

**ENGINEERING & SCIENTIFIC CONFIDENTIAL CN 40-Hours Salary Plan Effective 7/12/2013**

| <u>Plan</u> | <u>Group</u> | <u>Period</u> | <u>Minimum</u> | <u>Maximum</u> |
|-------------|--------------|---------------|----------------|----------------|
| CN          | 11           | Annual        | \$35,784.00    | \$44,626.00    |
|             |              | Bi-Wk         | \$1,371.04     | \$1,709.81     |
|             |              | Daily         | \$137.11       | \$170.99       |
|             |              | Hourly        | \$17.14        | \$21.38        |
| CN          | 12           | Annual        | \$36,943.00    | \$46,190.00    |
|             |              | Bi-Wk         | \$1,415.45     | \$1,769.74     |
|             |              | Daily         | \$141.55       | \$176.98       |
|             |              | Hourly        | \$17.70        | \$22.13        |
| CN          | 13           | Annual        | \$39,025.00    | \$50,153.00    |
|             |              | Bi-Wk         | \$1,495.22     | \$1,921.58     |
|             |              | Daily         | \$149.53       | \$192.16       |
|             |              | Hourly        | \$18.70        | \$24.02        |
| CN          | 14           | Annual        | \$40,853.00    | \$52,382.00    |
|             |              | Bi-Wk         | \$1,565.25     | \$2,006.98     |
|             |              | Daily         | \$156.53       | \$200.70       |
|             |              | Hourly        | \$19.57        | \$25.09        |
| CN          | 15           | Annual        | \$42,817.00    | \$54,724.00    |
|             |              | Bi-Wk         | \$1,640.50     | \$2,096.71     |
|             |              | Daily         | \$164.05       | \$209.68       |
|             |              | Hourly        | \$20.51        | \$26.21        |
| CN          | 16           | Annual        | \$44,899.00    | \$57,201.00    |
|             |              | Bi-Wk         | \$1,720.27     | \$2,191.61     |
|             |              | Daily         | \$172.03       | \$219.17       |
|             |              | Hourly        | \$21.51        | \$27.40        |

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|-------------|--------------|---------------|----------------|----------------|
| CN          | 17           | Annual        | \$47,120.00    | \$59,823.00    |
|             |              | Bi-Wk         | \$1,805.37     | \$2,292.07     |
|             |              | Daily         | \$180.54       | \$229.21       |
|             |              | Hourly        | \$22.57        | \$28.66        |
| CN          | 18           | Annual        | \$49,500.00    | \$62,578.00    |
|             |              | Bi-Wk         | \$1,896.56     | \$2,397.63     |
|             |              | Daily         | \$189.66       | \$239.77       |
|             |              | Hourly        | \$23.71        | \$29.98        |
| CN          | 19           | Annual        | \$51,937.00    | \$65,451.00    |
|             |              | Bi-Wk         | \$1,989.93     | \$2,507.71     |
|             |              | Daily         | \$199.00       | \$250.78       |
|             |              | Hourly        | \$24.88        | \$31.35        |
| CN          | 20           | Annual        | \$54,586.00    | \$68,484.00    |
|             |              | Bi-Wk         | \$2,091.42     | \$2,623.91     |
|             |              | Daily         | \$209.15       | \$262.40       |
|             |              | Hourly        | \$26.15        | \$32.80        |
| CN          | 21           | Annual        | \$57,273.00    | \$71,632.00    |
|             |              | Bi-Wk         | \$2,194.37     | \$2,744.53     |
|             |              | Daily         | \$219.44       | \$274.46       |
|             |              | Hourly        | \$27.43        | \$34.31        |
| CN          | 22           | Annual        | \$58,845.00    | \$75,413.00    |
|             |              | Bi-Wk         | \$2,254.60     | \$2,889.39     |
|             |              | Daily         | \$225.46       | \$288.94       |
|             |              | Hourly        | \$28.19        | \$36.12        |

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|-------------|--------------|---------------|----------------|----------------|
| CN          | 23           | Annual        | \$61,631.00    | \$78,911.00    |
|             |              | Bi-Wk         | \$2,361.35     | \$3,023.41     |
|             |              | Daily         | \$236.14       | \$302.35       |
|             |              | Hourly        | \$29.52        | \$37.80        |
| CN          | 24           | Annual        | \$64,594.00    | \$82,621.00    |
|             |              | Bi-Wk         | \$2,474.87     | \$3,165.56     |
|             |              | Daily         | \$247.49       | \$316.56       |
|             |              | Hourly        | \$30.94        | \$39.57        |
| CN          | 25           | Annual        | \$67,751.00    | \$86,479.00    |
|             |              | Bi-Wk         | \$2,595.83     | \$3,313.38     |
|             |              | Daily         | \$259.59       | \$331.34       |
|             |              | Hourly        | \$32.45        | \$41.42        |
| CN          | 26           | Annual        | \$71,088.00    | \$90,549.00    |
|             |              | Bi-Wk         | \$2,723.68     | \$3,469.32     |
|             |              | Daily         | \$272.37       | \$346.94       |
|             |              | Hourly        | \$34.05        | \$43.37        |
| CN          | 27           | Annual        | \$74,611.00    | \$94,812.00    |
|             |              | Bi-Wk         | \$2,858.66     | \$3,632.65     |
|             |              | Daily         | \$285.87       | \$363.27       |
|             |              | Hourly        | \$35.74        | \$45.41        |
| CN          | 28           | Annual        | \$78,381.00    | \$99,338.00    |
|             |              | Bi-Wk         | \$3,003.11     | \$3,806.06     |
|             |              | Daily         | \$300.32       | \$380.61       |
|             |              | Hourly        | \$37.54        | \$47.58        |

