

**ENGINEERING & SCIENTIFIC CONFIDENTIAL CN 40-Hours Salary Plan Effective 12/14/2012**

<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	\$35,784.00	\$36,871.00	\$37,968.00	\$39,056.00	\$40,182.00	\$41,323.00	\$42,473.00	\$43,536.00	\$44,626.00
		Bi-Wk	\$1,371.04	\$1,412.69	\$1,454.72	\$1,496.40	\$1,539.55	\$1,583.26	\$1,627.32	\$1,668.05	\$1,709.81
		Daily	\$137.11	\$141.27	\$145.48	\$149.64	\$153.96	\$158.33	\$162.74	\$166.81	\$170.99
		Hourly	\$17.14	\$17.66	\$18.19	\$18.71	\$19.25	\$19.80	\$20.35	\$20.86	\$21.38
CN	12	Annual	\$36,943.00	\$38,085.00	\$39,215.00	\$40,393.00	\$41,578.00	\$42,778.00	\$43,963.00	\$45,063.00	\$46,190.00
		Bi-Wk	\$1,415.45	\$1,459.20	\$1,502.50	\$1,547.63	\$1,593.03	\$1,639.01	\$1,684.41	\$1,726.56	\$1,769.74
		Daily	\$141.55	\$145.92	\$150.25	\$154.77	\$159.31	\$163.91	\$168.45	\$172.66	\$176.98
		Hourly	\$17.70	\$18.24	\$18.79	\$19.35	\$19.92	\$20.49	\$21.06	\$21.59	\$22.13
CN	13	Annual	\$39,025.00	\$40,469.00	\$41,923.00	\$43,368.00	\$44,827.00	\$46,276.00	\$47,735.00	\$48,929.00	\$50,153.00
		Bi-Wk	\$1,495.22	\$1,550.54	\$1,606.25	\$1,661.61	\$1,717.51	\$1,773.03	\$1,828.93	\$1,874.68	\$1,921.58
		Daily	\$149.53	\$155.06	\$160.63	\$166.17	\$171.76	\$177.31	\$182.90	\$187.47	\$192.16
		Hourly	\$18.70	\$19.39	\$20.08	\$20.78	\$21.47	\$22.17	\$22.87	\$23.44	\$24.02
CN	14	Annual	\$40,853.00	\$42,358.00	\$43,855.00	\$45,357.00	\$46,856.00	\$48,357.00	\$49,855.00	\$51,102.00	\$52,382.00
		Bi-Wk	\$1,565.25	\$1,622.92	\$1,680.27	\$1,737.82	\$1,795.25	\$1,852.76	\$1,910.16	\$1,957.94	\$2,006.98
		Daily	\$156.53	\$162.30	\$168.03	\$173.79	\$179.53	\$185.28	\$191.02	\$195.80	\$200.70
		Hourly	\$19.57	\$20.29	\$21.01	\$21.73	\$22.45	\$23.16	\$23.88	\$24.48	\$25.09
CN	15	Annual	\$42,817.00	\$44,359.00	\$45,903.00	\$47,445.00	\$48,990.00	\$50,546.00	\$52,085.00	\$53,390.00	\$54,724.00
		Bi-Wk	\$1,640.50	\$1,699.58	\$1,758.74	\$1,817.82	\$1,877.02	\$1,936.63	\$1,995.60	\$2,045.60	\$2,096.71
		Daily	\$164.05	\$169.96	\$175.88	\$181.79	\$187.71	\$193.67	\$199.56	\$204.56	\$209.68
		Hourly	\$20.51	\$21.25	\$21.99	\$22.73	\$23.47	\$24.21	\$24.95	\$25.57	\$26.21
CN	16	Annual	\$44,899.00	\$46,491.00	\$48,082.00	\$49,672.00	\$51,260.00	\$52,856.00	\$54,444.00	\$55,805.00	\$57,201.00
		Bi-Wk	\$1,720.27	\$1,781.27	\$1,842.23	\$1,903.15	\$1,963.99	\$2,025.14	\$2,085.98	\$2,138.13	\$2,191.61
