

P-2 EXCLUDED CONFIDENTIAL CS 40 HOUR PAY PLAN EFFECTIVE 6/23/2006

<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>
CS	1	Annual	\$21,935.00	\$22,470.00	\$23,009.00	\$23,534.00	\$24,075.00	\$24,606.00	\$25,142.00	\$25,898.00	\$26,287.00
		Bi-Wk	\$840.43	\$860.92	\$881.58	\$901.69	\$922.42	\$942.76	\$963.30	\$992.27	\$1,007.17
		Daily	\$84.05	\$86.10	\$88.16	\$90.17	\$92.25	\$94.28	\$96.33	\$99.23	\$100.72
		Hourly	\$10.51	\$10.77	\$11.02	\$11.28	\$11.54	\$11.79	\$12.05	\$12.41	\$12.59
CS	2	Annual	\$23,009.00	\$23,534.00	\$24,075.00	\$24,606.00	\$25,142.00	\$25,674.00	\$26,208.00	\$26,995.00	\$27,397.00
		Bi-Wk	\$881.58	\$901.69	\$922.42	\$942.76	\$963.30	\$983.68	\$1,004.14	\$1,034.30	\$1,049.70
		Daily	\$88.16	\$90.17	\$92.25	\$94.28	\$96.33	\$98.37	\$100.42	\$103.43	\$104.97
		Hourly	\$11.02	\$11.28	\$11.54	\$11.79	\$12.05	\$12.30	\$12.56	\$12.93	\$13.13
CS	3	Annual	\$23,534.00	\$24,075.00	\$24,606.00	\$25,142.00	\$25,674.00	\$26,208.00	\$26,735.00	\$27,538.00	\$27,955.00
		Bi-Wk	\$901.69	\$922.42	\$942.76	\$963.30	\$983.68	\$1,004.14	\$1,024.33	\$1,055.10	\$1,071.08
		Daily	\$90.17	\$92.25	\$94.28	\$96.33	\$98.37	\$100.42	\$102.44	\$105.51	\$107.11
		Hourly	\$11.28	\$11.54	\$11.79	\$12.05	\$12.30	\$12.56	\$12.81	\$13.19	\$13.39
CS	4	Annual	\$24,295.00	\$24,944.00	\$25,597.00	\$26,247.00	\$26,895.00	\$27,543.00	\$28,192.00	\$29,036.00	\$29,473.00
		Bi-Wk	\$930.85	\$955.71	\$980.73	\$1,005.64	\$1,030.46	\$1,055.29	\$1,080.16	\$1,112.50	\$1,129.24
		Daily	\$93.09	\$95.58	\$98.08	\$100.57	\$103.05	\$105.53	\$108.02	\$111.25	\$112.93
		Hourly	\$11.64	\$11.95	\$12.26	\$12.58	\$12.89	\$13.20	\$13.51	\$13.91	\$14.12
CS	5	Annual	\$24,908.00	\$25,597.00	\$26,284.00	\$26,966.00	\$27,649.00	\$28,334.00	\$29,025.00	\$29,895.00	\$30,347.00
		Bi-Wk	\$954.33	\$980.73	\$1,007.05	\$1,033.19	\$1,059.35	\$1,085.60	\$1,112.07	\$1,145.41	\$1,162.73
		Daily	\$95.44	\$98.08	\$100.71	\$103.32	\$105.94	\$108.56	\$111.21	\$114.55	\$116.28
		Hourly	\$11.93	\$12.26	\$12.59	\$12.92	\$13.25	\$13.57	\$13.91	\$14.32	\$14.54
CS	6	Annual	\$25,753.00	\$26,439.00	\$27,126.00	\$27,808.00	\$28,495.00	\$29,182.00	\$29,862.00	\$30,758.00	\$31,223.00
		Bi-Wk	\$986.71	\$1,012.99	\$1,039.32	\$1,065.45	\$1,091.77	\$1,118.09	\$1,144.14	\$1,178.47	\$1,196.29
		Daily	\$98.68	\$101.30	\$103.94	\$106.55	\$109.18	\$111.81	\$114.42	\$117.85	\$119.63
		Hourly	\$12.34	\$12.67	\$13.00	\$13.32	\$13.65	\$13.98	\$14.31	\$14.74	\$14.96
CS	7	Annual	\$26,509.00	\$27,201.00	\$27,881.00	\$28,569.00	\$29,257.00	\$29,937.00	\$30,621.00	\$31,538.00	\$32,014.00
