

NP-6 HN 35 HOUR PLAN EFFECTIVE 7/11/2003

| Plan | Group | Period | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|------|-------|--------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| HN | 1 | Annual | \$18,991.00 | \$19,451.00 | \$19,909.00 | \$20,363.00 | \$20,818.00 | \$21,277.00 | \$21,737.00 | \$22,334.00 | \$22,932.00 | \$23,547.00 |
| | | Bi-Wk | \$727.63 | \$745.25 | \$762.80 | \$780.20 | \$797.63 | \$815.22 | \$832.84 | \$855.71 | \$878.63 | \$902.19 |
| | | Daily | \$72.77 | \$74.53 | \$76.28 | \$78.02 | \$79.77 | \$81.53 | \$83.29 | \$85.58 | \$87.87 | \$90.22 |
| | | Hourly | \$10.40 | \$10.65 | \$10.90 | \$11.15 | \$11.40 | \$11.65 | \$11.90 | \$12.23 | \$12.56 | \$12.89 |
| HN | 2 | Annual | \$19,909.00 | \$20,363.00 | \$20,818.00 | \$21,277.00 | \$21,737.00 | \$22,190.00 | \$22,646.00 | \$23,270.00 | \$23,892.00 | \$24,533.00 |
| | | Bi-Wk | \$762.80 | \$780.20 | \$797.63 | \$815.22 | \$832.84 | \$850.20 | \$867.67 | \$891.58 | \$915.41 | \$939.97 |
| | | Daily | \$76.28 | \$78.02 | \$79.77 | \$81.53 | \$83.29 | \$85.02 | \$86.77 | \$89.16 | \$91.55 | \$94.00 |
| | | Hourly | \$10.90 | \$11.15 | \$11.40 | \$11.65 | \$11.90 | \$12.15 | \$12.40 | \$12.74 | \$13.08 | \$13.43 |
| HN | 3 | Annual | \$20,363.00 | \$20,818.00 | \$21,277.00 | \$21,737.00 | \$22,190.00 | \$22,646.00 | \$23,102.00 | \$23,738.00 | \$24,375.00 | \$25,030.00 |
| | | Bi-Wk | \$780.20 | \$797.63 | \$815.22 | \$832.84 | \$850.20 | \$867.67 | \$885.14 | \$909.51 | \$933.91 | \$959.01 |
| | | Daily | \$78.02 | \$79.77 | \$81.53 | \$83.29 | \$85.02 | \$86.77 | \$88.52 | \$90.96 | \$93.40 | \$95.91 |
| | | Hourly | \$11.15 | \$11.40 | \$11.65 | \$11.90 | \$12.15 | \$12.40 | \$12.65 | \$13.00 | \$13.35 | \$13.71 |
| HN | 4 | Annual | \$21,012.00 | \$21,569.00 | \$22,125.00 | \$22,679.00 | \$23,238.00 | \$23,788.00 | \$24,344.00 | \$25,015.00 | \$25,683.00 | \$26,370.00 |
| | | Bi-Wk | \$805.06 | \$826.40 | \$847.71 | \$868.93 | \$890.35 | \$911.42 | \$932.73 | \$958.43 | \$984.03 | \$1,010.35 |
| | | Daily | \$80.51 | \$82.64 | \$84.78 | \$86.90 | \$89.04 | \$91.15 | \$93.28 | \$95.85 | \$98.41 | \$101.04 |
| | | Hourly | \$11.51 | \$11.81 | \$12.12 | \$12.42 | \$12.72 | \$13.03 | \$13.33 | \$13.70 | \$14.06 | \$14.44 |
| HN | 5 | Annual | \$21,535.00 | \$22,125.00 | \$22,710.00 | \$23,294.00 | \$23,879.00 | \$24,469.00 | \$25,055.00 | \$25,743.00 | \$26,433.00 | \$27,141.00 |
| | | Bi-Wk | \$825.10 | \$847.71 | \$870.12 | \$892.50 | \$914.91 | \$937.51 | \$959.97 | \$986.33 | \$1,012.76 | \$1,039.89 |
| | | Daily | \$82.51 | \$84.78 | \$87.02 | \$89.25 | \$91.50 | \$93.76 | \$96.00 | \$98.64 | \$101.28 | \$103.99 |
| | | Hourly | \$11.79 | \$12.12 | \$12.44 | \$12.75 | \$13.08 | \$13.40 | \$13.72 | \$14.10 | \$14.47 | \$14.86 |
| HN | 6 | Annual | \$22,256.00 | \$22,846.00 | \$23,433.00 | \$24,018.00 | \$24,602.00 | \$25,188.00 | \$25,773.00 | \$26,482.00 | \$27,190.00 | \$27,916.00 |
