

NP-3 EXCLUDED CONFIDENTIAL CA 40 HOUR PAY PLAN EFFECTIVE 6/20/2008

| Plan | Group | Period | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|------|-------|--------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| CA | 1 | Annual | \$25,700.00 | \$26,140.00 | \$26,573.00 | \$27,008.00 | \$27,444.00 | \$27,880.00 | \$28,309.00 | \$29,014.00 | \$29,814.00 | \$30,636.00 |
| | | Bi-Wk | \$984.68 | \$1,001.54 | \$1,018.13 | \$1,034.79 | \$1,051.50 | \$1,068.20 | \$1,084.64 | \$1,111.65 | \$1,142.30 | \$1,173.80 |
| | | Daily | \$98.47 | \$100.16 | \$101.82 | \$103.48 | \$105.15 | \$106.82 | \$108.47 | \$111.17 | \$114.23 | \$117.38 |
| | | Hourly | \$12.31 | \$12.52 | \$12.73 | \$12.94 | \$13.15 | \$13.36 | \$13.56 | \$13.90 | \$14.28 | \$14.68 |
| CA | 2 | Annual | \$26,573.00 | \$27,008.00 | \$27,444.00 | \$27,880.00 | \$28,309.00 | \$28,745.00 | \$29,173.00 | \$29,903.00 | \$30,725.00 | \$31,569.00 |
| | | Bi-Wk | \$1,018.13 | \$1,034.79 | \$1,051.50 | \$1,068.20 | \$1,084.64 | \$1,101.35 | \$1,117.74 | \$1,145.71 | \$1,177.21 | \$1,209.55 |
| | | Daily | \$101.82 | \$103.48 | \$105.15 | \$106.82 | \$108.47 | \$110.14 | \$111.78 | \$114.58 | \$117.73 | \$120.96 |
| | | Hourly | \$12.73 | \$12.94 | \$13.15 | \$13.36 | \$13.56 | \$13.77 | \$13.98 | \$14.33 | \$14.72 | \$15.12 |
| CA | 3 | Annual | \$27,008.00 | \$27,444.00 | \$27,880.00 | \$28,309.00 | \$28,745.00 | \$29,173.00 | \$29,612.00 | \$30,353.00 | \$31,189.00 | \$32,048.00 |
| | | Bi-Wk | \$1,034.79 | \$1,051.50 | \$1,068.20 | \$1,084.64 | \$1,101.35 | \$1,117.74 | \$1,134.56 | \$1,162.96 | \$1,194.99 | \$1,227.90 |
| | | Daily | \$103.48 | \$105.15 | \$106.82 | \$108.47 | \$110.14 | \$111.78 | \$113.46 | \$116.30 | \$119.50 | \$122.79 |
| | | Hourly | \$12.94 | \$13.15 | \$13.36 | \$13.56 | \$13.77 | \$13.98 | \$14.19 | \$14.54 | \$14.94 | \$15.35 |
| CA | 4 | Annual | \$27,627.00 | \$28,156.00 | \$28,680.00 | \$29,205.00 | \$29,743.00 | \$30,263.00 | \$30,793.00 | \$31,563.00 | \$32,433.00 | \$33,326.00 |
| | | Bi-Wk | \$1,058.51 | \$1,078.78 | \$1,098.86 | \$1,118.97 | \$1,139.58 | \$1,159.51 | \$1,179.81 | \$1,209.32 | \$1,242.65 | \$1,276.86 |
| | | Daily | \$105.86 | \$107.88 | \$109.89 | \$111.90 | \$113.96 | \$115.96 | \$117.99 | \$120.94 | \$124.27 | \$127.69 |
| | | Hourly | \$13.24 | \$13.49 | \$13.74 | \$13.99 | \$14.25 | \$14.50 | \$14.75 | \$15.12 | \$15.54 | \$15.97 |
| CA | 5 | Annual | \$28,125.00 | \$28,680.00 | \$29,237.00 | \$29,792.00 | \$30,355.00 | \$30,910.00 | \$31,485.00 | \$32,270.00 | \$33,159.00 | \$34,044.00 |
| | | Bi-Wk | \$1,077.59 | \$1,098.86 | \$1,120.20 | \$1,141.46 | \$1,163.03 | \$1,184.30 | \$1,206.33 | \$1,236.40 | \$1,270.46 | \$1,304.37 |
| | | Daily | \$107.76 | \$109.89 | \$112.02 | \$114.15 | \$116.31 | \$118.43 | \$120.64 | \$123.64 | \$127.05 | \$130.44 |
| | | Hourly | \$13.47 | \$13.74 | \$14.01 | \$14.27 | \$14.54 | \$14.81 | \$15.08 | \$15.46 | \$15.89 | \$16.31 |
| CA | 6 | Annual | \$28,811.00 | \$29,367.00 | \$29,922.00 | \$30,481.00 | \$31,042.00 | \$31,627.00 | \$32,278.00 | \$33,084.00 | \$33,996.00 | \$34,903.00 |
