

**Effective Date: January 06, 2011**

**Executive Compensation Plan  
Longevity: Semi Annual Payment**

<u>Salary Level</u>		<u>10-14 Years</u>	<u>15-19 Years</u>	<u>20-24 Years</u>	<u>25+ Years</u>
EX	1	\$1,400.00	\$2,800.00	\$4,200.00	\$5,600.00
EX	2	\$1,200.00	\$2,400.00	\$3,600.00	\$4,800.00
EX	3	\$1,100.00	\$2,200.00	\$3,300.00	\$4,400.00
EX	4	\$900.00	\$1,800.00	\$2,700.00	\$3,600.00
EX	5	\$800.00	\$1,600.00	\$2,400.00	\$3,200.00