

Engineering and Scientific Confidential CN 40-Hours Plan Effective 6/30/2023

<u>Plan</u>	<u>Group</u>	<u>Period</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>
CN	11	Annual	\$47,867.00	\$49,236.00	\$50,655.00	\$52,094.00	\$53,544.00	\$54,885.00	\$56,257.00	\$57,664.00	\$59,106.00
		Bi-Wk	\$1,833.99	\$1,886.44	\$1,940.81	\$1,995.94	\$2,051.50	\$2,102.88	\$2,155.45	\$2,209.35	\$2,264.60
		Daily	\$183.40	\$188.65	\$194.09	\$199.60	\$205.15	\$210.29	\$215.55	\$220.94	\$226.46
		Hourly	\$22.93	\$23.59	\$24.27	\$24.95	\$25.65	\$26.29	\$26.95	\$27.62	\$28.31
CN	12	Annual	\$49,437.00	\$50,921.00	\$52,416.00	\$53,929.00	\$55,422.00	\$56,808.00	\$58,230.00	\$59,686.00	\$61,179.00
		Bi-Wk	\$1,894.14	\$1,951.00	\$2,008.28	\$2,066.25	\$2,123.45	\$2,176.56	\$2,231.04	\$2,286.82	\$2,344.03
		Daily	\$189.42	\$195.10	\$200.83	\$206.63	\$212.35	\$217.66	\$223.11	\$228.69	\$234.41
		Hourly	\$23.68	\$24.39	\$25.11	\$25.83	\$26.55	\$27.21	\$27.89	\$28.59	\$29.31
CN	13	Annual	\$52,851.00	\$54,673.00	\$56,511.00	\$58,337.00	\$60,177.00	\$61,681.00	\$63,226.00	\$64,807.00	\$66,428.00
		Bi-Wk	\$2,024.95	\$2,094.76	\$2,165.18	\$2,235.14	\$2,305.64	\$2,363.26	\$2,422.46	\$2,483.03	\$2,545.14
		Daily	\$202.50	\$209.48	\$216.52	\$223.52	\$230.57	\$236.33	\$242.25	\$248.31	\$254.52
		Hourly	\$25.32	\$26.19	\$27.07	\$27.94	\$28.83	\$29.55	\$30.29	\$31.04	\$31.82
CN	14	Annual	\$55,287.00	\$57,179.00	\$59,069.00	\$60,962.00	\$62,848.00	\$64,422.00	\$66,035.00	\$67,686.00	\$69,379.00
		Bi-Wk	\$2,118.28	\$2,190.77	\$2,263.19	\$2,335.71	\$2,407.97	\$2,468.28	\$2,530.08	\$2,593.34	\$2,658.20
		Daily	\$211.83	\$219.08	\$226.32	\$233.58	\$240.80	\$246.83	\$253.01	\$259.34	\$265.82
		Hourly	\$26.48	\$27.39	\$28.29	\$29.20	\$30.10	\$30.86	\$31.63	\$32.42	\$33.23
CN	15	Annual	\$57,868.00	\$59,813.00	\$61,759.00	\$63,721.00	\$65,661.00	\$67,305.00	\$68,986.00	\$70,711.00	\$72,479.00
		Bi-Wk	\$2,217.17	\$2,291.69	\$2,366.25	\$2,441.42	\$2,515.75	\$2,578.74	\$2,643.15	\$2,709.24	\$2,776.98
		Daily	\$221.72	\$229.17	\$236.63	\$244.15	\$251.58	\$257.88	\$264.32	\$270.93	\$277.70
		Hourly	\$27.72	\$28.65	\$29.58	\$30.52	\$31.45	\$32.24	\$33.04	\$33.87	\$34.72
CN	16	Annual	\$60,615.00	\$62,618.00	\$64,621.00	\$66,633.00	\$68,636.00	\$70,352.00	\$72,109.00	\$73,912.00	\$75,760.00
