

DATA PROCESSING CONFIDENTIAL CD 40 HOUR PAY PLAN EFFECTIVE 1/14/2000

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
CD	11	Annual	\$25,976.00	\$26,764.00	\$27,561.00	\$28,350.00	\$29,168.00	\$30,000.00	\$30,833.00
		Bi-Wk	\$995.25	\$1,025.45	\$1,055.98	\$1,086.21	\$1,117.55	\$1,149.43	\$1,181.35
		Daily	\$99.53	\$102.55	\$105.60	\$108.63	\$111.76	\$114.95	\$118.14
		Hourly	\$12.45	\$12.82	\$13.20	\$13.58	\$13.97	\$14.37	\$14.77
CD	12	Annual	\$26,816.00	\$27,649.00	\$28,466.00	\$29,321.00	\$30,181.00	\$31,052.00	\$31,913.00
		Bi-Wk	\$1,027.44	\$1,059.35	\$1,090.66	\$1,123.41	\$1,156.37	\$1,189.74	\$1,222.73
		Daily	\$102.75	\$105.94	\$109.07	\$112.35	\$115.64	\$118.98	\$122.28
		Hourly	\$12.85	\$13.25	\$13.64	\$14.05	\$14.46	\$14.88	\$15.29
CD	13	Annual	\$28,330.00	\$29,376.00	\$30,429.00	\$31,483.00	\$32,543.00	\$33,594.00	\$34,652.00
		Bi-Wk	\$1,085.45	\$1,125.52	\$1,165.87	\$1,206.25	\$1,246.86	\$1,287.13	\$1,327.67
		Daily	\$108.55	\$112.56	\$116.59	\$120.63	\$124.69	\$128.72	\$132.77
		Hourly	\$13.57	\$14.07	\$14.58	\$15.08	\$15.59	\$16.09	\$16.60
CD	14	Annual	\$29,656.00	\$30,747.00	\$31,837.00	\$32,927.00	\$34,013.00	\$35,103.00	\$36,192.00
		Bi-Wk	\$1,136.25	\$1,178.05	\$1,219.81	\$1,261.58	\$1,303.19	\$1,344.95	\$1,386.67
		Daily	\$113.63	\$117.81	\$121.99	\$126.16	\$130.32	\$134.50	\$138.67
		Hourly	\$14.21	\$14.73	\$15.25	\$15.77	\$16.29	\$16.82	\$17.34
CD	15	Annual	\$31,083.00	\$32,202.00	\$33,322.00	\$34,443.00	\$35,563.00	\$36,693.00	\$37,813.00
		Bi-Wk	\$1,190.92	\$1,233.80	\$1,276.71	\$1,319.66	\$1,362.57	\$1,405.87	\$1,448.78
		Daily	\$119.10	\$123.38	\$127.68	\$131.97	\$136.26	\$140.59	\$144.88
		Hourly	\$14.89	\$15.43	\$15.96	\$16.50	\$17.04	\$17.58	\$18.11
CD	16	Annual	\$32,593.00	\$33,749.00	\$34,904.00	\$36,061.00	\$37,213.00	\$38,372.00	\$39,523.00
		Bi-Wk	\$1,248.78	\$1,293.07	\$1,337.32	\$1,381.65	\$1,425.79	\$1,470.20	\$1,514.30
		Daily	\$124.88	\$129.31	\$133.74	\$138.17	\$142.58	\$147.02	\$151.43
		Hourly	\$15.61	\$16.17	\$16.72	\$17.28	\$17.83	\$18.38	\$18.93
CD	17	Annual	\$34,209.00	\$35,398.00	\$36,585.00	\$37,772.00	\$38,962.00	\$40,147.00	\$41,336.00
		Bi-Wk	\$1,310.69	\$1,356.25	\$1,401.73	\$1,447.21	\$1,492.80	\$1,538.20	\$1,583.76
		Daily	\$131.07	\$135.63	\$140.18	\$144.73	\$149.28	\$153.82	\$158.38
		Hourly	\$16.39	\$16.96	\$17.53	\$18.10	\$18.66	\$19.23	\$19.80
CD	18	Annual	\$35,936.00	\$37,152.00	\$38,372.00	\$39,590.00	\$40,803.00	\$42,021.00	\$43,239.00
		Bi-Wk	\$1,376.86	\$1,423.45	\$1,470.20	\$1,516.86	\$1,563.34	\$1,610.00	\$1,656.67
		Daily	\$137.69	\$142.35	\$147.02	\$151.69	\$156.34	\$161.00	\$165.67
		Hourly	\$17.22	\$17.80	\$18.38	\$18.97	\$19.55	\$20.13	\$20.71
CD	19	Annual	\$37,705.00	\$38,962.00	\$40,216.00	\$41,469.00	\$42,718.00	\$43,970.00	\$45,224.00