| | | Bi-Wk | \$1,103.87 | \$1,125.18 | \$1,146.44 | \$1,167.86 | \$1,189.35 | \$1,211.77 | \$1,236.71 | \$1,267.59 | \$1,302.53 | \$1,337.28 |
| | | Daily | \$110.39 | \$112.52 | \$114.65 | \$116.79 | \$118.94 | \$121.18 | \$123.68 | \$126.76 | \$130.26 | \$133.73 |
| | | Hourly | \$13.80 | \$14.07 | \$14.34 | \$14.60 | \$14.87 | \$15.15 | \$15.46 | \$15.85 | \$16.29 | \$16.72 |
| CA | 7 | Annual | \$29,879.00 | \$30,703.00 | \$31,526.00 | \$32,353.00 | \$33,177.00 | \$33,998.00 | \$34,824.00 | \$35,693.00 | \$36,674.00 | \$37,654.00 |
| | | Bi-Wk | \$1,144.79 | \$1,176.37 | \$1,207.90 | \$1,239.58 | \$1,271.15 | \$1,302.61 | \$1,334.26 | \$1,367.55 | \$1,405.14 | \$1,442.69 |
| | | Daily | \$114.48 | \$117.64 | \$120.79 | \$123.96 | \$127.12 | \$130.27 | \$133.43 | \$136.76 | \$140.52 | \$144.27 |
| | | Hourly | \$14.31 | \$14.71 | \$15.10 | \$15.50 | \$15.89 | \$16.29 | \$16.68 | \$17.10 | \$17.57 | \$18.04 |
| CA | 8 | Annual | \$31,042.00 | \$31,769.00 | \$32,584.00 | \$33,422.00 | \$34,253.00 | \$35,093.00 | \$35,928.00 | \$36,830.00 | \$37,841.00 | \$38,854.00 |
| | | Bi-Wk | \$1,189.35 | \$1,217.21 | \$1,248.43 | \$1,280.54 | \$1,312.38 | \$1,344.56 | \$1,376.56 | \$1,411.12 | \$1,449.85 | \$1,488.66 |
| | | Daily | \$118.94 | \$121.73 | \$124.85 | \$128.06 | \$131.24 | \$134.46 | \$137.66 | \$141.12 | \$144.99 | \$148.87 |
| | | Hourly | \$14.87 | \$15.22 | \$15.61 | \$16.01 | \$16.41 | \$16.81 | \$17.21 | \$17.64 | \$18.13 | \$18.61 |
| CA | 9 | Annual | \$31,798.00 | \$32,651.00 | \$33,523.00 | \$34,398.00 | \$35,274.00 | \$36,137.00 | \$37,018.00 | \$37,945.00 | \$38,987.00 | \$40,027.00 |
| | | Bi-Wk | \$1,218.32 | \$1,251.00 | \$1,284.41 | \$1,317.94 | \$1,351.50 | \$1,384.56 | \$1,418.32 | \$1,453.84 | \$1,493.76 | \$1,533.61 |
| | | Daily | \$121.84 | \$125.10 | \$128.45 | \$131.80 | \$135.15 | \$138.46 | \$141.84 | \$145.39 | \$149.38 | \$153.37 |
| | | Hourly | \$15.23 | \$15.64 | \$16.06 | \$16.48 | \$16.90 | \$17.31 | \$17.73 | \$18.18 | \$18.68 | \$19.18 |

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|------|-------|--------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| CA | 10 | Annual | \$32,729.00 | \$33,638.00 | \$34,546.00 | \$35,461.00 | \$36,375.00 | \$37,304.00 | \$38,262.00 | \$39,216.00 | \$40,293.00 | \$41,371.00 |
| | | Bi-Wk | \$1,253.99 | \$1,288.82 | \$1,323.61 | \$1,358.66 | \$1,393.68 | \$1,429.28 | \$1,465.98 | \$1,502.53 | \$1,543.80 | \$1,585.10 |
| | | Daily | \$125.40 | \$128.89 | \$132.37 | \$135.87 | \$139.37 | \$142.93 | \$146.60 | \$150.26 | \$154.38 | \$158.51 |
| | | Hourly | \$15.68 | \$16.12 | \$16.55 | \$16.99 | \$17.43 | \$17.87 | \$18.33 | \$18.79 | \$19.30 | \$19.82 |
| CA | 11 | Annual | \$33,680.00 | \$34,634.00 | \$35,583.00 | \$36,537.00 | \$37,509.00 | \$38,508.00 | \$39,510.00 | \$40,498.00 | \$41,612.00 | \$42,727.00 |
| | | Bi-Wk | \$1,290.43 | \$1,326.98 | \$1,363.34 | \$1,399.89 | \$1,437.13 | \$1,475.41 | \$1,513.80 | \$1,551.65 | \$1,594.33 | \$1,637.05 |