		Bi-Wk	\$2,322.42	\$2,399.16	\$2,475.91	\$2,552.99	\$2,629.74	\$2,695.48	\$2,762.80	\$2,831.88	\$2,902.69
		Daily	\$232.25	\$239.92	\$247.60	\$255.30	\$262.98	\$269.55	\$276.28	\$283.19	\$290.27
		Hourly	\$29.04	\$29.99	\$30.95	\$31.92	\$32.88	\$33.70	\$34.54	\$35.40	\$36.29
CN	17	Annual	\$63,536.00	\$65,593.00	\$67,660.00	\$69,716.00	\$71,779.00	\$73,576.00	\$75,416.00	\$77,302.00	\$79,235.00
		Bi-Wk	\$2,434.33	\$2,513.15	\$2,592.34	\$2,671.12	\$2,750.16	\$2,819.01	\$2,889.51	\$2,961.77	\$3,035.83
		Daily	\$243.44	\$251.32	\$259.24	\$267.12	\$275.02	\$281.91	\$288.96	\$296.18	\$303.59
		Hourly	\$30.43	\$31.42	\$32.41	\$33.39	\$34.38	\$35.24	\$36.12	\$37.03	\$37.95
CN	18	Annual	\$66,633.00	\$68,751.00	\$70,857.00	\$72,971.00	\$75,081.00	\$76,966.00	\$78,889.00	\$80,862.00	\$82,884.00
		Bi-Wk	\$2,552.99	\$2,634.14	\$2,714.83	\$2,795.83	\$2,876.67	\$2,948.89	\$3,022.57	\$3,098.17	\$3,175.64
		Daily	\$255.30	\$263.42	\$271.49	\$279.59	\$287.67	\$294.89	\$302.26	\$309.82	\$317.57
		Hourly	\$31.92	\$32.93	\$33.94	\$34.95	\$35.96	\$36.87	\$37.79	\$38.73	\$39.70

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CN	19	Annual	\$69,832.00	\$72,012.00	\$74,183.00	\$76,355.00	\$78,530.00	\$80,497.00	\$82,510.00	\$84,573.00	\$86,688.00
		Bi-Wk	\$2,675.56	\$2,759.09	\$2,842.27	\$2,925.48	\$3,008.82	\$3,084.18	\$3,161.31	\$3,240.35	\$3,321.38
		Daily	\$267.56	\$275.91	\$284.23	\$292.55	\$300.89	\$308.42	\$316.14	\$324.04	\$332.14
		Hourly	\$33.45	\$34.49	\$35.53	\$36.57	\$37.62	\$38.56	\$39.52	\$40.51	\$41.52
CN	20	Annual	\$73,266.00	\$75,492.00	\$77,716.00	\$79,943.00	\$82,171.00	\$84,227.00	\$86,333.00	\$88,492.00	\$90,705.00
		Bi-Wk	\$2,807.13	\$2,892.42	\$2,977.63	\$3,062.96	\$3,148.32	\$3,227.09	\$3,307.78	\$3,390.50	\$3,475.29
		Daily	\$280.72	\$289.25	\$297.77	\$306.30	\$314.84	\$322.71	\$330.78	\$339.05	\$347.53
		Hourly	\$35.09	\$36.16	\$37.23	\$38.29	\$39.36	\$40.34	\$41.35	\$42.39	\$43.45
CN	21	Annual	\$76,784.00	\$79,069.00	\$81,365.00	\$83,649.00	\$85,947.00	\$88,098.00	\$90,300.00	\$92,558.00	\$94,872.00
		Bi-Wk	\$2,941.92	\$3,029.47	\$3,117.44	\$3,204.95	\$3,292.99	\$3,375.41	\$3,459.78	\$3,546.29	\$3,634.95
		Daily	\$294.20	\$302.95	\$311.75	\$320.50	\$329.30	\$337.55	\$345.98	\$354.63	\$363.50
		Hourly	\$36.78	\$37.87	\$38.97	\$40.07	\$41.17	\$42.20	\$43.25	\$44.33	\$45.44
