



# AMENDMENT

Johnson Controls, Inc.  
 502 East Michigan Street  
 Milwaukee, WI 53201  
 Attention: Warren Sturm  
 Cell Phone: 414-248-3151  
 E-mail: Warren.D.Sturm@jci.com


Agreement No. MA-03331-13  
 Amendment No.: 5  
 Buyer of Record: Craig Desrosiers  
 Buyer of Record Phone No.: 613-548-5278  
 Brief Description: HVAC/Refrigeration Maintenance  
 and Repair

This document (hereinafter referred to as "Amendment"), when properly executed by both Parties, amends the Agreement dated June 1, 2013, as referenced above and any amendments (hereinafter referred to as "Agreement"), between DuPont and Johnson Controls, Inc. This Amendment is entered into as of the day, month and year set forth at the end of this document ("Amendment Date"). DuPont and Johnson Controls, Inc. are referred to collectively as "Parties".

The Parties agree to amend the Agreement in the following manner, effective the Amendment Date unless otherwise stated below:

- Article 5.0, TERM AND TERMINATION, 5.1:  
 Extend Term of Agreement through May 31, 2016.  
 Revised Term of Agreement: June 1, 2013 through May 31, 2016.
- Article 11.0, COMPENSATION, 11.1:  
 Replace Exhibit B, Compensation, revised October 9, 2014, with Exhibit B, Compensation, June 1, 2015, which is attached hereto and made a part hereof.
- Effective July 1, 2015 change the legal address of E. I. du Pont de Nemours and Company to:  
 E. I. du Pont de Nemours and Company  
 Chestnut Run Plaza  
 974 Centre Road  
 Wilmington, DE 19805

All other terms of the aforementioned Agreement except as modified herein above shall remain in full force and effect.

<b>Johnson Controls, Inc.</b>	<b>E.I. du Pont de Nemours and Company</b>
By: 	By: 
Printed Name: <b>WARREN STURM</b>	Printed Name: Ken Schreffler
Title: <b>VERTICAL MARKET DIRECTOR</b>	Title: Sourcing Manager
Amendment Date: May 31, 2015	Return copy to DuPont : E. I. du Pont de Nemours and Company Attention: Suzette Macauley Email: Suzette.L.Macauley@dupont.com If any questions please call telephone # 302-999-6849.

Non PSA Sites			Exhibit B Compensation Effective June 1, 2015 thru May 31, 2016 (Revised May 8th, 2015)										Published Street Rates			
Branch	Site	Business Unit	Tier 1 (Apprentice)			Tier 2 (Mechanical Light / HVAC Commercial)			Tier 3 (Chiller Heavy/Mechanical Heavy)			Controls	Tier 1	Tier 2	Tier 3	Controls
			ST	OT T1/2	OT DT	ST	OT1/2	OT DT	ST	OT1/2	OT DT					
Houston	La Porte	DuPont/Chemour	\$ 97.85	\$ 146.78	\$ 195.70	\$ 107.35	\$ 161.03	\$ 214.70	\$ 125.40	\$ 188.10	\$ 250.80	\$ 155.70	\$ 103.00	\$ 113.00	\$ 132.00	\$ 173.00
Beaumont	Sabine River Works	DuPont	N/A	N/A	N/A	\$ 90.25	\$ 135.38	\$ 180.50	\$ 109.25	\$ 163.88	\$ 218.50	\$ 136.80	N/A	\$ 95.00	\$ 115.00	\$ 152.00
Corpus Christi	Victoria	DuPont	\$ 74.10	\$ 111.15	\$ 148.20	\$ 103.55	\$ 155.33	\$ 207.10	\$ 114.95	\$ 172.43	\$ 229.90	\$ 130.50	\$ 78.00	\$ 109.00	\$ 121.00	\$ 145.00
New Orleans	Pontchartrain	DuPont	\$ 93.10	\$ 139.65	\$ 186.20	\$ 107.35	\$ 161.03	\$ 214.70	\$ 128.25	\$ 192.38	\$ 256.50	\$ 140.40	\$ 98.00	\$ 113.00	\$ 135.00	\$ 156.00