		Daily	\$172.03	\$178.13	\$184.23	\$190.32	\$196.40	\$202.52	\$208.60	\$213.82	\$219.17
		Hourly	\$21.51	\$22.27	\$23.03	\$23.79	\$24.55	\$25.32	\$26.08	\$26.73	\$27.40

**ENGINEERING & SCIENTIFIC CONFIDENTIAL CN 40-Hours Salary Plan Effective 12/14/2012**

<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	17	Annual	\$47,120.00	\$48,760.00	\$50,400.00	\$52,032.00	\$53,671.00	\$55,301.00	\$56,939.00	\$58,364.00	\$59,823.00
		Bi-Wk	\$1,805.37	\$1,868.20	\$1,931.04	\$1,993.57	\$2,056.37	\$2,118.82	\$2,181.58	\$2,236.17	\$2,292.07
		Daily	\$180.54	\$186.82	\$193.11	\$199.36	\$205.64	\$211.89	\$218.16	\$223.62	\$229.21
		Hourly	\$22.57	\$23.36	\$24.14	\$24.92	\$25.71	\$26.49	\$27.27	\$27.96	\$28.66
CN	18	Annual	\$49,500.00	\$51,181.00	\$52,856.00	\$54,537.00	\$56,208.00	\$57,885.00	\$59,559.00	\$61,053.00	\$62,578.00
		Bi-Wk	\$1,896.56	\$1,960.96	\$2,025.14	\$2,089.55	\$2,153.57	\$2,217.82	\$2,281.96	\$2,339.20	\$2,397.63
		Daily	\$189.66	\$196.10	\$202.52	\$208.96	\$215.36	\$221.79	\$228.20	\$233.92	\$239.77
		Hourly	\$23.71	\$24.52	\$25.32	\$26.12	\$26.92	\$27.73	\$28.53	\$29.24	\$29.98
CN	19	Annual	\$51,937.00	\$53,671.00	\$55,394.00	\$57,123.00	\$58,845.00	\$60,569.00	\$62,295.00	\$63,854.00	\$65,451.00
		Bi-Wk	\$1,989.93	\$2,056.37	\$2,122.38	\$2,188.63	\$2,254.60	\$2,320.66	\$2,386.79	\$2,446.52	\$2,507.71
		Daily	\$199.00	\$205.64	\$212.24	\$218.87	\$225.46	\$232.07	\$238.68	\$244.66	\$250.78
		Hourly	\$24.88	\$25.71	\$26.53	\$27.36	\$28.19	\$29.01	\$29.84	\$30.59	\$31.35
CN	20	Annual	\$54,586.00	\$56,354.00	\$58,120.00	\$59,884.00	\$61,648.00	\$63,415.00	\$65,182.00	\$66,813.00	\$68,484.00
		Bi-Wk	\$2,091.42	\$2,159.16	\$2,226.82	\$2,294.41	\$2,362.00	\$2,429.70	\$2,497.40	\$2,559.89	\$2,623.91
		Daily	\$209.15	\$215.92	\$222.69	\$229.45	\$236.20	\$242.97	\$249.74	\$255.99	\$262.40
		Hourly	\$26.15	\$26.99	\$27.84	\$28.69	\$29.53	\$30.38	\$31.22	\$32.00	\$32.80
CN	21	Annual	\$57,273.00	\$59,095.00	\$60,908.00	\$62,722.00	\$64,543.00	\$66,356.00	\$68,178.00	\$69,884.00	\$71,632.00
		Bi-Wk	\$2,194.37	\$2,264.18	\$2,333.64	\$2,403.15	\$2,472.92	\$2,542.38	\$2,612.19	\$2,677.55	\$2,744.53
		Daily	\$219.44	\$226.42	\$233.37	\$240.32	\$247.30	\$254.24	\$261.22	\$267.76	\$274.46