CN	22	Annual	\$79,620.00	\$82,332.00	\$85,052.00	\$87,768.00	\$90,485.00	\$92,749.00	\$95,068.00	\$97,445.00	\$99,882.00
		Bi-Wk	\$3,050.58	\$3,154.49	\$3,258.70	\$3,362.76	\$3,466.86	\$3,553.61	\$3,642.46	\$3,733.53	\$3,826.90
		Daily	\$305.06	\$315.45	\$325.87	\$336.28	\$346.69	\$355.37	\$364.25	\$373.36	\$382.69
		Hourly	\$38.14	\$39.44	\$40.74	\$42.04	\$43.34	\$44.43	\$45.54	\$46.67	\$47.84
CN	23	Annual	\$83,350.00	\$86,189.00	\$89,017.00	\$91,849.00	\$94,681.00	\$97,047.00	\$99,478.00	\$101,965.00	\$104,515.00
		Bi-Wk	\$3,193.49	\$3,302.27	\$3,410.62	\$3,519.12	\$3,627.63	\$3,718.28	\$3,811.42	\$3,906.71	\$4,004.41
		Daily	\$319.35	\$330.23	\$341.07	\$351.92	\$362.77	\$371.83	\$381.15	\$390.68	\$400.45
		Hourly	\$39.92	\$41.28	\$42.64	\$43.99	\$45.35	\$46.48	\$47.65	\$48.84	\$50.06
CN	24	Annual	\$87,330.00	\$90,286.00	\$93,232.00	\$96,178.00	\$99,133.00	\$101,611.00	\$104,152.00	\$106,756.00	\$109,425.00
		Bi-Wk	\$3,345.98	\$3,459.24	\$3,572.11	\$3,684.99	\$3,798.20	\$3,893.15	\$3,990.50	\$4,090.27	\$4,192.53
		Daily	\$334.60	\$345.93	\$357.22	\$368.50	\$379.82	\$389.32	\$399.05	\$409.03	\$419.26
		Hourly	\$41.83	\$43.25	\$44.66	\$46.07	\$47.48	\$48.67	\$49.89	\$51.13	\$52.41
CN	25	Annual	\$91,520.00	\$94,579.00	\$97,648.00	\$100,708.00	\$103,762.00	\$106,354.00	\$109,017.00	\$111,743.00	\$114,537.00
		Bi-Wk	\$3,506.52	\$3,623.72	\$3,741.31	\$3,858.55	\$3,975.56	\$4,074.87	\$4,176.90	\$4,281.35	\$4,388.40
		Daily	\$350.66	\$362.38	\$374.14	\$385.86	\$397.56	\$407.49	\$417.69	\$428.14	\$438.84
		Hourly	\$43.84	\$45.30	\$46.77	\$48.24	\$49.70	\$50.94	\$52.22	\$53.52	\$54.86
CN	26	Annual	\$95,967.00	\$99,133.00	\$102,306.00	\$105,481.00	\$108,647.00	\$111,362.00	\$114,147.00	\$117,001.00	\$119,927.00
		Bi-Wk	\$3,676.90	\$3,798.20	\$3,919.78	\$4,041.42	\$4,162.73	\$4,266.75	\$4,373.45	\$4,482.80	\$4,594.91
		Daily	\$367.69	\$379.82	\$391.98	\$404.15	\$416.28	\$426.68	\$437.35	\$448.28	\$459.50
		Hourly	\$45.97	\$47.48	\$49.00	\$50.52	\$52.04	\$53.34	\$54.67	\$56.04	\$57.44

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CN	27	Annual	\$100,631.00	\$103,905.00	\$107,191.00	\$110,472.00	\$113,761.00	\$116,603.00	\$119,522.00	\$122,511.00	\$125,574.00
		Bi-Wk	\$3,855.60	\$3,981.04	\$4,106.94	\$4,232.65	\$4,358.66	\$4,467.55	\$4,579.39	\$4,693.91	\$4,811.27