| | | Daily | \$129.05 | \$132.70 | \$136.34 | \$139.99 | \$143.72 | \$147.55 | \$151.38 | \$155.17 | \$159.44 | \$163.71 |
| | | Hourly | \$16.14 | \$16.59 | \$17.05 | \$17.50 | \$17.97 | \$18.45 | \$18.93 | \$19.40 | \$19.93 | \$20.47 |
| CA | 12 | Annual | \$34,692.00 | \$35,680.00 | \$36,667.00 | \$37,695.00 | \$38,730.00 | \$39,773.00 | \$40,853.00 | \$41,873.00 | \$43,022.00 | \$44,175.00 |
| | | Bi-Wk | \$1,329.20 | \$1,367.05 | \$1,404.87 | \$1,444.26 | \$1,483.91 | \$1,523.87 | \$1,565.25 | \$1,604.33 | \$1,648.36 | \$1,692.53 |
| | | Daily | \$132.92 | \$136.71 | \$140.49 | \$144.43 | \$148.40 | \$152.39 | \$156.53 | \$160.44 | \$164.84 | \$169.26 |
| | | Hourly | \$16.62 | \$17.09 | \$17.57 | \$18.06 | \$18.55 | \$19.05 | \$19.57 | \$20.06 | \$20.61 | \$21.16 |
| CA | 13 | Annual | \$36,506.00 | \$37,753.00 | \$39,019.00 | \$40,299.00 | \$41,631.00 | \$42,960.00 | \$44,292.00 | \$45,401.00 | \$46,648.00 | \$47,897.00 |
| | | Bi-Wk | \$1,398.70 | \$1,446.48 | \$1,494.99 | \$1,544.03 | \$1,595.06 | \$1,645.98 | \$1,697.02 | \$1,739.51 | \$1,787.28 | \$1,835.14 |
| | | Daily | \$139.87 | \$144.65 | \$149.50 | \$154.41 | \$159.51 | \$164.60 | \$169.71 | \$173.96 | \$178.73 | \$183.52 |
| | | Hourly | \$17.49 | \$18.09 | \$18.69 | \$19.31 | \$19.94 | \$20.58 | \$21.22 | \$21.75 | \$22.35 | \$22.94 |
| CA | 14 | Annual | \$38,096.00 | \$39,406.00 | \$40,745.00 | \$42,117.00 | \$43,485.00 | \$44,854.00 | \$46,228.00 | \$47,383.00 | \$48,688.00 | \$49,989.00 |
| | | Bi-Wk | \$1,459.62 | \$1,509.81 | \$1,561.12 | \$1,613.68 | \$1,666.10 | \$1,718.55 | \$1,771.19 | \$1,815.45 | \$1,865.45 | \$1,915.29 |
| | | Daily | \$145.97 | \$150.99 | \$156.12 | \$161.37 | \$166.61 | \$171.86 | \$177.12 | \$181.55 | \$186.55 | \$191.53 |
| | | Hourly | \$18.25 | \$18.88 | \$19.52 | \$20.18 | \$20.83 | \$21.49 | \$22.14 | \$22.70 | \$23.32 | \$23.95 |
| CA | 15 | Annual | \$39,803.00 | \$41,205.00 | \$42,617.00 | \$44,030.00 | \$45,445.00 | \$46,859.00 | \$48,277.00 | \$49,483.00 | \$50,844.00 | \$52,205.00 |
| | | Bi-Wk | \$1,525.02 | \$1,578.74 | \$1,632.84 | \$1,686.98 | \$1,741.19 | \$1,795.37 | \$1,849.70 | \$1,895.91 | \$1,948.05 | \$2,000.20 |
| | | Daily | \$152.51 | \$157.88 | \$163.29 | \$168.70 | \$174.12 | \$179.54 | \$184.97 | \$189.60 | \$194.81 | \$200.02 |
| | | Hourly | \$19.07 | \$19.74 | \$20.42 | \$21.09 | \$21.77 | \$22.45 | \$23.13 | \$23.70 | \$24.36 | \$25.01 |
| CA | 16 | Annual | \$41,702.00 | \$43,159.00 | \$44,617.00 | \$46,062.00 | \$47,519.00 | \$48,975.00 | \$50,426.00 | \$51,687.00 | \$53,109.00 | \$54,531.00 |
| | | Bi-Wk | \$1,597.78 | \$1,653.61 | \$1,709.47 | \$1,764.83 | \$1,820.66 | \$1,876.44 | \$1,932.04 | \$1,980.35 | \$2,034.83 | \$2,089.32 |
| | | Daily | \$159.78 | \$165.37 | \$170.95 | \$176.49 | \$182.07 | \$187.65 | \$193.21 | \$198.04 | \$203.49 | \$208.94 |
| | | Hourly | \$19.98 | \$20.68 | \$21.37 | \$22.07 | \$22.76 | \$23.46 | \$24.16 | \$24.76 | \$25.44 | \$26.12 |
