| Plan | Group | Period                             | Step 1   |
|------|-------|------------------------------------|--|
| XM   | 12    | Annual<br>Bi-Wk<br>Daily<br>Hourly | \$28,200.00<br>\$1,080.46<br>\$108.05<br>\$14.41 |
| XM   | 13    | Annual<br>Bi-Wk<br>Daily<br>Hourly | \$29,108.00<br>\$1,115.25<br>\$111.53<br>\$14.87 |
| XM   | 14    | Annual<br>Bi-Wk<br>Daily<br>Hourly | \$30,735.00<br>\$1,177.59<br>\$117.76<br>\$15.71 |
| XM   | 15    | Annual<br>Bi-Wk<br>Daily<br>Hourly | \$32,163.00<br>\$1,232.30<br>\$123.23<br>\$16.44 |
| XM   | 16    | Annual<br>Bi-Wk<br>Daily<br>Hourly | \$33,700.00<br>\$1,291.19<br>\$129.12<br>\$17.22 |
| XM   | 17    | Annual<br>Bi-Wk<br>Daily<br>Hourly | \$35,327.00<br>\$1,353.53<br>\$135.36<br>\$18.05 |
| XM   | 18    | Annual<br>Bi-Wk<br>Daily<br>Hourly | \$37,062.00<br>\$1,420.00<br>\$142.00<br>\$18.94 |