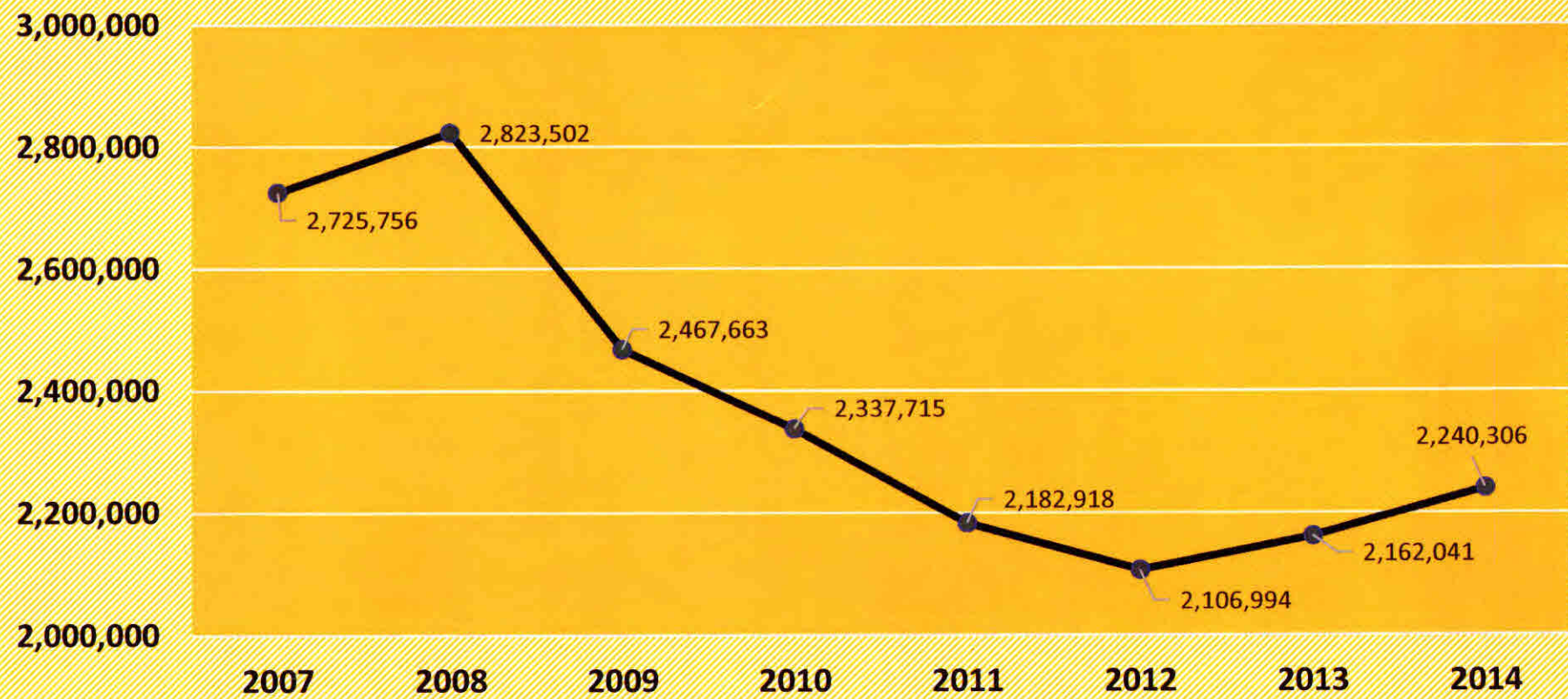