		Daily	\$385.56	\$398.11	\$410.70	\$423.27	\$435.87	\$446.76	\$457.94	\$469.40	\$481.13
		Hourly	\$48.20	\$49.77	\$51.34	\$52.91	\$54.49	\$55.85	\$57.25	\$58.68	\$60.15
CN	28	Annual	\$105,606.00	\$109,011.00	\$112,398.00	\$115,796.00	\$119,191.00	\$122,171.00	\$125,227.00	\$128,358.00	\$131,567.00
		Bi-Wk	\$4,046.21	\$4,176.67	\$4,306.44	\$4,436.63	\$4,566.71	\$4,680.89	\$4,797.97	\$4,917.94	\$5,040.89
		Daily	\$404.63	\$417.67	\$430.65	\$443.67	\$456.68	\$468.09	\$479.80	\$491.80	\$504.09
		Hourly	\$50.58	\$52.21	\$53.84	\$55.46	\$57.09	\$58.52	\$59.98	\$61.48	\$63.02
CN	29	Annual	\$107,245.00	\$110,993.00	\$114,732.00	\$118,478.00	\$122,216.00	\$125,272.00	\$128,405.00	\$131,616.00	\$134,907.00
		Bi-Wk	\$4,109.01	\$4,252.61	\$4,395.87	\$4,539.39	\$4,682.61	\$4,799.70	\$4,919.74	\$5,042.76	\$5,168.86
		Daily	\$410.91	\$425.27	\$439.59	\$453.94	\$468.27	\$479.97	\$491.98	\$504.28	\$516.89
		Hourly	\$51.37	\$53.16	\$54.95	\$56.75	\$58.54	\$60.00	\$61.50	\$63.04	\$64.62
CN	30	Annual	\$111,475.00	\$115,317.00	\$119,163.00	\$123,018.00	\$126,880.00	\$130,050.00	\$133,301.00	\$136,634.00	\$140,050.00
		Bi-Wk	\$4,271.08	\$4,418.28	\$4,565.64	\$4,713.34	\$4,861.31	\$4,982.76	\$5,107.32	\$5,235.02	\$5,365.91
		Daily	\$427.11	\$441.83	\$456.57	\$471.34	\$486.14	\$498.28	\$510.74	\$523.51	\$536.60
		Hourly	\$53.39	\$55.23	\$57.08	\$58.92	\$60.77	\$62.29	\$63.85	\$65.44	\$67.08
CN	31	Annual	\$115,860.00	\$119,822.00	\$123,791.00	\$127,754.00	\$131,723.00	\$135,017.00	\$138,391.00	\$141,851.00	\$145,398.00
		Bi-Wk	\$4,439.09	\$4,590.89	\$4,742.96	\$4,894.79	\$5,046.86	\$5,173.07	\$5,302.34	\$5,434.91	\$5,570.81
		Daily	\$443.91	\$459.09	\$474.30	\$489.48	\$504.69	\$517.31	\$530.24	\$543.50	\$557.09
		Hourly	\$55.49	\$57.39	\$59.29	\$61.19	\$63.09	\$64.67	\$66.28	\$67.94	\$69.64
CN	32	Annual	\$120,395.00	\$124,475.00	\$128,552.00	\$132,622.00	\$136,708.00	\$140,128.00	\$143,634.00	\$147,225.00	\$150,906.00
		Bi-Wk	\$4,612.84	\$4,769.16	\$4,925.37	\$5,081.31	\$5,237.86	\$5,368.89	\$5,503.22	\$5,640.81	\$5,781.84
		Daily	\$461.29	\$476.92	\$492.54	\$508.14	\$523.79	\$536.89	\$550.33	\$564.09	\$578.19
		Hourly	\$57.67	\$59.62	\$61.57	\$63.52	\$65.48	\$67.12	\$68.80	\$70.52	\$72.28
CN	33	Annual	\$125,146.00	\$129,334.00	\$133,527.00	\$137,712.00	\$141,913.00	\$145,460.00	\$149,099.00	\$152,827.00	\$156,648.00