		Bi-Wk	\$1,015.68	\$1,042.19	\$1,068.24	\$1,094.60	\$1,120.96	\$1,147.02	\$1,173.22	\$1,208.36	\$1,226.60
		Daily	\$101.57	\$104.22	\$106.83	\$109.46	\$112.10	\$114.71	\$117.33	\$120.84	\$122.66
		Hourly	\$12.70	\$13.03	\$13.36	\$13.69	\$14.02	\$14.34	\$14.67	\$15.11	\$15.34
CS	8	Annual	\$28,495.00	\$29,336.00	\$30,172.00	\$31,016.00	\$31,849.00	\$32,691.00	\$33,539.00	\$34,546.00	\$35,065.00
		Bi-Wk	\$1,091.77	\$1,123.99	\$1,156.02	\$1,188.36	\$1,220.27	\$1,252.53	\$1,285.02	\$1,323.61	\$1,343.49
		Daily	\$109.18	\$112.40	\$115.61	\$118.84	\$122.03	\$125.26	\$128.51	\$132.37	\$134.35
		Hourly	\$13.65	\$14.05	\$14.46	\$14.86	\$15.26	\$15.66	\$16.07	\$16.55	\$16.80

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CS	9	Annual	\$29,367.00	\$30,246.00	\$31,117.00	\$32,002.00	\$32,876.00	\$33,748.00	\$34,632.00	\$35,668.00	\$36,206.00
		Bi-Wk	\$1,125.18	\$1,158.86	\$1,192.23	\$1,226.14	\$1,259.62	\$1,293.03	\$1,326.90	\$1,366.60	\$1,387.21
		Daily	\$112.52	\$115.89	\$119.23	\$122.62	\$125.97	\$129.31	\$132.69	\$136.66	\$138.73
		Hourly	\$14.07	\$14.49	\$14.91	\$15.33	\$15.75	\$16.17	\$16.59	\$17.09	\$17.35
CS	10	Annual	\$30,319.00	\$31,235.00	\$32,148.00	\$33,067.00	\$33,981.00	\$34,910.00	\$35,872.00	\$36,948.00	\$37,504.00
		Bi-Wk	\$1,161.65	\$1,196.75	\$1,231.73	\$1,266.94	\$1,301.96	\$1,337.55	\$1,374.41	\$1,415.64	\$1,436.94
		Daily	\$116.17	\$119.68	\$123.18	\$126.70	\$130.20	\$133.76	\$137.45	\$141.57	\$143.70
		Hourly	\$14.53	\$14.96	\$15.40	\$15.84	\$16.28	\$16.72	\$17.19	\$17.70	\$17.97
CS	11	Annual	\$31,279.00	\$32,230.00	\$33,183.00	\$34,140.00	\$35,123.00	\$36,125.00	\$37,125.00	\$38,238.00	\$38,815.00
		Bi-Wk	\$1,198.43	\$1,234.87	\$1,271.38	\$1,308.05	\$1,345.71	\$1,384.10	\$1,422.42	\$1,465.06	\$1,487.17
		Daily	\$119.85	\$123.49	\$127.14	\$130.81	\$134.58	\$138.41	\$142.25	\$146.51	\$148.72
		Hourly	\$14.99	\$15.44	\$15.90	\$16.36	\$16.83	\$17.31	\$17.79	\$18.32	\$18.59
CS	12	Annual	\$32,295.00	\$33,285.00	\$34,278.00	\$35,308.00	\$36,345.00	\$37,387.00	\$38,431.00	\$39,584.00	\$40,180.00
		Bi-Wk	\$1,237.36	\$1,275.29	\$1,313.34	\$1,352.80	\$1,392.53	\$1,432.46	\$1,472.46	\$1,516.63	\$1,539.47
		Daily	\$123.74	\$127.53	\$131.34	\$135.28	\$139.26	\$143.25	\$147.25	\$151.67	\$153.95
		Hourly	\$15.47	\$15.95	\$16.42	\$16.91	\$17.41	\$17.91	\$18.41	\$18.96	\$19.25
CS	13	Annual	\$34,115.00	\$35,369.00	\$36,639.00	\$37,906.00	\$39,180.00	\$40,451.00	\$41,725.00	\$42,976.00	\$43,623.00
