

EFFECTIVE JUNE 20, 2008

**EXECUTIVE PAY PLAN
LONGEVITY: SEMI-ANNUAL PAYMENT**

| Salary Group | | <u>10-14 Years</u> | <u>15-19 Years</u> | <u>20-24 Years</u> | <u>25+ Years</u> |
|-------------------------|----|---------------------------|---------------------------|---------------------------|-------------------------|
| EX 1A | 1A | \$1,606.00 | \$3,212.00 | \$4,818.00 | \$6,424.00 |
| EX 1 | 1 | \$1,378.75 | \$2,757.50 | \$4,136.25 | \$5,515.00 |
| EX 2A | 2A | \$1,302.00 | \$2,604.00 | \$3,906.00 | \$5,208.00 |
| EX 2 | 2 | \$1,234.00 | \$2,468.00 | \$3,702.00 | \$4,936.00 |
| EX 3 | 3 | \$1,118.25 | \$2,236.50 | \$3,354.75 | \$4,473.00 |
| EX 4 | 4 | \$936.75 | \$1,873.50 | \$2,810.25 | \$3,747.00 |