

P-2 EXCLUDED CONFIDENTIAL 40 HOUR PLAN EFFECTIVE 6/25/2004

Plan Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
CS	1 Annual	\$20,675.00	\$21,179.00	\$21,687.00	\$22,182.00	\$22,692.00	\$23,193.00	\$23,698.00	\$24,410.00	\$24,777.00
	Bi-Wk	\$792.15	\$811.46	\$830.92	\$849.89	\$869.43	\$888.63	\$907.97	\$935.25	\$949.32
	Daily	\$79.22	\$81.15	\$83.10	\$84.99	\$86.95	\$88.87	\$90.80	\$93.53	\$94.94
	Hourly	\$9.91	\$10.15	\$10.39	\$10.63	\$10.87	\$11.11	\$11.35	\$11.70	\$11.87
CS	2 Annual	\$21,687.00	\$22,182.00	\$22,692.00	\$23,193.00	\$23,698.00	\$24,200.00	\$24,702.00	\$25,444.00	\$25,824.00
	Bi-Wk	\$830.92	\$849.89	\$869.43	\$888.63	\$907.97	\$927.21	\$946.44	\$974.87	\$989.43
	Daily	\$83.10	\$84.99	\$86.95	\$88.87	\$90.80	\$92.73	\$94.65	\$97.49	\$98.95
	Hourly	\$10.39	\$10.63	\$10.87	\$11.11	\$11.35	\$11.60	\$11.84	\$12.19	\$12.37
CS	3 Annual	\$22,182.00	\$22,692.00	\$23,193.00	\$23,698.00	\$24,200.00	\$24,702.00	\$25,200.00	\$25,956.00	\$26,349.00
	Bi-Wk	\$849.89	\$869.43	\$888.63	\$907.97	\$927.21	\$946.44	\$965.52	\$994.49	\$1,009.55
	Daily	\$84.99	\$86.95	\$88.87	\$90.80	\$92.73	\$94.65	\$96.56	\$99.45	\$100.96
	Hourly	\$10.63	\$10.87	\$11.11	\$11.35	\$11.60	\$11.84	\$12.07	\$12.44	\$12.62
CS	4 Annual	\$22,900.00	\$23,511.00	\$24,127.00	\$24,739.00	\$25,350.00	\$25,961.00	\$26,572.00	\$27,368.00	\$27,780.00
	Bi-Wk	\$877.40	\$900.81	\$924.41	\$947.86	\$971.27	\$994.68	\$1,018.09	\$1,048.59	\$1,064.37
	Daily	\$87.74	\$90.09	\$92.45	\$94.79	\$97.13	\$99.47	\$101.81	\$104.86	\$106.44
	Hourly	\$10.97	\$11.27	\$11.56	\$11.85	\$12.15	\$12.44	\$12.73	\$13.11	\$13.31
CS	5 Annual	\$23,477.00	\$24,127.00	\$24,774.00	\$25,417.00	\$26,061.00	\$26,706.00	\$27,358.00	\$28,178.00	\$28,604.00
	Bi-Wk	\$899.51	\$924.41	\$949.20	\$973.84	\$998.51	\$1,023.22	\$1,048.20	\$1,079.62	\$1,095.94
	Daily	\$89.96	\$92.45	\$94.92	\$97.39	\$99.86	\$102.33	\$104.82	\$107.97	\$109.60
	Hourly	\$11.25	\$11.56	\$11.87	\$12.18	\$12.49	\$12.80	\$13.11	\$13.50	\$13.70
CS	6 Annual	\$24,273.00	\$24,920.00	\$25,567.00	\$26,211.00	\$26,859.00	\$27,506.00	\$28,147.00	\$28,992.00	\$29,430.00
	Bi-Wk	\$930.00	\$954.79	\$979.58	\$1,004.26	\$1,029.09	\$1,053.87	\$1,078.43	\$1,110.81	\$1,127.59
	Daily	\$93.00	\$95.48	\$97.96	\$100.43	\$102.91	\$105.39	\$107.85	\$111.09	\$112.76
	Hourly	\$11.63	\$11.94	\$12.25	\$12.56	\$12.87	\$13.18	\$13.49	\$13.89	\$14.10
CS	7 Annual	\$24,986.00	\$25,638.00	\$26,279.00	\$26,928.00	\$27,576.00	\$28,218.00	\$28,863.00	\$29,727.00	\$30,175.00
