

ENGINEERING & SCIENTIFIC CONFIDENTIAL CN 40-Hours Salary Plan Effective 8/26/2013

<u>Plan</u>	<u>Group</u>	<u>Period</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>
CN	11	Annual	\$36,858.00	\$37,978.00	\$39,108.00	\$40,228.00	\$41,388.00	\$42,563.00	\$43,748.00	\$44,843.00	\$45,965.00
		Bi-Wk	\$1,412.19	\$1,455.10	\$1,498.40	\$1,541.31	\$1,585.75	\$1,630.77	\$1,676.17	\$1,718.13	\$1,761.12
		Daily	\$141.22	\$145.51	\$149.84	\$154.14	\$158.58	\$163.08	\$167.62	\$171.82	\$176.12
		Hourly	\$17.66	\$18.19	\$18.73	\$19.27	\$19.83	\$20.39	\$20.96	\$21.48	\$22.02
CN	12	Annual	\$38,052.00	\$39,228.00	\$40,392.00	\$41,605.00	\$42,826.00	\$44,062.00	\$45,282.00	\$46,415.00	\$47,576.00
		Bi-Wk	\$1,457.94	\$1,502.99	\$1,547.59	\$1,594.07	\$1,640.85	\$1,688.20	\$1,734.95	\$1,778.36	\$1,822.84
		Daily	\$145.80	\$150.30	\$154.76	\$159.41	\$164.09	\$168.82	\$173.50	\$177.84	\$182.29
		Hourly	\$18.23	\$18.79	\$19.35	\$19.93	\$20.52	\$21.11	\$21.69	\$22.23	\$22.79
CN	13	Annual	\$40,196.00	\$41,684.00	\$43,181.00	\$44,670.00	\$46,172.00	\$47,665.00	\$49,168.00	\$50,397.00	\$51,658.00
		Bi-Wk	\$1,540.08	\$1,597.09	\$1,654.45	\$1,711.50	\$1,769.05	\$1,826.25	\$1,883.84	\$1,930.92	\$1,979.24
		Daily	\$154.01	\$159.71	\$165.45	\$171.15	\$176.91	\$182.63	\$188.39	\$193.10	\$197.93
		Hourly	\$19.26	\$19.97	\$20.69	\$21.40	\$22.12	\$22.83	\$23.55	\$24.14	\$24.75
CN	14	Annual	\$42,079.00	\$43,629.00	\$45,171.00	\$46,718.00	\$48,262.00	\$49,808.00	\$51,351.00	\$52,636.00	\$53,954.00
		Bi-Wk	\$1,612.23	\$1,671.61	\$1,730.69	\$1,789.97	\$1,849.12	\$1,908.36	\$1,967.48	\$2,016.71	\$2,067.21
		Daily	\$161.23	\$167.17	\$173.07	\$179.00	\$184.92	\$190.84	\$196.75	\$201.68	\$206.73
		Hourly	\$20.16	\$20.90	\$21.64	\$22.38	\$23.12	\$23.86	\$24.60	\$25.21	\$25.85
CN	15	Annual	\$44,102.00	\$45,690.00	\$47,281.00	\$48,869.00	\$50,460.00	\$52,063.00	\$53,648.00	\$54,992.00	\$56,366.00
		Bi-Wk	\$1,689.74	\$1,750.58	\$1,811.54	\$1,872.38	\$1,933.34	\$1,994.76	\$2,055.48	\$2,106.98	\$2,159.62
		Daily	\$168.98	\$175.06	\$181.16	\$187.24	\$193.34	\$199.48	\$205.55	\$210.70	\$215.97
		Hourly	\$21.13	\$21.89	\$22.65	\$23.41	\$24.17	\$24.94	\$25.70	\$26.34	\$27.00
CN	16	Annual	\$46,246.00	\$47,886.00	\$49,525.00	\$51,163.00	\$52,798.00	\$54,442.00	\$56,078.00	\$57,480.00	\$58,918.00
