

NP-3 TEN MONTH CLT 40 HOUR PAY PLAN EFFECTIVE 12/28/2001

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
CLT	1	Annual	\$17,983.00	\$18,288.00	\$18,592.00	\$18,897.00	\$19,200.00	\$19,505.00	\$19,807.00	\$20,301.00	\$20,859.00	\$21,417.00
		Bi-Wk	\$689.01	\$700.69	\$712.34	\$724.03	\$735.64	\$747.32	\$758.89	\$777.82	\$799.20	\$820.58
		Daily	\$82.49	\$83.89	\$85.29	\$86.69	\$88.08	\$89.48	\$90.86	\$93.13	\$95.69	\$98.25
		Hourly	\$10.32	\$10.49	\$10.67	\$10.84	\$11.01	\$11.19	\$11.36	\$11.65	\$11.97	\$12.29
CLT	2	Annual	\$18,592.00	\$18,897.00	\$19,200.00	\$19,505.00	\$19,807.00	\$20,112.00	\$20,411.00	\$20,922.00	\$21,497.00	\$22,074.00
		Bi-Wk	\$712.34	\$724.03	\$735.64	\$747.32	\$758.89	\$770.58	\$782.04	\$801.61	\$823.64	\$845.75
		Daily	\$85.29	\$86.69	\$88.08	\$89.48	\$90.86	\$92.26	\$93.63	\$95.97	\$98.61	\$101.26
		Hourly	\$10.67	\$10.84	\$11.01	\$11.19	\$11.36	\$11.54	\$11.71	\$12.00	\$12.33	\$12.66
CLT	3	Annual	\$18,897.00	\$19,200.00	\$19,505.00	\$19,807.00	\$20,112.00	\$20,411.00	\$20,718.00	\$21,237.00	\$21,821.00	\$22,405.00
		Bi-Wk	\$724.03	\$735.64	\$747.32	\$758.89	\$770.58	\$782.04	\$793.80	\$813.68	\$836.06	\$858.43
		Daily	\$86.69	\$88.08	\$89.48	\$90.86	\$92.26	\$93.63	\$95.04	\$97.42	\$100.10	\$102.78
		Hourly	\$10.84	\$11.01	\$11.19	\$11.36	\$11.54	\$11.71	\$11.88	\$12.18	\$12.52	\$12.85
CLT	4	Annual	\$19,331.00	\$19,698.00	\$20,066.00	\$20,435.00	\$20,809.00	\$21,176.00	\$21,546.00	\$22,085.00	\$22,691.00	\$23,300.00
		Bi-Wk	\$740.66	\$754.72	\$768.82	\$782.96	\$797.28	\$811.35	\$825.52	\$846.17	\$869.39	\$892.73
		Daily	\$88.68	\$90.36	\$92.05	\$93.74	\$95.46	\$97.14	\$98.84	\$101.31	\$104.09	\$106.88
		Hourly	\$11.09	\$11.30	\$11.51	\$11.72	\$11.94	\$12.15	\$12.36	\$12.67	\$13.02	\$13.36
CLT	5	Annual	\$19,678.00	\$20,066.00	\$20,457.00	\$20,844.00	\$21,238.00	\$21,627.00	\$22,030.00	\$22,579.00	\$23,199.00	\$23,821.00
		Bi-Wk	\$753.95	\$768.82	\$783.80	\$798.63	\$813.72	\$828.63	\$844.07	\$865.10	\$888.86	\$912.69
		Daily	\$90.27	\$92.05	\$93.84	\$95.62	\$97.42	\$99.21	\$101.06	\$103.58	\$106.42	\$109.27
		Hourly	\$11.29	\$11.51	\$11.73	\$11.96	\$12.18	\$12.41	\$12.64	\$12.95	\$13.31	\$13.66
CLT	6	Annual	\$20,158.00	\$20,547.00	\$20,934.00	\$21,328.00	\$21,718.00	\$22,128.00	\$22,583.00	\$23,147.00	\$23,784.00	\$24,420.00
		Bi-Wk	\$772.34	\$787.25	\$802.07	\$817.17	\$832.11	\$847.82	\$865.25	\$886.86	\$911.27	\$935.64