	Bi-Wk	\$957.32	\$982.30	\$1,006.86	\$1,031.73	\$1,056.56	\$1,081.15	\$1,105.87	\$1,138.97	\$1,156.14
	Daily	\$95.74	\$98.23	\$100.69	\$103.18	\$105.66	\$108.12	\$110.59	\$113.90	\$115.62
	Hourly	\$11.97	\$12.28	\$12.59	\$12.90	\$13.21	\$13.52	\$13.83	\$14.24	\$14.46
CS	8 Annual	\$26,859.00	\$27,651.00	\$28,439.00	\$29,234.00	\$30,020.00	\$30,813.00	\$31,613.00	\$32,562.00	\$33,051.00
	Bi-Wk	\$1,029.09	\$1,059.43	\$1,089.62	\$1,120.08	\$1,150.20	\$1,180.58	\$1,211.23	\$1,247.59	\$1,266.33
	Daily	\$102.91	\$105.95	\$108.97	\$112.01	\$115.02	\$118.06	\$121.13	\$124.76	\$126.64
	Hourly	\$12.87	\$13.25	\$13.63	\$14.01	\$14.38	\$14.76	\$15.15	\$15.60	\$15.83
CS	9 Annual	\$27,680.00	\$28,509.00	\$29,330.00	\$30,164.00	\$30,988.00	\$31,810.00	\$32,643.00	\$33,620.00	\$34,127.00
	Bi-Wk	\$1,060.54	\$1,092.30	\$1,123.76	\$1,155.71	\$1,187.28	\$1,218.78	\$1,250.69	\$1,288.13	\$1,307.55
	Daily	\$106.06	\$109.23	\$112.38	\$115.58	\$118.73	\$121.88	\$125.07	\$128.82	\$130.76
	Hourly	\$13.26	\$13.66	\$14.05	\$14.45	\$14.85	\$15.24	\$15.64	\$16.11	\$16.35

P-2 EXCLUDED CONFIDENTIAL 40 HOUR PLAN EFFECTIVE 6/25/2004

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
CS	10	Annual	\$28,577.00	\$29,441.00	\$30,301.00	\$31,167.00	\$32,030.00	\$32,905.00	\$33,812.00	\$34,826.00	\$35,350.00
		Bi-Wk	\$1,094.91	\$1,128.01	\$1,160.96	\$1,194.14	\$1,227.21	\$1,260.73	\$1,295.48	\$1,334.33	\$1,354.41
		Daily	\$109.50	\$112.81	\$116.10	\$119.42	\$122.73	\$126.08	\$129.55	\$133.44	\$135.45
		Hourly	\$13.69	\$14.11	\$14.52	\$14.93	\$15.35	\$15.76	\$16.20	\$16.68	\$16.94
CS	11	Annual	\$29,482.00	\$30,379.00	\$31,277.00	\$32,179.00	\$33,106.00	\$34,050.00	\$34,993.00	\$36,042.00	\$36,586.00
		Bi-Wk	\$1,129.58	\$1,163.95	\$1,198.36	\$1,232.92	\$1,268.43	\$1,304.60	\$1,340.73	\$1,380.92	\$1,401.77
		Daily	\$112.96	\$116.40	\$119.84	\$123.30	\$126.85	\$130.46	\$134.08	\$138.10	\$140.18
		Hourly	\$14.12	\$14.55	\$14.98	\$15.42	\$15.86	\$16.31	\$16.76	\$17.27	\$17.53
CS	12	Annual	\$30,440.00	\$31,373.00	\$32,309.00	\$33,280.00	\$34,258.00	\$35,240.00	\$36,224.00	\$37,311.00	\$37,872.00
		Bi-Wk	\$1,166.29	\$1,202.04	\$1,237.90	\$1,275.10	\$1,312.57	\$1,350.20	\$1,387.90	\$1,429.55	\$1,451.04
		Daily	\$116.63	\$120.21	\$123.79	\$127.51	\$131.26	\$135.02	\$138.79	\$142.96	\$145.11
		Hourly	\$14.58	\$15.03	\$15.48	\$15.94	\$16.41	\$16.88	\$17.35	\$17.87	\$18.14
CS	13	Annual	\$32,156.00	\$33,337.00	\$34,534.00	\$35,729.00	\$36,930.00	\$38,128.00	\$39,329.00	\$40,508.00	\$41,118.00