		Bi-Wk	\$1,771.88	\$1,834.72	\$1,897.51	\$1,960.27	\$2,022.92	\$2,085.91	\$2,148.59	\$2,202.30	\$2,257.40
		Daily	\$177.19	\$183.48	\$189.76	\$196.03	\$202.30	\$208.60	\$214.86	\$220.23	\$225.74
		Hourly	\$22.15	\$22.94	\$23.72	\$24.51	\$25.29	\$26.08	\$26.86	\$27.53	\$28.22

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CN	17	Annual	\$48,534.00	\$50,223.00	\$51,912.00	\$53,593.00	\$55,282.00	\$56,961.00	\$58,648.00	\$60,115.00	\$61,618.00
		Bi-Wk	\$1,859.55	\$1,924.26	\$1,988.97	\$2,053.38	\$2,118.09	\$2,182.42	\$2,247.05	\$2,303.26	\$2,360.85
		Daily	\$185.96	\$192.43	\$198.90	\$205.34	\$211.81	\$218.25	\$224.71	\$230.33	\$236.09
		Hourly	\$23.25	\$24.06	\$24.87	\$25.67	\$26.48	\$27.29	\$28.09	\$28.80	\$29.52
CN	18	Annual	\$50,985.00	\$52,717.00	\$54,442.00	\$56,174.00	\$57,895.00	\$59,622.00	\$61,346.00	\$62,885.00	\$64,456.00
		Bi-Wk	\$1,953.45	\$2,019.81	\$2,085.91	\$2,152.27	\$2,218.20	\$2,284.37	\$2,350.43	\$2,409.39	\$2,469.58
		Daily	\$195.35	\$201.99	\$208.60	\$215.23	\$221.82	\$228.44	\$235.05	\$240.94	\$246.96
		Hourly	\$24.42	\$25.25	\$26.08	\$26.91	\$27.73	\$28.56	\$29.39	\$30.12	\$30.87
CN	19	Annual	\$53,496.00	\$55,282.00	\$57,056.00	\$58,837.00	\$60,611.00	\$62,387.00	\$64,164.00	\$65,770.00	\$67,415.00
		Bi-Wk	\$2,049.66	\$2,118.09	\$2,186.06	\$2,254.30	\$2,322.27	\$2,390.31	\$2,458.40	\$2,519.93	\$2,582.96
		Daily	\$204.97	\$211.81	\$218.61	\$225.43	\$232.23	\$239.04	\$245.84	\$252.00	\$258.30
		Hourly	\$25.63	\$26.48	\$27.33	\$28.18	\$29.03	\$29.88	\$30.73	\$31.50	\$32.29
CN	20	Annual	\$56,224.00	\$58,045.00	\$59,864.00	\$61,681.00	\$63,498.00	\$65,318.00	\$67,138.00	\$68,818.00	\$70,539.00
		Bi-Wk	\$2,154.18	\$2,223.95	\$2,293.64	\$2,363.26	\$2,432.88	\$2,502.61	\$2,572.34	\$2,636.71	\$2,702.65
		Daily	\$215.42	\$222.40	\$229.37	\$236.33	\$243.29	\$250.27	\$257.24	\$263.68	\$270.27
		Hourly	\$26.93	\$27.80	\$28.68	\$29.55	\$30.42	\$31.29	\$32.16	\$32.96	\$33.79
CN	21	Annual	\$58,992.00	\$60,868.00	\$62,736.00	\$64,604.00	\$66,480.00	\$68,347.00	\$70,224.00	\$71,981.00	\$73,781.00
		Bi-Wk	\$2,260.23	\$2,332.11	\$2,403.68	\$2,475.25	\$2,547.13	\$2,618.66	\$2,690.58	\$2,757.90	\$2,826.86
		Daily	\$226.03	\$233.22	\$240.37	\$247.53	\$254.72	\$261.87	\$269.06	\$275.79	\$282.69
		Hourly	\$28.26	\$29.16	\$30.05	\$30.95	\$31.84	\$32.74	\$33.64	\$34.48	\$35.34
