

**UNITED STATES OF AMERICA  
BEFORE THE NATIONAL LABOR RELATIONS BOARD**

GLADES ELECTRIC COOPERATIVE, INC.

and

INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS, LOCAL 1933,  
AFL-CIO

Cases 12-CA-168580  
12-CA-175794  
12-CA-180034

**NOTICE OF MOTION TO AMEND THE SECOND AMENDED  
COMPLIANCE SPECIFICATION AT HEARING**

**PLEASE TAKE NOTICE** that the undersigned Counsel for the General Counsel will move the Administrative Law Judge at the hearing on October 30, 2020, for leave to amend the Second Amended Compliance Specification and Notice of Hearing in the above-captioned matter as follows:

- Amending paragraph 14(c) to read as follows (changes in **bold**):

(c) Respondent must further make whole Randolph by making contributions to the Retirement Security Plan on behalf of Randolph that are necessary to insure that she receives full service credit from the Retirement Security Plan for her entire backpay period, **as set forth in Appendix H**, based on her gross backpay, less such contributions made by Respondent during Randolph's interim employment by Respondent since July 11, 2016, continuing until Respondent makes a valid offer of reinstatement to Randolph.

- Amending paragraph 19(b) to read as follows (changes in **bold**):

(b) Respondent must further make whole Sevigny by making contributions to the Retirement Security Plan on behalf of Sevigny, **as set forth in Appendix I**, and by ensuring that Sevigny receives full service credit from the Retirement Security Plan during Sevigny's entire backpay period, continuing until Respondent makes a valid offer of reinstatement to Sevigny.

- Amending paragraph 22 to read as follows (changes in **bold**):

Summarizing the facts and calculations specified above, the obligation of Respondent with respect to make whole remedy owed to Randolph for the period ending on December 31, 2019, will be satisfied by payment of \$50,926.48 in net backpay plus \$1,409.50 in reimbursement for employer matching 401(k) contributions, minus statutory withholding taxes required for backpay wages,<sup>12</sup> plus interest accrued thereon and compensation for excess tax liability to the date of payment;<sup>13</sup> plus pension contributions to the Retirement Security Plan, **in the amount of \$5,273.31**, on behalf of Randolph as set forth above in paragraphs 14(a) through 14(c). As noted above in paragraph 7, backpay for Randolph continues until Respondent makes a valid offer of reinstatement to Randolph.

- Amending paragraph 23 to read as follows (changes in **bold**):

Summarizing the facts and calculations specified above, the obligation of Respondent with respect to the make whole remedy owed to Sevigny for the period ending on December 31, 2019, will be satisfied by payment based on the earnings of comparator employee Murphy of \$101,848.85 in net backpay, minus statutory withholding taxes required for backpay wages, plus interest accrued thereon and compensation for excess tax liability to the date of payment; plus interest accrued to the date of payment, plus \$5,163.40 in reimbursement for employer matching 401(k) contributions paid directly to Sevigny, plus pension contributions to the Retirement Security Plan, **in the amount of \$20,480.25**, on behalf of Sevigny as set forth above in paragraphs 14(a), 14(b), 19(a) and 19(b); or will be satisfied by payment based on the earnings of comparator employees Larsen and Buckner of \$167,969.67 in net backpay, minus statutory withholding taxes

---

<sup>12</sup> Respondent shall be responsible for determining proper tax withholding, for paying the employer's matching FICA tax contributions on the backpay amounts, for submitting proper tax payments and reports to tax authorities, as well as for providing tax reports to the discriminatees to use in filing income tax returns.

<sup>13</sup> The amounts of compensation for excess tax liability will exceed the amounts set forth in Appendices A6 (Randolph) and C6 or E6 (Sevigny), which do not include the consideration of interest. The final amounts of interest and excess tax liability will be updated to the date of actual payment.

required for backpay wages, plus interest accrued thereon and compensation for excess tax liability to the date of payment; plus interest accrued to the date of payment, plus \$5,311.46 in reimbursement for employer matching 401(k) contributions paid directly to Sevigny, plus pension contributions to the Retirement Security Plan, **in the amount of \$20,480.25**, on behalf of Sevigny as set forth above in 14(a), 14(b), 19(a) and 19(b).