		Bi-Wk	\$1,232.04	\$1,277.28	\$1,323.15	\$1,368.93	\$1,414.95	\$1,460.85	\$1,506.86	\$1,552.04	\$1,575.41
		Daily	\$123.21	\$127.73	\$132.32	\$136.90	\$141.50	\$146.09	\$150.69	\$155.21	\$157.55
		Hourly	\$15.41	\$15.97	\$16.54	\$17.12	\$17.69	\$18.27	\$18.84	\$19.41	\$19.70
CS	14	Annual	\$33,661.00	\$34,898.00	\$36,137.00	\$37,372.00	\$38,602.00	\$39,839.00	\$41,074.00	\$42,307.00	\$42,942.00
		Bi-Wk	\$1,289.70	\$1,337.09	\$1,384.56	\$1,431.88	\$1,479.01	\$1,526.40	\$1,573.72	\$1,620.96	\$1,645.29
		Daily	\$128.97	\$133.71	\$138.46	\$143.19	\$147.91	\$152.64	\$157.38	\$162.10	\$164.53
		Hourly	\$16.13	\$16.72	\$17.31	\$17.90	\$18.49	\$19.08	\$19.68	\$20.27	\$20.57
CS	15	Annual	\$35,275.00	\$36,550.00	\$37,823.00	\$39,091.00	\$40,367.00	\$41,641.00	\$42,922.00	\$44,208.00	\$44,870.00
		Bi-Wk	\$1,351.54	\$1,400.39	\$1,449.16	\$1,497.74	\$1,546.63	\$1,595.45	\$1,644.53	\$1,693.80	\$1,719.16
		Daily	\$135.16	\$140.04	\$144.92	\$149.78	\$154.67	\$159.55	\$164.46	\$169.38	\$171.92
		Hourly	\$16.90	\$17.51	\$18.12	\$18.73	\$19.34	\$19.95	\$20.56	\$21.18	\$21.49
CS	16	Annual	\$36,997.00	\$38,309.00	\$39,620.00	\$40,924.00	\$42,235.00	\$43,548.00	\$44,856.00	\$46,201.00	\$46,896.00
		Bi-Wk	\$1,417.51	\$1,467.78	\$1,518.01	\$1,567.97	\$1,618.20	\$1,668.51	\$1,718.63	\$1,770.16	\$1,796.79
		Daily	\$141.76	\$146.78	\$151.81	\$156.80	\$161.82	\$166.86	\$171.87	\$177.02	\$179.68
		Hourly	\$17.72	\$18.35	\$18.98	\$19.60	\$20.23	\$20.86	\$21.49	\$22.13	\$22.46
CS	17	Annual	\$38,828.00	\$40,175.00	\$41,523.00	\$42,871.00	\$44,217.00	\$45,563.00	\$46,915.00	\$48,324.00	\$49,051.00
		Bi-Wk	\$1,487.67	\$1,539.28	\$1,590.92	\$1,642.57	\$1,694.14	\$1,745.71	\$1,797.51	\$1,851.50	\$1,879.35
		Daily	\$148.77	\$153.93	\$159.10	\$164.26	\$169.42	\$174.58	\$179.76	\$185.15	\$187.94
		Hourly	\$18.60	\$19.25	\$19.89	\$20.54	\$21.18	\$21.83	\$22.47	\$23.15	\$23.50
CS	18	Annual	\$40,786.00	\$42,161.00	\$43,548.00	\$44,930.00	\$46,311.00	\$47,691.00	\$49,073.00	\$50,547.00	\$51,306.00
		Bi-Wk	\$1,562.69	\$1,615.37	\$1,668.51	\$1,721.46	\$1,774.37	\$1,827.25	\$1,880.20	\$1,936.67	\$1,965.75
		Daily	\$156.27	\$161.54	\$166.86	\$172.15	\$177.44	\$182.73	\$188.02	\$193.67	\$196.58
		Hourly	\$19.54	\$20.20	\$20.86	\$21.52	\$22.18	\$22.85	\$23.51	\$24.21	\$24.58

P-2 EXCLUDED CONFIDENTIAL 40 HOUR PLAN EFFECTIVE 6/25/2004

Plan Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
CS	19 Annual	\$42,795.00	\$44,217.00	\$45,639.00	\$47,062.00	\$48,488.00	\$49,907.00	\$51,326.00	\$52,865.00	\$53,662.00
	Bi-Wk	\$1,639.66	\$1,694.14	\$1,748.63	\$1,803.15	\$1,857.78	\$1,912.15	\$1,966.52	\$2,025.48	\$2,056.02
