NP-2 FN 40 HOUR HIRING RATE PAY PLAN EFFECTIVE 6/23/2006

| Plan | Group | Period | Step 1 |
| :---: | :---: | :---: | :---: |
| FN | 1 | Annual | \$21,992.00 |
|  |  | Bi-Wk | \$842.61 |
|  |  | Daily | \$84.27 |
|  |  | Hourly | \$10.54 |
| FN | 2 | Annual | \$22,834.00 |
|  |  | Bi-Wk | \$874.87 |
|  |  | Daily | \$87.49 |
|  |  | Hourly | \$10.94 |
| FN | 3 | Annual | \$23,260.00 |
|  |  | Bi-Wk | \$891.19 |
|  |  | Daily | \$89.12 |
|  |  | Hourly | \$11.14 |
| FN | 4 | Annual | \$23,868.00 |
|  |  | Bi-Wk | \$914.49 |
|  |  | Daily | \$91.45 |
|  |  | Hourly | \$11.44 |
| FN | 5 | Annual | \$24,351.00 |
|  |  | Bi-Wk | \$932.99 |
|  |  | Daily | \$93.30 |
|  |  | Hourly | \$11.67 |
| FN | 6 | Annual | \$25,019.00 |
|  |  | Bi-Wk | \$958.59 |
|  |  | Daily | \$95.86 |
|  |  | Hourly | \$11.99 |
| FN | 7 | Annual | \$25,625.00 |
|  |  | Bi-Wk | \$981.81 |
|  |  | Daily | \$98.19 |
|  |  | Hourly | \$12.28 |
| FN | 8 | Annual | \$27,193.00 |
|  |  | Bi-Wk | \$1,041.88 |
|  |  | Daily | \$104.19 |
|  |  | Hourly | \$13.03 |
| FN | 9 | Annual | \$27,883.00 |
|  |  | Bi-Wk | \$1,068.32 |
|  |  | Daily | \$106.84 |
|  |  | Hourly | \$13.36 |

NP-2 FN 40 HOUR HIRING RATE PAY PLAN EFFECTIVE 6/23/2006

| Plan | Group | Period | Step 1 |
| :---: | :---: | :---: | :---: |
| FN | 10 | Annual | \$28,681.00 |
|  |  | Bi-Wk | \$1,098.89 |
|  |  | Daily | \$109.89 |
|  |  | Hourly | \$13.74 |
| FN | 11 | Annual | \$29,479.00 |
|  |  | Bi-Wk | \$1,129.47 |
|  |  | Daily | \$112.95 |
|  |  | Hourly | \$14.12 |
| FN | 12 | Annual | \$30,336.00 |
|  |  | Bi-Wk | \$1,162.30 |
|  |  | Daily | \$116.23 |
|  |  | Hourly | \$14.53 |