| | | Bi-Wk | \$852.73 | \$875.33 | \$897.82 | \$920.23 | \$942.61 | \$965.06 | \$987.48 | \$1,014.64 | \$1,041.77 | \$1,069.58 |
| | | Daily | \$85.28 | \$87.54 | \$89.79 | \$92.03 | \$94.27 | \$96.51 | \$98.75 | \$101.47 | \$104.18 | \$106.96 |
| | | Hourly | \$12.19 | \$12.51 | \$12.83 | \$13.15 | \$13.47 | \$13.79 | \$14.11 | \$14.50 | \$14.89 | \$15.28 |
| HN | 7 | Annual | \$22,906.00 | \$23,491.00 | \$24,084.00 | \$24,667.00 | \$25,250.00 | \$25,836.00 | \$26,422.00 | \$27,148.00 | \$27,872.00 | \$28,618.00 |
| | | Bi-Wk | \$877.63 | \$900.04 | \$922.76 | \$945.10 | \$967.44 | \$989.89 | \$1,012.34 | \$1,040.16 | \$1,067.90 | \$1,096.48 |
| | | Daily | \$87.77 | \$90.01 | \$92.28 | \$94.51 | \$96.75 | \$98.99 | \$101.24 | \$104.02 | \$106.79 | \$109.65 |
| | | Hourly | \$12.54 | \$12.86 | \$13.19 | \$13.51 | \$13.83 | \$14.15 | \$14.47 | \$14.86 | \$15.26 | \$15.67 |
| HN | 8 | Annual | \$24,602.00 | \$25,319.00 | \$26,038.00 | \$26,754.00 | \$27,477.00 | \$28,191.00 | \$28,911.00 | \$29,704.00 | \$30,500.00 | \$31,319.00 |
| | | Bi-Wk | \$942.61 | \$970.08 | \$997.63 | \$1,025.06 | \$1,052.76 | \$1,080.12 | \$1,107.71 | \$1,138.09 | \$1,168.59 | \$1,199.97 |
| | | Daily | \$94.27 | \$97.01 | \$99.77 | \$102.51 | \$105.28 | \$108.02 | \$110.78 | \$113.81 | \$116.86 | \$120.00 |
| | | Hourly | \$13.47 | \$13.86 | \$14.26 | \$14.65 | \$15.04 | \$15.44 | \$15.83 | \$16.26 | \$16.70 | \$17.15 |
| HN | 9 | Annual | \$25,351.00 | \$26,099.00 | \$26,845.00 | \$27,600.00 | \$28,347.00 | \$29,092.00 | \$29,846.00 | \$30,665.00 | \$31,486.00 | \$32,330.00 |
| | | Bi-Wk | \$971.31 | \$999.97 | \$1,028.55 | \$1,057.48 | \$1,086.10 | \$1,114.64 | \$1,143.53 | \$1,174.91 | \$1,206.37 | \$1,238.70 |
| | | Daily | \$97.14 | \$100.00 | \$102.86 | \$105.75 | \$108.61 | \$111.47 | \$114.36 | \$117.50 | \$120.64 | \$123.87 |
| | | Hourly | \$13.88 | \$14.29 | \$14.70 | \$15.11 | \$15.52 | \$15.93 | \$16.34 | \$16.79 | \$17.24 | \$17.70 |

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|------|-------|--------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| HN | 10 | Annual | \$26,157.00 | \$26,940.00 | \$27,722.00 | \$28,513.00 | \$29,292.00 | \$30,088.00 | \$30,912.00 | \$31,761.00 | \$32,612.00 | \$33,486.00 |
| | | Bi-Wk | \$1,002.19 | \$1,032.19 | \$1,062.15 | \$1,092.46 | \$1,122.30 | \$1,152.80 | \$1,184.37 | \$1,216.90 | \$1,249.51 | \$1,282.99 |
| | | Daily | \$100.22 | \$103.22 | \$106.22 | \$109.25 | \$112.23 | \$115.28 | \$118.44 | \$121.69 | \$124.96 | \$128.30 |
| | | Hourly | \$14.32 | \$14.75 | \$15.18 | \$15.61 | \$16.04 | \$16.47 | \$16.92 | \$17.39 | \$17.86 | \$18.33 |
| HN | 11 | Annual | \$26,978.00 | \$27,794.00 | \$28,617.00 | \$29,431.00 | \$30,269.00 | \$31,124.00 | \$31,983.00 | \$32,862.00 | \$33,740.00 | \$34,643.00 |
| | | Bi-Wk | \$1,033.64 | \$1,064.91 | \$1,096.44 | \$1,127.63 | \$1,159.74 | \$1,192.50 | \$1,225.41 | \$1,259.09 | \$1,292.73 | \$1,327.32 |
| | | Daily | \$103.37 | \$106.50 | \$109.65 | \$112.77 | \$115.98 | \$119.25 | \$122.55 | \$125.91 | \$129.28 | \$132.74 |