		Daily	\$92.47	\$94.25	\$96.03	\$97.84	\$99.63	\$101.51	\$103.60	\$106.18	\$109.10	\$112.02
		Hourly	\$11.56	\$11.79	\$12.01	\$12.23	\$12.46	\$12.69	\$12.95	\$13.28	\$13.64	\$14.01
CLT	7	Annual	\$20,904.00	\$21,481.00	\$22,058.00	\$22,636.00	\$23,213.00	\$23,786.00	\$24,363.00	\$24,974.00	\$25,660.00	\$26,347.00
		Bi-Wk	\$800.92	\$823.03	\$845.14	\$867.28	\$889.39	\$911.35	\$933.45	\$956.86	\$983.15	\$1,009.47
		Daily	\$95.89	\$98.54	\$101.19	\$103.84	\$106.48	\$109.11	\$111.76	\$114.56	\$117.71	\$120.86
		Hourly	\$11.99	\$12.32	\$12.65	\$12.98	\$13.31	\$13.64	\$13.97	\$14.32	\$14.72	\$15.11
CLT	8	Annual	\$21,718.00	\$22,227.00	\$22,800.00	\$23,385.00	\$23,967.00	\$24,553.00	\$25,139.00	\$25,768.00	\$26,476.00	\$27,185.00
		Bi-Wk	\$832.11	\$851.61	\$873.57	\$895.98	\$918.28	\$940.73	\$963.19	\$987.28	\$1,014.41	\$1,041.58
		Daily	\$99.63	\$101.96	\$104.59	\$107.27	\$109.94	\$112.63	\$115.32	\$118.20	\$121.45	\$124.70
		Hourly	\$12.46	\$12.75	\$13.08	\$13.41	\$13.75	\$14.08	\$14.42	\$14.78	\$15.19	\$15.59
CLT	9	Annual	\$22,247.00	\$22,845.00	\$23,455.00	\$24,067.00	\$24,680.00	\$25,283.00	\$25,902.00	\$26,548.00	\$27,279.00	\$28,007.00
		Bi-Wk	\$852.38	\$875.29	\$898.66	\$922.11	\$945.60	\$968.70	\$992.42	\$1,017.17	\$1,045.18	\$1,073.07
		Daily	\$102.05	\$104.80	\$107.60	\$110.40	\$113.21	\$115.98	\$118.82	\$121.78	\$125.14	\$128.48
		Hourly	\$12.76	\$13.10	\$13.45	\$13.80	\$14.16	\$14.50	\$14.86	\$15.23	\$15.65	\$16.06

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Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
CLT	10	Annual	\$22,900.00	\$23,536.00	\$24,172.00	\$24,812.00	\$25,451.00	\$26,100.00	\$26,770.00	\$27,439.00	\$28,193.00	\$28,947.00
		Bi-Wk	\$877.40	\$901.77	\$926.14	\$950.66	\$975.14	\$1,000.00	\$1,025.68	\$1,051.31	\$1,080.20	\$1,109.09
		Daily	\$105.05	\$107.97	\$110.88	\$113.82	\$116.75	\$119.73	\$122.80	\$125.87	\$129.33	\$132.79
		Hourly	\$13.14	\$13.50	\$13.86	\$14.23	\$14.60	\$14.97	\$15.35	\$15.74	\$16.17	\$16.60
CLT	11	Annual	\$23,565.00	\$24,231.00	\$24,897.00	\$25,563.00	\$26,245.00	\$26,944.00	\$27,643.00	\$28,335.00	\$29,116.00	\$29,896.00
		Bi-Wk	\$902.88	\$928.40	\$953.91	\$979.43	\$1,005.56	\$1,032.34	\$1,059.12	\$1,085.64	\$1,115.56	\$1,145.45
		Daily	\$108.10	\$111.15	\$114.21	\$117.27	\$120.39	\$123.60	\$126.81	\$129.98	\$133.56	\$137.14
		Hourly	\$13.52	\$13.90	\$14.28	\$14.66	\$15.05	\$15.45	\$15.86	\$16.25	\$16.70	\$17.15
