

**ESTIMATED 4-YEAR COMPENSATION FOR PLUMBING APPRENTICE**

YEAR	HOURLY WAGE	6 MO. BASE PAY	ANNUAL BASE PAY	ESTIMATED BONUS	VACATION EQUIVALENT	ESTIMATED ANNUAL COMPENSATION
1	\$12.00	\$12,000.00		\$960.00		FIRST YEAR
	\$12.50	\$12,500.00	\$24,500.00		\$500.00	\$25,960.00
2	\$13.00	\$13,000.00		\$1,040.00		SECOND YEAR
	\$14.00	\$14,000.00	\$27,000.00		\$560.00	\$28,600.00
3	\$15.00	\$15,000.00		\$1,200.00		THIRD YEAR
	\$16.00	\$16,000.00	\$31,000.00		\$640.00	\$32,840.00
4	\$17.00	\$17,000.00		\$1,360.00		FOURTH YEAR
	\$18.00	\$18,000.00	\$35,000.00		\$720.00	\$37,080.00
						FOUR YEAR TOTAL
<b>4-YR TOTALS</b>		<b>\$117,500.00</b>	<b>\$117,500.00</b>	<b>\$4,560.00</b>	<b>\$2,420.00</b>	<b>\$124,480.00</b>
Apprentices who successfully complete the entire four-year program and remain employed in good standing with Haire Plumbing & Mechanical Company, will be eligible for a \$ 1,000.00 bonus upon completion of his or her fifth year of service						\$1,000.00
						<b>\$125,480.00</b>

**ESTIMATED 4-YEAR COMPENSATION FOR HVAC APPRENTICE**

YEAR	HOURLY WAGE	6 MO. BASE PAY	ANNUAL BASE PAY	ESTIMATED BONUS	VACATION EQUIVALENT	ESTIMATED ANNUAL COMPENSATION
1	\$10.00	\$10,000.00		\$800.00		FIRST YEAR
	\$10.50	\$10,500.00	\$20,500.00		\$420.00	\$21,720.00
2	\$11.25	\$11,250.00		\$900.00		SECOND YEAR
	\$12.00	\$12,000.00	\$23,250.00		\$480.00	\$24,630.00
3	\$12.75	\$12,750.00		\$1,020.00		THIRD YEAR
	\$13.50	\$13,500.00	\$26,250.00		\$540.00	\$27,810.00
4	\$14.50	\$14,500.00		\$1,160.00		FOURTH YEAR
	\$15.50	\$15,500.00	\$30,000.00		\$620.00	\$31,780.00
						FOUR YEAR TOTAL
<b>4-YR TOTALS</b>		<b>\$100,000.00</b>	<b>\$100,000.00</b>	<b>\$3,880.00</b>	<b>\$2,060.00</b>	<b>\$105,940.00</b>
Apprentices who successfully complete the entire four-year program and remain employed in good standing with Haire Plumbing & Mechanical Company, will be eligible for a \$ 1,000.00 bonus upon completion of his or her fifth year of service						\$1,000.00
						<b>\$106,940.00</b>

**The following are additional benefits to you:** Employee health insurance, as well as Accident/Disability and life insurance are provided at no cost to you; Uniforms and uniform laundry are provided at no cost to you; If you get to drive a company vehicle, and get to drive it home...it is a benefit; Paid Vacation, and 401K/Profit Sharing.

**Training and Certifications:** Continuing Education for Licenses and Certifications, at no cost to you; HVAC and Plumbing Apprenticeship Programs; Service Technician Training; OSHA training; Competent Person training; Refresher Training; CPR & First Aid Training; Back-flow Preventer Testing Certification Training; Online/Web-Based Training; Company Library, books and videos; Manufacturer Certification Training. AND, above all, you will have a Trade for life, which has been one of the 50 most critically-needed occupations for many years in a row! In other words, you will ALWAYS have a job, and job security is priceless!

ESTIMATED 4-YEAR COLLEGE COMPENSATION						
YEAR	HOURLY WAGE	6 MO. BASE PAY	ANNUAL BASE PAY	ESTIMATED BONUS	VACATION EQUIVALENT	ESTIMATED ANNUAL COMPENSATION
1	\$0.00	\$0.00		\$0.00		FIRST YEAR
	\$0.00	\$0.00	\$0.00		\$0.00	\$0.00
2	\$0.00	\$0.00		\$0.00		SECOND YEAR
	\$0.00	\$0.00	\$0.00		\$0.00	\$0.00
3	\$0.00	\$0.00		\$0.00		THIRD YEAR
	\$0.00	\$0.00	\$0.00		\$0.00	\$0.00
4	\$0.00	\$0.00		\$0.00		FOURTH YEAR
	\$0.00	\$0.00	\$0.00		\$0.00	\$0.00
						FOUR YEAR TOTAL
4-YR TOTALS		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
College graduates who complete a four-year degree program, in good standing with the college or university, receive <u>no</u> bonus, have <u>no</u> job, and have accrued massive debt.						\$0.00
						\$0.00

ESTIMATED 4-YEAR COLLEGE DEBT AT A PRIVATE COLLEGE OR UNIVERSITY**					
YEAR	ANNUAL TUITION & FEES	BOOKS, ETC	EXTRACIRRICULAR ACTIVITIES & MISC COSTS		ESTIMATED ANNUAL COSTS**
1	\$33,480.00	\$750.00	\$200.00		\$34,430.00
2	\$33,480.00	\$750.00	\$200.00		\$34,430.00
3	\$33,480.00	\$750.00	\$200.00		\$34,430.00
4	\$33,480.00	\$750.00	\$200.00		\$34,430.00
					FOUR YEAR TOTAL
4-YR TOTALS	\$133,920.00	\$3,000.00	\$800.00	\$0.00	\$137,720.00
(** estimated costs, as of 2016) College graduates who complete a four-year degree program, in good standing with the college or university, receive <u>no</u> bonus, have <u>no</u> job, and have accrued massive debt.					ESTIMATED ACCRUED 4-YEAR DEBT TOTAL
					\$137,720.00