		Bi-Wk	\$1,307.09	\$1,355.14	\$1,403.80	\$1,452.34	\$1,501.15	\$1,549.85	\$1,598.66	\$1,646.60	\$1,671.38
		Daily	\$130.71	\$135.52	\$140.38	\$145.24	\$150.12	\$154.99	\$159.87	\$164.66	\$167.14
		Hourly	\$16.34	\$16.94	\$17.55	\$18.16	\$18.77	\$19.38	\$19.99	\$20.59	\$20.90
CS	14	Annual	\$35,712.00	\$37,024.00	\$38,339.00	\$39,649.00	\$40,954.00	\$42,267.00	\$43,577.00	\$44,885.00	\$45,558.00
		Bi-Wk	\$1,368.28	\$1,418.55	\$1,468.93	\$1,519.12	\$1,569.12	\$1,619.43	\$1,669.62	\$1,719.74	\$1,745.52
		Daily	\$136.83	\$141.86	\$146.90	\$151.92	\$156.92	\$161.95	\$166.97	\$171.98	\$174.56
		Hourly	\$17.11	\$17.74	\$18.37	\$18.99	\$19.62	\$20.25	\$20.88	\$21.50	\$21.82
CS	15	Annual	\$37,425.00	\$38,777.00	\$40,127.00	\$41,472.00	\$42,827.00	\$44,178.00	\$45,537.00	\$46,902.00	\$47,604.00
		Bi-Wk	\$1,433.91	\$1,485.71	\$1,537.44	\$1,588.97	\$1,640.89	\$1,692.65	\$1,744.72	\$1,797.02	\$1,823.91
		Daily	\$143.40	\$148.58	\$153.75	\$158.90	\$164.09	\$169.27	\$174.48	\$179.71	\$182.40
		Hourly	\$17.93	\$18.58	\$19.22	\$19.87	\$20.52	\$21.16	\$21.81	\$22.47	\$22.80
CS	16	Annual	\$39,251.00	\$40,643.00	\$42,034.00	\$43,417.00	\$44,809.00	\$46,201.00	\$47,589.00	\$49,016.00	\$49,753.00
		Bi-Wk	\$1,503.87	\$1,557.21	\$1,610.50	\$1,663.49	\$1,716.82	\$1,770.16	\$1,823.34	\$1,878.01	\$1,906.25
		Daily	\$150.39	\$155.73	\$161.05	\$166.35	\$171.69	\$177.02	\$182.34	\$187.81	\$190.63
		Hourly	\$18.80	\$19.47	\$20.14	\$20.80	\$21.47	\$22.13	\$22.80	\$23.48	\$23.83

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CS	17	Annual	\$41,193.00	\$42,623.00	\$44,053.00	\$45,483.00	\$46,911.00	\$48,338.00	\$49,773.00	\$51,268.00	\$52,039.00
		Bi-Wk	\$1,578.28	\$1,633.07	\$1,687.86	\$1,742.65	\$1,797.36	\$1,852.04	\$1,907.02	\$1,964.30	\$1,993.84
		Daily	\$157.83	\$163.31	\$168.79	\$174.27	\$179.74	\$185.21	\$190.71	\$196.43	\$199.39
		Hourly	\$19.73	\$20.42	\$21.10	\$21.79	\$22.47	\$23.16	\$23.84	\$24.56	\$24.93
CS	18	Annual	\$43,271.00	\$44,729.00	\$46,201.00	\$47,667.00	\$49,133.00	\$50,596.00	\$52,063.00	\$53,626.00	\$54,432.00
		Bi-Wk	\$1,657.90	\$1,713.76	\$1,770.16	\$1,826.33	\$1,882.50	\$1,938.55	\$1,994.76	\$2,054.64	\$2,085.52
		Daily	\$165.79	\$171.38	\$177.02	\$182.64	\$188.25	\$193.86	\$199.48	\$205.47	\$208.56
		Hourly	\$20.73	\$21.43	\$22.13	\$22.83	\$23.54	\$24.24	\$24.94	\$25.69	\$26.07
CS	19	Annual	\$45,402.00	\$46,911.00	\$48,420.00	\$49,929.00	\$51,442.00	\$52,948.00	\$54,452.00	\$56,085.00	\$56,931.00
		Bi-Wk	\$1,739.55	\$1,797.36	\$1,855.18	\$1,912.99	\$1,970.96	\$2,028.66	\$2,086.29	\$2,148.86	\$2,181.27