CLT	12	Annual	\$24,273.00	\$24,964.00	\$25,654.00	\$26,375.00	\$27,098.00	\$27,826.00	\$28,584.00	\$29,298.00	\$30,102.00	\$30,909.00
		Bi-Wk	\$930.00	\$956.48	\$982.92	\$1,010.54	\$1,038.24	\$1,066.14	\$1,095.18	\$1,122.53	\$1,153.34	\$1,184.26
		Daily	\$111.35	\$114.52	\$117.68	\$120.99	\$124.30	\$127.64	\$131.12	\$134.40	\$138.09	\$141.79
		Hourly	\$13.92	\$14.32	\$14.71	\$15.13	\$15.54	\$15.96	\$16.39	\$16.80	\$17.27	\$17.73
CLT	13	Annual	\$25,542.00	\$26,417.00	\$27,302.00	\$28,198.00	\$29,128.00	\$30,058.00	\$30,989.00	\$31,766.00	\$32,639.00	\$33,512.00
		Bi-Wk	\$978.63	\$1,012.15	\$1,046.06	\$1,080.39	\$1,116.02	\$1,151.65	\$1,187.32	\$1,217.09	\$1,250.54	\$1,283.99
		Daily	\$117.17	\$121.18	\$125.24	\$129.35	\$133.62	\$137.88	\$142.15	\$145.72	\$149.72	\$153.73
		Hourly	\$14.65	\$15.15	\$15.66	\$16.17	\$16.71	\$17.24	\$17.77	\$18.22	\$18.72	\$19.22
CLT	14	Annual	\$26,655.00	\$27,573.00	\$28,509.00	\$29,469.00	\$30,424.00	\$31,384.00	\$32,346.00	\$33,155.00	\$34,065.00	\$34,977.00
		Bi-Wk	\$1,021.27	\$1,056.44	\$1,092.30	\$1,129.09	\$1,165.68	\$1,202.46	\$1,239.32	\$1,270.31	\$1,305.18	\$1,340.12
		Daily	\$122.27	\$126.48	\$130.78	\$135.18	\$139.56	\$143.97	\$148.38	\$152.09	\$156.27	\$160.45
		Hourly	\$15.29	\$15.81	\$16.35	\$16.90	\$17.45	\$18.00	\$18.55	\$19.02	\$19.54	\$20.06
CLT	15	Annual	\$27,851.00	\$28,830.00	\$29,819.00	\$30,807.00	\$31,797.00	\$32,786.00	\$33,777.00	\$34,622.00	\$35,575.00	\$36,527.00
		Bi-Wk	\$1,067.09	\$1,104.60	\$1,142.50	\$1,180.35	\$1,218.28	\$1,256.17	\$1,294.14	\$1,326.52	\$1,363.03	\$1,399.51
		Daily	\$127.76	\$132.25	\$136.79	\$141.32	\$145.86	\$150.40	\$154.94	\$158.82	\$163.19	\$167.56
		Hourly	\$15.97	\$16.54	\$17.10	\$17.67	\$18.24	\$18.80	\$19.37	\$19.86	\$20.40	\$20.95
CLT	16	Annual	\$29,177.00	\$30,196.00	\$31,218.00	\$32,228.00	\$33,248.00	\$34,266.00	\$35,282.00	\$36,165.00	\$37,160.00	\$38,154.00
		Bi-Wk	\$1,117.90	\$1,156.94	\$1,196.10	\$1,234.79	\$1,273.87	\$1,312.88	\$1,351.81	\$1,385.64	\$1,423.76	\$1,461.84
		Daily	\$133.84	\$138.52	\$143.20	\$147.84	\$152.52	\$157.19	\$161.85	\$165.90	\$170.46	\$175.02
		Hourly	\$16.73	\$17.32	\$17.90	\$18.48	\$19.07	\$19.65	\$20.24	\$20.74	\$21.31	\$21.88
CLT	17	Annual	\$30,601.00	\$31,648.00	\$32,690.00	\$33,745.00	\$34,787.00	\$35,831.00	\$36,883.00	\$37,805.00	\$38,844.00	\$39,882.00
		Bi-Wk	\$1,172.46	\$1,212.57	\$1,252.50	\$1,292.92	\$1,332.84	\$1,372.84	\$1,413.15	\$1,448.47	\$1,488.28	\$1,528.05