| CA | 17 | Annual | \$43,734.00 | \$45,234.00 | \$46,724.00 | \$48,226.00 | \$49,718.00 | \$51,210.00 | \$52,712.00 | \$54,030.00 | \$55,516.00 | \$57,001.00 |
| | | Bi-Wk | \$1,675.64 | \$1,733.11 | \$1,790.20 | \$1,847.74 | \$1,904.91 | \$1,962.07 | \$2,019.62 | \$2,070.12 | \$2,127.05 | \$2,183.95 |
| | | Daily | \$167.57 | \$173.32 | \$179.02 | \$184.78 | \$190.50 | \$196.21 | \$201.97 | \$207.02 | \$212.71 | \$218.40 |
| | | Hourly | \$20.95 | \$21.67 | \$22.38 | \$23.10 | \$23.82 | \$24.53 | \$25.25 | \$25.88 | \$26.59 | \$27.30 |
| CA | 18 | Annual | \$45,912.00 | \$47,441.00 | \$48,975.00 | \$50,506.00 | \$52,039.00 | \$53,578.00 | \$55,101.00 | \$56,480.00 | \$58,034.00 | \$59,587.00 |
| | | Bi-Wk | \$1,759.09 | \$1,817.67 | \$1,876.44 | \$1,935.10 | \$1,993.84 | \$2,052.80 | \$2,111.15 | \$2,163.99 | \$2,223.53 | \$2,283.03 |
| | | Daily | \$175.91 | \$181.77 | \$187.65 | \$193.51 | \$199.39 | \$205.28 | \$211.12 | \$216.40 | \$222.36 | \$228.31 |
| | | Hourly | \$21.99 | \$22.73 | \$23.46 | \$24.19 | \$24.93 | \$25.66 | \$26.39 | \$27.05 | \$27.80 | \$28.54 |

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|------|-------|--------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| CA | 19 | Annual | \$48,141.00 | \$49,718.00 | \$51,300.00 | \$52,879.00 | \$54,459.00 | \$56,027.00 | \$57,609.00 | \$59,047.00 | \$60,673.00 | \$62,297.00 |
| | | Bi-Wk | \$1,844.49 | \$1,904.91 | \$1,965.52 | \$2,026.02 | \$2,086.56 | \$2,146.63 | \$2,207.25 | \$2,262.34 | \$2,324.64 | \$2,386.86 |
| | | Daily | \$184.45 | \$190.50 | \$196.56 | \$202.61 | \$208.66 | \$214.67 | \$220.73 | \$226.24 | \$232.47 | \$238.69 |
| | | Hourly | \$23.06 | \$23.82 | \$24.57 | \$25.33 | \$26.09 | \$26.84 | \$27.60 | \$28.28 | \$29.06 | \$29.84 |
| CA | 20 | Annual | \$50,551.00 | \$52,172.00 | \$53,787.00 | \$55,401.00 | \$57,015.00 | \$58,638.00 | \$60,249.00 | \$61,759.00 | \$63,458.00 | \$65,153.00 |
| | | Bi-Wk | \$1,936.82 | \$1,998.93 | \$2,060.81 | \$2,122.65 | \$2,184.49 | \$2,246.67 | \$2,308.40 | \$2,366.25 | \$2,431.35 | \$2,496.29 |
| | | Daily | \$193.69 | \$199.90 | \$206.09 | \$212.27 | \$218.45 | \$224.67 | \$230.84 | \$236.63 | \$243.14 | \$249.63 |
| | | Hourly | \$24.22 | \$24.99 | \$25.77 | \$26.54 | \$27.31 | \$28.09 | \$28.86 | \$29.58 | \$30.40 | \$31.21 |
| CA | 21 | Annual | \$53,018.00 | \$54,679.00 | \$56,336.00 | \$58,002.00 | \$59,658.00 | \$61,324.00 | \$62,980.00 | \$64,556.00 | \$66,329.00 | \$68,107.00 |
| | | Bi-Wk | \$2,031.35 | \$2,094.99 | \$2,158.47 | \$2,222.30 | \$2,285.75 | \$2,349.58 | \$2,413.03 | \$2,473.41 | \$2,541.35 | \$2,609.47 |
| | | Daily | \$203.14 | \$209.50 | \$215.85 | \$222.23 | \$228.58 | \$234.96 | \$241.31 | \$247.35 | \$254.14 | \$260.95 |
| | | Hourly | \$25.40 | \$26.19 | \$26.99 | \$27.78 | \$28.58 | \$29.37 | \$30.17 | \$30.92 | \$31.77 | \$32.62 |
| CA | 22 | Annual | \$54,459.00 | \$56,424.00 | \$58,396.00 | \$60,365.00 | \$62,332.00 | \$64,302.00 | \$66,278.00 | \$67,935.00 | \$69,804.00 | \$71,670.00 |