		Daily	\$173.96	\$179.74	\$185.52	\$191.30	\$197.10	\$202.87	\$208.63	\$214.89	\$218.13
		Hourly	\$21.75	\$22.47	\$23.19	\$23.92	\$24.64	\$25.36	\$26.08	\$26.87	\$27.27
CS	20	Annual	\$47,710.00	\$49,258.00	\$50,799.00	\$52,346.00	\$53,889.00	\$55,440.00	\$56,982.00	\$58,690.00	\$59,573.00
		Bi-Wk	\$1,827.97	\$1,887.28	\$1,946.33	\$2,005.60	\$2,064.72	\$2,124.14	\$2,183.22	\$2,248.66	\$2,282.50
		Daily	\$182.80	\$188.73	\$194.64	\$200.56	\$206.48	\$212.42	\$218.33	\$224.87	\$228.25
		Hourly	\$22.85	\$23.60	\$24.33	\$25.07	\$25.81	\$26.56	\$27.30	\$28.11	\$28.54
CS	21	Annual	\$50,064.00	\$51,661.00	\$53,240.00	\$54,827.00	\$56,418.00	\$58,002.00	\$59,594.00	\$61,382.00	\$62,304.00
		Bi-Wk	\$1,918.17	\$1,979.35	\$2,039.85	\$2,100.66	\$2,161.61	\$2,222.30	\$2,283.30	\$2,351.81	\$2,387.13
		Daily	\$191.82	\$197.94	\$203.99	\$210.07	\$216.17	\$222.23	\$228.33	\$235.19	\$238.72
		Hourly	\$23.98	\$24.75	\$25.50	\$26.26	\$27.03	\$27.78	\$28.55	\$29.40	\$29.84
CS	22	Annual	\$51,442.00	\$53,321.00	\$55,205.00	\$57,087.00	\$58,976.00	\$60,858.00	\$62,744.00	\$64,627.00	\$65,597.00
		Bi-Wk	\$1,970.96	\$2,042.96	\$2,115.14	\$2,187.25	\$2,259.62	\$2,331.73	\$2,403.99	\$2,476.14	\$2,513.30
		Daily	\$197.10	\$204.30	\$211.52	\$218.73	\$225.97	\$233.18	\$240.40	\$247.62	\$251.33
		Hourly	\$24.64	\$25.54	\$26.44	\$27.35	\$28.25	\$29.15	\$30.05	\$30.96	\$31.42
CS	23	Annual	\$53,876.00	\$55,837.00	\$57,798.00	\$59,760.00	\$61,730.00	\$63,687.00	\$65,648.00	\$67,619.00	\$68,637.00
		Bi-Wk	\$2,064.22	\$2,139.35	\$2,214.49	\$2,289.66	\$2,365.14	\$2,440.12	\$2,515.25	\$2,590.77	\$2,629.78
		Daily	\$206.43	\$213.94	\$221.45	\$228.97	\$236.52	\$244.02	\$251.53	\$259.08	\$262.98
		Hourly	\$25.81	\$26.75	\$27.69	\$28.63	\$29.57	\$30.51	\$31.45	\$32.39	\$32.88
CS	24	Annual	\$56,467.00	\$58,512.00	\$60,560.00	\$62,602.00	\$64,651.00	\$66,695.00	\$68,741.00	\$70,802.00	\$71,869.00
		Bi-Wk	\$2,163.49	\$2,241.84	\$2,320.31	\$2,398.55	\$2,477.05	\$2,555.37	\$2,633.76	\$2,712.73	\$2,753.61
		Daily	\$216.35	\$224.19	\$232.04	\$239.86	\$247.71	\$255.54	\$263.38	\$271.28	\$275.37
		Hourly	\$27.05	\$28.03	\$29.01	\$29.99	\$30.97	\$31.95	\$32.93	\$33.91	\$34.43

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CS	25	Annual	\$59,224.00	\$61,346.00	\$63,467.00	\$65,586.00	\$67,711.00	\$69,831.00	\$71,949.00	\$74,109.00	\$75,223.00
		Bi-Wk	\$2,269.12	\$2,350.43	\$2,431.69	\$2,512.88	\$2,594.30	\$2,675.52	\$2,756.67	\$2,839.43	\$2,882.11
		Daily	\$226.92	\$235.05	\$243.17	\$251.29	\$259.43	\$267.56	\$275.67	\$283.95	\$288.22