		Daily	\$140.37	\$145.18	\$149.96	\$154.80	\$159.58	\$164.37	\$169.19	\$173.42	\$178.19	\$182.95
		Hourly	\$17.55	\$18.15	\$18.75	\$19.35	\$19.95	\$20.55	\$21.15	\$21.68	\$22.28	\$22.87
CLT	18	Annual	\$32,123.00	\$33,192.00	\$34,266.00	\$35,340.00	\$36,411.00	\$37,487.00	\$38,555.00	\$39,520.00	\$40,607.00	\$41,694.00
		Bi-Wk	\$1,230.77	\$1,271.73	\$1,312.88	\$1,354.03	\$1,395.06	\$1,436.29	\$1,477.21	\$1,514.18	\$1,555.83	\$1,597.48
		Daily	\$147.36	\$152.26	\$157.19	\$162.11	\$167.02	\$171.96	\$176.86	\$181.29	\$186.27	\$191.26
		Hourly	\$18.42	\$19.04	\$19.65	\$20.27	\$20.88	\$21.50	\$22.11	\$22.67	\$23.29	\$23.91

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Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
CLT	19	Annual	\$33,682.00	\$34,787.00	\$35,892.00	\$36,999.00	\$38,104.00	\$39,201.00	\$40,309.00	\$41,314.00	\$42,451.00	\$43,587.00
		Bi-Wk	\$1,290.50	\$1,332.84	\$1,375.18	\$1,417.59	\$1,459.93	\$1,501.96	\$1,544.41	\$1,582.92	\$1,626.48	\$1,670.00
		Daily	\$154.51	\$159.58	\$164.64	\$169.72	\$174.79	\$179.82	\$184.91	\$189.52	\$194.73	\$199.94
		Hourly	\$19.32	\$19.95	\$20.58	\$21.22	\$21.85	\$22.48	\$23.12	\$23.69	\$24.35	\$25.00
CLT	20	Annual	\$35,371.00	\$36,503.00	\$37,635.00	\$38,764.00	\$39,894.00	\$41,028.00	\$42,157.00	\$43,211.00	\$44,401.00	\$45,587.00
		Bi-Wk	\$1,355.22	\$1,398.59	\$1,441.96	\$1,485.22	\$1,528.51	\$1,571.96	\$1,615.22	\$1,655.60	\$1,701.19	\$1,746.63
		Daily	\$162.25	\$167.45	\$172.64	\$177.82	\$183.00	\$188.20	\$193.38	\$198.22	\$203.68	\$209.12
		Hourly	\$20.29	\$20.94	\$21.58	\$22.23	\$22.88	\$23.53	\$24.18	\$24.78	\$25.46	\$26.14
CLT	21	Annual	\$37,096.00	\$38,257.00	\$39,418.00	\$40,584.00	\$41,743.00	\$42,908.00	\$44,067.00	\$45,170.00	\$46,412.00	\$47,653.00
		Bi-Wk	\$1,421.31	\$1,465.79	\$1,510.27	\$1,554.95	\$1,599.35	\$1,643.99	\$1,688.40	\$1,730.66	\$1,778.24	\$1,825.79
		Daily	\$170.17	\$175.50	\$180.82	\$186.17	\$191.48	\$196.83	\$202.14	\$207.20	\$212.90	\$218.60
		Hourly	\$21.28	\$21.94	\$22.61	\$23.28	\$23.94	\$24.61	\$25.27	\$25.90	\$26.62	\$27.33
CLT	22	Annual	\$38,104.00	\$39,479.00	\$40,858.00	\$42,237.00	\$43,613.00	\$44,992.00	\$46,374.00	\$47,535.00	\$48,841.00	\$50,148.00
		Bi-Wk	\$1,459.93	\$1,512.61	\$1,565.45	\$1,618.28	\$1,671.00	\$1,723.84	\$1,776.79	\$1,821.27	\$1,871.31	\$1,921.38