		Bi-Wk	\$1,444.64	\$1,492.80	\$1,540.85	\$1,588.86	\$1,636.71	\$1,684.68	\$1,732.73
		Daily	\$144.47	\$149.28	\$154.09	\$158.89	\$163.68	\$168.47	\$173.28
		Hourly	\$18.06	\$18.66	\$19.27	\$19.87	\$20.46	\$21.06	\$21.66

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Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
CD	20	Annual	\$39,626.00	\$40,911.00	\$42,192.00	\$43,475.00	\$44,753.00	\$46,038.00	\$47,320.00
		Bi-Wk	\$1,518.24	\$1,567.48	\$1,616.56	\$1,665.71	\$1,714.68	\$1,763.91	\$1,813.03
		Daily	\$151.83	\$156.75	\$161.66	\$166.58	\$171.47	\$176.40	\$181.31
		Hourly	\$18.98	\$19.60	\$20.21	\$20.83	\$21.44	\$22.05	\$22.67
CD	21	Annual	\$41,579.00	\$42,903.00	\$44,217.00	\$45,535.00	\$46,856.00	\$48,173.00	\$49,494.00
		Bi-Wk	\$1,593.07	\$1,643.80	\$1,694.14	\$1,744.64	\$1,795.25	\$1,845.71	\$1,896.33
		Daily	\$159.31	\$164.38	\$169.42	\$174.47	\$179.53	\$184.58	\$189.64
		Hourly	\$19.92	\$20.55	\$21.18	\$21.81	\$22.45	\$23.08	\$23.71
CD	22	Annual	\$42,718.00	\$44,284.00	\$45,852.00	\$47,412.00	\$48,980.00	\$50,545.00	\$52,109.00
		Bi-Wk	\$1,636.71	\$1,696.71	\$1,756.79	\$1,816.56	\$1,876.63	\$1,936.60	\$1,996.52
		Daily	\$163.68	\$169.68	\$175.68	\$181.66	\$187.67	\$193.66	\$199.66
		Hourly	\$20.46	\$21.21	\$21.96	\$22.71	\$23.46	\$24.21	\$24.96
CD	23	Annual	\$44,743.00	\$46,375.00	\$48,000.00	\$49,636.00	\$51,263.00	\$52,894.00	\$54,525.00
		Bi-Wk	\$1,714.30	\$1,776.82	\$1,839.09	\$1,901.77	\$1,964.10	\$2,026.60	\$2,089.09
		Daily	\$171.43	\$177.69	\$183.91	\$190.18	\$196.41	\$202.66	\$208.91
		Hourly	\$21.43	\$22.22	\$22.99	\$23.78	\$24.56	\$25.34	\$26.12
CD	24	Annual	\$46,891.00	\$48,592.00	\$50,293.00	\$51,993.00	\$53,692.00	\$55,391.00	\$57,090.00
		Bi-Wk	\$1,796.60	\$1,861.77	\$1,926.94	\$1,992.07	\$2,057.17	\$2,122.27	\$2,187.36
		Daily	\$179.66	\$186.18	\$192.70	\$199.21	\$205.72	\$212.23	\$218.74
		Hourly	\$22.46	\$23.28	\$24.09	\$24.91	\$25.72	\$26.53	\$27.35
CD	25	Annual	\$49,185.00	\$50,949.00	\$52,705.00	\$54,467.00	\$56,233.00	\$57,998.00	\$59,756.00
		Bi-Wk	\$1,884.49	\$1,952.07	\$2,019.35	\$2,086.86	\$2,154.53	\$2,222.15	\$2,289.51
		Daily	\$188.45	\$195.21	\$201.94	\$208.69	\$215.46	\$222.22	\$228.96
		Hourly	\$23.56	\$24.41	\$25.25	\$26.09	\$26.94	\$27.78	\$28.62
CD	26	Annual	\$51,608.00	\$53,434.00	\$55,267.00	\$57,090.00	\$58,919.00	\$60,746.00	\$62,569.00
		Bi-Wk	\$1,977.32	\$2,047.28	\$2,117.51	\$2,187.36	\$2,257.44	\$2,327.44	\$2,397.28
		Daily	\$197.74	\$204.73	\$211.76	\$218.74	\$225.75	\$232.75	\$239.73
		Hourly	\$24.72	\$25.60	\$26.47	\$27.35	\$28.22	\$29.10	\$29.97
CD	27	Annual	\$54,166.00	\$56,061.00	\$57,953.00	\$59,836.00	\$61,732.00	\$63,620.00	\$65,515.00
		Bi-Wk	\$2,075.33	\$2,147.94	\$2,220.43	\$2,292.57	\$2,365.22	\$2,437.55	\$2,510.16
