

ENGINEERING & SCIENTIFIC CONFIDENTIAL CN 40-Hours Salary Plan Effective 7/1/2014

<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	\$37,964.00	\$39,118.00	\$40,282.00	\$41,435.00	\$42,630.00	\$43,840.00	\$45,061.00	\$46,189.00	\$47,344.00
		Bi-Wk	\$1,454.56	\$1,498.78	\$1,543.38	\$1,587.55	\$1,633.34	\$1,679.70	\$1,726.48	\$1,769.70	\$1,813.95
		Daily	\$145.46	\$149.88	\$154.34	\$158.76	\$163.34	\$167.97	\$172.65	\$176.97	\$181.40
		Hourly	\$18.19	\$18.74	\$19.30	\$19.85	\$20.42	\$21.00	\$21.59	\$22.13	\$22.68
CN	12	Annual	\$39,194.00	\$40,405.00	\$41,604.00	\$42,854.00	\$44,111.00	\$45,384.00	\$46,641.00	\$47,808.00	\$49,004.00
		Bi-Wk	\$1,501.69	\$1,548.09	\$1,594.03	\$1,641.92	\$1,690.08	\$1,738.86	\$1,787.02	\$1,831.73	\$1,877.55
		Daily	\$150.17	\$154.81	\$159.41	\$164.20	\$169.01	\$173.89	\$178.71	\$183.18	\$187.76
		Hourly	\$18.78	\$19.36	\$19.93	\$20.53	\$21.13	\$21.74	\$22.34	\$22.90	\$23.47
CN	13	Annual	\$41,402.00	\$42,935.00	\$44,477.00	\$46,011.00	\$47,558.00	\$49,095.00	\$50,644.00	\$51,909.00	\$53,208.00
		Bi-Wk	\$1,586.29	\$1,645.02	\$1,704.10	\$1,762.88	\$1,822.15	\$1,881.04	\$1,940.39	\$1,988.86	\$2,038.63
		Daily	\$158.63	\$164.51	\$170.41	\$176.29	\$182.22	\$188.11	\$194.04	\$198.89	\$203.87
		Hourly	\$19.83	\$20.57	\$21.31	\$22.04	\$22.78	\$23.52	\$24.26	\$24.87	\$25.49
CN	14	Annual	\$43,342.00	\$44,938.00	\$46,527.00	\$48,120.00	\$49,710.00	\$51,303.00	\$52,892.00	\$54,216.00	\$55,573.00
		Bi-Wk	\$1,660.62	\$1,721.77	\$1,782.65	\$1,843.68	\$1,904.60	\$1,965.64	\$2,026.52	\$2,077.25	\$2,129.24
		Daily	\$166.07	\$172.18	\$178.27	\$184.37	\$190.46	\$196.57	\$202.66	\$207.73	\$212.93
		Hourly	\$20.76	\$21.53	\$22.29	\$23.05	\$23.81	\$24.58	\$25.34	\$25.97	\$26.62
CN	15	Annual	\$45,426.00	\$47,061.00	\$48,700.00	\$50,336.00	\$51,974.00	\$53,625.00	\$55,258.00	\$56,642.00	\$58,057.00
		Bi-Wk	\$1,740.46	\$1,803.11	\$1,865.91	\$1,928.59	\$1,991.35	\$2,054.60	\$2,117.17	\$2,170.20	\$2,224.41
		Daily	\$174.05	\$180.32	\$186.60	\$192.86	\$199.14	\$205.46	\$211.72	\$217.02	\$222.45
		Hourly	\$21.76	\$22.54	\$23.33	\$24.11	\$24.90	\$25.69	\$26.47	\$27.13	\$27.81
CN	16	Annual	\$47,634.00	\$49,323.00	\$51,011.00	\$52,698.00	\$54,382.00	\$56,076.00	\$57,761.00	\$59,205.00	\$60,686.00