	Daily	\$163.97	\$169.42	\$174.87	\$180.32	\$185.78	\$191.22	\$196.66	\$202.55	\$205.61
	Hourly	\$20.50	\$21.18	\$21.86	\$22.54	\$23.23	\$23.91	\$24.59	\$25.32	\$25.71
CS	20 Annual	\$44,970.00	\$46,430.00	\$47,882.00	\$49,340.00	\$50,795.00	\$52,257.00	\$53,710.00	\$55,320.00	\$56,152.00
	Bi-Wk	\$1,722.99	\$1,778.93	\$1,834.56	\$1,890.43	\$1,946.17	\$2,002.19	\$2,057.86	\$2,119.55	\$2,151.42
	Daily	\$172.30	\$177.90	\$183.46	\$189.05	\$194.62	\$200.22	\$205.79	\$211.96	\$215.15
	Hourly	\$21.54	\$22.24	\$22.94	\$23.64	\$24.33	\$25.03	\$25.73	\$26.50	\$26.90
CS	21 Annual	\$47,189.00	\$48,695.00	\$50,183.00	\$51,679.00	\$53,178.00	\$54,671.00	\$56,172.00	\$57,858.00	\$58,727.00
	Bi-Wk	\$1,808.01	\$1,865.71	\$1,922.73	\$1,980.04	\$2,037.48	\$2,094.68	\$2,152.19	\$2,216.79	\$2,250.08
	Daily	\$180.81	\$186.58	\$192.28	\$198.01	\$203.75	\$209.47	\$215.22	\$221.68	\$225.01
	Hourly	\$22.61	\$23.33	\$24.04	\$24.76	\$25.47	\$26.19	\$26.91	\$27.71	\$28.13
CS	22 Annual	\$48,488.00	\$50,259.00	\$52,035.00	\$53,809.00	\$55,590.00	\$57,364.00	\$59,141.00	\$60,916.00	\$61,831.00
	Bi-Wk	\$1,857.78	\$1,925.64	\$1,993.68	\$2,061.65	\$2,129.89	\$2,197.86	\$2,265.94	\$2,333.95	\$2,369.01
	Daily	\$185.78	\$192.57	\$199.37	\$206.17	\$212.99	\$219.79	\$226.60	\$233.40	\$236.91
	Hourly	\$23.23	\$24.08	\$24.93	\$25.78	\$26.63	\$27.48	\$28.33	\$29.18	\$29.62
CS	23 Annual	\$50,782.00	\$52,631.00	\$54,479.00	\$56,329.00	\$58,186.00	\$60,031.00	\$61,878.00	\$63,736.00	\$64,696.00
	Bi-Wk	\$1,945.68	\$2,016.52	\$2,087.32	\$2,158.20	\$2,229.35	\$2,300.04	\$2,370.81	\$2,442.00	\$2,478.78
	Daily	\$194.57	\$201.66	\$208.74	\$215.82	\$222.94	\$230.01	\$237.09	\$244.20	\$247.88
	Hourly	\$24.33	\$25.21	\$26.10	\$26.98	\$27.87	\$28.76	\$29.64	\$30.53	\$30.99
CS	24 Annual	\$53,225.00	\$55,152.00	\$57,083.00	\$59,007.00	\$60,938.00	\$62,866.00	\$64,794.00	\$66,736.00	\$67,742.00
	Bi-Wk	\$2,039.28	\$2,113.11	\$2,187.09	\$2,260.81	\$2,334.79	\$2,408.66	\$2,482.53	\$2,556.94	\$2,595.48
	Daily	\$203.93	\$211.32	\$218.71	\$226.09	\$233.48	\$240.87	\$248.26	\$255.70	\$259.55
	Hourly	\$25.50	\$26.42	\$27.34	\$28.27	\$29.19	\$30.11	\$31.04	\$31.97	\$32.45
CS	25 Annual	\$55,824.00	\$57,824.00	\$59,823.00	\$61,820.00	\$63,823.00	\$65,822.00	\$67,818.00	\$69,854.00	\$70,904.00
	Bi-Wk	\$2,138.86	\$2,215.48	\$2,292.07	\$2,368.59	\$2,445.33	\$2,521.92	\$2,598.40	\$2,676.40	\$2,716.63
	Daily	\$213.89	\$221.55	\$229.21	\$236.86	\$244.54	\$252.20	\$259.84	\$267.64	\$271.67
