

EXHIBIT "A"

2015 ANNUAL TEXAS WORKFORCE COMMISSION WAGE RATES

Construction and Extraction Occupations	Hourly wage	\$11.92
First-Line Supervisors of Construction Trades and Extraction Workers	Hourly wage	\$20.16
Brickmasons and Blockmasons	Hourly wage	\$20.24
Carpenters	Hourly wage	\$12.42
Floor Layers, Except Carpet, Wood, and Hard Tiles	Hourly wage	\$12.74
Tile and Marble Setters	Hourly wage	\$11.79
Cement Masons and Concrete Finishers	Hourly wage	\$12.18
Construction Laborers	Hourly wage	\$10.08
Paving, Surfacing, & Tamping Equipment Operators	Hourly wage	\$11.28
Operating Engineers and Other Construction Equipment	Hourly wage	\$13.52
Drywall and Ceiling Tile Installers	Hourly wage	\$12.72
Electricians	Hourly wage	\$16.03
Glaziers	Hourly wage	\$12.51
Insulation Workers, Floor, Ceiling, and Wall	Hourly wage	\$12.67
Insulation Workers, Mechanical	Hourly wage	\$14.21
Painters, Construction and Maintenance	Hourly wage	\$11.67
Pipelayers	Hourly wage	\$12.77
Plumbers, Pipefitters, and Steamfitters	Hourly wage	\$14.39
Reinforcing Iron and Rebar Workers	Hourly wage	\$12.58
Roofers	Hourly wage	\$11.31
Sheet Metal Workers	Hourly wage	\$12.76
Structural Iron and Steel Workers	Hourly wage	\$13.50
Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters	Hourly wage	\$10.79
Helpers--Carpenters	Hourly wage	\$11.29

Helpers--Electricians	Hourly wage	\$11.24
Helpers--Painters, Paperhangers, Plasterers, and Stucco Masons	Hourly wage	\$10.68
Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters	Hourly wage	\$10.57
Helpers, Construction Trades, All Other	Hourly wage	\$9.87
Construction and Building Inspectors	Hourly wage	\$20.15
Elevator Installers and Repairers	Hourly wage	\$22.36
Hazardous Materials Removal Workers	Hourly wage	\$14.15
Highway Maintenance Workers	Hourly wage	\$12.70
Septic Tank Servicers and Sewer Pipe Cleaners	Hourly wage	\$11.93
Construction and Related Workers, All Other	Hourly wage	\$13.13
Service Unit Operators, Oil, Gas, and Mining	Hourly wage	\$12.81
Earth Drillers, Except Oil and Gas	Hourly wage	\$16.02
Rock Splitters, Quarry	Hourly wage	\$10.84
Roustabouts, Oil and Gas	Hourly wage	\$11.17
Installation, Maintenance, and Repair Occupations	Hourly wage	\$12.31
First-Line Supervisors of Mechanics, Installers, and Repairers	Hourly wage	\$19.84
Computer, Automated Teller & Office Machinery Repairers	Hourly wage	\$10.44
Radio Mechanics	Hourly wage	\$11.48
Telecommunications Equipment Installers and Repair	Hourly wage	\$15.50
Avionics Technicians	Hourly wage	\$30.54
Electric, Motor, Power Tool, and Related Repairers	Hourly wage	\$13.59
Electrical and Electronic Installers and Repairers	Hourly wage	\$19.25
Electrical and Electronics Repairers, Commercial and Residential	Hourly wage	\$13.82
Electrical and Electronic Repairers, Powerhouse, Substation and Relay	Hourly wage	\$20.84
Electronic Equipment Installers and Repairers, Motor Vehicles	Hourly wage	\$12.95
Electronic Home Entertainment Equipment Installers	Hourly wage	\$10.93

Security and Fire Alarm Systems Installers	Hourly wage	\$15.47
Aircraft Mechanics and Service Technicians	Hourly wage	\$21.00
Automotive Body and Related Repairs	Hourly wage	\$14.86
Automotive Glass Installers and Repairers	Hourly wage	\$13.74
Automotive Service Technicians and Mechanics	Hourly wage	\$12.64
Bus & Truck Mechanics & Diesel Engine Specialists	Hourly wage	\$14.75
Farm Equipment Mechanics	Hourly wage	\$10.66
Mobile Heavy Equipment Mechanics, Except Engineers	Hourly wage	\$15.35
Motorcycle Mechanics	Hourly wage	\$11.07
Outdoor Power Equipment & Other Small Engine Mechanics	Hourly wage	\$11.95
Bicycle Repairs	Hourly wage	\$12.75
Tire Repairers and Changers	Hourly wage	\$10.26
Mechanical Door Repairers	Hourly wage	\$13.34
Control and Valve Installers and Repairers, Except Mechanical Door	Hourly wage	\$14.60
Heating, Air Conditioning and Refrigeration Mechanics and Installers	Hourly wage	\$14.41
Home Appliance	Hourly wage	\$13.32
Industrial Machinery Mechanics	Hourly wage	\$17.70
Maintenance Workers, Machinery	Hourly wage	\$14.54
Millwrights	Hourly wage	\$13.77
Electrical Power-Line Installers and Repairers	Hourly wage	\$17.74
Telecommunications Line Installers and Repairers	Hourly wage	\$14.32
Medical Equipment Repairers	Hourly wage	\$17.44
Precision Instrument & Equipment Repairers, Other	Hourly wage	\$14.27
Maintenance and Repair Workers, General	Hourly wage	\$11.61
Coin, Vending and Amusement Machine Servicers and Repairers	Hourly wage	\$10.73
Locksmiths and Safe Repairers	Hourly wage	\$12.69

Helpers—Installation, Maintenance and Repair Workers	Hourly wage	\$8.30
Installation, Maintenance & Repair Workers, Other	Hourly wage	\$10.50
Production Occupations	Hourly wage	\$9.92
First-Line Supervisor of Production and Operating Workers	Hourly wage	\$17.00
Coil Winders, Tapers, and Finishers	Hourly wage	\$11.69
Electrical and Electronic Equipment Assemblers	Hourly wage	\$11.78
Electrochemical Equipment Assemblers	Hourly wage	\$14.71
Structural Metal Fabricators and Fitters	Hourly wage	\$13.06
Team Assemblers	Hourly wage	\$9.95
Timing Device Assemblers, Adjuster & Calibrators	Hourly wage	\$15.98
Assemblers and Fabricators, All Other	Hourly wage	\$10.13
Computer-Controlled Machine Tool Operators, Metal and Plastic	Hourly wage	\$12.44
Numeric Tool and Process Control Programmers	Hourly wage	\$18.89
Extruding and Drawing Machine Setters, Operators	Hourly wage	\$10.93
Cutting, Punching, and Press Machine Setters, Operators	Hourly wage	\$10.29
Grinding, Lapping, Polishing, and Buffing Machine	Hourly wage	\$10.33
Lathe and Turning Machine Tool Setters, Operators	Hourly wage	\$14.17