| | | Hourly | \$14.77 | \$15.22 | \$15.67 | \$16.11 | \$16.57 | \$17.04 | \$17.51 | \$17.99 | \$18.47 | \$18.97 |
| HN | 12 | Annual | \$27,847.00 | \$28,703.00 | \$29,548.00 | \$30,426.00 | \$31,309.00 | \$32,208.00 | \$33,098.00 | \$34,008.00 | \$34,917.00 | \$35,851.00 |
| | | Bi-Wk | \$1,066.94 | \$1,099.74 | \$1,132.11 | \$1,165.75 | \$1,199.58 | \$1,234.03 | \$1,268.13 | \$1,302.99 | \$1,337.82 | \$1,373.61 |
| | | Daily | \$106.70 | \$109.98 | \$113.22 | \$116.58 | \$119.96 | \$123.41 | \$126.82 | \$130.30 | \$133.79 | \$137.37 |
| | | Hourly | \$15.25 | \$15.72 | \$16.18 | \$16.66 | \$17.14 | \$17.63 | \$18.12 | \$18.62 | \$19.12 | \$19.63 |
| HN | 13 | Annual | \$29,404.00 | \$30,484.00 | \$31,565.00 | \$32,653.00 | \$33,739.00 | \$34,824.00 | \$35,914.00 | \$36,900.00 | \$37,888.00 | \$38,902.00 |
| | | Bi-Wk | \$1,126.60 | \$1,167.97 | \$1,209.39 | \$1,251.08 | \$1,292.69 | \$1,334.26 | \$1,376.02 | \$1,413.80 | \$1,451.65 | \$1,490.50 |
| | | Daily | \$112.66 | \$116.80 | \$120.94 | \$125.11 | \$129.27 | \$133.43 | \$137.61 | \$141.38 | \$145.17 | \$149.05 |
| | | Hourly | \$16.10 | \$16.69 | \$17.28 | \$17.88 | \$18.47 | \$19.07 | \$19.66 | \$20.20 | \$20.74 | \$21.30 |
| HN | 14 | Annual | \$30,769.00 | \$31,896.00 | \$33,018.00 | \$34,136.00 | \$35,256.00 | \$36,377.00 | \$37,499.00 | \$38,528.00 | \$39,562.00 | \$40,624.00 |
| | | Bi-Wk | \$1,178.89 | \$1,222.07 | \$1,265.06 | \$1,307.90 | \$1,350.81 | \$1,393.76 | \$1,436.75 | \$1,476.17 | \$1,515.79 | \$1,556.48 |
| | | Daily | \$117.89 | \$122.21 | \$126.51 | \$130.79 | \$135.09 | \$139.38 | \$143.68 | \$147.62 | \$151.58 | \$155.65 |
| | | Hourly | \$16.85 | \$17.46 | \$18.08 | \$18.69 | \$19.30 | \$19.92 | \$20.53 | \$21.09 | \$21.66 | \$22.24 |
| HN | 15 | Annual | \$32,240.00 | \$33,392.00 | \$34,546.00 | \$35,697.00 | \$36,855.00 | \$38,015.00 | \$39,163.00 | \$40,241.00 | \$41,319.00 | \$42,426.00 |
| | | Bi-Wk | \$1,235.25 | \$1,279.39 | \$1,323.61 | \$1,367.71 | \$1,412.07 | \$1,456.52 | \$1,500.50 | \$1,541.81 | \$1,583.11 | \$1,625.52 |
| | | Daily | \$123.53 | \$127.94 | \$132.37 | \$136.78 | \$141.21 | \$145.66 | \$150.05 | \$154.19 | \$158.32 | \$162.56 |
| | | Hourly | \$17.65 | \$18.28 | \$18.91 | \$19.54 | \$20.18 | \$20.81 | \$21.44 | \$22.03 | \$22.62 | \$23.23 |
| HN | 16 | Annual | \$33,796.00 | \$34,983.00 | \$36,174.00 | \$37,363.00 | \$38,550.00 | \$39,741.00 | \$40,925.00 | \$42,049.00 | \$43,176.00 | \$44,333.00 |
| | | Bi-Wk | \$1,294.87 | \$1,340.35 | \$1,385.98 | \$1,431.54 | \$1,477.02 | \$1,522.65 | \$1,568.01 | \$1,611.08 | \$1,654.26 | \$1,698.59 |
| | | Daily | \$129.49 | \$134.04 | \$138.60 | \$143.16 | \$147.71 | \$152.27 | \$156.81 | \$161.11 | \$165.43 | \$169.86 |
| | | Hourly | \$18.50 | \$19.15 | \$19.80 | \$20.46 | \$21.11 | \$21.76 | \$22.41 | \$23.02 | \$23.64 | \$24.27 |
| HN | 17 | Annual | \$35,456.00 | \$36,684.00 | \$37,905.00 | \$39,128.00 | \$40,350.00 | \$41,570.00 | \$42,793.00 | \$43,969.00 | \$45,147.00 | \$46,357.00 |