| | | Bi-Wk | \$2,086.56 | \$2,161.84 | \$2,237.40 | \$2,312.84 | \$2,388.20 | \$2,463.68 | \$2,539.39 | \$2,602.88 | \$2,674.49 | \$2,745.98 |
| | | Daily | \$208.66 | \$216.19 | \$223.74 | \$231.29 | \$238.82 | \$246.37 | \$253.94 | \$260.29 | \$267.45 | \$274.60 |
| | | Hourly | \$26.09 | \$27.03 | \$27.97 | \$28.92 | \$29.86 | \$30.80 | \$31.75 | \$32.54 | \$33.44 | \$34.33 |
| CA | 23 | Annual | \$57,003.00 | \$59,055.00 | \$61,103.00 | \$63,156.00 | \$65,214.00 | \$67,264.00 | \$69,316.00 | \$71,054.00 | \$73,007.00 | \$74,959.00 |
| | | Bi-Wk | \$2,184.03 | \$2,262.65 | \$2,341.12 | \$2,419.78 | \$2,498.63 | \$2,577.17 | \$2,655.79 | \$2,722.38 | \$2,797.21 | \$2,872.00 |
| | | Daily | \$218.41 | \$226.27 | \$234.12 | \$241.98 | \$249.87 | \$257.72 | \$265.58 | \$272.24 | \$279.73 | \$287.20 |
| | | Hourly | \$27.31 | \$28.29 | \$29.27 | \$30.25 | \$31.24 | \$32.22 | \$33.20 | \$34.03 | \$34.97 | \$35.90 |
| CA | 24 | Annual | \$59,715.00 | \$61,849.00 | \$63,992.00 | \$66,132.00 | \$68,269.00 | \$70,407.00 | \$72,550.00 | \$74,364.00 | \$76,408.00 | \$78,455.00 |
| | | Bi-Wk | \$2,287.94 | \$2,369.70 | \$2,451.81 | \$2,533.80 | \$2,615.68 | \$2,697.59 | \$2,779.70 | \$2,849.20 | \$2,927.51 | \$3,005.94 |
| | | Daily | \$228.80 | \$236.97 | \$245.19 | \$253.38 | \$261.57 | \$269.76 | \$277.97 | \$284.92 | \$292.76 | \$300.60 |
| | | Hourly | \$28.60 | \$29.63 | \$30.65 | \$31.68 | \$32.70 | \$33.72 | \$34.75 | \$35.62 | \$36.60 | \$37.58 |
| CA | 25 | Annual | \$62,598.00 | \$64,811.00 | \$67,031.00 | \$69,249.00 | \$71,468.00 | \$73,687.00 | \$75,908.00 | \$77,806.00 | \$79,946.00 | \$82,085.00 |
| | | Bi-Wk | \$2,398.40 | \$2,483.19 | \$2,568.24 | \$2,653.22 | \$2,738.24 | \$2,823.26 | \$2,908.36 | \$2,981.08 | \$3,063.07 | \$3,145.02 |
| | | Daily | \$239.84 | \$248.32 | \$256.83 | \$265.33 | \$273.83 | \$282.33 | \$290.84 | \$298.11 | \$306.31 | \$314.51 |
| | | Hourly | \$29.98 | \$31.04 | \$32.11 | \$33.17 | \$34.23 | \$35.30 | \$36.36 | \$37.27 | \$38.29 | \$39.32 |
| CA | 26 | Annual | \$65,650.00 | \$67,948.00 | \$70,249.00 | \$72,550.00 | \$74,848.00 | \$77,155.00 | \$79,454.00 | \$81,441.00 | \$83,683.00 | \$85,921.00 |
| | | Bi-Wk | \$2,515.33 | \$2,603.38 | \$2,691.54 | \$2,779.70 | \$2,867.74 | \$2,956.14 | \$3,044.22 | \$3,120.35 | \$3,206.25 | \$3,292.00 |
| | | Daily | \$251.54 | \$260.34 | \$269.16 | \$277.97 | \$286.78 | \$295.62 | \$304.43 | \$312.04 | \$320.63 | \$329.20 |
| | | Hourly | \$31.45 | \$32.55 | \$33.65 | \$34.75 | \$35.85 | \$36.96 | \$38.06 | \$39.01 | \$40.08 | \$41.15 |
| CA | 27 | Annual | \$68,869.00 | \$71,256.00 | \$73,639.00 | \$76,014.00 | \$78,399.00 | \$80,778.00 | \$83,157.00 | \$85,239.00 | \$87,584.00 | \$89,927.00 |
| | | Bi-Wk | \$2,638.66 | \$2,730.12 | \$2,821.42 | \$2,912.42 | \$3,003.80 | \$3,094.95 | \$3,186.10 | \$3,265.87 | \$3,355.71 | \$3,445.48 |
| | | Daily | \$263.87 | \$273.02 | \$282.15 | \$291.25 | \$300.38 | \$309.50 | \$318.61 | \$326.59 | \$335.58 | \$344.55 |
| | | Hourly | \$32.99 | \$34.13 | \$35.27 | \$36.41 | \$37.55 | \$38.69 | \$39.83 | \$40.83 | \$41.95 | \$43.07 |