CN	22	Annual	\$60,611.00	\$62,829.00	\$65,054.00	\$67,269.00	\$69,493.00	\$71,712.00	\$73,932.00	\$75,782.00	\$77,676.00
		Bi-Wk	\$2,322.27	\$2,407.25	\$2,492.50	\$2,577.36	\$2,662.57	\$2,747.59	\$2,832.65	\$2,903.53	\$2,976.10
		Daily	\$232.23	\$240.73	\$249.25	\$257.74	\$266.26	\$274.76	\$283.27	\$290.36	\$297.61
		Hourly	\$29.03	\$30.10	\$31.16	\$32.22	\$33.29	\$34.35	\$35.41	\$36.30	\$37.21

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CN	23	Annual	\$63,480.00	\$65,795.00	\$68,102.00	\$70,422.00	\$72,732.00	\$75,046.00	\$77,361.00	\$79,294.00	\$81,279.00
		Bi-Wk	\$2,432.19	\$2,520.89	\$2,609.28	\$2,698.17	\$2,786.67	\$2,875.33	\$2,964.03	\$3,038.09	\$3,114.14
		Daily	\$243.22	\$252.09	\$260.93	\$269.82	\$278.67	\$287.54	\$296.41	\$303.81	\$311.42
		Hourly	\$30.41	\$31.52	\$32.62	\$33.73	\$34.84	\$35.95	\$37.06	\$37.98	\$38.93
CN	24	Annual	\$66,532.00	\$68,943.00	\$71,354.00	\$73,768.00	\$76,177.00	\$78,584.00	\$81,000.00	\$83,024.00	\$85,100.00
		Bi-Wk	\$2,549.12	\$2,641.50	\$2,733.87	\$2,826.37	\$2,918.66	\$3,010.89	\$3,103.45	\$3,181.00	\$3,260.54
		Daily	\$254.92	\$264.15	\$273.39	\$282.64	\$291.87	\$301.09	\$310.35	\$318.10	\$326.06
		Hourly	\$31.87	\$33.02	\$34.18	\$35.33	\$36.49	\$37.64	\$38.80	\$39.77	\$40.76
CN	25	Annual	\$69,784.00	\$72,285.00	\$74,778.00	\$77,278.00	\$79,785.00	\$82,285.00	\$84,780.00	\$86,900.00	\$89,074.00
		Bi-Wk	\$2,673.72	\$2,769.55	\$2,865.06	\$2,960.85	\$3,056.90	\$3,152.69	\$3,248.28	\$3,329.51	\$3,412.80
		Daily	\$267.38	\$276.96	\$286.51	\$296.09	\$305.69	\$315.27	\$324.83	\$332.96	\$341.28
		Hourly	\$33.43	\$34.62	\$35.82	\$37.02	\$38.22	\$39.41	\$40.61	\$41.62	\$42.66
CN	26	Annual	\$73,221.00	\$75,813.00	\$78,412.00	\$81,000.00	\$83,592.00	\$86,185.00	\$88,771.00	\$90,991.00	\$93,266.00
		Bi-Wk	\$2,805.41	\$2,904.72	\$3,004.30	\$3,103.45	\$3,202.76	\$3,302.11	\$3,401.19	\$3,486.25	\$3,573.41
		Daily	\$280.55	\$290.48	\$300.43	\$310.35	\$320.28	\$330.22	\$340.12	\$348.63	\$357.35
		Hourly	\$35.07	\$36.31	\$37.56	\$38.80	\$40.04	\$41.28	\$42.52	\$43.58	\$44.67
CN	27	Annual	\$76,850.00	\$79,538.00	\$82,222.00	\$84,897.00	\$87,582.00	\$90,264.00	\$92,951.00	\$95,274.00	\$97,657.00
		Bi-Wk	\$2,944.45	\$3,047.44	\$3,150.27	\$3,252.76	\$3,355.64	\$3,458.40	\$3,561.35	\$3,650.35	\$3,741.65