		Daily	\$174.79	\$181.10	\$187.42	\$193.75	\$200.06	\$206.39	\$212.73	\$218.05	\$224.04	\$230.04
		Hourly	\$21.85	\$22.64	\$23.43	\$24.22	\$25.01	\$25.80	\$26.60	\$27.26	\$28.01	\$28.76
CLT	23	Annual	\$39,884.00	\$41,319.00	\$42,753.00	\$44,189.00	\$45,629.00	\$47,065.00	\$48,503.00	\$49,716.00	\$51,082.00	\$52,449.00
		Bi-Wk	\$1,528.13	\$1,583.11	\$1,638.05	\$1,693.07	\$1,748.24	\$1,803.26	\$1,858.36	\$1,904.83	\$1,957.17	\$2,009.55
		Daily	\$182.96	\$189.54	\$196.12	\$202.71	\$209.31	\$215.90	\$222.49	\$228.06	\$234.32	\$240.60
		Hourly	\$22.87	\$23.70	\$24.52	\$25.34	\$26.17	\$26.99	\$27.82	\$28.51	\$29.29	\$30.08
CLT	24	Annual	\$41,781.00	\$43,276.00	\$44,776.00	\$46,270.00	\$47,767.00	\$49,264.00	\$50,764.00	\$52,032.00	\$53,464.00	\$54,894.00
		Bi-Wk	\$1,600.81	\$1,658.09	\$1,715.56	\$1,772.80	\$1,830.16	\$1,887.51	\$1,944.99	\$1,993.57	\$2,048.43	\$2,103.22
		Daily	\$191.66	\$198.51	\$205.40	\$212.25	\$219.12	\$225.99	\$232.86	\$238.68	\$245.25	\$251.81
		Hourly	\$23.96	\$24.82	\$25.68	\$26.54	\$27.39	\$28.25	\$29.11	\$29.84	\$30.66	\$31.48
CLT	25	Annual	\$43,798.00	\$45,347.00	\$46,901.00	\$48,453.00	\$50,006.00	\$51,560.00	\$53,112.00	\$54,440.00	\$55,936.00	\$57,433.00
		Bi-Wk	\$1,678.09	\$1,737.44	\$1,796.98	\$1,856.44	\$1,915.94	\$1,975.48	\$2,034.95	\$2,085.83	\$2,143.15	\$2,200.50
		Daily	\$200.91	\$208.02	\$215.15	\$222.27	\$229.39	\$236.51	\$243.64	\$249.73	\$256.59	\$263.46
		Hourly	\$25.12	\$26.01	\$26.90	\$27.79	\$28.68	\$29.57	\$30.46	\$31.22	\$32.08	\$32.94
CLT	26	Annual	\$45,935.00	\$47,540.00	\$49,154.00	\$50,764.00	\$52,372.00	\$53,984.00	\$55,594.00	\$56,985.00	\$58,552.00	\$60,118.00
		Bi-Wk	\$1,759.97	\$1,821.46	\$1,883.30	\$1,944.99	\$2,006.60	\$2,068.36	\$2,130.04	\$2,183.34	\$2,243.38	\$2,303.38
		Daily	\$210.71	\$218.08	\$225.48	\$232.86	\$240.24	\$247.64	\$255.02	\$261.40	\$268.59	\$275.78
		Hourly	\$26.34	\$27.26	\$28.19	\$29.11	\$30.03	\$30.96	\$31.88	\$32.68	\$33.58	\$34.48
CLT	27	Annual	\$48,189.00	\$49,857.00	\$51,525.00	\$53,187.00	\$54,856.00	\$56,519.00	\$58,186.00	\$59,641.00	\$61,281.00	\$62,921.00
		Bi-Wk	\$1,846.33	\$1,910.23	\$1,974.14	\$2,037.82	\$2,101.77	\$2,165.48	\$2,229.35	\$2,285.10	\$2,347.94	\$2,410.77
		Daily	\$221.05	\$228.70	\$236.36	\$243.98	\$251.64	\$259.27	\$266.91	\$273.59	\$281.11	\$288.63
		Hourly	\$27.64	\$28.59	\$29.55	\$30.50	\$31.46	\$32.41	\$33.37	\$34.20	\$35.14	\$36.08

NP-3 TEN MONTH CLT 40 HOUR PAY PLAN EFFECTIVE 12/28/2001