New Orleans	LaPlace	DuPont	\$ 93.10	\$ 139.65	\$ 186.20	\$ 107.35	\$ 161.03	\$ 214.70	\$ 128.25	\$ 192.38	\$ 256.50	\$ 140.40	\$ 98.00	\$ 113.00	\$ 135.00	\$ 156.00
Mobile	Axis	DuPont	N/A	N/A	N/A	\$ 104.50	\$ 156.75	\$ 209.00	\$ 107.35	\$ 161.03	\$ 214.70	\$ 144.00	N/A	\$ 110.00	\$ 113.00	\$ 160.00
West Virginia	Washington Works	DuPont/Chemour	\$ 90.25	\$ 135.38	\$ 180.50	\$ 108.30	\$ 162.45	\$ 216.60	\$ 132.05	\$ 198.08	\$ 264.10	\$ 146.70	\$ 95.00	\$ 114.00	\$ 139.00	\$ 163.00
Columbus	Circleville	DuPont	\$ 84.55	\$ 126.83	\$ 169.10	\$ 119.70	\$ 179.55	\$ 239.40	\$ 148.20	\$ 222.30	\$ 296.40	\$ 165.60	\$ 89.00	\$ 126.00	\$ 156.00	\$ 184.00
Louisville	Louisville	DuPont/Chemour	\$ 74.10	\$ 111.15	\$ 148.20	\$ 95.00	\$ 142.50	\$ 190.00	\$ 127.30	\$ 190.95	\$ 254.60	\$ 146.70	\$ 78.00	\$ 100.00	\$ 134.00	\$ 163.00
Nashville	Old Hickory	Sold	\$ 83.60	\$ 125.40	\$ 167.20	\$ 104.50	\$ 156.75	\$ 209.00	\$ 129.20	\$ 193.80	\$ 258.40	\$ 153.00	\$ 88.00	\$ 110.00	\$ 136.00	\$ 170.00
Buffalo	Yerkes	DuPont	N/A	N/A	N/A	\$ 114.00	\$ 171.00	\$ 228.00	\$ 133.00	\$ 199.50	\$ 266.00	\$ 157.50	N/A	\$ 120.00	\$ 140.00	\$ 175.00
Richmond	Spruance	DuPont	\$ 86.45	\$ 129.68	\$ 172.90	\$ 99.75	\$ 149.63	\$ 199.50	\$ 124.45	\$ 186.68	\$ 248.90	\$ 137.70	\$ 91.00	\$ 105.00	\$ 131.00	\$ 153.00
Raleigh	Fayetteville	DuPont/Chemour	N/A	N/A	N/A	\$ 102.60	\$ 153.90	\$ 205.20	\$ 129.20	\$ 193.80	\$ 258.40	\$ 143.10	N/A	\$ 108.00	\$ 136.00	\$ 159.00
Delaware	Ex Station	DuPont/Chemour	\$ 116.85	\$ 175.28	\$ 233.70	\$ 118.61	\$ 177.92	\$ 237.22	\$ 153.90	\$ 230.85	\$ 307.80	\$ 167.40	\$ 123.00	\$ 162.00	\$ 162.00	\$ 186.00
Delaware	Stine Haskill	DuPont	\$ 116.85	\$ 175.28	\$ 233.70	\$ 118.61	\$ 177.92	\$ 237.22	\$ 153.90	\$ 230.85	\$ 307.80	\$ 167.40	\$ 123.00	\$ 162.00	\$ 162.00	\$ 186.00
Delaware	Tralee Park	DuPont	\$ 116.85	\$ 175.28	\$ 233.70	\$ 118.61	\$ 177.92	\$ 237.22	\$ 153.90	\$ 230.85	\$ 307.80	\$ 167.40	\$ 123.00	\$ 162.00	\$ 162.00	\$ 186.00
Delaware	Cal Res	DuPont	\$ 116.85	\$ 175.28	\$ 233.70	\$ 118.61	\$ 177.92	\$ 237.22	\$ 153.90	\$ 230.85	\$ 307.80	\$ 167.40	\$ 123.00	\$ 162.00	\$ 162.00	\$ 186.00
Delaware	Chestnut Run	DuPont	\$ 116.85	\$ 175.28	\$ 233.70	\$ 118.61	\$ 177.92	\$ 237.22	\$ 153.90	\$ 230.85	\$ 307.80	\$ 167.40	\$ 123.00	\$ 162.00	\$ 162.00	\$ 186.00
Delaware	Barley Mill	DuPont	\$ 116.85	\$ 175.28	\$ 233.70	\$ 118.61	\$ 177.92	\$ 237.22	\$ 153.90	\$ 230.85	\$ 307.80	\$ 167.40	\$ 123.00	\$ 162.00	\$ 162.00	\$ 186.00
New Jersey	Marshall Lab	DuPont	N/A	N/A	N/A	\$ 138.70	\$ 208.05	\$ 277.40	\$ 155.80	\$ 233.70	\$ 311.60	\$ 181.80	N/A	\$ 146.00	\$ 164.00	\$ 202.00
New Jersey	Parlin	DuPont	N/A	N/A	N/A	\$ 138.70	\$ 208.05	\$ 277.40	\$ 155.80	\$ 233.70	\$ 311.60	\$ 181.80	N/A	\$ 146.00	\$ 164.00	\$ 202.00
South Jersey	Chamberworks	DuPont/Chemour	N/A	N/A	N/A	\$ 158.65	\$ 237.98	\$ 317.30	\$ 163.40	\$ 245.10	\$ 326.80	\$ 169.20	N/A	\$ 167.00	\$ 172.00	\$ 188.00
Cedar Rapids	Ft Madison	DuPont	\$ 82.65	\$ 123.98	\$ 165.30	\$ 110.20	\$ 165.30	\$ 220.40	\$ 140.60	\$ 210.90	\$ 281.20	\$ 140.40	\$ 87.00	\$ 116.00	\$ 148.00	\$ 156.00
Detroit	Mt. Clemons	Sold	\$ 113.05	\$ 169.58	\$ 226.10	\$ 123.50	\$ 185.25	\$ 247.00	\$ 169.10	\$ 253.65	\$ 338.20	\$ 175.50	\$ 119.00	\$ 130.00	\$ 178.00	\$ 195.00