- Amending Appendix B, footnote 11 to read as follows (change in **bold**):

Effective 6/4/18, Randolph voluntarily resigned from her employment with Respondent. Contributions projected based on the amount the Employer would have contributed in 2018, absent discrimination.

- Adding Appendix H, attached hereto.
- Adding Appendix I, attached hereto.

Dated at Tampa, Florida this 21<sup>st</sup> day of October, 2020.

Respectfully submitted,

*Rafael Aybar*

---

Rafael Aybar  
Counsel for the General Counsel  
National Labor Relations Board – Region 12  
201 E. Kennedy Blvd., Suite 530  
Tampa, Florida 33602  
Tel. (813) 228-2652  
Fax (813) 228-2874  
E-mail: [Rafael.Aybar@nlrb.gov](mailto:Rafael.Aybar@nlrb.gov)

**CERTIFICATE OF SERVICE**

I hereby certify that copies of **NOTICE OF MOTION TO AMEND THE SECOND AMENDED COMPLIANCE SPECIFICATION AT HEARING** in Cases 12-CA-168580, 12-CA-175794 and 12-CA-180034 was served on the 21<sup>st</sup> day of October 2020, on the following persons and by the following means:

By electronic filing at [www.nlr.gov](http://www.nlr.gov) and electronic mail to:

National Labor Relations Board  
Hon. Sharon L. Steckler  
Administrative Law Judge  
Division of Judges  
1015 Half Street SE  
Washington, DC 20570-0001  
Facsimile: (202) 501-8686  
E-mail: [Sharon.Steckler@nlrb.gov](mailto:Sharon.Steckler@nlrb.gov)

By electronic mail to:

Brian Koji, Esq.  
Matthew D. Stefany, Esq.  
Allen Norton & Blue, P.A.  
Hyde Park Plaza, Suite 225  
324 South Hyde Park Ave.  
Tampa, Florida 33606-4127  
E-mail: [bkoji@anblaw.com](mailto:bkoji@anblaw.com)  
E-mail: [mstefany@anblaw.com](mailto:mstefany@anblaw.com)

By electronic mail to:

Doug Sellars, Union Advocate  
IBEW, AFL-CIO  
3202 23<sup>rd</sup> Ave. West  
Bradenton, Florida 34205  
E-mail: [hdsellars@verizon.net](mailto:hdsellars@verizon.net)  
[hdsellars7854@gmail.com](mailto:hdsellars7854@gmail.com)

Gregory Krumm, President  
IBEW, Local 1933, AFL-CIO  
248 13<sup>th</sup> Ave. North  
Naples, Florida 34102  
E-mail: [gekrumm@gmail.com](mailto:gekrumm@gmail.com)

Respectfully submitted,

*Rafael Aybar*

---

Rafael Aybar  
Counsel for the General Counsel  
National Labor Relations Board, Region 12  
201 East Kennedy Blvd., Suite 530  
Tampa, Florida 33602  
Tel. (813) 228-2652  
Fax (813) 228-2874  
E-mail: [Rafael.Aybar@nlrb.gov](mailto:Rafael.Aybar@nlrb.gov)

