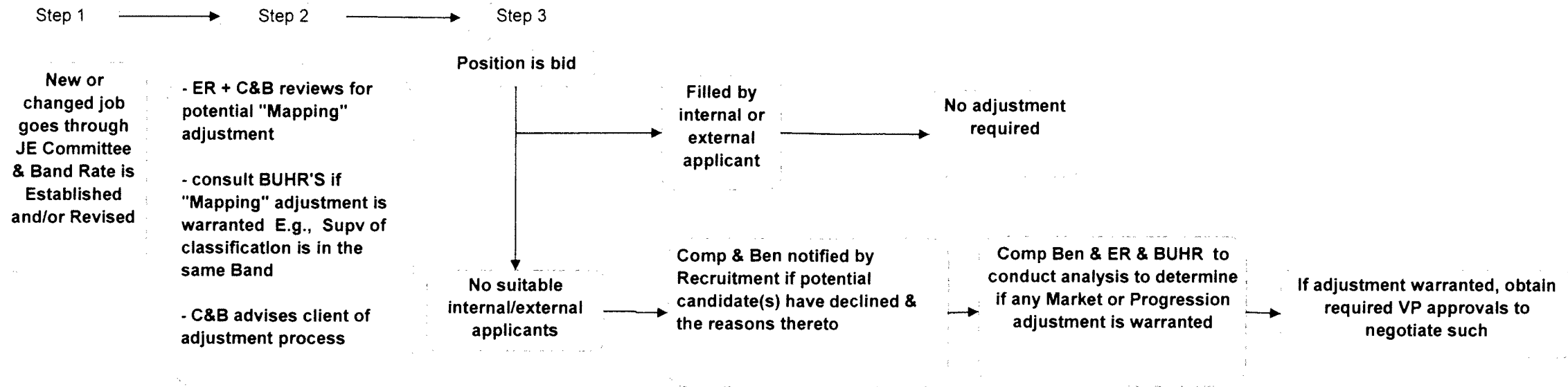


IBEW Wage Adjustments

Appendix I



Criteria to Support Adjustments(s) - refer to criteria document

- Inability to fill a position internally & externally due to inadequate wage rate as supported through objective evidence (e.g., market review, shortlisted candidates turning down interviews specifically due to unacceptable wage rate)
- Client request for a wage adjustment due to no qualified internal applicants will generally not be considered until external recruitment has been unsuccessful due to inadequate pay rate.

Analysis & Approvals to Negotiate Adjustment(s):

- Comp & Ben + ER + BUHRC Analysis = Recommendation
- GMHR Review / Approval of Recommendation or Re-direction
- GMHR seeks Approval & Agreement with VP BU or Re-direction