Peoria	El Paso, Il.	DuPont	\$ 100.70	\$ 151.05	\$ 201.40	\$ 132.05	\$ 198.08	\$ 264.10	\$ 147.25	\$ 220.88	\$ 294.50	\$ 124.20	\$ 106.00	\$ 139.00	\$ 155.00	\$ 138.00
LA Metro	Pomona	DuPont	N/A	N/A	N/A	\$ 122.55	\$ 183.83	\$ 245.10	\$ 152.00	\$ 228.00	\$ 304.00	\$ 160.20	N/A	\$ 129.00	\$ 160.00	\$ 178.00
LA Metro	Santa Barbara - Displays	DuPont	N/A	N/A	N/A	\$ 122.55	\$ 183.83	\$ 245.10	\$ 152.00	\$ 228.00	\$ 304.00	\$ 160.20	N/A	\$ 129.00	\$ 160.00	\$ 178.00
LA Metro	Ontario - Liquid Box	DuPont	N/A	N/A	N/A	\$ 122.55	\$ 183.83	\$ 245.10	\$ 152.00	\$ 228.00	\$ 304.00	\$ 160.20	N/A	\$ 129.00	\$ 160.00	\$ 178.00
LA Metro	Goletta - Displays	DuPont	N/A	N/A	N/A	\$ 122.55	\$ 183.83	\$ 245.10	\$ 152.00	\$ 228.00	\$ 304.00	\$ 160.20	N/A	\$ 129.00	\$ 160.00	\$ 178.00
Bay Area Metro	Danville - Electronics	DuPont	N/A	N/A	N/A	\$ 166.25	\$ 249.38	\$ 332.50	\$ 188.10	\$ 282.15	\$ 376.20	\$ 184.50	N/A	\$ 175.00	\$ 198.00	\$ 205.00
Bay Area Metro	Hayward - EKC Technology	DuPont	N/A	N/A	N/A	\$ 166.25	\$ 249.38	\$ 332.50	\$ 188.10	\$ 282.15	\$ 376.20	\$ 184.50	N/A	\$ 175.00	\$ 198.00	\$ 205.00
Bay Area Metro	Redwood City - Pioneer Seeds	DuPont	N/A	N/A	N/A	\$ 166.25	\$ 249.38	\$ 332.50	\$ 188.10	\$ 282.15	\$ 376.20	\$ 184.50	N/A	\$ 175.00	\$ 198.00	\$ 205.00
Sacramento	Sacramento - Liquid Box	DuPont	N/A	N/A	N/A	\$ 128.25	\$ 192.38	\$ 256.50	\$ 144.40	\$ 216.60	\$ 288.80	\$ 155.70	N/A	\$ 135.00	\$ 152.00	\$ 173.00
Sacramento	Woodland - Pioneer Hybrid	DuPont	N/A	N/A	N/A	\$ 128.25	\$ 192.38	\$ 256.50	\$ 144.40	\$ 216.60	\$ 288.80	\$ 155.70	N/A	\$ 135.00	\$ 152.00	\$ 173.00
Fresno / Bakersfield	Pioneer Ag Seeds	DuPont	N/A	N/A	N/A	\$ 118.75	\$ 178.13	\$ 237.50	\$ 139.65	\$ 209.48	\$ 279.30	\$ 126.00	N/A	\$ 125.00	\$ 147.00	\$ 140.00
San Diego		DuPont	N/A	N/A	N/A	\$ 118.75	\$ 178.13	\$ 237.50	\$ 146.30	\$ 219.45	\$ 292.60	\$ 160.20	N/A	\$ 125.00	\$ 154.00	\$ 178.00

Non PSA Sites			Exhibit B Compensation Effective June 1, 2015 thru May 31, 2016 (Revised May 8th, 2015)										Published Street Rates			
Branch	Site	Business Unit	Tier 1 (Apprentice)			Tier 2 (Mechanical Light / HVAC Commercial)			Tier 3 (Chiller Heavy/Mechanical Heavy)			Controls	Tier 1	Tier 2	Tier 3	Controls
			ST	OT T1/2	OT DT	ST	OT1/2	OT DT	ST	OT1/2	OT DT					
Toronto	Mississauga	DuPont	\$ 96.90	\$ 145.35	\$ 193.80	\$ 118.75	\$ 178.13	\$ 237.50	\$ 159.60	\$ 239.40	\$ 319.20	\$ 175.50	\$ 102.00	\$ 125.00	\$ 168.00	\$ 195.00
Toronto	Ajax	DuPont	\$ 96.90	\$ 145.35	\$ 193.80	\$ 118.75	\$ 178.13	\$ 237.50	\$ 159.60	\$ 239.40	\$ 319.20	\$ 175.50	\$ 102.00	\$ 125.00	\$ 168.00	\$ 195.00
London	Sarnia	DuPont	\$ 83.60	\$ 125.40	\$ 167.20	\$ 104.50	\$ 156.75	\$ 209.00	\$ 136.80	\$ 205.20	\$ 273.60	\$ 146.70	\$ 88.00	\$ 110.00	\$ 144.00	\$ 163.00
Montreal	Thetford Mines	DuPont	\$ 118.75	\$ 178.13	\$ 237.50	\$ 137.75	\$ 206.63	\$ 275.50	\$ 157.70	\$ 236.55	\$ 315.40	\$ 154.80	\$ 125.00	\$ 145.00	\$ 166.00	\$ 172.00
Albany	Valdosta	DuPont	N/A	N/A	N/A	\$ 94.05	\$ 141.08	\$ 188.10	\$ 103.55	\$ 155.33	\$ 207.10	\$ 150.30	N/A	\$ 99.00	\$ 109.00	\$ 167.00