		Bi-Wk	\$1,825.06	\$1,889.78	\$1,954.45	\$2,019.09	\$2,083.61	\$2,148.51	\$2,213.07	\$2,268.40	\$2,325.14
		Daily	\$182.51	\$188.98	\$195.45	\$201.91	\$208.37	\$214.86	\$221.31	\$226.84	\$232.52
		Hourly	\$22.82	\$23.63	\$24.44	\$25.24	\$26.05	\$26.86	\$27.67	\$28.36	\$29.07

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CN	17	Annual	\$49,991.00	\$51,730.00	\$53,470.00	\$55,201.00	\$56,941.00	\$58,670.00	\$60,408.00	\$61,919.00	\$63,467.00
		Bi-Wk	\$1,915.37	\$1,982.00	\$2,048.66	\$2,114.99	\$2,181.65	\$2,247.90	\$2,314.49	\$2,372.38	\$2,431.69
		Daily	\$191.54	\$198.20	\$204.87	\$211.50	\$218.17	\$224.79	\$231.45	\$237.24	\$243.17
		Hourly	\$23.95	\$24.78	\$25.61	\$26.44	\$27.28	\$28.10	\$28.94	\$29.66	\$30.40
CN	18	Annual	\$52,515.00	\$54,299.00	\$56,076.00	\$57,860.00	\$59,632.00	\$61,411.00	\$63,187.00	\$64,772.00	\$66,390.00
		Bi-Wk	\$2,012.07	\$2,080.43	\$2,148.51	\$2,216.86	\$2,284.76	\$2,352.92	\$2,420.96	\$2,481.69	\$2,543.68
		Daily	\$201.21	\$208.05	\$214.86	\$221.69	\$228.48	\$235.30	\$242.10	\$248.17	\$254.37
		Hourly	\$25.16	\$26.01	\$26.86	\$27.72	\$28.56	\$29.42	\$30.27	\$31.03	\$31.80
CN	19	Annual	\$55,101.00	\$56,941.00	\$58,768.00	\$60,603.00	\$62,430.00	\$64,259.00	\$66,089.00	\$67,744.00	\$69,438.00
		Bi-Wk	\$2,111.15	\$2,181.65	\$2,251.65	\$2,321.96	\$2,391.96	\$2,462.04	\$2,532.15	\$2,595.56	\$2,660.46
		Daily	\$211.12	\$218.17	\$225.17	\$232.20	\$239.20	\$246.21	\$253.22	\$259.56	\$266.05
		Hourly	\$26.39	\$27.28	\$28.15	\$29.03	\$29.90	\$30.78	\$31.66	\$32.45	\$33.26
CN	20	Annual	\$57,911.00	\$59,787.00	\$61,660.00	\$63,532.00	\$65,403.00	\$67,278.00	\$69,153.00	\$70,883.00	\$72,656.00
		Bi-Wk	\$2,218.82	\$2,290.69	\$2,362.46	\$2,434.18	\$2,505.87	\$2,577.71	\$2,649.55	\$2,715.83	\$2,783.76
		Daily	\$221.89	\$229.07	\$236.25	\$243.42	\$250.59	\$257.78	\$264.96	\$271.59	\$278.38
		Hourly	\$27.74	\$28.64	\$29.54	\$30.43	\$31.33	\$32.23	\$33.12	\$33.95	\$34.80
CN	21	Annual	\$60,762.00	\$62,695.00	\$64,619.00	\$66,543.00	\$68,475.00	\$70,398.00	\$72,331.00	\$74,141.00	\$75,995.00
		Bi-Wk	\$2,328.05	\$2,402.11	\$2,475.83	\$2,549.55	\$2,623.57	\$2,697.25	\$2,771.31	\$2,840.66	\$2,911.69
		Daily	\$232.81	\$240.22	\$247.59	\$254.96	\$262.36	\$269.73	\$277.14	\$284.07	\$291.17
		Hourly	\$29.11	\$30.03	\$30.95	\$31.87	\$32.80	\$33.72	\$34.65	\$35.51	\$36.40
