



Draughon Brothers, Inc Labor Policy

DAY RATE

Day Rate Personnel are based on a ten (10) hour day. Day Rate Personnel that exceed ten (10) hours worked will be billed at hourly rates for all hours that exceed ten (10) hours. Employees need at least six (6) hours off to begin a new day rate shift.

MEAL BREAKS

Meal breaks are taken off the technician's hours, provided per diem is paid and the break is at least one hour long and the technician is allowed to leave the work site. Partial hours or meals provided onsite are not taken off the total hours submitted. The technician takes only one hour off per meal break. Technicians must have one meal break or have an opportunity to eat before the first eight hours of their shift is completed.

OVERTIME

Overtime is billed for any work performed beyond ten (10) hours a day, excluding lunch and dinner breaks, and is billed at 1.5 times the hourly day rate. Overtime is billed for all hours worked between 6 am and 8 am unless double time is in force. On calls beginning between 6 am and 8 am, overtime will be charged until 8am.

HOLIDAYS

All holidays (New Year's Day, Easter, Memorial Day, Fourth of July, Labor Day, Thanksgiving, Christmas, Rosh Hashanah, & Yom Kippur) are billed at over time rates, with double time after ten (10) hours.

DOUBLE TIME

Double time is billed after sixteen (16) hours of work, excluding lunch and dinner breaks, and is billed at 2.0 times the hourly rate. Double time is billed for all hours worked between the hours of midnight and 6 am. Double time is billed for the first six (6) hours of any call time starting between midnight and 6 am; the next four (4) hours are billed at two (2) hours overtime and two (2) hours straight time. If a call ends past midnight and the technician returns to work with less than six (6) hours off the clock this will invoke turnaround and the technician will return at his double time rate. In all cases after ten (10) hours worked, the technician goes into overtime and after sixteen (16) hours worked, the technician goes into double time.

TURNAROUND

If a technician gets less than six (6) but more than four (4) hours off between call times, the technician will be in turnaround and a rate increase will occur on the next shift. A rate increase is a step up in this order: straight time, overtime and double time. If the technician is in double time when turnaround occurs, the next call will be at double time rate. Turnaround will be in effect until the technician is given six (6) hours off.

CONTINUOUS PAY

If a technician gets less than four (4) hours off between shifts, the hours will be billed straight through continuously.

OUT OF TOWN LABOR

Out of town labor is considered any work performed outside a 50-mile radius of the DBI office. Out of town labor will invoke the following provisions of this Labor Policy;

TRAVEL DAY RATE

A travel day rate is billed for travel to and return from an out-of-town-show. A minimum of five (5) hours travel time is billable to the client. All transcontinental trips are billed as full day rates. The travel day clock starts one hour prior to scheduled departure time and ends when the technician arrives on site and after any required work is done. Any delays due to air or ground transportation are billable. Any ground transportation, tolls, tips, or other incidentals are billable. All hours begin and end accordingly to the time zone the technician has left from.

PER DIEM

Per Diem is money paid to the technician in the amount of \$50.00 to \$75.00 per day for food and sundries. Per Diem amount depends on geographic location.

HOTEL ACCOMMODATIONS

The client is required to provide a separate hotel room for each DBI technician. If a room is not provided within 2 miles of the show site the time it takes the technician to arrive will be added to the technician's total hours for that day.