Charleston, SC	Cooper River	DuPont	\$ 76.00	\$ 114.00	\$ 152.00	\$ 101.65	\$ 152.48	\$ 203.30	\$ 114.00	\$ 171.00	\$ 228.00	\$ 144.90	\$ 80.00	\$ 107.00	\$ 120.00	\$ 161.00
Madison	Beloit	Danisco	\$ 95.00	\$ 142.50	\$ 190.00	\$ 123.50	\$ 185.25	\$ 247.00	\$ 148.20	\$ 222.30	\$ 296.40	\$ 154.80	\$ 100.00	\$ 130.00	\$ 156.00	\$ 172.00
Cedar Rapids	Cedar Rapids	Danisco	\$ 82.65	\$ 123.98	\$ 165.30	\$ 110.20	\$ 165.30	\$ 220.40	\$ 137.75	\$ 206.63	\$ 275.50	\$ 140.40	\$ 87.00	\$ 116.00	\$ 145.00	\$ 156.00
Madison	Madison	Danisco	\$ 146.30	\$ 219.45	\$ 292.60	\$ 219.45	\$ 329.18	\$ 438.90	\$ 292.60	\$ 438.90	\$ 585.20	\$ 154.80	\$ 154.00	\$ 231.00	\$ 308.00	\$ 172.00
Kansas City	New Century	Danisco	N/A	N/A	N/A	\$ 129.20	\$ 193.80	\$ 258.40	\$ 144.40	\$ 216.60	\$ 288.80	\$ 150.30	N/A	\$ 136.00	\$ 152.00	\$ 167.00
Bay Area Metro	Palo Alto	Danisco	N/A	N/A	N/A	\$ 166.25	\$ 249.38	\$ 332.50	\$ 188.10	\$ 282.15	\$ 376.20	\$ 184.50	N/A	\$ 175.00	\$ 198.00	\$ 205.00
Rochester, NY	Rochester (N&H)	Danisco	N/A	N/A	N/A	\$ 104.50	\$ 156.75	\$ 209.00	\$ 128.25	\$ 192.38	\$ 256.50	\$ 141.30	N/A	\$ 110.00	\$ 135.00	\$ 157.00
Rochester, NY	Rochester (Biosciences)	Danisco	N/A	N/A	N/A	\$ 104.50	\$ 156.75	\$ 209.00	\$ 128.25	\$ 192.38	\$ 256.50	\$ 141.30	N/A	\$ 110.00	\$ 135.00	\$ 157.00
Kansas City	St. Joseph	Danisco	N/A	N/A	N/A	\$ 129.20	\$ 193.80	\$ 258.40	\$ 144.40	\$ 216.60	\$ 288.80	\$ 150.30	N/A	\$ 136.00	\$ 152.00	\$ 167.00
Indianapolis	Terre Haute (aka Vigo)	Danisco	\$ 95.00	\$ 142.50	\$ 190.00	\$ 105.45	\$ 158.18	\$ 210.90	\$ 152.00	\$ 228.00	\$ 304.00	\$ 160.20	\$ 100.00	\$ 111.00	\$ 160.00	\$ 178.00
Cedar Rapids	Thomson	Danisco	\$ 82.65	\$ 123.98	\$ 165.30	\$ 110.20	\$ 165.30	\$ 220.40	\$ 137.75	\$ 206.63	\$ 275.50	\$ 140.40	\$ 87.00	\$ 116.00	\$ 145.00	\$ 156.00
Milwaukee	Waukesha	Danisco	\$ 79.80	\$ 119.70	\$ 159.60	\$ 117.80	\$ 176.70	\$ 235.60	\$ 148.20	\$ 222.30	\$ 296.40	\$ 162.00	\$ 84.00	\$ 124.00	\$ 156.00	\$ 180.00
Des Moines	Nevada	Danisco	\$ 85.50	\$ 128.25	\$ 171.00	\$ 113.05	\$ 169.58	\$ 226.10	\$ 141.55	\$ 212.33	\$ 283.10	\$ 144.90	\$ 90.00	\$ 119.00	\$ 149.00	\$ 161.00
Eastern Iowa/Quad City	Moline	Danisco	\$ 84.55	\$ 126.83	\$ 169.10	\$ 112.10	\$ 168.15	\$ 224.20	\$ 141.55	\$ 212.33	\$ 283.10	\$ 144.00	\$ 89.00	\$ 118.00	\$ 149.00	\$ 160.00
Tulsa	Pryor	Solae	\$ 76.00	\$ 114.00	\$ 152.00	\$ 87.40	\$ 131.10	\$ 174.80	\$ 98.80	\$ 148.20	\$ 197.60	\$ 118.80	\$ 80.00	\$ 92.00	\$ 104.00	\$ 132.00
St. Louis	St. Louis	Solae	\$ 103.55	\$ 155.33	\$ 207.10	\$ 122.55	\$ 183.83	\$ 245.10	\$ 141.55	\$ 212.33	\$ 283.10	\$ 152.10	\$ 109.00	\$ 129.00	\$ 149.00	\$ 169.00
Calumet City, IL	Remington	Solae	N/A	N/A	N/A	\$ 147.25	\$ 220.88	\$ 294.50	\$ 161.50	\$ 242.25	\$ 323.00	\$ 148.50	N/A	\$ 155.00	\$ 170.00	\$ 165.00
Toledo	Bellevue	Solae	\$ 88.35	\$ 132.53	\$ 176.70	\$ 118.75	\$ 178.13	\$ 237.50	\$ 160.55	\$ 240.83	\$ 321.10	\$ 157.50	\$ 93.00	\$ 125.00	\$ 169.00	\$ 175.00
Peoria	Gibson City	Solae	\$ 100.70	\$ 151.05	\$ 201.40	\$ 132.05	\$ 198.08	\$ 264.10	\$ 147.25	\$ 220.88	\$ 294.50	\$ 126.00	\$ 106.00	\$ 139.00	\$ 155.00	\$ 140.00