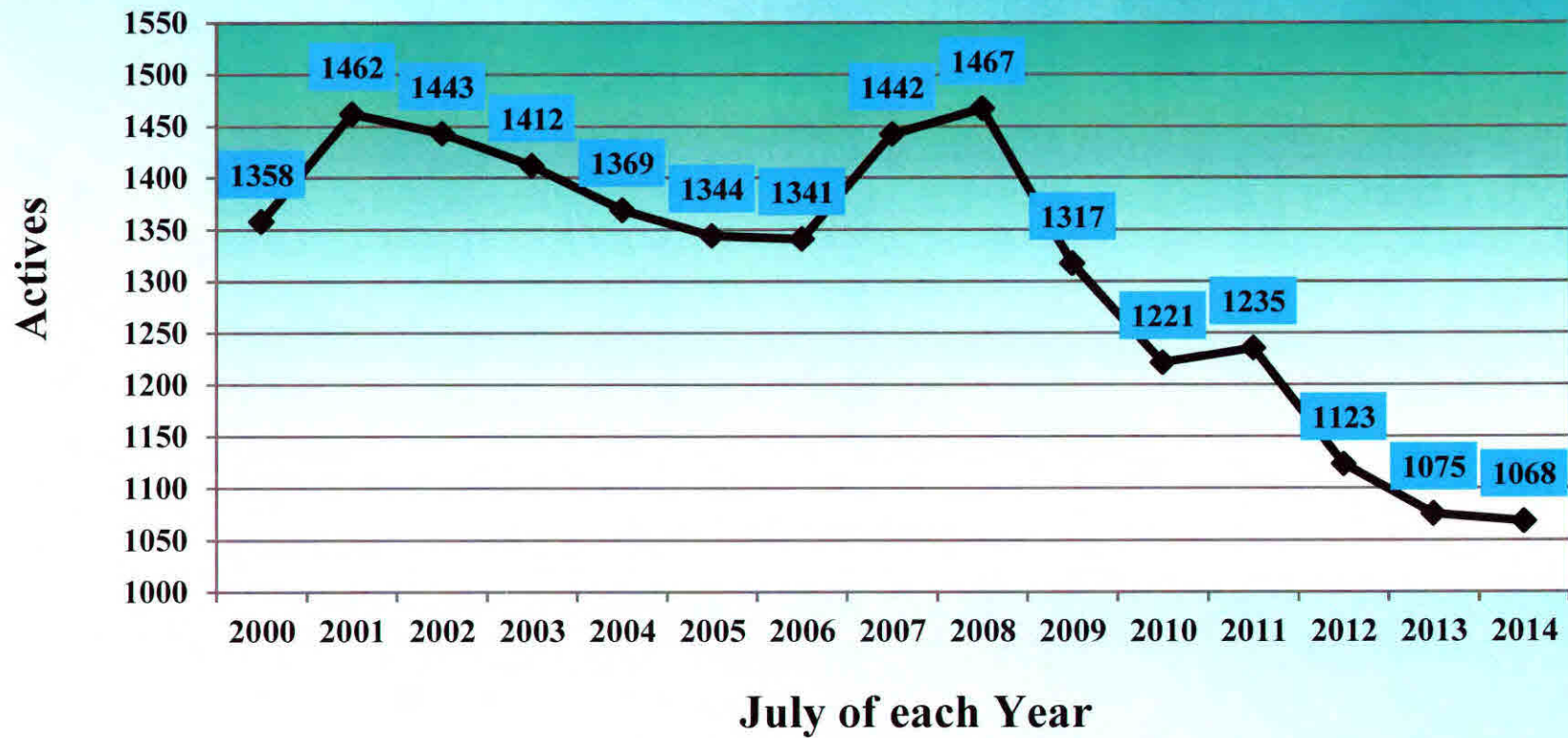