| | | Bi-Wk | \$1,358.47 | \$1,405.52 | \$1,452.30 | \$1,499.16 | \$1,545.98 | \$1,592.73 | \$1,639.58 | \$1,684.64 | \$1,729.78 | \$1,776.14 |
| | | Daily | \$135.85 | \$140.56 | \$145.23 | \$149.92 | \$154.60 | \$159.28 | \$163.96 | \$168.47 | \$172.98 | \$177.62 |
| | | Hourly | \$19.41 | \$20.08 | \$20.75 | \$21.42 | \$22.09 | \$22.76 | \$23.43 | \$24.07 | \$24.72 | \$25.38 |
| HN | 18 | Annual | \$37,237.00 | \$38,485.00 | \$39,741.00 | \$40,992.00 | \$42,244.00 | \$43,501.00 | \$44,751.00 | \$45,982.00 | \$47,214.00 | \$48,480.00 |
| | | Bi-Wk | \$1,426.71 | \$1,474.53 | \$1,522.65 | \$1,570.58 | \$1,618.55 | \$1,666.71 | \$1,714.60 | \$1,761.77 | \$1,808.97 | \$1,857.48 |
| | | Daily | \$142.68 | \$147.46 | \$152.27 | \$157.06 | \$161.86 | \$166.68 | \$171.46 | \$176.18 | \$180.90 | \$185.75 |
| | | Hourly | \$20.39 | \$21.07 | \$21.76 | \$22.44 | \$23.13 | \$23.82 | \$24.50 | \$25.17 | \$25.85 | \$26.54 |

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|------|-------|--------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| HN | 19 | Annual | \$39,053.00 | \$40,350.00 | \$41,637.00 | \$42,931.00 | \$44,216.00 | \$45,509.00 | \$46,795.00 | \$48,082.00 | \$49,368.00 | \$50,689.00 |
| | | Bi-Wk | \$1,496.29 | \$1,545.98 | \$1,595.29 | \$1,644.87 | \$1,694.10 | \$1,743.64 | \$1,792.92 | \$1,842.23 | \$1,891.50 | \$1,942.11 |
| | | Daily | \$149.63 | \$154.60 | \$159.53 | \$164.49 | \$169.41 | \$174.37 | \$179.30 | \$184.23 | \$189.15 | \$194.22 |
| | | Hourly | \$21.38 | \$22.09 | \$22.79 | \$23.50 | \$24.21 | \$24.91 | \$25.62 | \$26.32 | \$27.03 | \$27.75 |
| HN | 20 | Annual | \$41,032.00 | \$42,352.00 | \$43,675.00 | \$44,991.00 | \$46,314.00 | \$47,634.00 | \$48,960.00 | \$50,304.00 | \$51,650.00 | \$53,033.00 |
| | | Bi-Wk | \$1,572.11 | \$1,622.69 | \$1,673.38 | \$1,723.80 | \$1,774.49 | \$1,825.06 | \$1,875.87 | \$1,927.36 | \$1,978.93 | \$2,031.92 |
| | | Daily | \$157.22 | \$162.27 | \$167.34 | \$172.38 | \$177.45 | \$182.51 | \$187.59 | \$192.74 | \$197.90 | \$203.20 |
| | | Hourly | \$22.46 | \$23.19 | \$23.91 | \$24.63 | \$25.35 | \$26.08 | \$26.80 | \$27.54 | \$28.28 | \$29.03 |
| HN | 21 | Annual | \$43,045.00 | \$44,406.00 | \$45,761.00 | \$47,121.00 | \$48,478.00 | \$49,831.00 | \$51,190.00 | \$52,597.00 | \$54,005.00 | \$55,450.00 |
| | | Bi-Wk | \$1,649.24 | \$1,701.38 | \$1,753.30 | \$1,805.41 | \$1,857.40 | \$1,909.24 | \$1,961.31 | \$2,015.22 | \$2,069.16 | \$2,124.53 |
| | | Daily | \$164.93 | \$170.14 | \$175.33 | \$180.55 | \$185.74 | \$190.93 | \$196.14 | \$201.53 | \$206.92 | \$212.46 |
| | | Hourly | \$23.57 | \$24.31 | \$25.05 | \$25.80 | \$26.54 | \$27.28 | \$28.02 | \$28.79 | \$29.56 | \$30.36 |
| HN | 22 | Annual | \$44,216.00 | \$45,827.00 | \$47,439.00 | \$49,047.00 | \$50,664.00 | \$52,271.00 | \$53,882.00 | \$55,364.00 | \$56,846.00 | \$58,368.00 |
| | | Bi-Wk | \$1,694.10 | \$1,755.83 | \$1,817.59 | \$1,879.20 | \$1,941.15 | \$2,002.73 | \$2,064.45 | \$2,121.23 | \$2,178.01 | \$2,236.33 |