CN	22	Annual	\$62,430.00	\$64,714.00	\$67,006.00	\$69,288.00	\$71,578.00	\$73,864.00	\$76,150.00	\$78,056.00	\$80,007.00
		Bi-Wk	\$2,391.96	\$2,479.47	\$2,567.28	\$2,654.72	\$2,742.46	\$2,830.04	\$2,917.63	\$2,990.66	\$3,065.41
		Daily	\$239.20	\$247.95	\$256.73	\$265.48	\$274.25	\$283.01	\$291.77	\$299.07	\$306.55
		Hourly	\$29.90	\$31.00	\$32.10	\$33.19	\$34.29	\$35.38	\$36.48	\$37.39	\$38.32

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CN	23	Annual	\$65,385.00	\$67,769.00	\$70,146.00	\$72,535.00	\$74,914.00	\$77,298.00	\$79,682.00	\$81,673.00	\$83,718.00
		Bi-Wk	\$2,505.18	\$2,596.52	\$2,687.59	\$2,779.12	\$2,870.27	\$2,961.61	\$3,052.96	\$3,129.24	\$3,207.59
		Daily	\$250.52	\$259.66	\$268.76	\$277.92	\$287.03	\$296.17	\$305.30	\$312.93	\$320.76
		Hourly	\$31.32	\$32.46	\$33.60	\$34.74	\$35.88	\$37.03	\$38.17	\$39.12	\$40.10
CN	24	Annual	\$68,528.00	\$71,012.00	\$73,495.00	\$75,982.00	\$78,463.00	\$80,942.00	\$83,430.00	\$85,515.00	\$87,653.00
		Bi-Wk	\$2,625.60	\$2,720.77	\$2,815.91	\$2,911.19	\$3,006.25	\$3,101.23	\$3,196.56	\$3,276.44	\$3,358.36
		Daily	\$262.56	\$272.08	\$281.60	\$291.12	\$300.63	\$310.13	\$319.66	\$327.65	\$335.84
		Hourly	\$32.82	\$34.01	\$35.20	\$36.39	\$37.58	\$38.77	\$39.96	\$40.96	\$41.98
CN	25	Annual	\$71,878.00	\$74,454.00	\$77,022.00	\$79,597.00	\$82,179.00	\$84,754.00	\$87,324.00	\$89,507.00	\$91,747.00
		Bi-Wk	\$2,753.95	\$2,852.65	\$2,951.04	\$3,049.70	\$3,148.63	\$3,247.28	\$3,345.75	\$3,429.39	\$3,515.22
		Daily	\$275.40	\$285.27	\$295.11	\$304.97	\$314.87	\$324.73	\$334.58	\$342.94	\$351.53
		Hourly	\$34.43	\$35.66	\$36.89	\$38.13	\$39.36	\$40.60	\$41.83	\$42.87	\$43.95
CN	26	Annual	\$75,418.00	\$78,088.00	\$80,765.00	\$83,430.00	\$86,100.00	\$88,771.00	\$91,435.00	\$93,721.00	\$96,064.00
		Bi-Wk	\$2,889.58	\$2,991.88	\$3,094.45	\$3,196.56	\$3,298.86	\$3,401.19	\$3,503.26	\$3,590.85	\$3,680.62
		Daily	\$288.96	\$299.19	\$309.45	\$319.66	\$329.89	\$340.12	\$350.33	\$359.09	\$368.07
		Hourly	\$36.12	\$37.40	\$38.69	\$39.96	\$41.24	\$42.52	\$43.80	\$44.89	\$46.01
CN	27	Annual	\$79,156.00	\$81,925.00	\$84,689.00	\$87,444.00	\$90,210.00	\$92,972.00	\$95,740.00	\$98,133.00	\$100,587.00
		Bi-Wk	\$3,032.80	\$3,138.89	\$3,244.79	\$3,350.35	\$3,456.33	\$3,562.15	\$3,668.20	\$3,759.89	\$3,853.91