		Daily	\$294.45	\$304.75	\$315.03	\$325.28	\$335.57	\$345.84	\$356.14	\$365.04	\$374.17
		Hourly	\$36.81	\$38.10	\$39.38	\$40.66	\$41.95	\$43.23	\$44.52	\$45.63	\$46.78
CN	28	Annual	\$80,733.00	\$83,509.00	\$86,287.00	\$89,069.00	\$91,836.00	\$94,612.00	\$97,387.00	\$99,822.00	\$102,319.00
		Bi-Wk	\$3,093.22	\$3,199.58	\$3,306.02	\$3,412.61	\$3,518.63	\$3,624.99	\$3,731.31	\$3,824.60	\$3,920.27
		Daily	\$309.33	\$319.96	\$330.61	\$341.27	\$351.87	\$362.50	\$373.14	\$382.46	\$392.03
		Hourly	\$38.67	\$40.00	\$41.33	\$42.66	\$43.99	\$45.32	\$46.65	\$47.81	\$49.01

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CN	29	Annual	\$81,507.00	\$84,568.00	\$87,628.00	\$90,688.00	\$93,744.00	\$96,804.00	\$99,860.00	\$102,357.00	\$104,917.00
		Bi-Wk	\$3,122.88	\$3,240.16	\$3,357.40	\$3,474.64	\$3,591.73	\$3,708.97	\$3,826.06	\$3,921.73	\$4,019.81
		Daily	\$312.29	\$324.02	\$335.74	\$347.47	\$359.18	\$370.90	\$382.61	\$392.18	\$401.99
		Hourly	\$39.04	\$40.51	\$41.97	\$43.44	\$44.90	\$46.37	\$47.83	\$49.03	\$50.25
CN	30	Annual	\$84,780.00	\$87,929.00	\$91,083.00	\$94,222.00	\$97,365.00	\$100,515.00	\$103,669.00	\$106,261.00	\$108,917.00
		Bi-Wk	\$3,248.28	\$3,368.93	\$3,489.78	\$3,610.04	\$3,730.46	\$3,851.15	\$3,972.00	\$4,071.31	\$4,173.07
		Daily	\$324.83	\$336.90	\$348.98	\$361.01	\$373.05	\$385.12	\$397.20	\$407.14	\$417.31
		Hourly	\$40.61	\$42.12	\$43.63	\$45.13	\$46.64	\$48.14	\$49.65	\$50.90	\$52.17
CN	31	Annual	\$88,182.00	\$91,424.00	\$94,666.00	\$97,902.00	\$101,146.00	\$104,385.00	\$107,628.00	\$110,319.00	\$113,075.00
		Bi-Wk	\$3,378.63	\$3,502.84	\$3,627.05	\$3,751.04	\$3,875.33	\$3,999.43	\$4,123.68	\$4,226.79	\$4,332.38
		Daily	\$337.87	\$350.29	\$362.71	\$375.11	\$387.54	\$399.95	\$412.37	\$422.68	\$433.24
		Hourly	\$42.24	\$43.79	\$45.34	\$46.89	\$48.45	\$50.00	\$51.55	\$52.84	\$54.16
CN	32	Annual	\$91,719.00	\$95,046.00	\$98,372.00	\$101,706.00	\$105,036.00	\$108,363.00	\$111,701.00	\$114,495.00	\$117,360.00
		Bi-Wk	\$3,514.14	\$3,641.61	\$3,769.05	\$3,896.79	\$4,024.37	\$4,151.84	\$4,279.74	\$4,386.79	\$4,496.56
		Daily	\$351.42	\$364.17	\$376.91	\$389.68	\$402.44	\$415.19	\$427.98	\$438.68	\$449.66
		Hourly	\$43.93	\$45.53	\$47.12	\$48.71	\$50.31	\$51.90	\$53.50	\$54.84	\$56.21
CN	33	Annual	\$95,408.00	\$98,833.00	\$102,254.00	\$105,675.00	\$109,101.00	\$112,522.00	\$115,954.00	\$118,852.00	\$121,826.00