| | | Daily | \$169.41 | \$175.59 | \$181.76 | \$187.92 | \$194.12 | \$200.28 | \$206.45 | \$212.13 | \$217.81 | \$223.64 |
| | | Hourly | \$24.21 | \$25.09 | \$25.97 | \$26.85 | \$27.74 | \$28.62 | \$29.50 | \$30.31 | \$31.12 | \$31.95 |
| HN | 23 | Annual | \$46,298.00 | \$47,980.00 | \$49,654.00 | \$51,334.00 | \$53,012.00 | \$54,691.00 | \$56,371.00 | \$57,921.00 | \$59,471.00 | \$61,064.00 |
| | | Bi-Wk | \$1,773.87 | \$1,838.32 | \$1,902.46 | \$1,966.82 | \$2,031.12 | \$2,095.45 | \$2,159.81 | \$2,219.20 | \$2,278.59 | \$2,339.62 |
| | | Daily | \$177.39 | \$183.84 | \$190.25 | \$196.69 | \$203.12 | \$209.55 | \$215.99 | \$221.92 | \$227.86 | \$233.97 |
| | | Hourly | \$25.35 | \$26.27 | \$27.18 | \$28.10 | \$29.02 | \$29.94 | \$30.86 | \$31.71 | \$32.56 | \$33.43 |
| HN | 24 | Annual | \$48,514.00 | \$50,264.00 | \$52,017.00 | \$53,767.00 | \$55,514.00 | \$57,266.00 | \$59,015.00 | \$60,635.00 | \$62,259.00 | \$63,926.00 |
| | | Bi-Wk | \$1,858.78 | \$1,925.83 | \$1,992.99 | \$2,060.04 | \$2,126.98 | \$2,194.10 | \$2,261.12 | \$2,323.19 | \$2,385.41 | \$2,449.28 |
| | | Daily | \$185.88 | \$192.59 | \$199.30 | \$206.01 | \$212.70 | \$219.41 | \$226.12 | \$232.32 | \$238.55 | \$244.93 |
| | | Hourly | \$26.56 | \$27.52 | \$28.48 | \$29.43 | \$30.39 | \$31.35 | \$32.31 | \$33.19 | \$34.08 | \$34.99 |
| HN | 25 | Annual | \$50,876.00 | \$52,689.00 | \$54,502.00 | \$56,314.00 | \$58,130.00 | \$59,944.00 | \$61,757.00 | \$63,455.00 | \$65,153.00 | \$66,896.00 |
| | | Bi-Wk | \$1,949.28 | \$2,018.74 | \$2,088.20 | \$2,157.63 | \$2,227.21 | \$2,296.71 | \$2,366.17 | \$2,431.23 | \$2,496.29 | \$2,563.07 |
| | | Daily | \$194.93 | \$201.88 | \$208.82 | \$215.77 | \$222.73 | \$229.68 | \$236.62 | \$243.13 | \$249.63 | \$256.31 |
| | | Hourly | \$27.85 | \$28.84 | \$29.84 | \$30.83 | \$31.82 | \$32.82 | \$33.81 | \$34.74 | \$35.67 | \$36.62 |
| HN | 26 | Annual | \$53,372.00 | \$55,244.00 | \$57,128.00 | \$59,015.00 | \$60,897.00 | \$62,770.00 | \$64,652.00 | \$66,431.00 | \$68,210.00 | \$70,038.00 |
| | | Bi-Wk | \$2,044.91 | \$2,116.63 | \$2,188.82 | \$2,261.12 | \$2,333.22 | \$2,404.99 | \$2,477.09 | \$2,545.25 | \$2,613.41 | \$2,683.45 |
| | | Daily | \$204.50 | \$211.67 | \$218.89 | \$226.12 | \$233.33 | \$240.50 | \$247.71 | \$254.53 | \$261.35 | \$268.35 |
| | | Hourly | \$29.22 | \$30.24 | \$31.27 | \$32.31 | \$33.34 | \$34.36 | \$35.39 | \$36.37 | \$37.34 | \$38.34 |
| HN | 27 | Annual | \$56,004.00 | \$57,954.00 | \$59,904.00 | \$61,841.00 | \$63,790.00 | \$65,737.00 | \$67,684.00 | \$69,547.00 | \$71,407.00 | \$73,318.00 |
| | | Bi-Wk | \$2,145.75 | \$2,220.46 | \$2,295.18 | \$2,369.39 | \$2,444.07 | \$2,518.66 | \$2,593.26 | \$2,664.64 | \$2,735.91 | \$2,809.12 |
| | | Daily | \$214.58 | \$222.05 | \$229.52 | \$236.94 | \$244.41 | \$251.87 | \$259.33 | \$266.47 | \$273.60 | \$280.92 |
| | | Hourly | \$30.66 | \$31.73 | \$32.79 | \$33.85 | \$34.92 | \$35.99 | \$37.05 | \$38.07 | \$39.09 | \$40.14 |