Memphis	Memphis	Solae	\$ 68.40	\$ 102.60	\$ 136.80	\$ 104.50	\$ 156.75	\$ 209.00	\$ 123.50	\$ 185.25	\$ 247.00	\$ 144.00	\$ 72.00	\$ 110.00	\$ 130.00	\$ 160.00
<i>Plants without existing Planned Service Agreements will pay above hourly rates.</i>																
<b>LABOR Calculations</b>																
<b>Straight Time Rates</b>	will apply to working hours determined by the local union agreement between the UA and Johnson Controls															
<b>Time and 1/2 Rates</b>	will apply to working hours determined by the local union agreement between the UA and Johnson Controls															
<b>Double Time Rates</b>	will apply to working hours determined by the local union agreement between the UA and Johnson Controls															
<b>Travel Time Rates</b>	will apply to hours deemed travel time as determined by the local union agreement between the UA and Johnson Controls															
<b>Unscheduled Service</b>	requests for service will be charged "Portal to Portal" from the time the Technician halts work at the current work site and arrives at the DuPont site. And the reverse thereof.															
<b>Off Site Requests</b>	requests for Technicians to leave the DuPont site for tools or materials will be documented on the Technicians documentation and included into the calculated working hours															
<b>Site Training</b>	requests for DuPont site specific training will be billed as working hours															
<b>MATERIAL Calculations</b>																
<b>York Brand Parts</b>	DuPont will receive a 10% discount from Johnson Controls " Market Price List" for parts and materials supplied through York Brand parts distribution.															
<b>Johnson Brand Parts</b>	DuPont will receive a 50% discount from Johnson Controls " Market Price List" for parts and materials supplied through Johnson Brand parts distribution.															
<b>Materials</b>	1.45 "mark-up" on all materials outside York parts distribution at DuPont request. (Dupont's may seek to supply materials "by others" and Johnson Controls not liable for those materials)															
<b>Perishable Tools</b>	1.10 "mark-up" on the repair or replacement of tools when it is agreed & documented by DuPont and York that item was damaged as a direct result of use during repairs for DuPont.															
<b>Materials Usage and Disposal</b>																
<b>Usage</b>	DuPont will receive an itemized invoice for all materials used in the course of DuPont work request. Any unused portion of a purchased material will remain the property of DuPont															
<b>Disposal</b>	DuPont will be responsible for receipt of all materials for disposal. No materials will be removed from the DuPont site for disposal by Johnson Controls.															
(Revised May 8th, 2015)																

PSA Sites			Exhibit B - Compensation Effective June 1, 2015 thru May 31, 2016 (Revised May 8th, 2015)											Published Street Rates			
Branch	Site	Business Unit	Tier 1 (Apprentice)			Tier 2 (Mechanical Light/HVAC Commercial)			Tier 3 (Chiller Heavy/Mechanical Heavy)			Controls	Tier 1	Tier 2	Tier 3	Controls	
			ST	OT T1/2	OT D.T.	ST	OT T1/2	OT D.T.	ST	OT T1/2	OT D.T.						