Randolph's Retirement Security Plan

|    | A                 | B           | C         | D | E           | F                                | G                     | H | I                  | J                                       | K                            | L | M  | N                             | O   | P | Q |  |  |  |
|----|-------------------|-------------|-----------|---|-------------|----------------------------------|-----------------------|---|--------------------|---|------------------------------|---|--|-------------------------------|---|---|---|--|--|--|
| 1  | Month             | Adj ER Rate | Admin Fee |   | Base Salary | ER Monthly Contribution (B*E/12) | ER Admin Fee (C*E/12) |   | Actual Base Salary | Actual ER Monthly Contribution (B*I/12) | Actual ER Admin Fee (C*I/12) |   | Difference Owed in ER Contributions to RSP (F-J) | Difference in Admin Fee (G-K) |   |   |   |  |  |  |
| 2  | 1/1/2017          | 21.255%     | 0.540%    |   | \$45,490.60 | \$805.75                         | \$20.47               |   | \$33,280           | \$589.47                                | \$14.98                      |   | \$216.28   | \$5.49                        | <b>Note:</b> 2017 Contributions made by ER based on \$16/hr wage rate that Randolph earned upon reinstatement on 8/29/16.<br>\$16x40=\$640<br>\$640x52 = \$33,280 |   |   |  |  |  |
| 3  | 2/1/2017          | 21.255%     | 0.540%    |   | \$45,490.60 | \$805.75                         | \$20.47               |   | \$33,280           | \$589.47                                | \$14.98                      |   | \$216.28   | \$5.49                        |   |   |   |  |  |  |
| 4  | 3/1/2017          | 21.255%     | 0.540%    |   | \$45,490.60 | \$805.75                         | \$20.47               |   | \$33,280           | \$589.47                                | \$14.98                      |   | \$216.28   | \$5.49                        |   |   |   |  |  |  |
| 5  | 4/1/2017          | 21.255%     | 0.540%    |   | \$45,490.60 | \$805.75                         | \$20.47               |   | \$33,280           | \$589.47                                | \$14.98                      |   | \$216.28   | \$5.49                        |   |   |   |  |  |  |
| 6  | 5/1/2017          | 21.255%     | 0.540%    |   | \$45,490.60 | \$805.75                         | \$20.47               |   | \$33,280           | \$589.47                                | \$14.98                      |   | \$216.28   | \$5.49                        |   |   |   |  |  |  |
| 7  | 6/1/2017          | 21.255%     | 0.540%    |   | \$45,490.60 | \$805.75                         | \$20.47               |   | \$33,280           | \$589.47                                | \$14.98                      |   | \$216.28   | \$5.49                        |   |   |   |  |  |  |
| 8  | 7/1/2017          | 21.255%     | 0.540%    |   | \$45,490.60 | \$805.75                         | \$20.47               |   | \$33,280           | \$589.47                                | \$14.98                      |   | \$216.28   | \$5.49                        |   |   |   |  |  |  |
| 9  | 8/1/2017          | 21.255%     | 0.540%    |   | \$45,490.60 | \$805.75                         | \$20.47               |   | \$33,280           | \$589.47                                | \$14.98                      |   | \$216.28   | \$5.49                        |   |   |   |  |  |  |
| 10 | 9/1/2017          |             | 0.540%    |   | \$45,490.60 | \$0.00                           | \$20.47               |   | \$33,280           | \$0.00                                  | \$14.98                      |   | \$0.00   | \$5.49                        |   |   |   |  |  |  |
| 11 | 10/1/2017         |             | 0.540%    |   | \$45,490.60 | \$0.00                           | \$20.47               |   | \$33,280           | \$0.00                                  | \$14.98                      |   | \$0.00   | \$5.49                        |   |   |   |  |  |  |
| 12 | 11/1/2017         |             | 0.540%    |   | \$45,490.60 | \$0.00                           | \$20.47               |   | \$33,280           | \$0.00                                  | \$14.98                      |   | \$0.00   | \$5.49                        |   |   |   |  |  |  |
| 13 | 12/1/2017         |             | 0.540%    |   | \$45,490.60 | \$0.00                           | \$20.47               |   | \$33,280           | \$0.00                                  | \$14.98                      |   | \$0.00   | \$5.49                        |   |   |   |  |  |  |
| 14 | <b>2017 Total</b> |             |           |   |             | <b>\$6,446.02</b>                |                       |   |                    | <b>\$4,715.78</b>                       |                              |   | <b>\$1,730.24</b>                                |                               |   |   |   |  |  |  |