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| CA | 28 | Annual | \$72,315.00 | \$74,784.00 | \$77,242.00 | \$79,715.00 | \$82,174.00 | \$84,634.00 | \$87,097.00 | \$89,275.00 | \$91,728.00 | \$94,186.00 |
| | | Bi-Wk | \$2,770.69 | \$2,865.29 | \$2,959.47 | \$3,054.22 | \$3,148.43 | \$3,242.69 | \$3,337.05 | \$3,420.50 | \$3,514.49 | \$3,608.66 |
| | | Daily | \$277.07 | \$286.53 | \$295.95 | \$305.43 | \$314.85 | \$324.27 | \$333.71 | \$342.05 | \$351.45 | \$360.87 |
| | | Hourly | \$34.64 | \$35.82 | \$37.00 | \$38.18 | \$39.36 | \$40.54 | \$41.72 | \$42.76 | \$43.94 | \$45.11 |
| CA | 29 | Annual | \$73,008.00 | \$75,721.00 | \$78,438.00 | \$81,149.00 | \$83,868.00 | \$86,585.00 | \$89,301.00 | \$91,531.00 | \$94,050.00 | \$96,568.00 |
| | | Bi-Wk | \$2,797.25 | \$2,901.19 | \$3,005.29 | \$3,109.16 | \$3,213.34 | \$3,317.44 | \$3,421.50 | \$3,506.94 | \$3,603.45 | \$3,699.93 |
| | | Daily | \$279.73 | \$290.12 | \$300.53 | \$310.92 | \$321.34 | \$331.75 | \$342.15 | \$350.70 | \$360.35 | \$370.00 |
| | | Hourly | \$34.97 | \$36.27 | \$37.57 | \$38.87 | \$40.17 | \$41.47 | \$42.77 | \$43.84 | \$45.05 | \$46.25 |
| CA | 30 | Annual | \$75,908.00 | \$78,703.00 | \$81,496.00 | \$84,288.00 | \$87,084.00 | \$89,880.00 | \$92,677.00 | \$94,992.00 | \$97,603.00 | \$100,217.00 |
| | | Bi-Wk | \$2,908.36 | \$3,015.45 | \$3,122.46 | \$3,229.43 | \$3,336.56 | \$3,443.68 | \$3,550.85 | \$3,639.55 | \$3,739.58 | \$3,839.74 |
| | | Daily | \$290.84 | \$301.55 | \$312.25 | \$322.95 | \$333.66 | \$344.37 | \$355.09 | \$363.96 | \$373.96 | \$383.98 |
| | | Hourly | \$36.36 | \$37.70 | \$39.04 | \$40.37 | \$41.71 | \$43.05 | \$44.39 | \$45.50 | \$46.75 | \$48.00 |
| CA | 31 | Annual | \$78,926.00 | \$81,803.00 | \$84,681.00 | \$87,558.00 | \$90,432.00 | \$93,308.00 | \$96,191.00 | \$98,595.00 | \$101,308.00 | \$104,018.00 |
| | | Bi-Wk | \$3,023.99 | \$3,134.22 | \$3,244.49 | \$3,354.72 | \$3,464.83 | \$3,575.02 | \$3,685.48 | \$3,777.59 | \$3,881.54 | \$3,985.37 |
| | | Daily | \$302.40 | \$313.43 | \$324.45 | \$335.48 | \$346.49 | \$357.51 | \$368.55 | \$377.76 | \$388.16 | \$398.54 |
| | | Hourly | \$37.80 | \$39.18 | \$40.56 | \$41.94 | \$43.32 | \$44.69 | \$46.07 | \$47.22 | \$48.52 | \$49.82 |
| CA | 32 | Annual | \$82,067.00 | \$85,026.00 | \$87,977.00 | \$90,932.00 | \$93,892.00 | \$96,849.00 | \$99,806.00 | \$102,304.00 | \$105,118.00 | \$107,931.00 |
| | | Bi-Wk | \$3,144.33 | \$3,257.71 | \$3,370.77 | \$3,483.99 | \$3,597.40 | \$3,710.69 | \$3,823.99 | \$3,919.70 | \$4,027.51 | \$4,135.29 |
| | | Daily | \$314.44 | \$325.78 | \$337.08 | \$348.40 | \$359.74 | \$371.07 | \$382.40 | \$391.97 | \$402.76 | \$413.53 |
| | | Hourly | \$39.31 | \$40.73 | \$42.14 | \$43.55 | \$44.97 | \$46.39 | \$47.80 | \$49.00 | \$50.35 | \$51.70 |
| CA | 33 | Annual | \$85,342.00 | \$88,384.00 | \$91,417.00 | \$94,459.00 | \$97,495.00 | \$100,532.00 | \$103,575.00 | \$106,166.00 | \$109,083.00 | \$112,005.00 |
| | | Bi-Wk | \$3,269.81 | \$3,386.37 | \$3,502.57 | \$3,619.12 | \$3,735.45 | \$3,851.81 | \$3,968.40 | \$4,067.67 | \$4,179.43 | \$4,291.38 |