		Bi-Wk	\$4,794.87	\$4,955.33	\$5,115.98	\$5,276.33	\$5,437.28	\$5,573.19	\$5,712.61	\$5,855.45	\$6,001.84
		Daily	\$479.49	\$495.54	\$511.60	\$527.64	\$543.73	\$557.32	\$571.27	\$585.55	\$600.19
		Hourly	\$59.94	\$61.95	\$63.95	\$65.96	\$67.97	\$69.67	\$71.41	\$73.20	\$75.03
CN	34	Annual	\$130,184.00	\$134,491.00	\$138,791.00	\$143,099.00	\$147,390.00	\$151,078.00	\$154,854.00	\$158,726.00	\$162,695.00
		Bi-Wk	\$4,987.90	\$5,152.92	\$5,317.67	\$5,482.73	\$5,647.13	\$5,788.43	\$5,933.11	\$6,081.46	\$6,233.53
		Daily	\$498.79	\$515.30	\$531.77	\$548.28	\$564.72	\$578.85	\$593.32	\$608.15	\$623.36
		Hourly	\$62.35	\$64.42	\$66.48	\$68.54	\$70.59	\$72.36	\$74.17	\$76.02	\$77.92

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CN	35	Annual	\$135,398.00	\$139,816.00	\$144,223.00	\$148,630.00	\$153,053.00	\$156,876.00	\$160,800.00	\$164,820.00	\$168,941.00
		Bi-Wk	\$5,187.67	\$5,356.94	\$5,525.79	\$5,694.64	\$5,864.10	\$6,010.58	\$6,160.92	\$6,314.95	\$6,472.84
		Daily	\$518.77	\$535.70	\$552.58	\$569.47	\$586.41	\$601.06	\$616.10	\$631.50	\$647.29
		Hourly	\$64.85	\$66.97	\$69.08	\$71.19	\$73.31	\$75.14	\$77.02	\$78.94	\$80.92
CN	36	Annual	\$140,890.00	\$145,413.00	\$149,943.00	\$154,463.00	\$158,992.00	\$162,968.00	\$167,039.00	\$171,215.00	\$175,496.00
		Bi-Wk	\$5,398.09	\$5,571.38	\$5,744.95	\$5,918.13	\$6,091.65	\$6,243.99	\$6,399.97	\$6,559.97	\$6,723.99
		Daily	\$539.81	\$557.14	\$574.50	\$591.82	\$609.17	\$624.40	\$640.00	\$656.00	\$672.40
		Hourly	\$67.48	\$69.65	\$71.82	\$73.98	\$76.15	\$78.05	\$80.00	\$82.00	\$84.05
CN	37	Annual	\$146,605.00	\$151,258.00	\$155,911.00	\$160,562.00	\$165,212.00	\$169,342.00	\$173,575.00	\$177,915.00	\$182,363.00
		Bi-Wk	\$5,617.05	\$5,795.33	\$5,973.61	\$6,151.81	\$6,329.97	\$6,488.20	\$6,650.39	\$6,816.67	\$6,987.09
		Daily	\$561.71	\$579.54	\$597.37	\$615.19	\$633.00	\$648.82	\$665.04	\$681.67	\$698.71
		Hourly	\$70.22	\$72.45	\$74.68	\$76.90	\$79.13	\$81.11	\$83.13	\$85.21	\$87.34
CN	38	Annual	\$152,492.00	\$157,248.00	\$162,012.00	\$166,766.00	\$171,530.00	\$175,816.00	\$180,211.00	\$184,717.00	\$189,335.00
		Bi-Wk	\$5,842.61	\$6,024.83	\$6,207.36	\$6,389.51	\$6,572.04	\$6,736.25	\$6,904.64	\$7,077.28	\$7,254.22
		Daily	\$584.27	\$602.49	\$620.74	\$638.96	\$657.21	\$673.63	\$690.47	\$707.73	\$725.43