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CLT	28	Annual	\$50,598.00	\$52,325.00	\$54,046.00	\$55,777.00	\$57,497.00	\$59,216.00	\$60,942.00	\$62,466.00	\$64,183.00	\$65,902.00
		Bi-Wk	\$1,938.63	\$2,004.79	\$2,070.73	\$2,137.05	\$2,202.96	\$2,268.82	\$2,334.95	\$2,393.34	\$2,459.12	\$2,524.99
		Daily	\$232.10	\$240.02	\$247.92	\$255.86	\$263.75	\$271.64	\$279.55	\$286.55	\$294.42	\$302.30
		Hourly	\$29.02	\$30.01	\$30.99	\$31.99	\$32.97	\$33.96	\$34.95	\$35.82	\$36.81	\$37.79
CLT	29	Annual	\$51,083.00	\$52,981.00	\$54,881.00	\$56,780.00	\$58,682.00	\$60,584.00	\$62,482.00	\$64,045.00	\$65,806.00	\$67,568.00
		Bi-Wk	\$1,957.21	\$2,029.93	\$2,102.73	\$2,175.48	\$2,248.36	\$2,321.23	\$2,393.95	\$2,453.84	\$2,521.31	\$2,588.82
		Daily	\$234.33	\$243.04	\$251.75	\$260.46	\$269.19	\$277.91	\$286.62	\$293.79	\$301.87	\$309.95
		Hourly	\$29.30	\$30.38	\$31.47	\$32.56	\$33.65	\$34.74	\$35.83	\$36.73	\$37.74	\$38.75
CLT	30	Annual	\$53,112.00	\$55,068.00	\$57,023.00	\$58,977.00	\$60,932.00	\$62,887.00	\$64,844.00	\$66,465.00	\$68,294.00	\$70,123.00
		Bi-Wk	\$2,034.95	\$2,109.89	\$2,184.79	\$2,259.66	\$2,334.56	\$2,409.47	\$2,484.45	\$2,546.56	\$2,616.63	\$2,686.71
		Daily	\$243.64	\$252.61	\$261.58	\$270.54	\$279.51	\$288.48	\$297.45	\$304.89	\$313.28	\$321.67
		Hourly	\$30.46	\$31.58	\$32.70	\$33.82	\$34.94	\$36.06	\$37.19	\$38.12	\$39.16	\$40.21
CLT	31	Annual	\$55,225.00	\$57,237.00	\$59,251.00	\$61,266.00	\$63,276.00	\$65,286.00	\$67,307.00	\$68,988.00	\$70,884.00	\$72,781.00
		Bi-Wk	\$2,115.91	\$2,192.99	\$2,270.16	\$2,347.36	\$2,424.37	\$2,501.38	\$2,578.82	\$2,643.22	\$2,715.87	\$2,788.55
		Daily	\$253.33	\$262.56	\$271.79	\$281.04	\$290.26	\$299.48	\$308.75	\$316.46	\$325.16	\$333.86
		Hourly	\$31.67	\$32.82	\$33.98	\$35.13	\$36.29	\$37.44	\$38.60	\$39.56	\$40.65	\$41.74
CLT	32	Annual	\$57,422.00	\$59,493.00	\$61,558.00	\$63,625.00	\$65,696.00	\$67,766.00	\$69,834.00	\$71,584.00	\$73,551.00	\$75,520.00
		Bi-Wk	\$2,200.08	\$2,279.43	\$2,358.55	\$2,437.74	\$2,517.09	\$2,596.40	\$2,675.64	\$2,742.69	\$2,818.05	\$2,893.49
		Daily	\$263.41	\$272.91	\$282.38	\$291.86	\$301.36	\$310.86	\$320.34	\$328.37	\$337.39	\$346.42
		Hourly	\$32.93	\$34.12	\$35.30	\$36.49	\$37.67	\$38.86	\$40.05	\$41.05	\$42.18	\$43.31
CLT	33	Annual	\$59,714.00	\$61,842.00	\$63,965.00	\$66,091.00	\$68,218.00	\$70,340.00	\$72,471.00	\$74,283.00	\$76,326.00	\$78,369.00