| | | Daily | \$326.99 | \$338.64 | \$350.26 | \$361.92 | \$373.55 | \$385.19 | \$396.84 | \$406.77 | \$417.95 | \$429.14 |
| | | Hourly | \$40.88 | \$42.33 | \$43.79 | \$45.24 | \$46.70 | \$48.15 | \$49.61 | \$50.85 | \$52.25 | \$53.65 |
| CA | 34 | Annual | \$88,830.00 | \$91,954.00 | \$95,068.00 | \$98,192.00 | \$101,315.00 | \$104,437.00 | \$107,560.00 | \$110,252.00 | \$113,284.00 | \$116,316.00 |
| | | Bi-Wk | \$3,403.45 | \$3,523.15 | \$3,642.46 | \$3,762.15 | \$3,881.81 | \$4,001.42 | \$4,121.08 | \$4,224.22 | \$4,340.39 | \$4,456.56 |
| | | Daily | \$340.35 | \$352.32 | \$364.25 | \$376.22 | \$388.19 | \$400.15 | \$412.11 | \$422.43 | \$434.04 | \$445.66 |
| | | Hourly | \$42.55 | \$44.04 | \$45.54 | \$47.03 | \$48.53 | \$50.02 | \$51.52 | \$52.81 | \$54.26 | \$55.71 |
| CA | 35 | Annual | \$92,453.00 | \$95,654.00 | \$98,859.00 | \$102,064.00 | \$105,252.00 | \$108,458.00 | \$111,657.00 | \$114,449.00 | \$117,597.00 | \$120,742.00 |
| | | Bi-Wk | \$3,542.27 | \$3,664.91 | \$3,787.71 | \$3,910.50 | \$4,032.65 | \$4,155.48 | \$4,278.05 | \$4,385.02 | \$4,505.64 | \$4,626.14 |
| | | Daily | \$354.23 | \$366.50 | \$378.78 | \$391.05 | \$403.27 | \$415.55 | \$427.81 | \$438.51 | \$450.57 | \$462.62 |
| | | Hourly | \$44.28 | \$45.82 | \$47.35 | \$48.89 | \$50.41 | \$51.95 | \$53.48 | \$54.82 | \$56.33 | \$57.83 |
| CA | 36 | Annual | \$96,269.00 | \$99,557.00 | \$102,841.00 | \$106,120.00 | \$109,406.00 | \$112,689.00 | \$115,971.00 | \$118,872.00 | \$122,141.00 | \$125,411.00 |
| | | Bi-Wk | \$3,688.47 | \$3,814.45 | \$3,940.27 | \$4,065.91 | \$4,191.81 | \$4,317.59 | \$4,443.34 | \$4,554.49 | \$4,679.74 | \$4,805.02 |
| | | Daily | \$368.85 | \$381.45 | \$394.03 | \$406.60 | \$419.19 | \$431.76 | \$444.34 | \$455.45 | \$467.98 | \$480.51 |
| | | Hourly | \$46.11 | \$47.69 | \$49.26 | \$50.83 | \$52.40 | \$53.97 | \$55.55 | \$56.94 | \$58.50 | \$60.07 |

NP-3 EXCLUDED CONFIDENTIAL CA 40 HOUR PAY PLAN EFFECTIVE 6/20/2008

| Plan | Group | Period | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|------|-------|--------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| CA | 37 | Annual | \$100,239.00 | \$103,617.00 | \$106,989.00 | \$110,361.00 | \$113,739.00 | \$117,107.00 | \$120,477.00 | \$123,491.00 | \$126,883.00 | \$130,281.00 |
| | | Bi-Wk | \$3,840.58 | \$3,970.00 | \$4,099.20 | \$4,228.40 | \$4,357.82 | \$4,486.86 | \$4,615.98 | \$4,731.46 | \$4,861.42 | \$4,991.61 |
| | | Daily | \$384.06 | \$397.00 | \$409.92 | \$422.84 | \$435.79 | \$448.69 | \$461.60 | \$473.15 | \$486.15 | \$499.17 |
| | | Hourly | \$48.01 | \$49.63 | \$51.24 | \$52.86 | \$54.48 | \$56.09 | \$57.70 | \$59.15 | \$60.77 | \$62.40 |
| CA | 38 | Annual | \$104,353.00 | \$107,800.00 | \$111,261.00 | \$114,709.00 | \$118,159.00 | \$121,618.00 | \$125,064.00 | \$128,191.00 | \$131,717.00 | \$135,243.00 |
| | | Bi-Wk | \$3,998.20 | \$4,130.27 | \$4,262.88 | \$4,394.99 | \$4,527.17 | \$4,659.70 | \$4,791.73 | \$4,911.54 | \$5,046.63 | \$5,181.73 |