| 15 | 1/1/2018          | 21.075%     | 0.58%     |   | \$50,273.60 | \$882.93                         | \$24.30               |   | \$38,064           | \$668.50                                | \$18.40                      |   | \$214.43   | \$5.90                        | <b>Note:</b> 2018 Contributions made by ER based on \$18.30/hr wage rate that Randolph earned in 2017. \$18.30x40=\$732<br>\$732x52 = \$38,064                    |   |   |  |  |  |
| 16 | 2/1/2018          | 21.075%     | 0.58%     |   | \$50,273.60 | \$882.93                         | \$24.30               |   | \$38,064           | \$668.50                                | \$18.40                      |   | \$214.43   | \$5.90                        |   |   |   |  |  |  |
| 17 | 3/1/2018          | 21.075%     | 0.58%     |   | \$50,273.60 | \$882.93                         | \$24.30               |   | \$38,064           | \$668.50                                | \$18.40                      |   | \$214.43   | \$5.90                        |   |   |   |  |  |  |
| 18 | 4/1/2018          | 21.075%     | 0.58%     |   | \$50,273.60 | \$882.93                         | \$24.30               |   | \$38,064           | \$668.50                                | \$18.40                      |   | \$214.43   | \$5.90                        |   |   |   |  |  |  |
| 19 | 5/1/2018          | 21.075%     | 0.58%     |   | \$50,273.60 | \$882.93                         | \$24.30               |   | \$38,064           | \$668.50                                | \$18.40                      |   | \$214.43   | \$5.90                        |   |   |   |  |  |  |
| 20 | 6/1/2018          | 21.075%     | 0.58%     |   | \$50,273.60 | \$882.93                         | \$24.30               |   | \$38,064           | \$668.50                                | \$18.40                      |   | \$214.43   | \$5.90                        |   |   |   |  |  |  |
| 21 | 7/1/2018          | 21.075%     | 0.58%     |   | \$50,273.60 | \$882.93                         | \$24.30               |   | \$38,064           | \$668.50                                | \$18.40                      |   | \$214.43   | \$5.90                        |   |   |   |  |  |  |
| 22 | 8/1/2018          | 21.075%     | 0.58%     |   | \$50,273.60 | \$882.93                         | \$24.30               |   | \$38,064           | \$668.50                                | \$18.40                      |   | \$214.43   | \$5.90                        |   |   |   |  |  |  |
| 23 | 9/1/2018          |             | 0.58%     |   | \$50,273.60 | \$0.00                           | \$24.30               |   | \$38,064           | \$0.00                                  | \$18.40                      |   | \$0.00   | \$5.90                        |   |   |   |  |  |  |
| 24 | 10/1/2018         |             | 0.58%     |   | \$50,273.60 | \$0.00                           | \$24.30               |   | \$38,064           | \$0.00                                  | \$18.40                      |   | \$0.00   | \$5.90                        |   |   |   |  |  |  |
| 25 | 11/1/2018         |             | 0.58%     |   | \$50,273.60 | \$0.00                           | \$24.30               |   | \$38,064           | \$0.00                                  | \$18.40                      |   | \$0.00   | \$5.90                        |   |   |   |  |  |  |
| 26 | 12/1/2018         |             | 0.58%     |   | \$50,273.60 | \$0.00                           | \$24.30               |   | \$38,064           | \$0.00                                  | \$18.40                      |   | \$0.00   | \$5.90                        |   |   |   |  |  |  |
| 27 | <b>2018 Total</b> |             |           |   |             | <b>\$7,063.44</b>                |                       |   |                    | <b>\$5,347.99</b>                       |                              |   | <b>\$1,715.45</b>                                |                               |   |   |   |  |  |  |
| 28 | 1/1/2019          | 21.930%     | 0.610%    |   | \$51,521.60 | \$941.56                         | \$26.19               |   | \$39,020.80        | \$713.11                                | \$19.84                      |   | \$228.45   | \$6.35                        | <b>Note:</b> 2019 Projected Contributions based on \$18.76/hr wage rate that  |   |   |  |  |  |
| 29 | 2/1/2019          | 21.930%     | 0.610%    |   | \$51,521.60 | \$941.56                         | \$26.19               |   | \$39,020.80        | \$713.11                                | \$19.84                      |   | \$228.45   | \$6.35                        |   |   |   |  |  |  |
| 30 | 3/1/2019          | 21.930%     | 0.610%    |   | \$51,521.60 | \$941.56                         | \$26.19               |   | \$39,020.80        | \$713.11                                | \$19.84                      |   | \$228.45   | \$6.35                        |   |   |   |  |  |  |

