

2 : 4 SCHEDULE

WAGES AND OVERTIME RATES

FOR EMPLOYEES ON

MOBILE OFFSHORE FACILITIES

AS WELL AS

**DRILLING FROM PERMANENTLY PLACED
FACILITIES**

ON THE NORWEGIAN CONTINENTAL SHELF

A	Ass. Section Supervisors, Electrician, Safety Supervisor, Ass. Technical Supervisor, Nurse
B	Operation Engineer, DP-operator, Electrician in Platform Drilling, Rig Mechanic in Platform Drilling, Ass. Driller, Laboratory Technician, Hydraulic Engineer, Electronics Engineer, Instrumentation Engineer, Controlroom Operator, Engineroom Operator, Ballast Controlroom Operator, Process Operator
C	Radio Operator, Cook, Mechanic, Welder, Storekeeper, Drilling and Maintenance Operator (DMO), Derrickman, Crane Operator, Deck Supervisor, Caretaker
D	Turret Operator, Derrickman Assistant, Drilling Deck Mechanic, Roughneck, Mud Strainer Oper., Receptionist (Dispatcher), Ass. Crane Operator, Motorman
E	Operation and Main-tenance Operator (OMO), Catering Operator

**MINIMUM WAGES, RATES PER MONTH
VALID FROM 1 JUNE 2009**

2:4 SCHEDULE		Regular monthly wage	Adjusted monthly wage
Group	Position		
0	Platform manager	61 575	54 978
0.1	Toolpusher, Production Supervisor	61 075	54 531
1	Section Supervisors, Technical Supervisor, Deputy Platform Manager with Master Mariner Certification, Maritime Barge Supervisor, Stability Supervisor, Maintenance Supervisor, Deputy Toolpusher	55 075	49 174
1.1	Catering manager	54 075	48 281
2	Driller, Subsea Engineer	51 075	45 603