		Hourly	\$28.37	\$29.39	\$30.40	\$31.42	\$32.43	\$33.45	\$34.46	\$35.50	\$36.03
CS	26	Annual	\$62,139.00	\$64,338.00	\$66,540.00	\$68,741.00	\$70,944.00	\$73,146.00	\$75,341.00	\$77,602.00	\$78,769.00
		Bi-Wk	\$2,380.81	\$2,465.06	\$2,549.43	\$2,633.76	\$2,718.17	\$2,802.53	\$2,886.63	\$2,973.26	\$3,017.97
		Daily	\$238.09	\$246.51	\$254.95	\$263.38	\$271.82	\$280.26	\$288.67	\$297.33	\$301.80
		Hourly	\$29.77	\$30.82	\$31.87	\$32.93	\$33.98	\$35.04	\$36.09	\$37.17	\$37.73
CS	27	Annual	\$65,223.00	\$67,506.00	\$69,781.00	\$72,053.00	\$74,330.00	\$76,606.00	\$78,887.00	\$81,252.00	\$82,476.00
		Bi-Wk	\$2,498.97	\$2,586.44	\$2,673.61	\$2,760.66	\$2,847.90	\$2,935.10	\$3,022.50	\$3,113.11	\$3,160.00
		Daily	\$249.90	\$258.65	\$267.37	\$276.07	\$284.79	\$293.51	\$302.25	\$311.32	\$316.00
		Hourly	\$31.24	\$32.34	\$33.43	\$34.51	\$35.60	\$36.69	\$37.79	\$38.92	\$39.50
CS	28	Annual	\$68,567.00	\$70,875.00	\$73,225.00	\$75,585.00	\$77,938.00	\$80,299.00	\$82,648.00	\$85,130.00	\$86,411.00
		Bi-Wk	\$2,627.09	\$2,715.52	\$2,805.56	\$2,895.98	\$2,986.14	\$3,076.60	\$3,166.60	\$3,261.69	\$3,310.77
		Daily	\$262.71	\$271.56	\$280.56	\$289.60	\$298.62	\$307.66	\$316.66	\$326.17	\$331.08
		Hourly	\$32.84	\$33.95	\$35.07	\$36.20	\$37.33	\$38.46	\$39.59	\$40.78	\$41.39
CS	29	Annual	\$69,179.00	\$71,771.00	\$74,366.00	\$76,968.00	\$79,564.00	\$82,157.00	\$84,752.00	\$87,294.00	\$88,608.00
		Bi-Wk	\$2,650.54	\$2,749.85	\$2,849.28	\$2,948.97	\$3,048.43	\$3,147.78	\$3,247.21	\$3,344.60	\$3,394.95
		Daily	\$265.06	\$274.99	\$284.93	\$294.90	\$304.85	\$314.78	\$324.73	\$334.46	\$339.50
		Hourly	\$33.14	\$34.38	\$35.62	\$36.87	\$38.11	\$39.35	\$40.60	\$41.81	\$42.44
CS	30	Annual	\$71,949.00	\$74,620.00	\$77,300.00	\$79,962.00	\$82,636.00	\$85,312.00	\$87,980.00	\$90,620.00	\$91,987.00
		Bi-Wk	\$2,756.67	\$2,859.01	\$2,961.69	\$3,063.68	\$3,166.14	\$3,268.66	\$3,370.89	\$3,472.04	\$3,524.41
		Daily	\$275.67	\$285.91	\$296.17	\$306.37	\$316.62	\$326.87	\$337.09	\$347.21	\$352.45
		Hourly	\$34.46	\$35.74	\$37.03	\$38.30	\$39.58	\$40.86	\$42.14	\$43.41	\$44.06
CS	31	Annual	\$74,836.00	\$77,589.00	\$80,339.00	\$83,093.00	\$85,840.00	\$88,594.00	\$91,337.00	\$94,078.00	\$95,494.00
		Bi-Wk	\$2,867.28	\$2,972.76	\$3,078.13	\$3,183.64	\$3,288.89	\$3,394.41	\$3,499.51	\$3,604.53	\$3,658.78
		Daily	\$286.73	\$297.28	\$307.82	\$318.37	\$328.89	\$339.45	\$349.96	\$360.46	\$365.88
		Hourly	\$35.85	\$37.16	\$38.48	\$39.80	\$41.12	\$42.44	\$43.75	\$45.06	\$45.74
