EFFECTIVE: JUNE 25, 2004

MANAGEMENT PAY PLAN LONGEVITY: SEMI-ANNUAL PAYMENT

| Salary | | | | | |
|--------|----|-------------|-------------|-------------|------------|
| Group | | 10-14 Years | 15-19 Years | 20-24 Years | 25+ Years |
| MP | 51 | \$366.25 | \$732.50 | \$1,098.75 | \$1,465.00 |
| MP | 52 | \$384.25 | \$768.50 | \$1,152.75 | \$1,537.00 |
| MP | 53 | \$403.25 | \$806.50 | \$1,209.75 | \$1,613.00 |
| MP | 54 | \$425.00 | \$850.00 | \$1,275.00 | \$1,700.00 |
| MP | 55 | \$444.25 | \$888.50 | \$1,332.75 | \$1,777.00 |
| MP | 56 | \$466.00 | \$932.00 | \$1,398.00 | \$1,864.00 |
| MP | 57 | \$488.75 | \$977.50 | \$1,466.25 | \$1,955.00 |
| MP | 58 | \$514.25 | \$1,028.50 | \$1,542.75 | \$2,057.00 |
| MP | 59 | \$539.00 | \$1,078.00 | \$1,617.00 | \$2,156.00 |
| MP | 60 | \$565.50 | \$1,131.00 | \$1,696.50 | \$2,262.00 |
| MP | 61 | \$593.50 | \$1,187.00 | \$1,780.50 | \$2,374.00 |
| MP | 62 | \$617.25 | \$1,234.50 | \$1,851.75 | \$2,469.00 |
| MP | 63 | \$641.00 | \$1,282.00 | \$1,923.00 | \$2,564.00 |
| MP | 64 | \$667.75 | \$1,335.50 | \$2,003.25 | \$2,671.00 |
| MP | 65 | \$694.75 | \$1,389.50 | \$2,084.25 | \$2,779.00 |
| MP | 66 | \$721.50 | \$1,443.00 | \$2,164.50 | \$2,886.00 |
| MP | 67 | \$749.50 | \$1,499.00 | \$2,248.50 | \$2,998.00 |
| MP | 68 | \$779.00 | \$1,558.00 | \$2,337.00 | \$3,116.00 |
| MP | 69 | \$811.00 | \$1,622.00 | \$2,433.00 | \$3,244.00 |
| MP | 70 | \$842.25 | \$1,684.50 | \$2,526.75 | \$3,369.00 |
| MP | 71 | \$877.00 | \$1,754.00 | \$2,631.00 | \$3,508.00 |
| MP | 72 | \$911.75 | \$1,823.50 | \$2,735.25 | \$3,647.00 |
| MP | 73 | \$947.75 | \$1,895.50 | \$2,843.25 | \$3,791.00 |
| MP | 74 | \$985.00 | \$1,970.00 | \$2,955.00 | \$3,940.00 |
| MP | 75 | \$1,025.00 | \$2,050.00 | \$3,075.00 | \$4,100.00 |
| MP | 76 | \$1,065.50 | \$2,131.00 | \$3,196.50 | \$4,262.00 |
| MP | 77 | \$1,106.75 | \$2,213.50 | \$3,320.25 | \$4,427.00 |
| MP | 78 | \$1,156.25 | \$2,312.50 | \$3,468.75 | \$4,625.00 |
| MP | 79 | \$1,202.25 | \$2,404.50 | \$3,606.75 | \$4,809.00 |
| MP | 80 | \$1,250.50 | \$2,501.00 | \$3,751.50 | \$5,002.00 |