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| HN | 28 | Annual | \$58,822.00 | \$60,834.00 | \$62,851.00 | \$64,867.00 | \$66,877.00 | \$68,889.00 | \$70,901.00 | \$72,849.00 | \$74,799.00 | \$76,802.00 |
| | | Bi-Wk | \$2,253.72 | \$2,330.81 | \$2,408.09 | \$2,485.33 | \$2,562.34 | \$2,639.43 | \$2,716.52 | \$2,791.15 | \$2,865.87 | \$2,942.61 |
| | | Daily | \$225.38 | \$233.09 | \$240.81 | \$248.54 | \$256.24 | \$263.95 | \$271.66 | \$279.12 | \$286.59 | \$294.27 |
| | | Hourly | \$32.20 | \$33.30 | \$34.41 | \$35.51 | \$36.61 | \$37.71 | \$38.81 | \$39.88 | \$40.95 | \$42.04 |
| HN | 29 | Annual | \$59,388.00 | \$61,603.00 | \$63,827.00 | \$66,047.00 | \$68,264.00 | \$70,482.00 | \$72,700.00 | \$74,698.00 | \$76,699.00 | \$78,753.00 |
| | | Bi-Wk | \$2,275.41 | \$2,360.27 | \$2,445.48 | \$2,530.54 | \$2,615.48 | \$2,700.46 | \$2,785.45 | \$2,862.00 | \$2,938.66 | \$3,017.36 |
| | | Daily | \$227.55 | \$236.03 | \$244.55 | \$253.06 | \$261.55 | \$270.05 | \$278.55 | \$286.20 | \$293.87 | \$301.74 |
| | | Hourly | \$32.51 | \$33.72 | \$34.94 | \$36.16 | \$37.37 | \$38.58 | \$39.80 | \$40.89 | \$41.99 | \$43.11 |
| HN | 30 | Annual | \$61,757.00 | \$64,042.00 | \$66,325.00 | \$68,607.00 | \$70,893.00 | \$73,176.00 | \$75,462.00 | \$77,537.00 | \$79,610.00 | \$81,739.00 |
| | | Bi-Wk | \$2,366.17 | \$2,453.72 | \$2,541.19 | \$2,628.63 | \$2,716.21 | \$2,803.68 | \$2,891.27 | \$2,970.77 | \$3,050.20 | \$3,131.77 |
| | | Daily | \$236.62 | \$245.38 | \$254.12 | \$262.87 | \$271.63 | \$280.37 | \$289.13 | \$297.08 | \$305.02 | \$313.18 |
| | | Hourly | \$33.81 | \$35.06 | \$36.31 | \$37.56 | \$38.81 | \$40.06 | \$41.31 | \$42.44 | \$43.58 | \$44.74 |
| HN | 31 | Annual | \$66,489.00 | \$68,921.00 | \$71,356.00 | \$73,788.00 | \$76,223.00 | \$78,658.00 | \$81,096.00 | \$83,326.00 | \$85,556.00 | \$87,846.00 |
| | | Bi-Wk | \$2,547.48 | \$2,640.66 | \$2,733.95 | \$2,827.13 | \$2,920.43 | \$3,013.72 | \$3,107.13 | \$3,192.57 | \$3,278.01 | \$3,365.75 |
| | | Daily | \$254.75 | \$264.07 | \$273.40 | \$282.72 | \$292.05 | \$301.38 | \$310.72 | \$319.26 | \$327.81 | \$336.58 |
| | | Hourly | \$36.40 | \$37.73 | \$39.06 | \$40.39 | \$41.73 | \$43.06 | \$44.39 | \$45.61 | \$46.83 | \$48.09 |
| HN | 32 | Annual | \$69,143.00 | \$71,639.00 | \$74,142.00 | \$76,642.00 | \$79,148.00 | \$81,649.00 | \$84,153.00 | \$86,465.00 | \$88,780.00 | \$91,157.00 |
| | | Bi-Wk | \$2,649.16 | \$2,744.79 | \$2,840.69 | \$2,936.48 | \$3,032.50 | \$3,128.32 | \$3,224.26 | \$3,312.84 | \$3,401.54 | \$3,492.61 |
| | | Daily | \$264.92 | \$274.48 | \$284.07 | \$293.65 | \$303.25 | \$312.84 | \$322.43 | \$331.29 | \$340.16 | \$349.27 |
| | | Hourly | \$37.85 | \$39.22 | \$40.59 | \$41.95 | \$43.33 | \$44.70 | \$46.07 | \$47.33 | \$48.60 | \$49.90 |
| HN | 33 | Annual | \$71,914.00 | \$74,485.00 | \$77,056.00 | \$79,630.00 | \$82,195.00 | \$84,769.00 | \$87,343.00 | \$89,746.00 | \$92,148.00 | \$94,614.00 |
| | | Bi-Wk | \$2,755.33 | \$2,853.84 | \$2,952.34 | \$3,050.96 | \$3,149.24 | \$3,247.86 | \$3,346.48 | \$3,438.55 | \$3,530.58 | \$3,625.06 |