		Hourly	\$27.43	\$28.31	\$29.18	\$30.04	\$30.92	\$31.78	\$32.66	\$33.47	\$34.31
CN	22	Annual	\$58,845.00	\$60,999.00	\$63,159.00	\$65,309.00	\$67,468.00	\$69,623.00	\$71,778.00	\$73,574.00	\$75,413.00
		Bi-Wk	\$2,254.60	\$2,337.13	\$2,419.89	\$2,502.27	\$2,584.99	\$2,667.55	\$2,750.12	\$2,818.93	\$2,889.39
		Daily	\$225.46	\$233.72	\$241.99	\$250.23	\$258.50	\$266.76	\$275.02	\$281.90	\$288.94
		Hourly	\$28.19	\$29.22	\$30.25	\$31.28	\$32.32	\$33.35	\$34.38	\$35.24	\$36.12

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CN	23	Annual	\$61,631.00	\$63,878.00	\$66,118.00	\$68,370.00	\$70,613.00	\$72,860.00	\$75,107.00	\$76,984.00	\$78,911.00
		Bi-Wk	\$2,361.35	\$2,447.44	\$2,533.26	\$2,619.55	\$2,705.48	\$2,791.58	\$2,877.67	\$2,949.58	\$3,023.41
		Daily	\$236.14	\$244.75	\$253.33	\$261.96	\$270.55	\$279.16	\$287.77	\$294.96	\$302.35
		Hourly	\$29.52	\$30.60	\$31.67	\$32.75	\$33.82	\$34.90	\$35.98	\$36.87	\$37.80
CN	24	Annual	\$64,594.00	\$66,934.00	\$69,275.00	\$71,619.00	\$73,958.00	\$76,295.00	\$78,640.00	\$80,605.00	\$82,621.00
		Bi-Wk	\$2,474.87	\$2,564.53	\$2,654.22	\$2,744.03	\$2,833.64	\$2,923.19	\$3,013.03	\$3,088.32	\$3,165.56
		Daily	\$247.49	\$256.46	\$265.43	\$274.41	\$283.37	\$292.32	\$301.31	\$308.84	\$316.56
		Hourly	\$30.94	\$32.06	\$33.18	\$34.31	\$35.43	\$36.54	\$37.67	\$38.61	\$39.57
CN	25	Annual	\$67,751.00	\$70,179.00	\$72,600.00	\$75,027.00	\$77,461.00	\$79,888.00	\$82,310.00	\$84,368.00	\$86,479.00
		Bi-Wk	\$2,595.83	\$2,688.86	\$2,781.61	\$2,874.60	\$2,967.86	\$3,060.85	\$3,153.64	\$3,232.50	\$3,313.38
		Daily	\$259.59	\$268.89	\$278.17	\$287.46	\$296.79	\$306.09	\$315.37	\$323.25	\$331.34
		Hourly	\$32.45	\$33.62	\$34.78	\$35.94	\$37.10	\$38.27	\$39.43	\$40.41	\$41.42
CN	26	Annual	\$71,088.00	\$73,604.00	\$76,128.00	\$78,640.00	\$81,157.00	\$83,674.00	\$86,185.00	\$88,340.00	\$90,549.00
		Bi-Wk	\$2,723.68	\$2,820.08	\$2,916.79	\$3,013.03	\$3,109.47	\$3,205.91	\$3,302.11	\$3,384.68	\$3,469.32
		Daily	\$272.37	\$282.01	\$291.68	\$301.31	\$310.95	\$320.60	\$330.22	\$338.47	\$346.94
		Hourly	\$34.05	\$35.26	\$36.46	\$37.67	\$38.87	\$40.08	\$41.28	\$42.31	\$43.37
CN	27	Annual	\$74,611.00	\$77,221.00	\$79,827.00	\$82,424.00	\$85,031.00	\$87,634.00	\$90,243.00	\$92,499.00	\$94,812.00
		Bi-Wk	\$2,858.66	\$2,958.66	\$3,058.51	\$3,158.01	\$3,257.90	\$3,357.63	\$3,457.59	\$3,544.03	\$3,632.65