Randolph's Retirement Security Plan

|    | A                 | B           | C         | D | E           | F                                | G                     | H | I                  | J                                       | K                            | L | M  | N                             | O  | P | Q |  |  |
|----|-------------------|-------------|-----------|---|-------------|----------------------------------|-----------------------|---|--------------------|---|------------------------------|---|--|-------------------------------|--|---|---|--|--|
| 1  | Month             | Adj ER Rate | Admin Fee |   | Base Salary | ER Monthly Contribution (B*E/12) | ER Admin Fee (C*E/12) |   | Actual Base Salary | Actual ER Monthly Contribution (B*I/12) | Actual ER Admin Fee (C*I/12) |   | Difference Owed in ER Contributions to RSP (F-J) | Difference in Admin Fee (G-K) |  |   |   |  |  |
| 31 | 4/1/2019          | 21.930%     | 0.610%    |   | \$51,521.60 | \$941.56                         | \$26.19               |   | \$39,020.80        | \$713.11                                | \$19.84                      |   | \$228.45   | \$6.35                        | Randolph earned in 2018.<br>\$18.30x40=\$750.40<br>\$750.40x52 = \$39,020.80 |   |   |  |  |
| 32 | 5/1/2019          | 21.930%     | 0.610%    |   | \$51,521.60 | \$941.56                         | \$26.19               |   | \$39,020.80        | \$713.11                                | \$19.84                      |   | \$228.45   | \$6.35                        |  |   |   |  |  |
| 33 | 6/1/2019          | 21.930%     | 0.610%    |   | \$51,521.60 | \$941.56                         | \$26.19               |   | \$39,020.80        | \$713.11                                | \$19.84                      |   | \$228.45   | \$6.35                        |  |   |   |  |  |
| 34 | 7/1/2019          | 21.930%     | 0.610%    |   | \$51,521.60 | \$941.56                         | \$26.19               |   | \$39,020.80        | \$713.11                                | \$19.84                      |   | \$228.45   | \$6.35                        |  |   |   |  |  |
| 35 | 8/1/2019          | 21.930%     | 0.610%    |   | \$51,521.60 | \$941.56                         | \$26.19               |   | \$39,020.80        | \$713.11                                | \$19.84                      |   | \$228.45   | \$6.35                        |  |   |   |  |  |
| 36 | 9/1/2019          |             | 0.610%    |   | \$51,521.60 | \$0.00                           | \$26.19               |   | \$39,020.80        | \$0.00                                  | \$19.84                      |   | \$0.00   | \$6.35                        |  |   |   |  |  |
| 37 | 10/1/2019         |             | 0.610%    |   | \$51,521.60 | \$0.00                           | \$26.19               |   | \$39,020.80        | \$0.00                                  | \$19.84                      |   | \$0.00   | \$6.35                        |  |   |   |  |  |
| 38 | 11/1/2019         |             | 0.610%    |   | \$51,521.60 | \$0.00                           | \$26.19               |   | \$39,020.80        | \$0.00                                  | \$19.84                      |   | \$0.00   | \$6.35                        |  |   |   |  |  |
| 39 | 12/1/2019         |             | 0.610%    |   | \$51,521.60 | \$0.00                           | \$26.19               |   | \$39,020.80        | \$0.00                                  | \$19.84                      |   | \$0.00   | \$6.35                        |  |   |   |  |  |
| 40 | <b>2019 Total</b> |             |           |   |             | <b>\$7,532.46</b>                |                       |   |                    | <b>\$5,704.84</b>                       |                              |   | <b>\$1,827.62</b>                                |                               |  |   |   |  |  |
| 41 |                   |             |           |   |             |                                  |                       |   |                    |   |                              |   |  |                               |  |   |   |  |  |
| 42 |                   |             |           |   |             |                                  |                       |   |                    |   |                              |   |  |                               |  |   |   |  |  |
| 43 | <b>2017</b>       | \$1,730.24  |           |   |             |                                  |                       |   |                    |   |                              |   |  |                               |  |   |   |  |  |
| 44 | <b>2018</b>       | \$1,715.45  |           |   |             |                                  |                       |   |                    |   |                              |   |  |                               |  |   |   |  |  |
| 45 | <b>2019</b>       | \$1,827.62  |           |   |             |                                  |                       |   |                    |   |                              |   |  |                               |  |   |   |  |  |
| 46 | <b>Total</b>      | \$5,273.31  |           |   |             |                                  |                       |   |                    |   |                              |   |  |                               |  |   |   |  |  |
| 47 |                   |             |           |   |             |                                  |                       |   |                    |   |                              |   |  |                               |  |   |   |  |  |
| 48 |                   |             |           |   |             |                                  |                       |   |                    |   |                              |   |  |                               |  |   |   |  |  |
| 49 |                   |             |           |   |             |                                  |                       |   |                    |   |                              |   |  |                               |  |   |   |  |  |
| 50 |                   |             |           |   |             |                                  |                       |   |                    |   |                              |   |  |                               |  |   |   |  |  |