| | | Daily | \$399.82 | \$413.03 | \$426.29 | \$439.50 | \$452.72 | \$465.97 | \$479.18 | \$491.16 | \$504.67 | \$518.18 |
| | | Hourly | \$49.98 | \$51.63 | \$53.29 | \$54.94 | \$56.59 | \$58.25 | \$59.90 | \$61.40 | \$63.09 | \$64.78 |
| CA | 39 | Annual | \$108,664.00 | \$112,198.00 | \$115,733.00 | \$119,271.00 | \$122,805.00 | \$126,341.00 | \$129,874.00 | \$133,124.00 | \$136,782.00 | \$140,445.00 |
| | | Bi-Wk | \$4,163.38 | \$4,298.78 | \$4,434.22 | \$4,569.78 | \$4,705.18 | \$4,840.66 | \$4,976.02 | \$5,100.54 | \$5,240.69 | \$5,381.04 |
| | | Daily | \$416.34 | \$429.88 | \$443.43 | \$456.98 | \$470.52 | \$484.07 | \$497.61 | \$510.06 | \$524.07 | \$538.11 |
| | | Hourly | \$52.05 | \$53.74 | \$55.43 | \$57.13 | \$58.82 | \$60.51 | \$62.21 | \$63.76 | \$65.51 | \$67.27 |
| CA | 40 | Annual | \$113,165.00 | \$116,773.00 | \$120,388.00 | \$123,998.00 | \$127,606.00 | \$131,220.00 | \$134,829.00 | \$138,203.00 | \$142,001.00 | \$145,802.00 |
| | | Bi-Wk | \$4,335.83 | \$4,474.07 | \$4,612.57 | \$4,750.89 | \$4,889.12 | \$5,027.59 | \$5,165.87 | \$5,295.14 | \$5,440.66 | \$5,586.29 |
| | | Daily | \$433.59 | \$447.41 | \$461.26 | \$475.09 | \$488.92 | \$502.76 | \$516.59 | \$529.52 | \$544.07 | \$558.63 |
| | | Hourly | \$54.20 | \$55.93 | \$57.66 | \$59.39 | \$61.12 | \$62.85 | \$64.58 | \$66.19 | \$68.01 | \$69.83 |
| CA | 41 | Annual | \$117,874.00 | \$121,573.00 | \$125,271.00 | \$128,965.00 | \$132,661.00 | \$136,359.00 | \$140,058.00 | \$143,559.00 | \$147,508.00 | \$151,455.00 |
| | | Bi-Wk | \$4,516.25 | \$4,657.97 | \$4,799.66 | \$4,941.19 | \$5,082.80 | \$5,224.49 | \$5,366.21 | \$5,500.35 | \$5,651.65 | \$5,802.88 |
| | | Daily | \$451.63 | \$465.80 | \$479.97 | \$494.12 | \$508.28 | \$522.45 | \$536.63 | \$550.04 | \$565.17 | \$580.29 |
| | | Hourly | \$56.46 | \$58.23 | \$60.00 | \$61.77 | \$63.54 | \$65.31 | \$67.08 | \$68.76 | \$70.65 | \$72.54 |
| CA | 42 | Annual | \$122,761.00 | \$126,541.00 | \$130,322.00 | \$134,100.00 | \$137,884.00 | \$141,659.00 | \$145,438.00 | \$149,075.00 | \$153,174.00 | \$157,274.00 |
| | | Bi-Wk | \$4,703.49 | \$4,848.32 | \$4,993.19 | \$5,137.94 | \$5,282.92 | \$5,427.55 | \$5,572.34 | \$5,711.69 | \$5,868.74 | \$6,025.83 |
| | | Daily | \$470.35 | \$484.84 | \$499.32 | \$513.80 | \$528.30 | \$542.76 | \$557.24 | \$571.17 | \$586.88 | \$602.59 |
| | | Hourly | \$58.80 | \$60.61 | \$62.42 | \$64.23 | \$66.04 | \$67.85 | \$69.66 | \$71.40 | \$73.36 | \$75.33 |
| CA | 43 | Annual | \$127,940.00 | \$131,803.00 | \$135,650.00 | \$139,508.00 | \$143,363.00 | \$147,217.00 | \$151,075.00 | \$154,853.00 | \$159,113.00 | \$163,368.00 |
| | | Bi-Wk | \$4,901.92 | \$5,049.93 | \$5,197.32 | \$5,345.14 | \$5,492.84 | \$5,640.50 | \$5,788.32 | \$5,933.07 | \$6,096.29 | \$6,259.32 |
| | | Daily | \$490.20 | \$505.00 | \$519.74 | \$534.52 | \$549.29 | \$564.05 | \$578.84 | \$593.31 | \$609.63 | \$625.94 |
| | | Hourly | \$61.28 | \$63.13 | \$64.97 | \$66.82 | \$68.67 | \$70.51 | \$72.36 | \$74.17 | \$76.21 | \$78.25 |