		Daily	\$207.54	\$214.80	\$222.05	\$229.26	\$236.53	\$243.76	\$251.02
		Hourly	\$25.95	\$26.85	\$27.76	\$28.66	\$29.57	\$30.47	\$31.38
CD	28	Annual	\$56,903.00	\$58,860.00	\$60,819.00	\$62,778.00	\$64,730.00	\$66,686.00	\$68,639.00
		Bi-Wk	\$2,180.20	\$2,255.18	\$2,330.23	\$2,405.29	\$2,480.08	\$2,555.02	\$2,629.85
		Daily	\$218.02	\$225.52	\$233.03	\$240.53	\$248.01	\$255.51	\$262.99
		Hourly	\$27.26	\$28.19	\$29.13	\$30.07	\$31.01	\$31.94	\$32.88

DATA PROCESSING CONFIDENTIAL CD 40 HOUR PAY PLAN EFFECTIVE 1/14/2000

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
CD	29	Annual	\$57,449.00	\$59,607.00	\$61,765.00	\$63,922.00	\$66,076.00	\$68,231.00	\$70,387.00
		Bi-Wk	\$2,201.12	\$2,283.80	\$2,366.48	\$2,449.12	\$2,531.65	\$2,614.22	\$2,696.82
		Daily	\$220.12	\$228.38	\$236.65	\$244.92	\$253.17	\$261.43	\$269.69
		Hourly	\$27.52	\$28.55	\$29.59	\$30.62	\$31.65	\$32.68	\$33.72
CD	30	Annual	\$59,756.00	\$61,974.00	\$64,198.00	\$66,412.00	\$68,628.00	\$70,849.00	\$73,070.00
		Bi-Wk	\$2,289.51	\$2,374.49	\$2,459.70	\$2,544.53	\$2,629.43	\$2,714.53	\$2,799.62
		Daily	\$228.96	\$237.45	\$245.97	\$254.46	\$262.95	\$271.46	\$279.97
		Hourly	\$28.62	\$29.69	\$30.75	\$31.81	\$32.87	\$33.94	\$35.00
CD	31	Annual	\$62,156.00	\$64,439.00	\$66,724.00	\$69,007.00	\$71,291.00	\$73,574.00	\$75,861.00
		Bi-Wk	\$2,381.46	\$2,468.93	\$2,556.48	\$2,643.95	\$2,731.46	\$2,818.93	\$2,906.56
		Daily	\$238.15	\$246.90	\$255.65	\$264.40	\$273.15	\$281.90	\$290.66
		Hourly	\$29.77	\$30.87	\$31.96	\$33.05	\$34.15	\$35.24	\$36.34
CD	32	Annual	\$64,647.00	\$66,992.00	\$69,338.00	\$71,686.00	\$74,035.00	\$76,379.00	\$78,733.00
		Bi-Wk	\$2,476.90	\$2,566.75	\$2,656.63	\$2,746.60	\$2,836.60	\$2,926.40	\$3,016.60
		Daily	\$247.69	\$256.68	\$265.67	\$274.66	\$283.66	\$292.64	\$301.66
		Hourly	\$30.97	\$32.09	\$33.21	\$34.34	\$35.46	\$36.58	\$37.71
CD	33	Annual	\$67,249.00	\$69,661.00	\$72,070.00	\$74,485.00	\$76,898.00	\$79,312.00	\$81,728.00
		Bi-Wk	\$2,576.60	\$2,669.01	\$2,761.31	\$2,853.84	\$2,946.29	\$3,038.78	\$3,131.35
		Daily	\$257.66	\$266.91	\$276.14	\$285.39	\$294.63	\$303.88	\$313.14
		Hourly	\$32.21	\$33.37	\$34.52	\$35.68	\$36.83	\$37.99	\$39.15
CD	34	Annual	\$70,017.00	\$72,497.00	\$74,975.00	\$77,455.00	\$79,933.00	\$82,412.00	\$84,886.00
		Bi-Wk	\$2,682.65	\$2,777.67	\$2,872.61	\$2,967.63	\$3,062.57	\$3,157.55	\$3,252.34
		Daily	\$268.27	\$277.77	\$287.27	\$296.77	\$306.26	\$315.76	\$325.24
		Hourly	\$33.54	\$34.73	\$35.91	\$37.10	\$38.29	\$39.47	\$40.66
CD	35	Annual	\$72,895.00	\$75,434.00	\$77,979.00	\$80,520.00	\$83,061.00	\$85,600.00	\$88,144.00
		Bi-Wk	\$2,792.92	\$2,890.20	\$2,987.71	\$3,085.06	\$3,182.42	\$3,279.70	\$3,377.17
		Daily	\$279.30	\$289.02	\$298.78	\$308.51	\$318.25	\$327.97	\$337.72