Sevigny - Employer Retirement Security Plan (Comparator Murphy)

|    | A                 | B           | C         | D | E           | F                                | G                     | H | I   | J |
|----|-------------------|-------------|-----------|---|-------------|----------------------------------|-----------------------|---|---|---|
| 1  | Month             | Adj ER Rate | Admin Fee |   | Base Salary | ER Monthly Contribution (B*E/12) | ER Admin Fee (C*E/12) |   |   |   |
| 2  | 1/1/2017          | 21.255%     | 0.540%    |   | \$45,490    | \$805.74                         | \$20.47               |   | <b>Note:</b> ER did not make contributions made on Sevigny's behalf in 2017. Contributions made on behalf of Murphy were based on \$21.87/hr wage rate earned in 2016.<br>\$21.87x40 = \$874.80<br>\$874.80x52= \$45,489.60 |   |
| 3  | 2/1/2017          | 21.255%     | 0.540%    |   | \$45,490    | \$805.74                         | \$20.47               |   |   |   |
| 4  | 3/1/2017          | 21.255%     | 0.540%    |   | \$45,490    | \$805.74                         | \$20.47               |   |   |   |
| 5  | 4/1/2017          | 21.255%     | 0.540%    |   | \$45,490    | \$805.74                         | \$20.47               |   |   |   |
| 6  | 5/1/2017          | 21.255%     | 0.540%    |   | \$45,490    | \$805.74                         | \$20.47               |   |   |   |
| 7  | 6/1/2017          | 21.255%     | 0.540%    |   | \$45,490    | \$805.74                         | \$20.47               |   |   |   |
| 8  | 7/1/2017          | 21.255%     | 0.540%    |   | \$45,490    | \$805.74                         | \$20.47               |   |   |   |
| 9  | 8/1/2017          | 21.255%     | 0.540%    |   | \$45,490    | \$805.74                         | \$20.47               |   |   |   |
| 10 | 9/1/2017          |             | 0.540%    |   | \$45,490    | \$0.00                           | \$20.47               |   |   |   |
| 11 | 10/1/2017         |             | 0.540%    |   | \$45,490    | \$0.00                           | \$20.47               |   |   |   |
| 12 | 11/1/2017         |             | 0.540%    |   | \$45,490    | \$0.00                           | \$20.47               |   |   |   |
| 13 | 12/1/2017         |             | 0.540%    |   | \$45,490    | \$0.00                           | \$20.47               |   |   |   |
| 14 | <b>2017 Total</b> |             |           |   |             | <b>\$6,445.93</b>                |                       |   |   |   |
| 15 | 1/1/2018          | 21.075%     | 0.58%     |   | \$47,965    | \$842.38                         | \$23.18               |   | <b>Note:</b> ER contributions based on Murphy's 2017 hourly rate of \$23.06.<br>\$23.06x40 = \$922.40<br>\$922.40x52 = \$47,964.80  |   |
| 16 | 2/1/2018          | 21.075%     | 0.58%     |   | \$47,965    | \$842.38                         | \$23.18               |   |   |   |
| 17 | 3/1/2018          | 21.075%     | 0.58%     |   | \$47,965    | \$842.38                         | \$23.18               |   |   |   |
| 18 | 4/1/2018          | 21.075%     | 0.58%     |   | \$47,965    | \$842.38                         | \$23.18               |   |   |   |
| 19 | 5/1/2018          | 21.075%     | 0.58%     |   | \$47,965    | \$842.38                         | \$23.18               |   |   |   |
| 20 | 6/1/2018          | 21.075%     | 0.58%     |   | \$47,965    | \$842.38                         | \$23.18               |   |   |   |
| 21 | 7/1/2018          | 21.075%     | 0.58%     |   | \$47,965    | \$842.38                         | \$23.18               |   |   |   |
| 22 | 8/1/2018          | 21.075%     | 0.58%     |   | \$47,965    | \$842.38                         | \$23.18               |   |   |   |
| 23 | 9/1/2018          |             | 0.58%     |   | \$47,965    | \$0.00                           | \$23.18               |   |   |   |
| 24 | 10/1/2018         |             | 0.58%     |   | \$47,965    | \$0.00                           | \$23.18               |   |   |   |
| 25 | 11/1/2018         |             | 0.58%     |   | \$47,965    | \$0.00                           | \$23.18               |   |   |   |
| 26 | 12/1/2018         |             | 0.58%     |   | \$47,965    | \$0.00                           | \$23.18               |   |   |   |
| 27 | <b>2018 Total</b> |             |           |   |             | <b>\$6,739.05</b>                |                       |   |   |   |
| 28 | 1/1/2019          | 21.930%     | 0.610%    |   | \$49,899    | \$911.91                         | \$25.37               |   | <b>Note:</b> ER contributions based on Murphy's 2018 hourly rate of \$23.99.<br>\$23.99x40 = \$959.60   |   |
| 29 | 2/1/2019          | 21.930%     | 0.610%    |   | \$49,899    | \$911.91                         | \$25.37               |   |   |   |
| 30 | 3/1/2019          | 21.930%     | 0.610%    |   | \$49,899    | \$911.91                         | \$25.37               |   |   |   |
| 31 | 4/1/2019          | 21.930%     | 0.610%    |   | \$49,899    | \$911.91                         | \$25.37               |   |   |   |