Valid from 1 June 2009

Schedule		Seniority						
		0	1	2	3	4	5	6
A	Annual wages vacation excl.	447 416	461 395	475 375	489 355	503 334	517 314	531 326
	2:4 Annual wages vacation incl.	501 106	516 763	532 420	548 077	563 734	579 392	595 085
	Adjusted monthly wages (12+vacation)	37 285	38 450	39 615	40 780	41 945	43 109	44 277
	Ordinary monthly wages	41 759	43 064	44 368	45 673	46 978	48 283	49 590
	Monthly wages incl. seamens tax deduct.	37 459	38 764	40 068	41 373	42 678	43 983	45 290
	Hourly rate	286,02	294,96	303,89	312,83	321,77	330,70	339,66
	Hourly overtime rate	471,93	486,68	501,42	516,17	530,91	545,66	560,44
	Hourly overtime bonus	185,91	191,72	197,53	203,34	209,15	214,96	220,78
B	Annual wages vacation excl.	426 726	439 680	452 633	465 587	478 540	491 494	504 783
	2:4 Annual wages vacation incl.	477 933	492 441	506 949	521 457	535 965	550 473	565 357
	Adjusted monthly wages (12+vacation)	35 560	36 640	37 719	38 799	39 878	40 958	42 065
	Ordinary monthly wages	39 828	41 037	42 246	43 455	44 664	45 873	47 113
	Monthly wages incl. seamens tax deduct.	35 528	36 737	37 946	39 155	40 364	41 573	42 813
	Hourly rate	272,79	281,07	289,35	297,64	305,92	314,20	322,69
	Hourly overtime rate	450,11	463,77	477,43	491,10	504,76	518,43	532,44
	Hourly overtime bonus	177,32	182,70	188,08	193,46	198,85	204,23	209,75
C	Annual wages vacation excl.	414 711	427 537	440 362	453 187	466 013	478 838	491 773
	2:4 Annual wages vacation incl.	464 477	478 841	493 205	507 570	521 934	536 298	550 786
	Adjusted monthly wages (12+vacation)	34 559	35 628	36 697	37 766	38 834	39 903	40 981
	Ordinary monthly wages	38 706	39 903	41 100	42 297	43 495	44 692	45 899
	Monthly wages incl. seamens tax deduct.	34 406	35 603	36 800	37 997	39 195	40 392	41 599
	Hourly rate	265,11	273,31	281,51	289,71	297,91	306,11	314,38
	Hourly overtime rate	437,44	450,96	464,49	478,02	491,55	505,08	518,72
	Hourly overtime bonus	172,32	177,65	182,98	188,31	193,64	198,97	204,34
D	Annual wages vacation excl.	388 909	400 580	412 251	423 922	435 593	447 264	459 315
	2:4 Annual wages vacation incl.	435 578	448 649	461 721	474 792	487 864	500 935	514 432
	Adjusted monthly wages (12+vacation)	32 409	33 382	34 354	35 327	36 299	37 272	38 276
	Ordinary monthly wages	36 298	37 387	38 477	39 566	40 655	41 745	42 869
	Monthly wages incl. seamens tax deduct.	31 998	33 087	34 177	35 266	36 355	37 445	38 569
	Hourly rate	248,62	256,08	263,54	271,00	278,46	285,92	293,63
	Hourly overtime rate	410,22	422,53	434,84	447,15	459,46	471,77	484,48
	Hourly overtime bonus	161,60	166,45	171,30	176,15	181,00	185,85	190,86
E	Annual wages vacation excl.	369 183	380 245	391 307	402 368	413 430	424 492	435 905
	2:4 Annual wages vacation incl.	413 485	425 874	438 263	450 653	463 042	475 431	488 214
	Adjusted monthly wages (12+vacation)	30 765	31 687	32 609	33 531	34 453	35 374	36 325
	Ordinary monthly wages	34 457	35 490	36 522	37 554	38 587	39 619	40 685
	Monthly wages incl. seamens tax deduct.	30 157	31 190	32 222	33 254	34 287	35 319	36 385
	Hourly rate	236,01	243,08	250,15	257,22	264,29	271,36	278,66
	Hourly overtime rate	389,41	401,08	412,75	424,42	436,08	447,75	459,79
	Hourly overtime bonus	153,40	158,00	162,60	167,19	171,79	176,39	181,13

OTHER RATES

3.4 Change of work plan, work rota or work place:

NOK 550.00 per day, up to a limit of NOK 3,850.00

4.1 Wage group ranking

Technical supervisor, assistant, to receive a supplement of NOK 3,000.00 per year.
Technical supervisor, assistant, having the qualifications of a technical supervisor (engineer officer certificate class 1), to receive an additional supplement of NOK 9,000.00 per year.

4.2.4 Meals and meal allowances: NOK 16.500.00 per year

6.1 Ad hoc overnight accommodation: at NOK 445.00 per night

6.3 Mask allowance: NOK 20.00 per hour

6.5 Oil-based drilling mud:

- a) NOK 99.00 for each 12-hour shift worked
- b) NOK 121.00 for each 12-hour shift worked
- c) NOK 22.00 per hour
- d) NOK 121.00 per 12 hour shift worked
- e) NOK 5.50 per hour

6.6 Smoke divers: NOK 250.00 per month

7. NIGHT SUPPLEMENT: NOK 56.00 per hour

12 SUPPLEMENT FOR WORKING ON HOLIDAYS: NOK 1,530.00 per day

13.1 Ordinary travel plan: travel outlays exceeding NOK 500.00

13.2 Unusual circumstances relating to trip

2 hours: Meal at NOK 100.00

4 hours: Meal at NOK 150.00

13.5 Duty travel: Travel allowance: NOK 25.00 per hour

19.2 Employee's effects: Up to NOK 24,000.00 per loss

PENSION FUND: NOK 110.00 per employee per month

21 General agreements, see appendix 1

EDUCATION AND DEVELOPMENT FUND

NOK 14.00 per month per employee

NOK 86.00 per month for employer, of these moneys, NOK 42.00 goes in advance to SAFE, while the rest is divided equally between SAFE and NR.