INDUSTRY HOURS REPORT 2007-2014



Active Employees (ACRT)

Source: Trust Fund Acturial Report



AIRCONDITIONING and REFRIGERATION INDUSTRY
HEALTH and WELFARE TRUST FUND
REPORTED HOURS

1972 - present

<u>YEAR</u>	<u>JOURNEYMAN</u>	<u>APPRENTICES</u>	<u>TR / PT / ST</u>	<u>ME S / ME ST</u>	<u>DLCRUZ</u>	<u>TOTAL</u>	<u>HILL CORP.</u>
1972	1,613,097	264,085	-	-	-	1,877,182	-
1973	1,722,617	287,802	-	-	-	2,010,419	-
1974	1,807,510	290,255	-	-	-	2,097,765	-
1975	1,755,433	227,248	-	-	-	1,982,681	-
1976	1,709,604	230,781	-	-	-	1,940,385	332,270
1977	1,597,834	258,805	-	-	-	1,856,639	447,125
1978	1,776,041	242,645	-	-	-	2,018,686	433,170
1979	1,858,950	260,949	-	-	-	2,119,899	363,990
1980	1,899,719	314,722	-	-	-	2,214,441	380,107
1981	1,963,708	338,135	-	-	-	2,301,843	345,672
1982	1,944,658	328,865	-	-	-	2,273,523	338,213
1983	1,832,168	295,670	-	-	-	2,127,838	322,200
1984	1,881,120	283,474	-	-	-	2,164,594	-
1985	1,674,535	286,831	274,752	-	-	2,236,118	-
1986	1,611,797	305,481	317,723	-	-	2,235,001	-
1987	1,429,100	333,535	275,904	-	-	2,038,539	-
1988	1,577,455	419,740	350,473	-	-	2,347,668	-
1989	1,592,069	427,536	444,759	-	-	2,464,364	-
1990	1,604,409	448,947	396,555	-	-	2,449,911	-
1991	1,582,396	493,238	363,963	-	-	2,439,597	-
1992	1,523,627	457,301	340,247	-	-	2,321,175	-
1993	1,421,914	429,543	296,080	-	-	2,147,537	-
1994	1,438,825	419,776	325,026	-	-	2,183,627	-
1995	1,495,145	381,582	345,047	-	-	2,221,774	-
1996	1,444,583	376,413	444,192	-	-	2,265,188	-
1997	1,492,639	359,387	480,871	-	-	2,332,897	-
1998	1,515,821	359,755	481,568	17,117	32,501	2,406,762	-
1999	1,536,775	377,579	508,910	69,600	1,722	2,494,586	-
2000	1,647,532	414,296	562,179	121,757	-	2,745,764	-
2001	1,674,186	416,467	543,650	166,774	-	2,801,077	-
2002	1,618,416	381,949	492,100	146,926	-	2,639,391	-
2003	1,568,933	346,596	416,188	188,824	-	2,520,540	-
2004	1,506,525	328,759	371,037	217,495	-	2,423,817	-
2005	1,513,861	332,800	357,447	231,495	-	2,435,604	-
2006	1,582,710	347,527	361,040	281,657	-	2,572,934	-
2007	1,689,082	379,069	374,480	283,125	-	2,725,756	-
2008	1,732,395	404,421	410,041	276,645	-	2,823,502	-
2009	1,577,819	366,423	308,064	215,357	-	2,467,663	-
2010	1,546,989	325,651	270,118	194,957	-	2,337,715	-
2011	1,490,586	289,760	230,459	172,112	-	2,182,918	-
2012	1,485,695	245,206	211,401	164,692	-	2,106,994	-
2013	1,533,399	237,203	218,868	172,571	-	2,162,041	-
2014	1,584,652	246,538	234,260	174,856	-	2,240,306	-