		Bi-Wk	\$3,655.48	\$3,786.71	\$3,917.78	\$4,048.86	\$4,180.12	\$4,311.19	\$4,442.69	\$4,553.72	\$4,667.67
		Daily	\$365.55	\$378.68	\$391.78	\$404.89	\$418.02	\$431.12	\$444.27	\$455.38	\$466.77
		Hourly	\$45.70	\$47.34	\$48.98	\$50.62	\$52.26	\$53.89	\$55.54	\$56.93	\$58.35
CN	34	Annual	\$99,337.00	\$102,855.00	\$106,370.00	\$109,888.00	\$113,402.00	\$116,923.00	\$120,429.00	\$123,442.00	\$126,529.00
		Bi-Wk	\$3,806.02	\$3,940.81	\$4,075.48	\$4,210.27	\$4,344.91	\$4,479.81	\$4,614.14	\$4,729.58	\$4,847.86
		Daily	\$380.61	\$394.09	\$407.55	\$421.03	\$434.50	\$447.99	\$461.42	\$472.96	\$484.79
		Hourly	\$47.58	\$49.27	\$50.95	\$52.63	\$54.32	\$56.00	\$57.68	\$59.12	\$60.60

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CN	35	Annual	\$103,420.00	\$107,025.00	\$110,631.00	\$114,240.00	\$117,841.00	\$121,441.00	\$125,056.00	\$128,180.00	\$131,387.00
		Bi-Wk	\$3,962.46	\$4,100.58	\$4,238.74	\$4,377.02	\$4,514.99	\$4,652.92	\$4,791.42	\$4,911.12	\$5,033.99
		Daily	\$396.25	\$410.06	\$423.88	\$437.71	\$451.50	\$465.30	\$479.15	\$491.12	\$503.40
		Hourly	\$49.54	\$51.26	\$52.99	\$54.72	\$56.44	\$58.17	\$59.90	\$61.39	\$62.93
CN	36	Annual	\$107,721.00	\$111,415.00	\$115,117.00	\$118,813.00	\$122,515.00	\$126,208.00	\$129,909.00	\$133,158.00	\$136,484.00
		Bi-Wk	\$4,127.25	\$4,268.78	\$4,410.62	\$4,552.23	\$4,694.07	\$4,835.56	\$4,977.36	\$5,101.84	\$5,229.28
		Daily	\$412.73	\$426.88	\$441.07	\$455.23	\$469.41	\$483.56	\$497.74	\$510.19	\$522.93
		Hourly	\$51.60	\$53.36	\$55.14	\$56.91	\$58.68	\$60.45	\$62.22	\$63.78	\$65.37
CN	37	Annual	\$112,190.00	\$115,988.00	\$119,788.00	\$123,589.00	\$127,392.00	\$131,192.00	\$134,991.00	\$138,366.00	\$141,824.00
		Bi-Wk	\$4,298.47	\$4,443.99	\$4,589.58	\$4,735.22	\$4,880.92	\$5,026.52	\$5,172.07	\$5,301.38	\$5,433.87
		Daily	\$429.85	\$444.40	\$458.96	\$473.53	\$488.10	\$502.66	\$517.21	\$530.14	\$543.39
		Hourly	\$53.74	\$55.55	\$57.37	\$59.20	\$61.02	\$62.84	\$64.66	\$66.27	\$67.93
CN	38	Annual	\$116,821.00	\$120,705.00	\$124,597.00	\$128,484.00	\$132,375.00	\$136,261.00	\$140,153.00	\$143,656.00	\$147,247.00
		Bi-Wk	\$4,475.91	\$4,624.72	\$4,773.84	\$4,922.76	\$5,071.84	\$5,220.73	\$5,369.85	\$5,504.07	\$5,641.65
		Daily	\$447.60	\$462.48	\$477.39	\$492.28	\$507.19	\$522.08	\$536.99	\$550.41	\$564.17