Houston	La Porte	DuPont/Chemour	\$ 90.64	\$ 135.96	\$ 181.28	\$ 99.44	\$ 149.16	\$ 198.88	\$ 116.16	\$ 174.24	\$ 232.32	\$ 155.70	\$ 103.00	\$ 113.00	\$ 132.00	\$ 173.00	
Beaumont	Sabine River Works	DuPont	N/A	N/A	N/A	\$ 85.50	\$ 128.25	\$ 171.00	\$ 103.50	\$ 155.25	\$ 207.00	\$ 136.80	N/A	\$ 95.00	\$ 115.00	\$ 152.00	
Corpus Christi	Victoria	DuPont	\$ 71.76	\$ 107.64	\$ 143.52	\$ 100.28	\$ 150.42	\$ 200.56	\$ 111.32	\$ 166.98	\$ 222.64	\$ 130.50	\$ 78.00	\$ 109.00	\$ 121.00	\$ 145.00	
New Orleans	Pontchartrain	DuPont	\$ 76.44	\$ 114.66	\$ 152.88	\$ 88.14	\$ 132.21	\$ 176.28	\$ 105.30	\$ 157.95	\$ 210.60	\$ 140.40	\$ 98.00	\$ 113.00	\$ 135.00	\$ 156.00	
New Orleans	LaPlace	DuPont	\$ 76.44	\$ 114.66	\$ 152.88	\$ 88.14	\$ 132.21	\$ 176.28	\$ 105.30	\$ 157.95	\$ 210.60	\$ 140.40	\$ 98.00	\$ 113.00	\$ 135.00	\$ 156.00	
Mobile	Axis	DuPont	N/A	N/A	N/A	\$ 92.00	\$ 138.00	\$ 184.00	\$ 102.27	\$ 153.40	\$ 204.53	\$ 144.00	N/A	\$ 110.00	\$ 113.00	\$ 160.00	
West Virginia	Washington Works	DuPont/Chemour	\$ 82.60	\$ 123.90	\$ 165.20	\$ 96.18	\$ 144.27	\$ 192.36	\$ 111.20	\$ 166.80	\$ 222.40	\$ 146.70	\$ 95.00	\$ 114.00	\$ 139.00	\$ 163.00	
Columbus	Circleville	DuPont	\$ 72.43	\$ 103.21	\$ 134.00	\$ 104.62	\$ 149.08	\$ 193.55	\$ 130.72	\$ 186.28	\$ 241.83	\$ 165.60	\$ 89.00	\$ 126.00	\$ 156.00	\$ 184.00	
Louisville	Louisville	DuPont/Chemour	\$ 65.00	\$ 95.50	\$ 130.00	\$ 87.55	\$ 131.33	\$ 175.10	\$ 112.56	\$ 168.84	\$ 225.12	\$ 146.70	\$ 78.00	\$ 100.00	\$ 134.00	\$ 163.00	
Nashville	Old Hickory	Sold	\$ 80.96	\$ 121.44	\$ 161.92	\$ 101.20	\$ 151.80	\$ 202.40	\$ 125.12	\$ 187.68	\$ 250.24	\$ 153.00	\$ 88.00	\$ 110.00	\$ 136.00	\$ 170.00	
Buffalo	Yerkes	DuPont	N/A	N/A	N/A	\$ 93.00	\$ 139.50	\$ 186.00	\$ 108.50	\$ 162.75	\$ 217.00	\$ 157.50	N/A	\$ 120.00	\$ 140.00	\$ 175.00	
Richmond	Spruance	DuPont	\$ 81.90	\$ 122.85	\$ 163.80	\$ 94.50	\$ 141.75	\$ 189.00	\$ 107.42	\$ 161.13	\$ 214.84	\$ 137.70	\$ 91.00	\$ 105.00	\$ 131.00	\$ 153.00	
Raleigh	Fayetteville	DuPont/Chemour	N/A	N/A	N/A	\$ 95.04	\$ 142.56	\$ 190.08	\$ 119.68	\$ 179.52	\$ 239.36	\$ 143.10	N/A	\$ 108.00	\$ 136.00	\$ 159.00	
Delaware	Ex Station	DuPont/Chemour	\$ 96.82	\$ 145.23	\$ 193.64	\$ 109.13	\$ 163.70	\$ 218.26	\$ 146.72	\$ 220.08	\$ 293.44	\$ 167.40	\$ 123.00	\$ 162.00	\$ 162.00	\$ 186.00	
Delaware	Stine Haskill	DuPont	\$ 96.82	\$ 145.23	\$ 193.64	\$ 109.13	\$ 163.70	\$ 218.26	\$ 146.72	\$ 220.08	\$ 293.44	\$ 167.40	\$ 123.00	\$ 162.00	\$ 162.00	\$ 186.00	
Delaware	Tralee Park	DuPont	\$ 96.82	\$ 145.23	\$ 193.64	\$ 109.13	\$ 163.70	\$ 218.26	\$ 146.72	\$ 220.08	\$ 293.44	\$ 167.40	\$ 123.00	\$ 162.00	\$ 162.00	\$ 186.00	
Delaware	Cal Res	DuPont	\$ 96.82	\$ 145.23	\$ 193.64	\$ 109.13	\$ 163.70	\$ 218.26	\$ 146.72	\$ 220.08	\$ 293.44	\$ 167.40	\$ 123.00	\$ 162.00	\$ 162.00	\$ 186.00	
