P-1 DOCTORS DX 35 HOUR PAY PLAN EFFECTIVE 7/1/2006

| <u>Plan</u> | Group | <u>Period</u> | Step 1 | Step 2 | <u>Step 3</u> | Step 4 | <u>Step 5</u> | Step 6 | Step 7 | <u>Step 8</u> | Step 9 |
|-------------|-------|------------------------------------|--|--|--|--|--|--|--|---|---|
| DX | 5 | Annual Bi-Wk Daily Hourly | \$82,612.00 \$3,165.22 \$316.53 \$45.22 | \$85,174.00 \$3,263.38 \$326.34 \$46.62 | \$87,733.00 \$3,361.42 \$336.15 \$48.03 | \$90,302.00 \$3,459.85 \$345.99 \$49.43 | \$92,862.00 \$3,557.94 \$355.80 \$50.83 | \$95,424.00 \$3,656.10 \$365.61 \$52.23 | \$97,997.00 \$3,754.68 \$375.47 \$53.64 | \$100,639.00 \$3,855.91 \$385.60 \$55.09 | \$103,354.00 \$3,959.93 \$396.00 \$56.58 |
| DX | 9 | Annual | \$94,933.00 | \$97,772.00 | \$100,627.00 | \$103,471.00 | \$106,322.00 | \$52.23 \$109,167.00 | \$112,013.00 | \$114,935.00 | \$117,933.00 |
| | | Bi-Wk Daily Hourly | \$3,637.28 \$363.73 \$51.97 | \$3,746.06 \$374.61 \$53.52 | \$3,855.45 \$385.55 \$55.08 | \$3,964.41 \$396.45 \$56.64 | \$4,073.64 \$407.37 \$58.20 | \$4,182.65 \$418.27 \$59.76 | \$4,291.70 \$429.17 \$61.31 | \$4,403.64 \$440.37 \$62.91 | \$4,518.51 \$451.86 \$64.56 |