		Daily	\$303.28	\$313.89	\$324.48	\$335.04	\$345.64	\$356.22	\$366.82	\$375.99	\$385.40
		Hourly	\$37.91	\$39.24	\$40.56	\$41.88	\$43.21	\$44.53	\$45.86	\$47.00	\$48.18
CN	28	Annual	\$83,155.00	\$86,015.00	\$88,876.00	\$91,742.00	\$94,592.00	\$97,451.00	\$100,309.00	\$102,817.00	\$105,389.00
		Bi-Wk	\$3,186.02	\$3,295.60	\$3,405.22	\$3,515.02	\$3,624.22	\$3,733.76	\$3,843.26	\$3,939.35	\$4,037.90
		Daily	\$318.61	\$329.56	\$340.53	\$351.51	\$362.43	\$373.38	\$384.33	\$393.94	\$403.79
		Hourly	\$39.83	\$41.20	\$42.57	\$43.94	\$45.31	\$46.68	\$48.05	\$49.25	\$50.48

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CN	29	Annual	\$83,953.00	\$87,106.00	\$90,257.00	\$93,409.00	\$96,557.00	\$99,709.00	\$102,856.00	\$105,428.00	\$108,065.00
		Bi-Wk	\$3,216.60	\$3,337.40	\$3,458.13	\$3,578.89	\$3,699.51	\$3,820.27	\$3,940.85	\$4,039.39	\$4,140.43
		Daily	\$321.66	\$333.74	\$345.82	\$357.89	\$369.96	\$382.03	\$394.09	\$403.94	\$414.05
		Hourly	\$40.21	\$41.72	\$43.23	\$44.74	\$46.25	\$47.76	\$49.27	\$50.50	\$51.76
CN	30	Annual	\$87,324.00	\$90,567.00	\$93,816.00	\$97,049.00	\$100,286.00	\$103,531.00	\$106,780.00	\$109,449.00	\$112,185.00
		Bi-Wk	\$3,345.75	\$3,470.00	\$3,594.49	\$3,718.36	\$3,842.38	\$3,966.71	\$4,091.19	\$4,193.45	\$4,298.28
		Daily	\$334.58	\$347.00	\$359.45	\$371.84	\$384.24	\$396.68	\$409.12	\$419.35	\$429.83
		Hourly	\$41.83	\$43.38	\$44.94	\$46.48	\$48.03	\$49.59	\$51.14	\$52.42	\$53.73
CN	31	Annual	\$90,828.00	\$94,167.00	\$97,506.00	\$100,840.00	\$104,181.00	\$107,517.00	\$110,857.00	\$113,629.00	\$116,468.00
		Bi-Wk	\$3,480.00	\$3,607.94	\$3,735.87	\$3,863.61	\$3,991.61	\$4,119.43	\$4,247.40	\$4,353.61	\$4,462.38
		Daily	\$348.00	\$360.80	\$373.59	\$386.37	\$399.17	\$411.95	\$424.74	\$435.37	\$446.24
		Hourly	\$43.50	\$45.10	\$46.70	\$48.30	\$49.90	\$51.50	\$53.10	\$54.43	\$55.78
CN	32	Annual	\$94,471.00	\$97,898.00	\$101,324.00	\$104,758.00	\$108,188.00	\$111,614.00	\$115,053.00	\$117,930.00	\$120,881.00
		Bi-Wk	\$3,619.58	\$3,750.89	\$3,882.15	\$4,013.72	\$4,145.14	\$4,276.40	\$4,408.17	\$4,518.40	\$4,631.46
		Daily	\$361.96	\$375.09	\$388.22	\$401.38	\$414.52	\$427.64	\$440.82	\$451.84	\$463.15
		Hourly	\$45.25	\$46.89	\$48.53	\$50.18	\$51.82	\$53.46	\$55.11	\$56.48	\$57.90
CN	33	Annual	\$98,271.00	\$101,798.00	\$105,322.00	\$108,846.00	\$112,375.00	\$115,898.00	\$119,433.00	\$122,418.00	\$125,481.00