		Hourly	\$55.95	\$57.81	\$59.68	\$61.54	\$63.40	\$65.26	\$67.13	\$68.81	\$70.53
CN	39	Annual	\$121,681.00	\$125,664.00	\$129,639.00	\$133,630.00	\$137,610.00	\$141,583.00	\$145,575.00	\$149,215.00	\$152,945.00
		Bi-Wk	\$4,662.11	\$4,814.72	\$4,967.02	\$5,119.93	\$5,272.42	\$5,424.64	\$5,577.59	\$5,717.05	\$5,859.97
		Daily	\$466.22	\$481.48	\$496.71	\$512.00	\$527.25	\$542.47	\$557.76	\$571.71	\$586.00
		Hourly	\$58.28	\$60.19	\$62.09	\$64.00	\$65.91	\$67.81	\$69.72	\$71.47	\$73.25
CN	40	Annual	\$126,751.00	\$130,815.00	\$134,890.00	\$138,952.00	\$143,021.00	\$147,083.00	\$151,153.00	\$154,931.00	\$158,805.00
		Bi-Wk	\$4,856.37	\$5,012.07	\$5,168.20	\$5,323.84	\$5,479.74	\$5,635.37	\$5,791.31	\$5,936.06	\$6,084.49
		Daily	\$485.64	\$501.21	\$516.82	\$532.39	\$547.98	\$563.54	\$579.14	\$593.61	\$608.45
		Hourly	\$60.71	\$62.66	\$64.61	\$66.55	\$68.50	\$70.45	\$72.40	\$74.21	\$76.06

ENGINEERING & SCIENTIFIC CONFIDENTIAL CN 40-Hours Salary Plan Effective 8/26/2013

<u>Plan</u>	<u>Group</u>	<u>Period</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>
CN	41	Annual	\$132,048.00	\$136,218.00	\$140,381.00	\$144,552.00	\$148,715.00	\$152,878.00	\$157,040.00	\$160,968.00	\$164,993.00
		Bi-Wk	\$5,059.32	\$5,219.09	\$5,378.59	\$5,538.40	\$5,697.90	\$5,857.40	\$6,016.86	\$6,167.36	\$6,321.58
		Daily	\$505.94	\$521.91	\$537.86	\$553.84	\$569.79	\$585.74	\$601.69	\$616.74	\$632.16
		Hourly	\$63.25	\$65.24	\$67.24	\$69.23	\$71.23	\$73.22	\$75.22	\$77.10	\$79.02
CN	42	Annual	\$137,551.00	\$141,815.00	\$146,077.00	\$150,324.00	\$154,590.00	\$158,842.00	\$163,109.00	\$167,189.00	\$171,367.00
		Bi-Wk	\$5,270.16	\$5,433.53	\$5,596.82	\$5,759.55	\$5,922.99	\$6,085.91	\$6,249.39	\$6,405.71	\$6,565.79
		Daily	\$527.02	\$543.36	\$559.69	\$575.96	\$592.30	\$608.60	\$624.94	\$640.58	\$656.58
		Hourly	\$65.88	\$67.92	\$69.97	\$72.00	\$74.04	\$76.08	\$78.12	\$80.08	\$82.08
CN	43	Annual	\$143,397.00	\$147,738.00	\$152,084.00	\$156,424.00	\$160,773.00	\$165,108.00	\$169,452.00	\$173,688.00	\$178,032.00
		Bi-Wk	\$5,494.14	\$5,660.46	\$5,826.98	\$5,993.26	\$6,159.89	\$6,325.98	\$6,492.42	\$6,654.72	\$6,821.15
		Daily	\$549.42	\$566.05	\$582.70	\$599.33	\$615.99	\$632.60	\$649.25	\$665.48	\$682.12
		Hourly	\$68.68	\$70.76	\$72.84	\$74.92	\$77.00	\$79.08	\$81.16	\$83.19	\$85.27