	Hourly	\$26.74	\$27.70	\$28.66	\$29.61	\$30.57	\$31.53	\$32.48	\$33.46	\$33.96
CS	26 Annual	\$58,571.00	\$60,644.00	\$62,719.00	\$64,794.00	\$66,870.00	\$68,946.00	\$71,015.00	\$73,146.00	\$74,246.00
	Bi-Wk	\$2,244.10	\$2,323.53	\$2,403.03	\$2,482.53	\$2,562.07	\$2,641.61	\$2,720.89	\$2,802.53	\$2,844.68
	Daily	\$224.41	\$232.36	\$240.31	\$248.26	\$256.21	\$264.17	\$272.09	\$280.26	\$284.47
	Hourly	\$28.06	\$29.05	\$30.04	\$31.04	\$32.03	\$33.03	\$34.02	\$35.04	\$35.56
CS	27 Annual	\$61,478.00	\$63,630.00	\$65,774.00	\$67,916.00	\$70,063.00	\$72,207.00	\$74,358.00	\$76,587.00	\$77,740.00
	Bi-Wk	\$2,355.48	\$2,437.94	\$2,520.08	\$2,602.15	\$2,684.41	\$2,766.56	\$2,848.97	\$2,934.37	\$2,978.55
	Daily	\$235.55	\$243.80	\$252.01	\$260.22	\$268.45	\$276.66	\$284.90	\$293.44	\$297.86
	Hourly	\$29.45	\$30.48	\$31.51	\$32.53	\$33.56	\$34.59	\$35.62	\$36.68	\$37.24

P-2 EXCLUDED CONFIDENTIAL 40 HOUR PLAN EFFECTIVE 6/25/2004

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
CS	28	Annual	\$64,630.00	\$66,805.00	\$69,021.00	\$71,245.00	\$73,463.00	\$75,689.00	\$77,902.00	\$80,242.00	\$81,450.00
		Bi-Wk	\$2,476.25	\$2,559.58	\$2,644.49	\$2,729.70	\$2,814.68	\$2,899.97	\$2,984.76	\$3,074.41	\$3,120.69
		Daily	\$247.63	\$255.96	\$264.45	\$272.97	\$281.47	\$290.00	\$298.48	\$307.45	\$312.07
		Hourly	\$30.96	\$32.00	\$33.06	\$34.13	\$35.19	\$36.25	\$37.31	\$38.44	\$39.01
CS	29	Annual	\$65,207.00	\$67,650.00	\$70,097.00	\$72,549.00	\$74,996.00	\$77,440.00	\$79,886.00	\$82,282.00	\$83,521.00
		Bi-Wk	\$2,498.36	\$2,591.96	\$2,685.71	\$2,779.66	\$2,873.41	\$2,967.05	\$3,060.77	\$3,152.57	\$3,200.04
		Daily	\$249.84	\$259.20	\$268.58	\$277.97	\$287.35	\$296.71	\$306.08	\$315.26	\$320.01
		Hourly	\$31.23	\$32.40	\$33.58	\$34.75	\$35.92	\$37.09	\$38.26	\$39.41	\$40.01
CS	30	Annual	\$67,818.00	\$70,335.00	\$72,862.00	\$75,371.00	\$77,892.00	\$80,414.00	\$82,929.00	\$85,417.00	\$86,705.00
		Bi-Wk	\$2,598.40	\$2,694.83	\$2,791.65	\$2,887.78	\$2,984.37	\$3,081.00	\$3,177.36	\$3,272.69	\$3,322.04
		Daily	\$259.84	\$269.49	\$279.17	\$288.78	\$298.44	\$308.10	\$317.74	\$327.27	\$332.21
		Hourly	\$32.48	\$33.69	\$34.90	\$36.10	\$37.31	\$38.52	\$39.72	\$40.91	\$41.53
CS	31	Annual	\$70,539.00	\$73,134.00	\$75,727.00	\$78,322.00	\$80,911.00	\$83,507.00	\$86,093.00	\$88,676.00	\$90,011.00
		Bi-Wk	\$2,702.65	\$2,802.07	\$2,901.42	\$3,000.85	\$3,100.04	\$3,199.51	\$3,298.59	\$3,397.55	\$3,448.70
		Daily	\$270.27	\$280.21	\$290.15	\$300.09	\$310.01	\$319.96	\$329.86	\$339.76	\$344.87