| | | Daily | \$275.54 | \$285.39 | \$295.24 | \$305.10 | \$314.93 | \$324.79 | \$334.65 | \$343.86 | \$353.06 | \$362.51 |
| | | Hourly | \$39.37 | \$40.77 | \$42.18 | \$43.59 | \$44.99 | \$46.40 | \$47.81 | \$49.13 | \$50.44 | \$51.79 |
| HN | 34 | Annual | \$74,869.00 | \$77,503.00 | \$80,148.00 | \$82,789.00 | \$85,429.00 | \$88,072.00 | \$90,711.00 | \$93,204.00 | \$95,700.00 | \$98,263.00 |
| | | Bi-Wk | \$2,868.55 | \$2,969.47 | \$3,070.81 | \$3,172.00 | \$3,273.15 | \$3,374.41 | \$3,475.52 | \$3,571.04 | \$3,666.67 | \$3,764.87 |
| | | Daily | \$286.86 | \$296.95 | \$307.09 | \$317.20 | \$327.32 | \$337.45 | \$347.56 | \$357.11 | \$366.67 | \$376.49 |
| | | Hourly | \$40.98 | \$42.43 | \$43.87 | \$45.32 | \$46.76 | \$48.21 | \$49.66 | \$51.02 | \$52.39 | \$53.79 |
| HN | 35 | Annual | \$77,930.00 | \$80,640.00 | \$83,345.00 | \$86,056.00 | \$88,765.00 | \$91,470.00 | \$94,182.00 | \$96,770.00 | \$99,363.00 | \$102,026.00 |
| | | Bi-Wk | \$2,985.83 | \$3,089.66 | \$3,193.30 | \$3,297.17 | \$3,400.96 | \$3,504.60 | \$3,608.51 | \$3,707.67 | \$3,807.02 | \$3,909.05 |
| | | Daily | \$298.59 | \$308.97 | \$319.33 | \$329.72 | \$340.10 | \$350.46 | \$360.86 | \$370.77 | \$380.71 | \$390.91 |
| | | Hourly | \$42.66 | \$44.14 | \$45.62 | \$47.11 | \$48.59 | \$50.07 | \$51.56 | \$52.97 | \$54.39 | \$55.85 |
| HN | 36 | Annual | \$81,160.00 | \$83,940.00 | \$86,718.00 | \$89,496.00 | \$92,277.00 | \$95,053.00 | \$97,830.00 | \$100,520.00 | \$103,209.00 | \$105,971.00 |
| | | Bi-Wk | \$3,109.58 | \$3,216.10 | \$3,322.53 | \$3,428.97 | \$3,535.52 | \$3,641.88 | \$3,748.28 | \$3,851.35 | \$3,954.37 | \$4,060.20 |
| | | Daily | \$310.96 | \$321.61 | \$332.26 | \$342.90 | \$353.56 | \$364.19 | \$374.83 | \$385.14 | \$395.44 | \$406.02 |
| | | Hourly | \$44.43 | \$45.95 | \$47.47 | \$48.99 | \$50.51 | \$52.03 | \$53.55 | \$55.02 | \$56.50 | \$58.01 |

NP-6 HN 35 HOUR PLAN EFFECTIVE 7/11/2003

| Plan | Group | Period | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|------|-------|--------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| HN | 37 | Annual | \$84,273.00 | \$87,125.00 | \$89,980.00 | \$92,835.00 | \$95,693.00 | \$98,547.00 | \$101,400.00 | \$104,188.00 | \$106,975.00 | \$109,837.00 |
| | | Bi-Wk | \$3,228.86 | \$3,338.13 | \$3,447.51 | \$3,556.90 | \$3,666.40 | \$3,775.75 | \$3,885.06 | \$3,991.88 | \$4,098.66 | \$4,208.32 |
| | | Daily | \$322.89 | \$333.82 | \$344.76 | \$355.69 | \$366.64 | \$377.58 | \$388.51 | \$399.19 | \$409.87 | \$420.84 |
| | | Hourly | \$46.13 | \$47.69 | \$49.26 | \$50.82 | \$52.38 | \$53.94 | \$55.51 | \$57.03 | \$58.56 | \$60.12 |
| HN | 38 | Annual | \$87,753.00 | \$90,672.00 | \$93,597.00 | \$96,517.00 | \$99,439.00 | \$102,358.00 | \$105,282.00 | \$108,175.00 | \$111,071.00 | \$114,043.00 |
| | | Bi-Wk | \$3,362.19 | \$3,474.03 | \$3,586.10 | \$3,697.97 | \$3,809.93 | \$3,921.77 | \$4,033.80 | \$4,144.64 | \$4,255.60 | \$4,369.47 |