CS	32	Annual	\$77,840.00	\$80,666.00	\$83,485.00	\$86,318.00	\$89,146.00	\$91,967.00	\$94,804.00	\$97,648.00	\$99,116.00
		Bi-Wk	\$2,982.38	\$3,090.66	\$3,198.66	\$3,307.21	\$3,415.56	\$3,523.64	\$3,632.34	\$3,741.31	\$3,797.55
		Daily	\$298.24	\$309.07	\$319.87	\$330.73	\$341.56	\$352.37	\$363.24	\$374.14	\$379.76
		Hourly	\$37.28	\$38.64	\$39.99	\$41.35	\$42.70	\$44.05	\$45.41	\$46.77	\$47.47

P-2 EXCLUDED CONFIDENTIAL CS 40 HOUR PAY PLAN EFFECTIVE 6/23/2006

<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>
CS	33	Annual	\$80,971.00	\$83,874.00	\$86,785.00	\$89,687.00	\$92,593.00	\$95,494.00	\$98,405.00	\$101,357.00	\$102,884.00
		Bi-Wk	\$3,102.34	\$3,213.57	\$3,325.10	\$3,436.29	\$3,547.63	\$3,658.78	\$3,770.31	\$3,883.41	\$3,941.92
		Daily	\$310.24	\$321.36	\$332.51	\$343.63	\$354.77	\$365.88	\$377.04	\$388.35	\$394.20
		Hourly	\$38.78	\$40.17	\$41.57	\$42.96	\$44.35	\$45.74	\$47.13	\$48.55	\$49.28
CS	34	Annual	\$84,306.00	\$87,292.00	\$90,274.00	\$93,264.00	\$96,244.00	\$99,230.00	\$102,214.00	\$105,279.00	\$106,864.00
		Bi-Wk	\$3,230.12	\$3,344.53	\$3,458.78	\$3,573.34	\$3,687.51	\$3,801.92	\$3,916.25	\$4,033.68	\$4,094.41
		Daily	\$323.02	\$334.46	\$345.88	\$357.34	\$368.76	\$380.20	\$391.63	\$403.37	\$409.45
		Hourly	\$40.38	\$41.81	\$43.24	\$44.67	\$46.10	\$47.53	\$48.96	\$50.43	\$51.19
CS	35	Annual	\$87,774.00	\$90,829.00	\$93,892.00	\$96,954.00	\$100,015.00	\$103,073.00	\$106,129.00	\$109,313.00	\$110,954.00
		Bi-Wk	\$3,362.99	\$3,480.04	\$3,597.40	\$3,714.72	\$3,832.00	\$3,949.16	\$4,066.25	\$4,188.24	\$4,251.12
		Daily	\$336.30	\$348.01	\$359.74	\$371.48	\$383.20	\$394.92	\$406.63	\$418.83	\$425.12
		Hourly	\$42.04	\$43.51	\$44.97	\$46.44	\$47.90	\$49.37	\$50.83	\$52.36	\$53.14
CS	36	Annual	\$91,418.00	\$94,556.00	\$97,701.00	\$100,837.00	\$103,978.00	\$107,113.00	\$110,255.00	\$113,561.00	\$115,267.00
		Bi-Wk	\$3,502.61	\$3,622.84	\$3,743.34	\$3,863.49	\$3,983.84	\$4,103.95	\$4,224.33	\$4,351.00	\$4,416.37
		Daily	\$350.27	\$362.29	\$374.34	\$386.35	\$398.39	\$410.40	\$422.44	\$435.10	\$441.64
		Hourly	\$43.79	\$45.29	\$46.80	\$48.30	\$49.80	\$51.30	\$52.81	\$54.39	\$55.21
CS	37	Annual	\$95,213.00	\$98,441.00	\$101,666.00	\$104,886.00	\$108,114.00	\$111,338.00	\$114,561.00	\$117,998.00	\$119,769.00
		Bi-Wk	\$3,648.01	\$3,771.69	\$3,895.25	\$4,018.63	\$4,142.30	\$4,265.83	\$4,389.32	\$4,521.00	\$4,588.86
		Daily	\$364.81	\$377.17	\$389.53	\$401.87	\$414.23	\$426.59	\$438.94	\$452.10	\$458.89
		Hourly	\$45.61	\$47.15	\$48.70	\$50.24	\$51.78	\$53.33	\$54.87	\$56.52	\$57.37