		Hourly	\$33.79	\$35.03	\$36.27	\$37.52	\$38.76	\$40.00	\$41.24	\$42.47	\$43.11
CS	32	Annual	\$73,370.00	\$76,034.00	\$78,692.00	\$81,362.00	\$84,028.00	\$86,687.00	\$89,361.00	\$92,041.00	\$93,426.00
		Bi-Wk	\$2,811.12	\$2,913.19	\$3,015.02	\$3,117.32	\$3,219.47	\$3,321.35	\$3,423.80	\$3,526.48	\$3,579.55
		Daily	\$281.12	\$291.32	\$301.51	\$311.74	\$321.95	\$332.14	\$342.38	\$352.65	\$357.96
		Hourly	\$35.14	\$36.42	\$37.69	\$38.97	\$40.25	\$41.52	\$42.80	\$44.09	\$44.75
CS	33	Annual	\$76,322.00	\$79,059.00	\$81,802.00	\$84,537.00	\$87,277.00	\$90,011.00	\$92,755.00	\$95,537.00	\$96,977.00
		Bi-Wk	\$2,924.22	\$3,029.09	\$3,134.18	\$3,238.97	\$3,343.95	\$3,448.70	\$3,553.84	\$3,660.43	\$3,715.60
		Daily	\$292.43	\$302.91	\$313.42	\$323.90	\$334.40	\$344.87	\$355.39	\$366.05	\$371.56
		Hourly	\$36.56	\$37.87	\$39.18	\$40.49	\$41.80	\$43.11	\$44.43	\$45.76	\$46.45
CS	34	Annual	\$79,466.00	\$82,280.00	\$85,091.00	\$87,909.00	\$90,718.00	\$93,533.00	\$96,345.00	\$99,234.00	\$100,729.00
		Bi-Wk	\$3,044.68	\$3,152.50	\$3,260.20	\$3,368.17	\$3,475.79	\$3,583.64	\$3,691.38	\$3,802.07	\$3,859.35
		Daily	\$304.47	\$315.25	\$326.02	\$336.82	\$347.58	\$358.37	\$369.14	\$380.21	\$385.94
		Hourly	\$38.06	\$39.41	\$40.76	\$42.11	\$43.45	\$44.80	\$46.15	\$47.53	\$48.25
CS	35	Annual	\$82,734.00	\$85,614.00	\$88,501.00	\$91,388.00	\$94,272.00	\$97,155.00	\$100,035.00	\$103,037.00	\$104,584.00
		Bi-Wk	\$3,169.89	\$3,280.23	\$3,390.85	\$3,501.46	\$3,611.96	\$3,722.42	\$3,832.76	\$3,947.78	\$4,007.05
		Daily	\$316.99	\$328.03	\$339.09	\$350.15	\$361.20	\$372.25	\$383.28	\$394.78	\$400.71
		Hourly	\$39.63	\$41.01	\$42.39	\$43.77	\$45.15	\$46.54	\$47.91	\$49.35	\$50.09
CS	36	Annual	\$86,169.00	\$89,127.00	\$92,092.00	\$95,048.00	\$98,008.00	\$100,964.00	\$103,925.00	\$107,041.00	\$108,649.00
		Bi-Wk	\$3,301.50	\$3,414.83	\$3,528.43	\$3,641.69	\$3,755.10	\$3,868.36	\$3,981.81	\$4,101.19	\$4,162.80
		Daily	\$330.15	\$341.49	\$352.85	\$364.17	\$375.51	\$386.84	\$398.19	\$410.12	\$416.28
		Hourly	\$41.27	\$42.69	\$44.11	\$45.53	\$46.94	\$48.36	\$49.78	\$51.27	\$52.04

P-2 EXCLUDED CONFIDENTIAL 40 HOUR PLAN EFFECTIVE 6/25/2004

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
CS	37	Annual	\$89,746.00	\$92,789.00	\$95,829.00	\$98,865.00	\$101,907.00	\$104,946.00	\$107,984.00	\$111,224.00	\$112,893.00
		Bi-Wk	\$3,438.55	\$3,555.14	\$3,671.61	\$3,787.94	\$3,904.49	\$4,020.92	\$4,137.32	\$4,261.46	\$4,325.41
		Daily	\$343.86	\$355.52	\$367.17	\$378.80	\$390.45	\$402.10	\$413.74	\$426.15	\$432.55