Delaware	Chestnut Run	DuPont	\$ 96.82	\$ 145.23	\$ 193.64	\$ 109.13	\$ 163.70	\$ 218.26	\$ 146.72	\$ 220.08	\$ 293.44	\$ 167.40	\$ 123.00	\$ 162.00	\$ 162.00	\$ 186.00	
Delaware	Barley Mill	DuPont	\$ 96.82	\$ 145.23	\$ 193.64	\$ 109.13	\$ 163.70	\$ 218.26	\$ 146.72	\$ 220.08	\$ 293.44	\$ 167.40	\$ 123.00	\$ 162.00	\$ 162.00	\$ 186.00	
New Jersey	Marshall Lab	DuPont	N/A	N/A	N/A	\$ 136.51	\$ 204.77	\$ 273.02	\$ 153.34	\$ 230.01	\$ 306.68	\$ 181.80	N/A	\$ 146.00	\$ 164.00	\$ 202.00	
New Jersey	Parlin	DuPont	N/A	N/A	N/A	\$ 136.51	\$ 204.77	\$ 273.02	\$ 153.34	\$ 230.01	\$ 306.68	\$ 181.80	N/A	\$ 146.00	\$ 164.00	\$ 202.00	
South Jersey	Chamberworks	DuPont/Chemour	N/A	N/A	N/A	\$ 143.49	\$ 215.24	\$ 286.98	\$ 153.08	\$ 229.62	\$ 306.16	\$ 169.20	N/A	\$ 167.00	\$ 172.00	\$ 188.00	
Cedar Rapids	Ft Madison	DuPont	\$ 78.30	\$ 117.45	\$ 156.60	\$ 104.40	\$ 156.60	\$ 208.80	\$ 130.24	\$ 195.36	\$ 260.48	\$ 140.40	\$ 87.00	\$ 116.00	\$ 148.00	\$ 156.00	
Detroit	Mt. Clemons	Sold	\$ 82.23	\$ 123.35	\$ 164.46	\$ 115.26	\$ 172.89	\$ 230.52	\$ 137.07	\$ 205.61	\$ 274.14	\$ 175.50	\$ 119.00	\$ 130.00	\$ 178.00	\$ 195.00	
Peoria	El Paso, IL	DuPont	\$ 95.40	\$ 143.10	\$ 190.80	\$ 125.10	\$ 187.65	\$ 250.20	\$ 139.50	\$ 209.25	\$ 279.00	\$ 124.20	\$ 106.00	\$ 139.00	\$ 155.00	\$ 138.00	
LA Metro	Goletta - Displays	DuPont	N/A	N/A	N/A	\$ 118.68	\$ 178.02	\$ 237.36	\$ 144.00	\$ 216.00	\$ 288.00	\$ 160.20	N/A	\$ 129.00	\$ 160.00	\$ 178.00	
LA Metro	Pomona	DuPont	N/A	N/A	N/A	\$ 118.68	\$ 178.02	\$ 237.36	\$ 144.00	\$ 216.00	\$ 288.00	\$ 160.20	N/A	\$ 129.00	\$ 160.00	\$ 178.00	
LA Metro	Santa Barbara - Displays	DuPont	N/A	N/A	N/A	\$ 118.68	\$ 178.02	\$ 237.36	\$ 144.00	\$ 216.00	\$ 288.00	\$ 160.20	N/A	\$ 129.00	\$ 160.00	\$ 178.00	
LA Metro	Ontario - Liquid Box	DuPont	N/A	N/A	N/A	\$ 118.68	\$ 178.02	\$ 237.36	\$ 144.00	\$ 216.00	\$ 288.00	\$ 160.20	N/A	\$ 129.00	\$ 160.00	\$ 178.00	
Bay Area Metro	Danville - Electronics	DuPont	N/A	N/A	N/A	\$ 129.53	\$ 194.30	\$ 259.06	\$ 164.34	\$ 246.51	\$ 328.68	\$ 184.50	N/A	\$ 175.00	\$ 198.00	\$ 205.00	
Bay Area Metro	Hayward - EKC Technology	DuPont	N/A	N/A	N/A	\$ 129.53	\$ 194.30	\$ 259.06	\$ 164.34	\$ 246.51	\$ 328.68	\$ 184.50	N/A	\$ 175.00	\$ 198.00	\$ 205.00	
Bay Area Metro	Redwood City - Pioneer Seeds	DuPont	N/A	N/A	N/A	\$ 129.53	\$ 194.30	\$ 259.06	\$ 164.34	\$ 246.51	\$ 328.68	\$ 184.50	N/A	\$ 175.00	\$ 198.00	\$ 205.00	
Sacramento	Sacramento - Liquid Box	DuPont	N/A	N/A	N/A	\$ 115.04	\$ 172.56	\$ 230.08	\$ 123.12	\$ 184.68	\$ 246.24	\$ 155.70	N/A	\$ 135.00	\$ 152.00	\$ 173.00	

PSA Sites			Exhibit B - Compensation Effective June 1, 2015 thru May 31, 2016 (Revised May 8th, 2015)											Published Street Rates			
Branch	Site	Business Unit	Tier 1 (Apprentice)			Tier 2 (Mechanical Light/HVAC Commercial)			Tier 3 (Chiller Heavy/Mechanical Heavy)			Controls	Tier 1	Tier 2	Tier 3	Controls	
			ST	OT T1/2	OT D.T.	ST	OT T1/2	OT D.T.	ST	OT T1/2	OT D.T.						