Note: (a) Data is as of December 2014

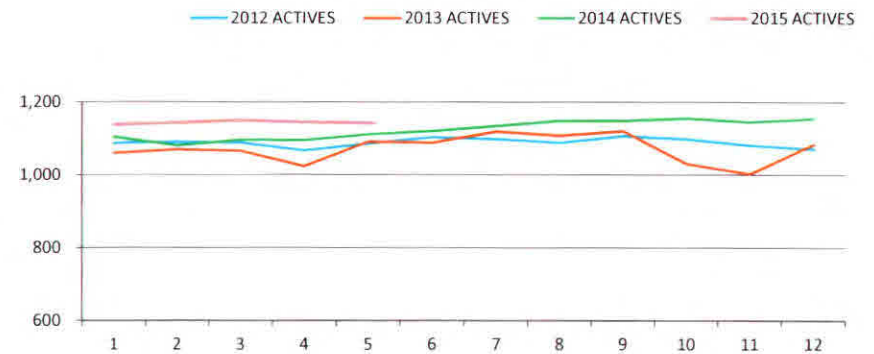
COMPARISON OF REPORTED HEALTH AND WELFARE HOURS, WORKERS AND RETIREES

	REPORTED HOURS					REPORTED WORKERS						RETIREES (excludes QDROs)					Current Ratio of Actives to Retirees
	2012	2013	2014	2015	% Change from Previous Year	2012	2013	2014	2015	% Change from Previous Year	2014 Avg Hours Worked Per Employee	2012	2013	2014	2015	Change %	
January	163,876	179,844	177,112	173,223	-2.20%	1,087	1,060	1,104	1,138	3.08%	160	862	899	912	933	2.30%	1.21
February	174,206	162,322	162,624	175,625	7.99%	1,090	1,070	1,080	1,143	5.83%	151	869	900	914	933	2.08%	1.18
March	172,342	176,921	176,783	193,047	9.20%	1,088	1,066	1,096	1,150	4.93%	161	872	904	915	933	1.97%	1.20
April	165,925	171,882	194,948	201,358	3.29%	1,067	1,024	1,095	1,145	4.57%	178	874	905	918	934	1.74%	1.19
May	191,257	206,068	189,180	183,505	-3.00%	1,086	1,091	1,111	1,143	2.88%	170	872	911	918	934	1.74%	1.21
June	175,833	170,898	180,096			1,103	1,088	1,120			161	881	910	919			1.22
July	181,127	200,048	208,798			1,098	1,119	1,134			184	882	908	920			1.23
August	206,222	196,827	195,430			1,088	1,108	1,148			170	889	906	917			1.25
September	174,958	177,668	185,745			1,106	1,120	1,148			162	894	908	921			1.25
October	198,996	189,575	222,403			1,098	1,031	1,155			193	892	907	921			1.25
November	162,487	169,282	178,511			1,081	1,002	1,145			156	893	910	927			1.24
December	166,689	187,424	190,750			1,071	1,084	1,154			165	896	911	928			1.24
YTD	2,133,918	2,188,758	2,262,380	926,757	2.90%	13,063	12,863	13,490	5,719	4.25%	168	10,576	10,879	11,030	4,667	1.97%	

HOURS



WORKERS



SERVICE MASTER LABOR AGREEMENT

Analysis of Economic Increases

U.A. Local 250

Sep 1st	Total Package	\$ + or -	% + or -	Taxable Wages	\$ + or -	% + or -	Benefits	\$ + or -	% + or -	Union Dues Deducted	\$ + or -	% + or -
2000	\$40.95			\$31.20	\$0.00	0.00%	\$9.75	\$0.00	0.00%	\$0.29	\$0.00	0.00%
2001	\$42.65	\$1.70	4.15%	\$32.60	\$1.40	4.49%	\$10.05	\$0.30	3.08%	\$0.29	\$0.00	0.00%
2002	\$43.65	\$1.00	2.34%	\$33.10	\$0.50	1.53%	\$10.55	\$0.50	4.98%	\$0.29	\$0.00	0.00%
2003	\$44.90	\$1.25	2.86%	\$33.10	\$0.00	0.00%	\$11.80	\$1.25	11.85%	\$0.29	\$0.00	0.00%
2004	\$46.15	\$1.25	2.78%	\$34.20	\$1.10	3.32%	\$11.95	\$0.15	1.27%	\$0.29	\$0.00	0.00%
2005	\$47.40	\$1.25	2.71%	\$33.30	(\$0.90)	-2.63%	\$14.10	\$2.15	17.99%	\$0.94	\$0.65	224.14%
2006	\$49.41	\$2.01	4.24%	\$34.78	\$1.48	4.44%	\$14.63	\$0.53	3.76%	\$1.19	\$0.25	26.60%
2007	\$51.51	\$2.10	4.25%	\$36.30	\$1.52	4.37%	\$15.21	\$0.58	3.96%	\$1.19	\$0.00	0.00%
2008	\$53.70	\$2.19	4.25%	\$38.44	\$2.14	5.90%	\$15.26	\$0.05	0.33%	\$1.24	\$0.05	4.20%
2009	\$54.70	\$1.00	1.86%	\$38.44	\$0.00	0.00%	\$16.26	\$1.00	6.55%	\$1.24	\$0.00	0.00%
2010	\$55.70	\$1.00	1.83%	\$38.94	\$0.50	1.30%	\$16.76	\$0.50	3.08%	\$1.60	\$0.36	29.03%
2011	\$56.55	\$0.85	1.53%	\$39.94	\$1.00	2.57%	\$16.61	(\$0.15)	-0.89%	\$1.60	\$0.00	0.00%
2012	\$57.82	\$1.27	2.25%	\$40.94	\$1.00	2.50%	\$16.88	\$0.27	1.63%	\$1.60	\$0.00	0.00%
2013	\$59.70	\$1.88	3.25%	\$41.19	\$0.25	0.61%	\$18.51	\$1.63	9.66%	\$1.85	\$0.25	15.63%
2014	\$61.20	\$1.50	2.51%	\$41.29	\$0.10	0.61%	\$19.91	\$1.40	7.56%	\$1.95	\$0.10	5.41%
		\$20.25	49.45%		\$10.09	32.34%		\$10.16	104.21%		\$1.66	572.41%