		Hourly	\$73.04	\$75.32	\$77.60	\$79.87	\$82.16	\$84.21	\$86.31	\$88.47	\$90.68
CN	39	Annual	\$158,662.00	\$163,545.00	\$168,417.00	\$173,280.00	\$178,166.00	\$182,620.00	\$187,186.00	\$191,866.00	\$196,663.00
		Bi-Wk	\$6,079.01	\$6,266.10	\$6,452.76	\$6,639.09	\$6,826.29	\$6,996.94	\$7,171.88	\$7,351.19	\$7,534.99
		Daily	\$607.91	\$626.61	\$645.28	\$663.91	\$682.63	\$699.70	\$717.19	\$735.12	\$753.50
		Hourly	\$75.99	\$78.33	\$80.66	\$82.99	\$85.33	\$87.47	\$89.65	\$91.89	\$94.19
CN	40	Annual	\$165,089.00	\$170,059.00	\$175,040.00	\$180,010.00	\$184,991.00	\$189,614.00	\$194,357.00	\$199,216.00	\$204,197.00
		Bi-Wk	\$6,325.25	\$6,515.68	\$6,706.52	\$6,896.94	\$7,087.78	\$7,264.91	\$7,446.63	\$7,632.80	\$7,823.64
		Daily	\$632.53	\$651.57	\$670.66	\$689.70	\$708.78	\$726.50	\$744.67	\$763.28	\$782.37
		Hourly	\$79.07	\$81.45	\$83.84	\$86.22	\$88.60	\$90.82	\$93.09	\$95.41	\$97.80
CN	41	Annual	\$171,809.00	\$176,912.00	\$182,009.00	\$187,103.00	\$192,197.00	\$197,004.00	\$201,929.00	\$206,978.00	\$212,153.00
		Bi-Wk	\$6,582.73	\$6,778.24	\$6,973.53	\$7,168.70	\$7,363.87	\$7,548.05	\$7,736.75	\$7,930.20	\$8,128.47
		Daily	\$658.28	\$677.83	\$697.36	\$716.87	\$736.39	\$754.81	\$773.68	\$793.02	\$812.85
		Hourly	\$82.29	\$84.73	\$87.17	\$89.61	\$92.05	\$94.36	\$96.71	\$99.13	\$101.61
CN	42	Annual	\$178,780.00	\$183,977.00	\$189,199.00	\$194,403.00	\$199,625.00	\$204,618.00	\$209,731.00	\$214,975.00	\$220,350.00
		Bi-Wk	\$6,849.81	\$7,048.93	\$7,249.01	\$7,448.40	\$7,648.47	\$7,839.78	\$8,035.68	\$8,236.60	\$8,442.53
		Daily	\$684.99	\$704.90	\$724.91	\$744.84	\$764.85	\$783.98	\$803.57	\$823.66	\$844.26
		Hourly	\$85.63	\$88.12	\$90.62	\$93.11	\$95.61	\$98.00	\$100.45	\$102.96	\$105.54

Engineering and Scientific Confidential CN 40-Hours Plan Effective 6/30/2023

<u>Plan</u>	<u>Group</u>	<u>Period</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>
CN	43	Annual	\$186,131.00	\$191,443.00	\$196,765.00	\$202,071.00	\$207,388.00	\$212,571.00	\$217,888.00	\$223,336.00	\$228,920.00
		Bi-Wk	\$7,131.46	\$7,334.99	\$7,538.89	\$7,742.19	\$7,945.91	\$8,144.49	\$8,348.20	\$8,556.94	\$8,770.89
		Daily	\$713.15	\$733.50	\$753.89	\$774.22	\$794.60	\$814.45	\$834.82	\$855.70	\$877.09
		Hourly	\$89.15	\$91.69	\$94.24	\$96.78	\$99.33	\$101.81	\$104.36	\$106.97	\$109.64