| | | Daily | \$336.22 | \$347.41 | \$358.61 | \$369.80 | \$381.00 | \$392.18 | \$403.38 | \$414.47 | \$425.56 | \$436.95 |
| | | Hourly | \$48.04 | \$49.63 | \$51.23 | \$52.83 | \$54.43 | \$56.03 | \$57.63 | \$59.21 | \$60.80 | \$62.43 |
| HN | 39 | Annual | \$91,401.00 | \$94,392.00 | \$97,383.00 | \$100,381.00 | \$103,369.00 | \$106,357.00 | \$109,352.00 | \$112,356.00 | \$115,367.00 | \$118,460.00 |
| | | Bi-Wk | \$3,501.96 | \$3,616.56 | \$3,731.15 | \$3,846.02 | \$3,960.50 | \$4,074.99 | \$4,189.74 | \$4,304.83 | \$4,420.20 | \$4,538.70 |
| | | Daily | \$350.20 | \$361.66 | \$373.12 | \$384.61 | \$396.05 | \$407.50 | \$418.98 | \$430.49 | \$442.02 | \$453.87 |
| | | Hourly | \$50.03 | \$51.67 | \$53.31 | \$54.95 | \$56.58 | \$58.22 | \$59.86 | \$61.50 | \$63.15 | \$64.84 |
| HN | 40 | Annual | \$95,211.00 | \$98,265.00 | \$101,324.00 | \$104,375.00 | \$107,431.00 | \$110,487.00 | \$113,543.00 | \$116,664.00 | \$119,788.00 | \$122,998.00 |
| | | Bi-Wk | \$3,647.94 | \$3,764.95 | \$3,882.15 | \$3,999.05 | \$4,116.14 | \$4,233.22 | \$4,350.31 | \$4,469.89 | \$4,589.58 | \$4,712.57 |
| | | Daily | \$364.80 | \$376.50 | \$388.22 | \$399.91 | \$411.62 | \$423.33 | \$435.04 | \$446.99 | \$458.96 | \$471.26 |
| | | Hourly | \$52.12 | \$53.79 | \$55.46 | \$57.13 | \$58.81 | \$60.48 | \$62.15 | \$63.86 | \$65.57 | \$67.33 |
| HN | 41 | Annual | \$99,194.00 | \$102,322.00 | \$105,450.00 | \$108,581.00 | \$111,711.00 | \$114,837.00 | \$117,963.00 | \$121,209.00 | \$124,453.00 | \$127,785.00 |
| | | Bi-Wk | \$3,800.54 | \$3,920.39 | \$4,040.23 | \$4,160.20 | \$4,280.12 | \$4,399.89 | \$4,519.66 | \$4,644.03 | \$4,768.32 | \$4,895.98 |
| | | Daily | \$380.06 | \$392.04 | \$404.03 | \$416.02 | \$428.02 | \$439.99 | \$451.97 | \$464.41 | \$476.84 | \$489.60 |
| | | Hourly | \$54.30 | \$56.01 | \$57.72 | \$59.44 | \$61.15 | \$62.86 | \$64.57 | \$66.35 | \$68.12 | \$69.95 |
| HN | 42 | Annual | \$103,327.00 | \$106,531.00 | \$109,732.00 | \$112,919.00 | \$116,123.00 | \$119,322.00 | \$122,523.00 | \$125,893.00 | \$129,261.00 | \$132,720.00 |
| | | Bi-Wk | \$3,958.89 | \$4,081.65 | \$4,204.30 | \$4,326.40 | \$4,449.16 | \$4,571.73 | \$4,694.37 | \$4,823.49 | \$4,952.53 | \$5,085.06 |
| | | Daily | \$395.89 | \$408.17 | \$420.43 | \$432.64 | \$444.92 | \$457.18 | \$469.44 | \$482.35 | \$495.26 | \$508.51 |
| | | Hourly | \$56.56 | \$58.31 | \$60.07 | \$61.81 | \$63.56 | \$65.32 | \$67.07 | \$68.91 | \$70.76 | \$72.65 |
| HN | 43 | Annual | \$107,714.00 | \$110,977.00 | \$114,242.00 | \$117,500.00 | \$120,767.00 | \$124,024.00 | \$127,283.00 | \$130,787.00 | \$134,286.00 | \$137,878.00 |
| | | Bi-Wk | \$4,126.98 | \$4,252.00 | \$4,377.09 | \$4,501.92 | \$4,627.09 | \$4,751.88 | \$4,876.75 | \$5,011.00 | \$5,145.06 | \$5,282.69 |
| | | Daily | \$412.70 | \$425.20 | \$437.71 | \$450.20 | \$462.71 | \$475.19 | \$487.68 | \$501.10 | \$514.51 | \$528.27 |
| | | Hourly | \$58.96 | \$60.75 | \$62.53 | \$64.32 | \$66.11 | \$67.89 | \$69.67 | \$71.59 | \$73.51 | \$75.47 |