CS	38	Annual	\$99,146.00	\$102,439.00	\$105,749.00	\$109,046.00	\$112,348.00	\$115,653.00	\$118,951.00	\$122,519.00	\$124,360.00
		Bi-Wk	\$3,798.70	\$3,924.87	\$4,051.69	\$4,178.01	\$4,304.53	\$4,431.15	\$4,557.51	\$4,694.22	\$4,764.76
		Daily	\$379.87	\$392.49	\$405.17	\$417.81	\$430.46	\$443.12	\$455.76	\$469.43	\$476.48
		Hourly	\$47.49	\$49.07	\$50.65	\$52.23	\$53.81	\$55.39	\$56.97	\$58.68	\$59.56
CS	39	Annual	\$103,385.00	\$106,645.00	\$110,027.00	\$113,414.00	\$116,793.00	\$120,171.00	\$123,548.00	\$127,255.00	\$129,165.00
		Bi-Wk	\$3,961.12	\$4,086.02	\$4,215.60	\$4,345.37	\$4,474.83	\$4,604.26	\$4,733.64	\$4,875.68	\$4,948.86
		Daily	\$396.12	\$408.61	\$421.56	\$434.54	\$447.49	\$460.43	\$473.37	\$487.57	\$494.89
		Hourly	\$49.52	\$51.08	\$52.70	\$54.32	\$55.94	\$57.56	\$59.18	\$60.95	\$61.87
CS	40	Annual	\$107,568.00	\$111,021.00	\$114,480.00	\$117,926.00	\$121,381.00	\$124,835.00	\$128,281.00	\$132,131.00	\$134,114.00
		Bi-Wk	\$4,121.38	\$4,253.68	\$4,386.21	\$4,518.24	\$4,650.62	\$4,782.96	\$4,914.99	\$5,062.50	\$5,138.47
		Daily	\$412.14	\$425.37	\$438.63	\$451.83	\$465.07	\$478.30	\$491.50	\$506.25	\$513.85
		Hourly	\$51.52	\$53.18	\$54.83	\$56.48	\$58.14	\$59.79	\$61.44	\$63.29	\$64.24

P-2 EXCLUDED CONFIDENTIAL CS 40 HOUR PAY PLAN EFFECTIVE 6/23/2006

<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>
CS	41	Annual	\$112,076.00	\$115,614.00	\$119,143.00	\$122,678.00	\$126,218.00	\$129,745.00	\$133,284.00	\$137,283.00	\$139,343.00
		Bi-Wk	\$4,294.10	\$4,429.66	\$4,564.87	\$4,700.31	\$4,835.94	\$4,971.08	\$5,106.67	\$5,259.89	\$5,338.82
		Daily	\$429.41	\$442.97	\$456.49	\$470.04	\$483.60	\$497.11	\$510.67	\$525.99	\$533.89
		Hourly	\$53.68	\$55.38	\$57.07	\$58.76	\$60.45	\$62.14	\$63.84	\$65.75	\$66.74
CS	42	Annual	\$116,749.00	\$120,359.00	\$123,972.00	\$127,584.00	\$131,200.00	\$134,815.00	\$138,428.00	\$142,581.00	\$144,721.00
		Bi-Wk	\$4,473.15	\$4,611.46	\$4,749.89	\$4,888.28	\$5,026.82	\$5,165.33	\$5,303.76	\$5,462.88	\$5,544.87
		Daily	\$447.32	\$461.15	\$474.99	\$488.83	\$502.69	\$516.54	\$530.38	\$546.29	\$554.49
		Hourly	\$55.92	\$57.65	\$59.38	\$61.11	\$62.84	\$64.57	\$66.30	\$68.29	\$69.32
CS	43	Annual	\$121,698.00	\$125,391.00	\$129,071.00	\$132,754.00	\$136,445.00	\$140,130.00	\$143,816.00	\$148,129.00	\$150,351.00
		Bi-Wk	\$4,662.76	\$4,804.26	\$4,945.25	\$5,086.37	\$5,227.78	\$5,368.97	\$5,510.20	\$5,675.45	\$5,760.58
		Daily	\$466.28	\$480.43	\$494.53	\$508.64	\$522.78	\$536.90	\$551.02	\$567.55	\$576.06
		Hourly	\$58.29	\$60.06	\$61.82	\$63.58	\$65.35	\$67.12	\$68.88	\$70.95	\$72.01