

2005 Base Salary Comparison (Excludes Benefits)

Exhibit IX

Shipyards

Benchmark Number	Benchmark Title	Area	Participating Employers	# of Employees	Weighted Hourly Base Pay	WSFS Rate	% Difference to market
101	Carpenter	Puget Sound	6	75	21.14	21.84	-0.2%
		Columbia River	1	13	20.36		
		California	1	8	19.08		
		Canada	1	10	26.97		
		<b>Totals</b>	<b>9</b>	<b>106</b>	<b>21.89</b>		
102	Machinist	Puget Sound	7	301	22.15	21.84	-3.1%
		Columbia River	1	33	20.36		
		California	3	28	20.56		
		Canada	1	5	26.97		
		<b>Totals</b>	<b>12</b>	<b>367</b>	<b>22.51</b>		
103	Electrician	Puget Sound	4	311	23.09	21.84	-5.4%
		Columbia River	1	36	20.36		
		California	3	19	21.64		
		Canada	1	18	26.97		
		<b>Totals</b>	<b>9</b>	<b>384</b>	<b>23.01</b>		
104	Boilmaker/ Welder	Puget Sound	7	595	22.05	21.84	-2.0%
		Columbia River	1	39	20.36		
		California	3	78	19.76		
		Canada	1	180	26.97		
		<b>Totals</b>	<b>12</b>	<b>892</b>	<b>22.28</b>		
105	Pipefitter	Puget Sound	7	425	22.90	21.84	-3.4%
		Columbia River	1	27	20.36		
		California	2	89	20.14		
		Canada	1	35	26.97		
		<b>Totals</b>	<b>11</b>	<b>576</b>	<b>22.59</b>		

## 2005 Base Salary Comparisons (Excludes Benefits)

### Shipyards cont.

Benchmark Number	Benchmark Title	Area	Participating Employers	# of Employees	Weighted Hourly Base Pay	WSFS Rate	% Difference to market
106	Sheet Metal Worker	Puget Sound	3	152	22.71	21.84	3.2%
		Columbia River	1	5	20.36		
		California	2	27	20.46		
		<b>Totals</b>	<b>6</b>	<b>184</b>	<b>21.17</b>		
107	Truck Driver	Puget Sound	2	26	21.23	21.84	-0.3%
		Columbia River	1	2	22.10		
		California	2	9	19.76		
		Canada	1	3	24.52		
		<b>Totals</b>	<b>6</b>	<b>40</b>	<b>21.90</b>		
108	Warehouse Worker	Puget Sound	5	22	20.66	21.84	1.8%
		Columbia River	1	4	20.36		
		California	3	8	19.51		
		Canada	1	7	25.26		
		<b>Totals</b>	<b>10</b>	<b>41</b>	<b>21.45</b>		
<b>Total % Above (+)/Below (-) market</b>							<b>-1.18%</b>