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|-------------|--------------|---------------|----------------|----------------|
| CN          | 29           | Annual        | \$79,133.00    | \$101,861.00   |
|             |              | Bi-Wk         | \$3,031.92     | \$3,902.73     |
|             |              | Daily         | \$303.20       | \$390.28       |
|             |              | Hourly        | \$37.90        | \$48.79        |
| CN          | 30           | Annual        | \$82,310.00    | \$105,744.00   |
|             |              | Bi-Wk         | \$3,153.64     | \$4,051.50     |
|             |              | Daily         | \$315.37       | \$405.15       |
|             |              | Hourly        | \$39.43        | \$50.65        |
| CN          | 31           | Annual        | \$85,613.00    | \$109,781.00   |
|             |              | Bi-Wk         | \$3,280.20     | \$4,206.17     |
|             |              | Daily         | \$328.02       | \$420.62       |
|             |              | Hourly        | \$41.01        | \$52.58        |
| CN          | 32           | Annual        | \$89,047.00    | \$113,941.00   |
|             |              | Bi-Wk         | \$3,411.77     | \$4,365.56     |
|             |              | Daily         | \$341.18       | \$436.56       |
|             |              | Hourly        | \$42.65        | \$54.57        |
| CN          | 33           | Annual        | \$92,629.00    | \$118,277.00   |
|             |              | Bi-Wk         | \$3,549.01     | \$4,531.69     |
|             |              | Daily         | \$354.91       | \$453.17       |
|             |              | Hourly        | \$44.37        | \$56.65        |
| CN          | 34           | Annual        | \$96,443.00    | \$122,843.00   |
|             |              | Bi-Wk         | \$3,695.14     | \$4,706.63     |
|             |              | Daily         | \$369.52       | \$470.67       |
|             |              | Hourly        | \$46.19        | \$58.84        |

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|-------------|--------------|---------------|----------------|----------------|
| CN          | 35           | Annual        | \$100,407.00   | \$127,560.00   |
|             |              | Bi-Wk         | \$3,847.02     | \$4,887.36     |
|             |              | Daily         | \$384.71       | \$488.74       |
|             |              | Hourly        | \$48.09        | \$61.10        |
| CN          | 36           | Annual        | \$104,583.00   | \$132,508.00   |
|             |              | Bi-Wk         | \$4,007.02     | \$5,076.94     |
|             |              | Daily         | \$400.71       | \$507.70       |
|             |              | Hourly        | \$50.09        | \$63.47        |
| CN          | 37           | Annual        | \$108,922.00   | \$137,693.00   |
|             |              | Bi-Wk         | \$4,173.26     | \$5,275.60     |
|             |              | Daily         | \$417.33       | \$527.56       |
|             |              | Hourly        | \$52.17        | \$65.95        |
| CN          | 38           | Annual        | \$113,418.00   | \$142,958.00   |
|             |              | Bi-Wk         | \$4,345.52     | \$5,477.32     |
|             |              | Daily         | \$434.56       | \$547.74       |
|             |              | Hourly        | \$54.32        | \$68.47        |
| CN          | 39           | Annual        | \$118,136.00   | \$148,490.00   |
|             |              | Bi-Wk         | \$4,526.29     | \$5,689.28     |
|             |              | Daily         | \$452.63       | \$568.93       |
|             |              | Hourly        | \$56.58        | \$71.12        |
| CN          | 40           | Annual        | \$123,059.00   | \$154,179.00   |
|             |              | Bi-Wk         | \$4,714.91     | \$5,907.25     |
|             |              | Daily         | \$471.50       | \$590.73       |
|             |              | Hourly        | \$58.94        | \$73.85        |

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|-------------|--------------|---------------|----------------|----------------|
| CN          | 41           | Annual        | \$128,201.00   | \$160,187.00   |
|             |              | Bi-Wk         | \$4,911.92     | \$6,137.44     |
|             |              | Daily         | \$491.20       | \$613.75       |
|             |              | Hourly        | \$61.40        | \$76.72        |
| CN          | 42           | Annual        | \$133,544.00   | \$166,375.00   |
|             |              | Bi-Wk         | \$5,116.63     | \$6,374.53     |
|             |              | Daily         | \$511.67       | \$637.46       |
|             |              | Hourly        | \$63.96        | \$79.69        |
| CN          | 43           | Annual        | \$139,220.00   | \$172,846.00   |
|             |              | Bi-Wk         | \$5,334.10     | \$6,622.46     |
|             |              | Daily         | \$533.41       | \$662.25       |
|             |              | Hourly        | \$66.68        | \$82.79        |