

TO OUR EMPLOYEES:

Desiring to cooperate with the objectives of the government to increase purchasing power, and pending the approval by the President of the United States of a code of fair competition for the bituminous industry, the following scale of wages effective as of July 16, 1933 will be paid by the Shawmut Mining Company at its No. 5 Mine:

MINING RATES

Pick Mining	.72	net ton
Machine Mining-all heights coal	.50	" "
Cutting & Scraping-Short wall	.11	" "

INSIDE DAY LABOR

Motormen	per day 8 hours	4.00
Spragger	" " "	3.84
Tracklayer	" " "	3.84
Tracklayer's Helper	" " "	3.44
Rock & Timbermen	" " "	3.84
Lineman	" " "	3.84
Other Inside Labor	" " "	3.44

OUTSIDE DAY LABOR

Coal Dumper	" " "	3.18
Rock	" " "	3.00
	" " "	3.08
	" " "	3.08
	" " "	3.00
	" " "	3.02
	" " "	4.00
	" " "	3.11
	" " "	3.60
Outside Labor		3.00

adjusted proportionately

SHAWMUT MINING COMPANY

General Manager.

IMAPS # 15806