

|   | REMOTE<br>2024/25<br>TSG | REMOTE<br>2025/26<br>TSG OFFER | REMOTE<br>COLORADO<br>RESORT #1 | MID SIZE<br>SALT LAKE<br>RESORT #1 | REMOTE<br>MONTANA<br>RESORT | REMOTE<br>COLORADO<br>RESORT #2 | LARGE<br>SALT LAKE<br>RESORT # 2 |
|---|--------------------------|--------------------------------|---------------------------------|------------------------------------|-----------------------------|---------------------------------|----------------------------------|
| <b>BASE PAY RATE</b>                                  |                          |                                |                                 |                                    |                             |                                 |                                  |
| Trainee   | \$21.00                  | \$24.50                        |                                 | \$24.00                            | \$20.00                     | \$18.91                         | \$22.89                          |
| Basic   | \$22.50                  | \$25.00                        | \$21.00                         | \$25.50                            | \$22.00                     | \$19.00                         | \$24.20                          |
| Advanced (Level II)                                   | \$25.00                  | \$28.00                        | \$22.00                         | \$28.50                            | \$24.75                     | \$24.55                         | \$26.22                          |
| Specialist (Level III)                                | \$27.00                  | \$30.00                        | \$23.00                         | \$31.00                            | \$28.25                     | \$27.00                         | \$28.32                          |
| Special Skill Premiums Included in Annual Adjustment? | YES                      | YES                            | NO                              | NO                                 | NO                          | NO                              | NO                               |
| WAGE CAPS?  | NO                       | NO                             | YES                             | NO                                 | NO                          | NA                              | YES                              |
| <b>EQUIPMENT ALLOWANCE</b>                            |                          |                                |                                 |                                    |                             |                                 |                                  |
| FT  | \$1,000                  | \$1,250                        |                                 | \$1,300                            |                             |                                 | \$1,617                          |
| PT  | \$550.00                 | \$725                          |                                 | \$450                              |                             |                                 | \$808                            |
| DISPATCH- FT  | \$440.00                 | \$440                          | NA                              | NA                                 | NA                          | NA                              | NA                               |
| DISPATCH- PT  | \$256.25                 | \$246                          | NA                              | NA                                 | NA                          | NA                              | NA                               |
| <b>SPECIAL SKILL PREMIUMS</b>                         |                          |                                |                                 |                                    |                             |                                 |                                  |
| Avalanche Tech  | \$1.50                   | \$2.50                         | \$1.00                          | \$2.50                             | \$3.00                      |                                 | \$3.00                           |
| Avalanche Tech, Senior                                | \$2.50                   | \$4.00                         |                                 |                                    | \$5.50                      |                                 | \$3.00                           |
| Avalauncher Asst. Gunner                              | \$0.50                   | \$0.50                         |                                 |                                    |                             |                                 |                                  |
| Avalauncher Asst. Lead                                | \$1.50                   | \$1.50                         |                                 |                                    |                             |                                 |                                  |
| Avalauncher Gunner                                    | \$1.00                   | \$1.00                         |                                 |                                    |                             |                                 |                                  |
| Avalauncher Lead                                      | \$2.00                   | \$2.00                         |                                 |                                    |                             | \$1.50                          |                                  |
| Dog Handler   | \$0.50                   | \$0.50                         | \$0.40                          | \$0.50                             | \$1.75                      |                                 | \$1.00                           |
| Dog Handler Certified Dog                             | \$1.00                   | \$1.00                         |                                 | \$1.00                             |                             |                                 |                                  |
| Dog Handler Lead                                      | \$2.00                   | \$2.00                         | \$0.65                          | \$1.25                             | \$3.00                      | \$1.50                          | \$2.00                           |
| EMT-A or EMT-I  | \$1.00                   | \$1.50                         | \$0.75                          | \$1.50                             |                             |                                 | \$1.50                           |
| EMT-B   | \$0.50                   | \$1.00                         | \$0.50                          |                                    |                             |                                 | \$1.00                           |
| OEC Inst (either EMT B or OEC, not both)              | \$0.50                   | \$0.50                         |                                 |                                    |                             |                                 |                                  |
| EMT-P / RN  | \$2.00                   | \$2.25                         | \$2.25                          |                                    | \$1.50                      | \$2.00                          | \$1.50                           |
| High Angle Asst. Lead                                 | \$1.00                   | \$1.00                         |                                 |                                    |                             |                                 |                                  |
| High Angle Lead                                       | \$2.00                   | \$2.00                         |                                 | \$1.50                             | \$1.50                      | \$1.50                          |                                  |
| High Angle Team Member                                | \$0.50                   | \$0.50                         | \$0.50                          |                                    |                             | \$1.00                          |                                  |
| Howitzer Asst. Gunner                                 | \$0.50                   | \$0.50                         |                                 |                                    |                             |                                 |                                  |
| Howitzer Gunner                                       | \$1.50                   | \$1.50                         |                                 |                                    |                             |                                 |                                  |
| Howitzer Loader                                       | \$1.00                   | \$1.00                         |                                 |                                    |                             |                                 |                                  |
| Howitzer Master Gunner                                | \$2.00                   | \$2.00                         |                                 |                                    |                             |                                 |                                  |
| Howitzer Program Lead                                 | \$3.00                   | \$3.00                         |                                 |                                    |                             |                                 |                                  |
| Incident Investigation Lead                           | \$2.00                   | \$2.00                         | \$2.00                          | \$1.00                             | \$3.00                      | \$1.50                          |                                  |
| Incident Investigation Team                           | \$0.50                   | \$0.50                         |                                 |                                    | \$1.50                      |                                 | \$1.00                           |
| Incident Investigator, Senior                         | \$1.00                   | \$1.00                         |                                 |                                    |                             |                                 |                                  |

|                            |        |        |  |        |        |        |         |
|----------------------------|--------|--------|--|--------|--------|--------|---------|
| Lift Evacuation Asst. Lead | \$1.00 | \$1.00 |  |        |        |        |         |
| Lift Evacuation Intern     | \$0.50 | \$0.50 |  |        |        |        | \$25.00 |
| Lift Evacuation Lead       | \$2.00 | \$2.00 |  | \$1.50 | \$1.50 | \$0.50 | \$2.25  |
| OEC/Medical Supply Lead    | \$2.00 | \$2.00 |  |        |        |        |         |
| Snowmobile Patroller Lead  | \$1.00 | \$1.00 |  |        |        |        |         |
| Toboggan Maintenance       | \$0.50 | \$0.50 |  |        |        | \$0.50 |         |
|                            |        |        |  |        |        |        |         |