		Bi-Wk	\$2,287.90	\$2,369.43	\$2,450.77	\$2,532.23	\$2,613.72	\$2,695.02	\$2,776.67	\$2,846.10	\$2,924.37	\$3,002.65
		Daily	\$273.92	\$283.68	\$293.42	\$303.17	\$312.93	\$322.66	\$332.44	\$340.75	\$350.12	\$359.49
		Hourly	\$34.24	\$35.46	\$36.68	\$37.90	\$39.12	\$40.34	\$41.56	\$42.60	\$43.77	\$44.94
CLT	34	Annual	\$62,155.00	\$64,339.00	\$66,520.00	\$68,706.00	\$70,891.00	\$73,076.00	\$75,261.00	\$77,142.00	\$79,263.00	\$81,384.00
		Bi-Wk	\$2,381.42	\$2,465.10	\$2,548.66	\$2,632.42	\$2,716.14	\$2,799.85	\$2,883.57	\$2,955.64	\$3,036.90	\$3,118.17
		Daily	\$285.12	\$295.14	\$305.14	\$315.17	\$325.19	\$335.21	\$345.23	\$353.87	\$363.60	\$373.32
		Hourly	\$35.64	\$36.90	\$38.15	\$39.40	\$40.65	\$41.91	\$43.16	\$44.24	\$45.45	\$46.67
CLT	35	Annual	\$64,689.00	\$66,926.00	\$69,172.00	\$71,412.00	\$73,644.00	\$75,890.00	\$78,126.00	\$80,079.00	\$82,282.00	\$84,484.00
		Bi-Wk	\$2,478.51	\$2,564.22	\$2,650.27	\$2,736.10	\$2,821.61	\$2,907.67	\$2,993.34	\$3,068.17	\$3,152.57	\$3,236.94
		Daily	\$296.74	\$307.00	\$317.31	\$327.58	\$337.82	\$348.12	\$358.38	\$367.34	\$377.44	\$387.55
		Hourly	\$37.10	\$38.38	\$39.67	\$40.95	\$42.23	\$43.52	\$44.80	\$45.92	\$47.18	\$48.45
CLT	36	Annual	\$67,360.00	\$69,659.00	\$71,957.00	\$74,252.00	\$76,550.00	\$78,849.00	\$81,144.00	\$83,175.00	\$85,462.00	\$87,749.00
		Bi-Wk	\$2,580.85	\$2,668.93	\$2,756.98	\$2,844.91	\$2,932.96	\$3,021.04	\$3,108.97	\$3,186.79	\$3,274.41	\$3,362.04
		Daily	\$308.99	\$319.54	\$330.08	\$340.61	\$351.15	\$361.69	\$372.22	\$381.54	\$392.03	\$402.52
		Hourly	\$38.63	\$39.95	\$41.26	\$42.58	\$43.90	\$45.22	\$46.53	\$47.70	\$49.01	\$50.32

NP-3 TEN MONTH CLT 40 HOUR PAY PLAN EFFECTIVE 12/28/2001

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
CLT	37	Annual	\$70,137.00	\$72,501.00	\$74,861.00	\$77,222.00	\$79,584.00	\$81,940.00	\$84,299.00	\$86,405.00	\$88,782.00	\$91,157.00
		Bi-Wk	\$2,687.25	\$2,777.82	\$2,868.24	\$2,958.70	\$3,049.20	\$3,139.47	\$3,229.85	\$3,310.54	\$3,401.61	\$3,492.61
		Daily	\$321.73	\$332.58	\$343.40	\$354.23	\$365.07	\$375.87	\$386.69	\$396.36	\$407.26	\$418.15
		Hourly	\$40.22	\$41.58	\$42.93	\$44.28	\$45.64	\$46.99	\$48.34	\$49.55	\$50.91	\$52.27
CLT	38	Annual	\$73,017.00	\$75,428.00	\$77,848.00	\$80,261.00	\$82,674.00	\$85,096.00	\$87,507.00	\$89,697.00	\$92,163.00	\$94,629.00
		Bi-Wk	\$2,797.59	\$2,889.97	\$2,982.69	\$3,075.14	\$3,167.59	\$3,260.39	\$3,352.76	\$3,436.67	\$3,531.15	\$3,625.64