		Daily	\$285.87	\$295.87	\$305.86	\$315.81	\$325.79	\$335.77	\$345.76	\$354.41	\$363.27
		Hourly	\$35.74	\$36.99	\$38.24	\$39.48	\$40.73	\$41.98	\$43.22	\$44.31	\$45.41
CN	28	Annual	\$78,381.00	\$81,076.00	\$83,773.00	\$86,474.00	\$89,161.00	\$91,856.00	\$94,550.00	\$96,914.00	\$99,338.00
		Bi-Wk	\$3,003.11	\$3,106.37	\$3,209.70	\$3,313.19	\$3,416.14	\$3,519.39	\$3,622.61	\$3,713.19	\$3,806.06
		Daily	\$300.32	\$310.64	\$320.97	\$331.32	\$341.62	\$351.94	\$362.27	\$371.32	\$380.61
		Hourly	\$37.54	\$38.83	\$40.13	\$41.42	\$42.71	\$44.00	\$45.29	\$46.42	\$47.58

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CN	29	Annual	\$79,133.00	\$82,104.00	\$85,075.00	\$88,046.00	\$91,013.00	\$93,984.00	\$96,951.00	\$99,375.00	\$101,861.00
		Bi-Wk	\$3,031.92	\$3,145.75	\$3,259.58	\$3,373.41	\$3,487.09	\$3,600.92	\$3,714.60	\$3,807.48	\$3,902.73
		Daily	\$303.20	\$314.58	\$325.96	\$337.35	\$348.71	\$360.10	\$371.46	\$380.75	\$390.28
		Hourly	\$37.90	\$39.33	\$40.75	\$42.17	\$43.59	\$45.02	\$46.44	\$47.60	\$48.79
CN	30	Annual	\$82,310.00	\$85,367.00	\$88,430.00	\$91,477.00	\$94,529.00	\$97,587.00	\$100,649.00	\$103,166.00	\$105,744.00
		Bi-Wk	\$3,153.64	\$3,270.77	\$3,388.13	\$3,504.87	\$3,621.81	\$3,738.97	\$3,856.29	\$3,952.73	\$4,051.50
		Daily	\$315.37	\$327.08	\$338.82	\$350.49	\$362.19	\$373.90	\$385.63	\$395.28	\$405.15
		Hourly	\$39.43	\$40.89	\$42.36	\$43.82	\$45.28	\$46.74	\$48.21	\$49.41	\$50.65
CN	31	Annual	\$85,613.00	\$88,761.00	\$91,908.00	\$95,050.00	\$98,200.00	\$101,344.00	\$104,493.00	\$107,105.00	\$109,781.00
		Bi-Wk	\$3,280.20	\$3,400.81	\$3,521.38	\$3,641.77	\$3,762.46	\$3,882.92	\$4,003.57	\$4,103.64	\$4,206.17
		Daily	\$328.02	\$340.09	\$352.14	\$364.18	\$376.25	\$388.30	\$400.36	\$410.37	\$420.62
		Hourly	\$41.01	\$42.52	\$44.02	\$45.53	\$47.04	\$48.54	\$50.05	\$51.30	\$52.58
CN	32	Annual	\$89,047.00	\$92,277.00	\$95,506.00	\$98,743.00	\$101,976.00	\$105,206.00	\$108,447.00	\$111,160.00	\$113,941.00
		Bi-Wk	\$3,411.77	\$3,535.52	\$3,659.24	\$3,783.26	\$3,907.13	\$4,030.89	\$4,155.06	\$4,259.01	\$4,365.56
		Daily	\$341.18	\$353.56	\$365.93	\$378.33	\$390.72	\$403.09	\$415.51	\$425.91	\$436.56
		Hourly	\$42.65	\$44.20	\$45.75	\$47.30	\$48.84	\$50.39	\$51.94	\$53.24	\$54.57