		Hourly	\$42.99	\$44.44	\$45.90	\$47.35	\$48.81	\$50.27	\$51.72	\$53.27	\$54.07
CS	38	Annual	\$93,454.00	\$96,558.00	\$99,677.00	\$102,785.00	\$105,898.00	\$109,013.00	\$112,122.00	\$115,485.00	\$117,220.00
		Bi-Wk	\$3,580.62	\$3,699.55	\$3,819.05	\$3,938.13	\$4,057.40	\$4,176.75	\$4,295.87	\$4,424.72	\$4,491.19
		Daily	\$358.07	\$369.96	\$381.91	\$393.82	\$405.74	\$417.68	\$429.59	\$442.48	\$449.12
		Hourly	\$44.76	\$46.25	\$47.74	\$49.23	\$50.72	\$52.21	\$53.70	\$55.31	\$56.14
CS	39	Annual	\$97,449.00	\$100,522.00	\$103,710.00	\$106,902.00	\$110,088.00	\$113,271.00	\$116,455.00	\$119,949.00	\$121,749.00
		Bi-Wk	\$3,733.68	\$3,851.42	\$3,973.57	\$4,095.87	\$4,217.94	\$4,339.89	\$4,461.88	\$4,595.75	\$4,664.72
		Daily	\$373.37	\$385.15	\$397.36	\$409.59	\$421.80	\$433.99	\$446.19	\$459.58	\$466.48
		Hourly	\$46.68	\$48.15	\$49.67	\$51.20	\$52.73	\$54.25	\$55.78	\$57.45	\$58.31
CS	40	Annual	\$101,392.00	\$104,647.00	\$107,907.00	\$111,156.00	\$114,412.00	\$117,668.00	\$120,916.00	\$124,545.00	\$126,414.00
		Bi-Wk	\$3,884.76	\$4,009.47	\$4,134.37	\$4,258.86	\$4,383.61	\$4,508.36	\$4,632.80	\$4,771.84	\$4,843.45
		Daily	\$388.48	\$400.95	\$413.44	\$425.89	\$438.37	\$450.84	\$463.28	\$477.19	\$484.35
		Hourly	\$48.56	\$50.12	\$51.68	\$53.24	\$54.80	\$56.36	\$57.91	\$59.65	\$60.55
CS	41	Annual	\$105,641.00	\$108,976.00	\$112,302.00	\$115,634.00	\$118,971.00	\$122,297.00	\$125,632.00	\$129,401.00	\$131,343.00
		Bi-Wk	\$4,047.55	\$4,175.33	\$4,302.76	\$4,430.43	\$4,558.28	\$4,685.71	\$4,813.49	\$4,957.90	\$5,032.30
		Daily	\$404.76	\$417.54	\$430.28	\$443.05	\$455.83	\$468.58	\$481.35	\$495.79	\$503.23
		Hourly	\$50.60	\$52.20	\$53.79	\$55.39	\$56.98	\$58.58	\$60.17	\$61.98	\$62.91
CS	42	Annual	\$110,046.00	\$113,449.00	\$116,855.00	\$120,259.00	\$123,667.00	\$127,075.00	\$130,481.00	\$134,396.00	\$136,412.00
		Bi-Wk	\$4,216.33	\$4,346.71	\$4,477.21	\$4,607.63	\$4,738.20	\$4,868.78	\$4,999.28	\$5,149.28	\$5,226.52
		Daily	\$421.64	\$434.68	\$447.73	\$460.77	\$473.82	\$486.88	\$499.93	\$514.93	\$522.66
		Hourly	\$52.71	\$54.34	\$55.97	\$57.60	\$59.23	\$60.86	\$62.50	\$64.37	\$65.34
CS	43	Annual	\$114,711.00	\$118,192.00	\$121,661.00	\$125,133.00	\$128,611.00	\$132,085.00	\$135,560.00	\$139,625.00	\$141,719.00
		Bi-Wk	\$4,395.06	\$4,528.43	\$4,661.35	\$4,794.37	\$4,927.63	\$5,060.73	\$5,193.87	\$5,349.62	\$5,429.85
		Daily	\$439.51	\$452.85	\$466.14	\$479.44	\$492.77	\$506.08	\$519.39	\$534.97	\$542.99
		Hourly	\$54.94	\$56.61	\$58.27	\$59.93	\$61.60	\$63.26	\$64.93	\$66.88	\$67.88