Sevigny - Employer Retirement Security Plan (Comparator Murphy)

|    | A                 | B           | C      | D | E        | F                 | G       | H | I                         | J |
|----|-------------------|-------------|--------|---|----------|-------------------|---------|---|---------------------------|---|
| 32 | 5/1/2019          | 21.930%     | 0.610% |   | \$49,899 | \$911.91          | \$25.37 |   | \$959.60x52 = \$49,899.20 |   |
| 33 | 6/1/2019          | 21.930%     | 0.610% |   | \$49,899 | \$911.91          | \$25.37 |   |                           |   |
| 34 | 7/1/2019          | 21.930%     | 0.610% |   | \$49,899 | \$911.91          | \$25.37 |   |                           |   |
| 35 | 8/1/2019          | 21.930%     | 0.610% |   | \$49,899 | \$911.91          | \$25.37 |   |                           |   |
| 36 | 9/1/2019          |             | 0.610% |   | \$49,899 | \$0.00            | \$25.37 |   |                           |   |
| 37 | 10/1/2019         |             | 0.610% |   | \$49,899 | \$0.00            | \$25.37 |   |                           |   |
| 38 | 11/1/2019         |             | 0.610% |   | \$49,899 | \$0.00            | \$25.37 |   |                           |   |
| 39 | 12/1/2019         |             | 0.610% |   | \$49,899 | \$0.00            | \$25.37 |   |                           |   |
| 40 | <b>2019 Total</b> |             |        |   |          | <b>\$7,295.26</b> |         |   |                           |   |
| 41 |                   |             |        |   |          |                   |         |   |                           |   |
| 42 |                   |             |        |   |          |                   |         |   |                           |   |
| 43 | <b>2017</b>       | \$6,445.93  |        |   |          |                   |         |   |                           |   |
| 44 | <b>2018</b>       | \$6,739.05  |        |   |          |                   |         |   |                           |   |
| 45 | <b>2019</b>       | \$7,295.26  |        |   |          |                   |         |   |                           |   |
| 46 | <b>Total</b>      | \$20,480.25 |        |   |          |                   |         |   |                           |   |
| 47 |                   |             |        |   |          |                   |         |   |                           |   |
| 48 |                   |             |        |   |          |                   |         |   |                           |   |
| 49 |                   |             |        |   |          |                   |         |   |                           |   |
| 50 |                   |             |        |   |          |                   |         |   |                           |   |