		Bi-Wk	\$3,765.18	\$3,900.31	\$4,035.33	\$4,170.35	\$4,305.56	\$4,440.54	\$4,575.98	\$4,690.35	\$4,807.71
		Daily	\$376.52	\$390.04	\$403.54	\$417.04	\$430.56	\$444.06	\$457.60	\$469.04	\$480.78
		Hourly	\$47.07	\$48.76	\$50.45	\$52.13	\$53.82	\$55.51	\$57.20	\$58.63	\$60.10
CN	34	Annual	\$102,318.00	\$105,941.00	\$109,562.00	\$113,185.00	\$116,805.00	\$120,431.00	\$124,042.00	\$127,146.00	\$130,325.00
		Bi-Wk	\$3,920.23	\$4,059.05	\$4,197.78	\$4,336.60	\$4,475.29	\$4,614.22	\$4,752.57	\$4,871.50	\$4,993.30
		Daily	\$392.03	\$405.91	\$419.78	\$433.66	\$447.53	\$461.43	\$475.26	\$487.15	\$499.33
		Hourly	\$49.01	\$50.74	\$52.48	\$54.21	\$55.95	\$57.68	\$59.41	\$60.90	\$62.42

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CN	35	Annual	\$106,523.00	\$110,236.00	\$113,950.00	\$117,668.00	\$121,377.00	\$125,085.00	\$128,808.00	\$132,026.00	\$135,329.00
		Bi-Wk	\$4,081.35	\$4,223.61	\$4,365.91	\$4,508.36	\$4,650.46	\$4,792.53	\$4,935.18	\$5,058.47	\$5,185.02
		Daily	\$408.14	\$422.37	\$436.60	\$450.84	\$465.05	\$479.26	\$493.52	\$505.85	\$518.51
		Hourly	\$51.02	\$52.80	\$54.58	\$56.36	\$58.14	\$59.91	\$61.69	\$63.24	\$64.82
CN	36	Annual	\$110,953.00	\$114,758.00	\$118,571.00	\$122,378.00	\$126,191.00	\$129,995.00	\$133,807.00	\$137,153.00	\$140,579.00
		Bi-Wk	\$4,251.08	\$4,396.86	\$4,542.96	\$4,688.82	\$4,834.91	\$4,980.66	\$5,126.71	\$5,254.91	\$5,386.17
		Daily	\$425.11	\$439.69	\$454.30	\$468.89	\$483.50	\$498.07	\$512.68	\$525.50	\$538.62
		Hourly	\$53.14	\$54.97	\$56.79	\$58.62	\$60.44	\$62.26	\$64.09	\$65.69	\$67.33
CN	37	Annual	\$115,556.00	\$119,468.00	\$123,382.00	\$127,297.00	\$131,214.00	\$135,128.00	\$139,041.00	\$142,517.00	\$146,079.00
		Bi-Wk	\$4,427.44	\$4,577.32	\$4,727.28	\$4,877.28	\$5,027.36	\$5,177.32	\$5,327.25	\$5,460.43	\$5,596.90
		Daily	\$442.75	\$457.74	\$472.73	\$487.73	\$502.74	\$517.74	\$532.73	\$546.05	\$559.69
		Hourly	\$55.35	\$57.22	\$59.10	\$60.97	\$62.85	\$64.72	\$66.60	\$68.26	\$69.97
CN	38	Annual	\$120,326.00	\$124,327.00	\$128,335.00	\$132,339.00	\$136,347.00	\$140,349.00	\$144,358.00	\$147,966.00	\$151,665.00
		Bi-Wk	\$4,610.20	\$4,763.49	\$4,917.05	\$5,070.46	\$5,224.03	\$5,377.36	\$5,530.96	\$5,669.20	\$5,810.92