CN	33	Annual	\$92,629.00	\$95,954.00	\$99,275.00	\$102,597.00	\$105,923.00	\$109,244.00	\$112,576.00	\$115,390.00	\$118,277.00
		Bi-Wk	\$3,549.01	\$3,676.40	\$3,803.64	\$3,930.92	\$4,058.36	\$4,185.60	\$4,313.26	\$4,421.08	\$4,531.69
		Daily	\$354.91	\$367.64	\$380.37	\$393.10	\$405.84	\$418.56	\$431.33	\$442.11	\$453.17
		Hourly	\$44.37	\$45.96	\$47.55	\$49.14	\$50.73	\$52.32	\$53.92	\$55.27	\$56.65
CN	34	Annual	\$96,443.00	\$99,859.00	\$103,271.00	\$106,687.00	\$110,099.00	\$113,517.00	\$116,921.00	\$119,846.00	\$122,843.00
		Bi-Wk	\$3,695.14	\$3,826.02	\$3,956.75	\$4,087.63	\$4,218.36	\$4,349.32	\$4,479.74	\$4,591.81	\$4,706.63
		Daily	\$369.52	\$382.61	\$395.68	\$408.77	\$421.84	\$434.94	\$447.98	\$459.19	\$470.67
		Hourly	\$46.19	\$47.83	\$49.46	\$51.10	\$52.73	\$54.37	\$56.00	\$57.40	\$58.84

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CN	35	Annual	\$100,407.00	\$103,907.00	\$107,408.00	\$110,912.00	\$114,408.00	\$117,903.00	\$121,413.00	\$124,446.00	\$127,560.00
		Bi-Wk	\$3,847.02	\$3,981.12	\$4,115.25	\$4,249.51	\$4,383.45	\$4,517.36	\$4,651.84	\$4,768.05	\$4,887.36
		Daily	\$384.71	\$398.12	\$411.53	\$424.96	\$438.35	\$451.74	\$465.19	\$476.81	\$488.74
		Hourly	\$48.09	\$49.77	\$51.45	\$53.12	\$54.80	\$56.47	\$58.15	\$59.61	\$61.10
CN	36	Annual	\$104,583.00	\$108,169.00	\$111,764.00	\$115,352.00	\$118,946.00	\$122,532.00	\$126,125.00	\$129,279.00	\$132,508.00
		Bi-Wk	\$4,007.02	\$4,144.41	\$4,282.15	\$4,419.62	\$4,557.32	\$4,694.72	\$4,832.38	\$4,953.22	\$5,076.94
		Daily	\$400.71	\$414.45	\$428.22	\$441.97	\$455.74	\$469.48	\$483.24	\$495.33	\$507.70
		Hourly	\$50.09	\$51.81	\$53.53	\$55.25	\$56.97	\$58.69	\$60.41	\$61.92	\$63.47
CN	37	Annual	\$108,922.00	\$112,609.00	\$116,299.00	\$119,989.00	\$123,681.00	\$127,370.00	\$131,059.00	\$134,335.00	\$137,693.00
		Bi-Wk	\$4,173.26	\$4,314.53	\$4,455.91	\$4,597.28	\$4,738.74	\$4,880.08	\$5,021.42	\$5,146.94	\$5,275.60
		Daily	\$417.33	\$431.46	\$445.60	\$459.73	\$473.88	\$488.01	\$502.15	\$514.70	\$527.56
		Hourly	\$52.17	\$53.94	\$55.70	\$57.47	\$59.24	\$61.01	\$62.77	\$64.34	\$65.95
CN	38	Annual	\$113,418.00	\$117,189.00	\$120,967.00	\$124,741.00	\$128,519.00	\$132,292.00	\$136,070.00	\$139,471.00	\$142,958.00
		Bi-Wk	\$4,345.52	\$4,490.00	\$4,634.76	\$4,779.35	\$4,924.10	\$5,068.66	\$5,213.41	\$5,343.72	\$5,477.32
