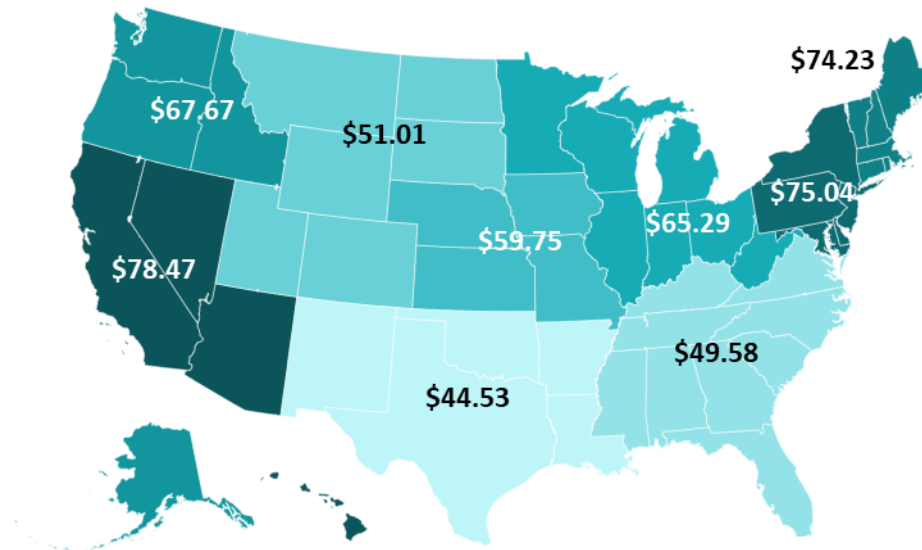


AN ALTERNATE LOOK AT REGIONAL TOTAL PACKAGE AVERAGE RATES

The Exhibit below geographically portrays the same data shown in Exhibit 2 of *Union Labor Costs in Construction – 2024*.

Exhibit

Total package average rates by region



Regions

New England: CT, MA, ME, NH, RI, VT

Middle Atlantic: DC, DE, MD, NJ, NY, PA

Southeast: AL, FL, GA, KY, MS, NC, SC, TN, VA

East North Central: IL, IN, MI, MN, OH, WI, WV

West North Central: IA, KS, MO, NE

South Central: AR, LA, NM, OK, TX

Mountain Northern Plains: CO, MT, ND, SD, UT, WY

Southwest Pacific: AZ, CA, HI, NV

Northwest: AK, ID, OR, WA