		Daily	\$461.02	\$476.35	\$491.71	\$507.05	\$522.41	\$537.74	\$553.10	\$566.92	\$581.10
		Hourly	\$57.63	\$59.55	\$61.47	\$63.39	\$65.31	\$67.22	\$69.14	\$70.87	\$72.64
CN	39	Annual	\$125,332.00	\$129,434.00	\$133,529.00	\$137,639.00	\$141,739.00	\$145,831.00	\$149,943.00	\$153,692.00	\$157,534.00
		Bi-Wk	\$4,802.00	\$4,959.16	\$5,116.06	\$5,273.53	\$5,430.62	\$5,587.40	\$5,744.95	\$5,888.59	\$6,035.79
		Daily	\$480.20	\$495.92	\$511.61	\$527.36	\$543.07	\$558.74	\$574.50	\$588.86	\$603.58
		Hourly	\$60.03	\$61.99	\$63.96	\$65.92	\$67.89	\$69.85	\$71.82	\$73.61	\$75.45
CN	40	Annual	\$130,554.00	\$134,740.00	\$138,937.00	\$143,121.00	\$147,312.00	\$151,496.00	\$155,688.00	\$159,579.00	\$163,570.00
		Bi-Wk	\$5,002.07	\$5,162.46	\$5,323.26	\$5,483.57	\$5,644.14	\$5,804.45	\$5,965.06	\$6,114.14	\$6,267.05
		Daily	\$500.21	\$516.25	\$532.33	\$548.36	\$564.42	\$580.45	\$596.51	\$611.42	\$626.71
		Hourly	\$62.53	\$64.54	\$66.55	\$68.55	\$70.56	\$72.56	\$74.57	\$76.43	\$78.34

ENGINEERING & SCIENTIFIC CONFIDENTIAL CN 40-Hours Salary Plan Effective 7/1/2014

<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	\$136,010.00	\$140,305.00	\$144,593.00	\$148,889.00	\$153,177.00	\$157,465.00	\$161,752.00	\$165,798.00	\$169,943.00
		Bi-Wk	\$5,211.12	\$5,375.68	\$5,539.97	\$5,704.56	\$5,868.86	\$6,033.15	\$6,197.40	\$6,352.42	\$6,511.23
		Daily	\$521.12	\$537.57	\$554.00	\$570.46	\$586.89	\$603.32	\$619.74	\$635.25	\$651.13
		Hourly	\$65.14	\$67.20	\$69.25	\$71.31	\$73.37	\$75.42	\$77.47	\$79.41	\$81.40
CN	42	Annual	\$141,678.00	\$146,070.00	\$150,460.00	\$154,834.00	\$159,228.00	\$163,608.00	\$168,003.00	\$172,205.00	\$176,509.00
		Bi-Wk	\$5,428.28	\$5,596.56	\$5,764.76	\$5,932.34	\$6,100.69	\$6,268.51	\$6,436.90	\$6,597.90	\$6,762.80
		Daily	\$542.83	\$559.66	\$576.48	\$593.24	\$610.07	\$626.86	\$643.69	\$659.79	\$676.28
		Hourly	\$67.86	\$69.96	\$72.06	\$74.16	\$76.26	\$78.36	\$80.47	\$82.48	\$84.54
CN	43	Annual	\$147,699.00	\$152,171.00	\$156,647.00	\$161,117.00	\$165,597.00	\$170,062.00	\$174,536.00	\$178,899.00	\$183,373.00
		Bi-Wk	\$5,658.97	\$5,830.31	\$6,001.81	\$6,173.07	\$6,344.72	\$6,515.79	\$6,687.21	\$6,854.37	\$7,025.79
		Daily	\$565.90	\$583.04	\$600.19	\$617.31	\$634.48	\$651.58	\$668.73	\$685.44	\$702.58
		Hourly	\$70.74	\$72.88	\$75.03	\$77.17	\$79.31	\$81.45	\$83.60	\$85.68	\$87.83