Sacramento	Woodland - Pioneer Hybrid	DuPont	N/A	N/A	N/A	\$ 115.04	\$ 172.56	\$ 230.08	\$ 123.12	\$ 184.68	\$246.24	\$155.70	N/A	\$ 135.00	\$ 152.00	\$ 173.00	
Fresno / Bakersfield	Pioneer Ag Seeds	DuPont	N/A	N/A	N/A	\$ 105.43	\$ 158.15	\$ 210.86	\$ 120.54	\$ 180.81	\$241.08	\$126.00	N/A	\$ 125.00	\$ 147.00	\$ 140.00	
San Diego		DuPont	N/A	N/A	N/A	\$ 112.03	\$ 168.05	\$ 224.06	\$ 135.52	\$ 203.28	\$271.04	\$160.20	N/A	\$ 125.00	\$ 154.00	\$ 178.00	
Toronto	Mississauga	DuPont	\$ 91.37	\$ 137.06	\$ 182.74	\$ 114.22	\$ 171.33	\$ 228.44	\$ 156.24	\$ 234.36	\$312.48	\$175.50	\$ 102.00	\$ 125.00	\$ 168.00	\$ 195.00	
Toronto	Ajax	DuPont	\$ 91.37	\$ 137.06	\$ 182.74	\$ 114.22	\$ 171.33	\$ 228.44	\$ 156.24	\$ 234.36	\$312.48	\$175.50	\$ 102.00	\$ 125.00	\$ 168.00	\$ 195.00	
London	Sarnis	DuPont	\$ 83.60	\$ 125.40	\$ 167.20	\$ 104.50	\$ 156.75	\$ 209.00	\$ 136.80	\$ 205.20	\$273.60	\$146.70	\$ 88.00	\$ 110.00	\$ 144.00	\$ 163.00	
Montreal	Thetford Mines	DuPont	\$ 111.25	\$ 166.88	\$ 222.50	\$ 129.05	\$ 193.58	\$ 258.10	\$ 147.74	\$ 221.61	\$295.48	\$154.80	\$ 125.00	\$ 145.00	\$ 166.00	\$ 172.00	
Albany	Valdosta	DuPont	N/A	N/A	N/A	\$ 88.34	\$ 132.51	\$ 176.68	\$ 99.19	\$ 148.79	\$198.38	\$150.30	N/A	\$ 99.00	\$ 109.00	\$ 167.00	
Charleston, SC	Cooper River	DuPont	\$ 68.80	\$ 103.20	\$ 137.60	\$ 92.02	\$ 138.03	\$ 184.04	\$ 103.20	\$ 154.80	\$206.40	\$144.90	\$ 80.00	\$ 107.00	\$ 120.00	\$ 161.00	
Madison	Beloit	Danisco	\$ 90.00	\$ 135.00	\$ 180.00	\$ 117.00	\$ 175.50	\$ 234.00	\$ 140.40	\$ 207.90	\$ 277.20	\$154.80	\$ 100.00	\$ 130.00	\$ 156.00	\$ 172.00	
Bay Area Metro	Palo Alto	Danisco	N/A	N/A	N/A	\$ 129.53	\$ 194.30	\$ 259.06	\$ 164.34	\$ 246.51	\$328.68	\$184.50	N/A	\$ 175.00	\$ 198.00	\$ 205.00	
Cedar Rapids	Genencor	Danisco	\$ 78.30	\$ 117.45	\$ 156.60	\$ 104.40	\$ 156.60	\$ 208.80	\$ 130.24	\$ 195.36	\$260.48	\$140.40	\$ 87.00	\$ 116.00	\$ 148.00	\$ 156.00	
Milwaukee	Wisconsin	Danisco	\$ 75.60	\$ 113.40	\$ 151.20	\$ 111.60	\$ 167.40	\$ 223.20	\$ 140.40	\$ 210.60	\$280.80	\$162.00	\$ 84.00	\$ 124.00	\$ 156.00	\$ 180.00	
Eastern Iowa/Quad City	Moline	Danisco	\$ 80.10	\$ 120.15	\$ 160.20	\$ 106.20	\$ 159.30	\$ 212.40	\$ 134.10	\$ 201.15	\$268.20	\$144.00	\$ 89.00	\$ 118.00	\$ 149.00	\$ 160.00	
<i>Only Plants with existing Planned Service Agreements will receive the above Hourly Rates.</i>																	
<b>LABOR Calculations</b>																	
<b>Straight Time Rates</b>	will apply to working hours determined by the local union agreement between the UA and Johnson Controls																
<b>Time and 1/2 Rates</b>	will apply to working hours determined by the local union agreement between the UA and Johnson Controls																
<b>Double Time Rates</b>	will apply to working hours determined by the local union agreement between the UA and Johnson Controls																
<b>Travel Time Rates</b>	will apply to hours deemed travel time as determined by the local union agreement between the UA and Johnson Controls																
<b>Unscheduled Service</b>	requests for service will be charged "Portal to Portal" from the time the Technician halts work at the current work site and arrives at the DuPont site. And the reverse thereof.																
<b>Off Site Requests</b>	requests for Technicians to leave the DuPont site for tools or materials will be documented on the Technicians documentation and included into the calculated working hours																
<b>Site Training</b>	requests for DuPont site specific training will be billed as working hours																
<b>MATERIAL Calculations</b>																	
<b>York Brand Parts</b>	DuPont will receive a 10% discount from Johnson Controls " Market Price List" for parts and materials supplied through York Brand parts distribution.																
<b>Johnson Brand Parts</b>	DuPont will receive a 50% discount from Johnson Controls " Market Price List" for parts and materials supplied through Johnson Brand parts distribution.																
<b>Materials</b>	1.45 "mark-up" on all materials outside York parts distribution at DuPont request. (Dupont's may seek to supply materials "by others" and Johnson Controls not liable for those materials)																
<b>Perishable Tools</b>	1.10 "mark-up" on the repair or replacement of tools when it is agreed & documented by DuPont and York that item was damaged as a direct result of use during repairs for DuPont.																
<b>Materials Usage and Disposal</b>																	
<b>Usage</b>	DuPont will receive an itemized invoice for all materials used in the course of DuPont work request. Any unused portion of a purchased material will remain the property of DuPont																
<b>Disposal</b>	DuPont will be responsible for receipt of all materials for disposal. No materials will be removed from the DuPont site for disposal by Johnson Controls.																
(Revised May 8th, 2015)																	