		Daily	\$334.94	\$346.00	\$357.10	\$368.17	\$379.24	\$390.35	\$401.41	\$411.46	\$422.77	\$434.08
		Hourly	\$41.87	\$43.25	\$44.64	\$46.03	\$47.41	\$48.80	\$50.18	\$51.44	\$52.85	\$54.26
CLT	39	Annual	\$76,033.00	\$78,505.00	\$80,980.00	\$83,454.00	\$85,928.00	\$88,401.00	\$90,874.00	\$93,147.00	\$95,708.00	\$98,269.00
		Bi-Wk	\$2,913.15	\$3,007.86	\$3,102.69	\$3,197.48	\$3,292.27	\$3,387.02	\$3,481.77	\$3,568.86	\$3,666.98	\$3,765.10
		Daily	\$348.78	\$360.12	\$371.47	\$382.82	\$394.17	\$405.51	\$416.86	\$427.28	\$439.03	\$450.78
		Hourly	\$43.60	\$45.02	\$46.44	\$47.86	\$49.28	\$50.69	\$52.11	\$53.41	\$54.88	\$56.35
CLT	40	Annual	\$79,180.00	\$81,706.00	\$84,234.00	\$86,762.00	\$89,285.00	\$91,817.00	\$94,339.00	\$96,699.00	\$99,358.00	\$102,019.00
		Bi-Wk	\$3,033.72	\$3,130.50	\$3,227.36	\$3,324.22	\$3,420.89	\$3,517.90	\$3,614.53	\$3,704.95	\$3,806.82	\$3,908.78
		Daily	\$363.21	\$374.80	\$386.40	\$397.99	\$409.57	\$421.18	\$432.75	\$443.58	\$455.78	\$467.98
		Hourly	\$45.41	\$46.85	\$48.30	\$49.75	\$51.20	\$52.65	\$54.10	\$55.45	\$56.98	\$58.50
CLT	41	Annual	\$82,475.00	\$85,066.00	\$87,652.00	\$90,237.00	\$92,824.00	\$95,411.00	\$97,998.00	\$100,448.00	\$103,211.00	\$105,972.00
		Bi-Wk	\$3,159.97	\$3,259.24	\$3,358.32	\$3,457.36	\$3,556.48	\$3,655.60	\$3,754.72	\$3,848.59	\$3,954.45	\$4,060.23
		Daily	\$378.33	\$390.21	\$402.08	\$413.94	\$425.80	\$437.67	\$449.53	\$460.78	\$473.45	\$486.11
		Hourly	\$47.30	\$48.78	\$50.26	\$51.75	\$53.23	\$54.71	\$56.20	\$57.60	\$59.19	\$60.77
CLT	42	Annual	\$85,896.00	\$88,540.00	\$91,185.00	\$93,828.00	\$96,476.00	\$99,119.00	\$101,762.00	\$104,308.00	\$107,176.00	\$110,045.00
		Bi-Wk	\$3,291.04	\$3,392.34	\$3,493.68	\$3,594.95	\$3,696.40	\$3,797.67	\$3,898.93	\$3,996.48	\$4,106.37	\$4,216.29
		Daily	\$394.02	\$406.15	\$418.28	\$430.41	\$442.55	\$454.68	\$466.80	\$478.48	\$491.64	\$504.80
		Hourly	\$49.26	\$50.77	\$52.29	\$53.81	\$55.32	\$56.84	\$58.35	\$59.81	\$61.46	\$63.10
CLT	43	Annual	\$89,520.00	\$92,221.00	\$94,915.00	\$97,614.00	\$100,312.00	\$103,011.00	\$105,708.00	\$108,351.00	\$111,332.00	\$114,310.00
		Bi-Wk	\$3,429.89	\$3,533.38	\$3,636.60	\$3,740.00	\$3,843.38	\$3,946.79	\$4,050.12	\$4,151.38	\$4,265.60	\$4,379.70
		Daily	\$410.64	\$423.04	\$435.39	\$447.78	\$460.15	\$472.53	\$484.90	\$497.02	\$510.70	\$524.36
		Hourly	\$51.33	\$52.88	\$54.43	\$55.98	\$57.52	\$59.07	\$60.62	\$62.13	\$63.84	\$65.55