

## EXHIBIT D

Hired Before 2012:					
<b>OPERATORS:</b>					
Hired Before 2012:	4/1/2016	4/2/2017	10/1/2017	4/1/2018	4/7/2019
	\$31.6642	\$32.1392	\$32.6213	\$33.4368	\$34.2727
<b>Class A Tech</b>	4/1/2016	4/2/2017	10/1/2017	4/1/2018	4/7/2019
Hired Prior to 7/29/1998:	\$33.6821	\$34.1873	\$34.7001	\$35.5676	\$36.4568
Hired After 7/29/1998:	\$27.1408	\$27.6979	\$28.1134	\$29.1162	\$30.1441
<b>Class C technician</b>	4/1/2016	4/2/2017	10/1/2017	4/1/2018	4/7/2019
Hired Prior to 7/29/1998	\$29.9790	\$30.4287	\$30.8851	\$31.6572	\$32.4487
Hired After 7/29/1998:	\$24.1473	\$24.5095	\$24.8771	\$25.4991	\$26.1365
<b>UTILITY</b>	4/1/2016	4/2/2017	10/1/2017	4/1/2018	4/7/2019
Hired Prior to 7/29/1998:	\$17.5173	\$17.7801	\$18.0468	\$18.4979	\$18.9604
Hired After 7/29/1998:	\$18.1271	\$18.3990	\$18.6750	\$19.1419	\$19.6204
<b>Parts clerk</b>	4/1/2016	4/2/2017	10/1/2017	4/1/2018	4/7/2019
Hired Prior to 7/29/1998:	\$33.6821	\$34.1873	\$34.7001	\$35.5676	\$36.4568
Hired After 7/29/1998:	\$24.1473	\$24.5095	\$24.8771	\$25.4991	\$26.1365
<b>Facility Tech 1</b>	4/1/2016	4/2/2017	10/1/2017	4/1/2018	4/7/2019
Hired Prior to 2012:	\$30.5666	\$31.0251	\$31.4905	\$32.2777	\$33.0847
<b>Facility Tech 2</b>	4/1/2016	4/2/2017	10/1/2017	4/1/2018	4/7/2019
Hired Prior to 2012	\$27.3182	\$27.7280	\$28.1439	\$28.8475	\$29.5687
<b>Revenue Repair Tech</b>	4/1/2016	4/2/2017	10/1/2017	4/1/2018	4/7/2019
Hired Prior to 7/29/1998:	\$33.6821	\$34.1873	\$34.7001	\$35.5676	\$36.4568
Hired After 7/29/1998:	\$27.1408	\$27.5479	\$27.9611	\$28.6601	\$29.3767
<b>Customer Service Reps</b>	4/1/2016	4/2/2017	10/1/2017	4/1/2018	4/7/2019
	\$21.4088	\$21.7299	\$22.0559	\$22.6073	\$23.1725