		Daily	\$434.56	\$449.00	\$463.48	\$477.94	\$492.41	\$506.87	\$521.35	\$534.38	\$547.74
		Hourly	\$54.32	\$56.13	\$57.94	\$59.75	\$61.56	\$63.36	\$65.17	\$66.80	\$68.47
CN	39	Annual	\$118,136.00	\$122,003.00	\$125,863.00	\$129,737.00	\$133,601.00	\$137,459.00	\$141,334.00	\$144,868.00	\$148,490.00
		Bi-Wk	\$4,526.29	\$4,674.45	\$4,822.34	\$4,970.77	\$5,118.82	\$5,266.63	\$5,415.10	\$5,550.50	\$5,689.28
		Daily	\$452.63	\$467.45	\$482.24	\$497.08	\$511.89	\$526.67	\$541.51	\$555.05	\$568.93
		Hourly	\$56.58	\$58.44	\$60.28	\$62.14	\$63.99	\$65.84	\$67.69	\$69.39	\$71.12
CN	40	Annual	\$123,059.00	\$127,004.00	\$130,961.00	\$134,904.00	\$138,855.00	\$142,799.00	\$146,750.00	\$150,418.00	\$154,179.00
		Bi-Wk	\$4,714.91	\$4,866.06	\$5,017.67	\$5,168.74	\$5,320.12	\$5,471.23	\$5,622.61	\$5,763.15	\$5,907.25
		Daily	\$471.50	\$486.61	\$501.77	\$516.88	\$532.02	\$547.13	\$562.27	\$576.32	\$590.73
		Hourly	\$58.94	\$60.83	\$62.73	\$64.61	\$66.51	\$68.40	\$70.29	\$72.04	\$73.85

**ENGINEERING & SCIENTIFIC CONFIDENTIAL CN 40-Hours Salary Plan Effective 12/14/2012**

<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	\$128,201.00	\$132,250.00	\$136,292.00	\$140,341.00	\$144,383.00	\$148,425.00	\$152,466.00	\$156,279.00	\$160,187.00
		Bi-Wk	\$4,911.92	\$5,067.05	\$5,221.92	\$5,377.05	\$5,531.92	\$5,686.79	\$5,841.61	\$5,987.71	\$6,137.44
		Daily	\$491.20	\$506.71	\$522.20	\$537.71	\$553.20	\$568.68	\$584.17	\$598.78	\$613.75
		Hourly	\$61.40	\$63.34	\$65.28	\$67.22	\$69.15	\$71.09	\$73.03	\$74.85	\$76.72
CN	42	Annual	\$133,544.00	\$137,684.00	\$141,822.00	\$145,945.00	\$150,087.00	\$154,215.00	\$158,358.00	\$162,319.00	\$166,375.00
		Bi-Wk	\$5,116.63	\$5,275.25	\$5,433.80	\$5,591.77	\$5,750.46	\$5,908.63	\$6,067.36	\$6,219.12	\$6,374.53
		Daily	\$511.67	\$527.53	\$543.38	\$559.18	\$575.05	\$590.87	\$606.74	\$621.92	\$637.46
		Hourly	\$63.96	\$65.95	\$67.93	\$69.90	\$71.89	\$73.86	\$75.85	\$77.74	\$79.69
CN	43	Annual	\$139,220.00	\$143,434.00	\$147,654.00	\$151,867.00	\$156,090.00	\$160,299.00	\$164,516.00	\$168,629.00	\$172,846.00
		Bi-Wk	\$5,334.10	\$5,495.56	\$5,657.25	\$5,818.66	\$5,980.46	\$6,141.73	\$6,303.30	\$6,460.89	\$6,622.46
		Daily	\$533.41	\$549.56	\$565.73	\$581.87	\$598.05	\$614.18	\$630.33	\$646.09	\$662.25
		Hourly	\$66.68	\$68.70	\$70.72	\$72.74	\$74.76	\$76.78	\$78.80	\$80.77	\$82.79