		Hourly	\$34.92	\$36.13	\$37.35	\$38.57	\$39.79	\$41.00	\$42.22
CD	36	Annual	\$75,927.00	\$78,531.00	\$81,139.00	\$83,747.00	\$86,354.00	\$88,961.00	\$91,568.00
		Bi-Wk	\$2,909.09	\$3,008.86	\$3,108.78	\$3,208.70	\$3,308.59	\$3,408.47	\$3,508.36
		Daily	\$290.91	\$300.89	\$310.88	\$320.87	\$330.86	\$340.85	\$350.84
		Hourly	\$36.37	\$37.62	\$38.86	\$40.11	\$41.36	\$42.61	\$43.86
CD	37	Annual	\$79,079.00	\$81,755.00	\$84,431.00	\$87,114.00	\$89,791.00	\$92,471.00	\$95,147.00
		Bi-Wk	\$3,029.85	\$3,132.38	\$3,234.91	\$3,337.71	\$3,440.27	\$3,542.96	\$3,645.48
		Daily	\$302.99	\$313.24	\$323.50	\$333.78	\$344.03	\$354.30	\$364.55
		Hourly	\$37.88	\$39.16	\$40.44	\$41.73	\$43.01	\$44.29	\$45.57

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Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
CD	38	Annual	\$82,343.00	\$85,081.00	\$87,824.00	\$90,565.00	\$93,305.00	\$96,047.00	\$98,787.00
		Bi-Wk	\$3,154.91	\$3,259.81	\$3,364.91	\$3,469.93	\$3,574.91	\$3,679.97	\$3,784.95
		Daily	\$315.50	\$325.99	\$336.50	\$347.00	\$357.50	\$368.00	\$378.50
		Hourly	\$39.44	\$40.75	\$42.07	\$43.38	\$44.69	\$46.00	\$47.32
CD	39	Annual	\$85,768.00	\$88,574.00	\$91,378.00	\$94,189.00	\$96,996.00	\$99,797.00	\$102,608.00
		Bi-Wk	\$3,286.14	\$3,393.64	\$3,501.08	\$3,608.78	\$3,716.33	\$3,823.64	\$3,931.35
		Daily	\$328.62	\$339.37	\$350.11	\$360.88	\$371.64	\$382.37	\$393.14
		Hourly	\$41.08	\$42.43	\$43.77	\$45.11	\$46.46	\$47.80	\$49.15
CD	40	Annual	\$89,341.00	\$92,205.00	\$95,077.00	\$97,941.00	\$100,808.00	\$103,674.00	\$106,543.00
		Bi-Wk	\$3,423.03	\$3,532.76	\$3,642.80	\$3,752.53	\$3,862.38	\$3,972.19	\$4,082.11
		Daily	\$342.31	\$353.28	\$364.28	\$375.26	\$386.24	\$397.22	\$408.22
		Hourly	\$42.79	\$44.16	\$45.54	\$46.91	\$48.28	\$49.66	\$51.03
CD	41	Annual	\$93,078.00	\$96,013.00	\$98,950.00	\$101,887.00	\$104,825.00	\$107,759.00	\$110,693.00
		Bi-Wk	\$3,566.21	\$3,678.66	\$3,791.19	\$3,903.72	\$4,016.29	\$4,128.70	\$4,241.12
		Daily	\$356.63	\$367.87	\$379.12	\$390.38	\$401.63	\$412.87	\$424.12
		Hourly	\$44.58	\$45.99	\$47.39	\$48.80	\$50.21	\$51.61	\$53.02
CD	42	Annual	\$96,956.00	\$99,962.00	\$102,966.00	\$105,958.00	\$108,964.00	\$111,964.00	\$114,971.00
		Bi-Wk	\$3,714.79	\$3,829.97	\$3,945.06	\$4,059.70	\$4,174.87	\$4,289.81	\$4,405.02
		Daily	\$371.48	\$383.00	\$394.51	\$405.97	\$417.49	\$428.99	\$440.51
		Hourly	\$46.44	\$47.88	\$49.32	\$50.75	\$52.19	\$53.63	\$55.07
CD	43	Annual	\$101,075.00	\$104,134.00	\$107,196.00	\$110,256.00	\$113,322.00	\$116,380.00	\$119,439.00
		Bi-Wk	\$3,872.61	\$3,989.81	\$4,107.13	\$4,224.37	\$4,341.84	\$4,459.01	\$4,576.21
		Daily	\$387.27	\$398.99	\$410.72	\$422.44	\$434.19	\$445.91	\$457.63
		Hourly	\$48.41	\$49.88	\$51.34	\$52.81	\$54.28	\$55.74	\$57.21