

NP-3 EXCLUDED CONFIDENTIAL CA 40 HOUR PAY PLAN EFFECTIVE 6/22/2007

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
CA	1	Annual	\$24,951.00	\$25,378.00	\$25,799.00	\$26,221.00	\$26,644.00	\$27,067.00	\$27,484.00	\$28,168.00	\$28,945.00	\$29,743.00
		Bi-Wk	\$955.98	\$972.34	\$988.47	\$1,004.64	\$1,020.85	\$1,037.05	\$1,053.03	\$1,079.24	\$1,109.01	\$1,139.58
		Daily	\$95.60	\$97.24	\$98.85	\$100.47	\$102.09	\$103.71	\$105.31	\$107.93	\$110.91	\$113.96
		Hourly	\$11.95	\$12.16	\$12.36	\$12.56	\$12.77	\$12.97	\$13.17	\$13.50	\$13.87	\$14.25
CA	2	Annual	\$25,799.00	\$26,221.00	\$26,644.00	\$27,067.00	\$27,484.00	\$27,907.00	\$28,323.00	\$29,032.00	\$29,830.00	\$30,649.00
		Bi-Wk	\$988.47	\$1,004.64	\$1,020.85	\$1,037.05	\$1,053.03	\$1,069.24	\$1,085.18	\$1,112.34	\$1,142.92	\$1,174.30
		Daily	\$98.85	\$100.47	\$102.09	\$103.71	\$105.31	\$106.93	\$108.52	\$111.24	\$114.30	\$117.43
		Hourly	\$12.36	\$12.56	\$12.77	\$12.97	\$13.17	\$13.37	\$13.57	\$13.91	\$14.29	\$14.68
CA	3	Annual	\$26,221.00	\$26,644.00	\$27,067.00	\$27,484.00	\$27,907.00	\$28,323.00	\$28,749.00	\$29,468.00	\$30,280.00	\$31,114.00
		Bi-Wk	\$1,004.64	\$1,020.85	\$1,037.05	\$1,053.03	\$1,069.24	\$1,085.18	\$1,101.50	\$1,129.05	\$1,160.16	\$1,192.11
		Daily	\$100.47	\$102.09	\$103.71	\$105.31	\$106.93	\$108.52	\$110.15	\$112.91	\$116.02	\$119.22
		Hourly	\$12.56	\$12.77	\$12.97	\$13.17	\$13.37	\$13.57	\$13.77	\$14.12	\$14.51	\$14.91
CA	4	Annual	\$26,822.00	\$27,335.00	\$27,844.00	\$28,354.00	\$28,876.00	\$29,381.00	\$29,896.00	\$30,643.00	\$31,488.00	\$32,355.00
		Bi-Wk	\$1,027.67	\$1,047.32	\$1,066.82	\$1,086.37	\$1,106.37	\$1,125.71	\$1,145.45	\$1,174.07	\$1,206.44	\$1,239.66
		Daily	\$102.77	\$104.74	\$106.69	\$108.64	\$110.64	\$112.58	\$114.55	\$117.41	\$120.65	\$123.97
		Hourly	\$12.85	\$13.10	\$13.34	\$13.58	\$13.83	\$14.08	\$14.32	\$14.68	\$15.09	\$15.50
CA	5	Annual	\$27,305.00	\$27,844.00	\$28,385.00	\$28,924.00	\$29,470.00	\$30,009.00	\$30,567.00	\$31,330.00	\$32,193.00	\$33,052.00
		Bi-Wk	\$1,046.17	\$1,066.82	\$1,087.55	\$1,108.20	\$1,129.12	\$1,149.78	\$1,171.15	\$1,200.39	\$1,233.45	\$1,266.37
		Daily	\$104.62	\$106.69	\$108.76	\$110.82	\$112.92	\$114.98	\$117.12	\$120.04	\$123.35	\$126.64
		Hourly	\$13.08	\$13.34	\$13.60	\$13.86	\$14.12	\$14.38	\$14.64	\$15.01	\$15.42	\$15.83
CA	6	Annual	\$27,971.00	\$28,511.00	\$29,050.00	\$29,593.00	\$30,137.00	\$30,705.00	\$31,337.00	\$32,120.00	\$33,005.00	\$33,886.00
		Bi-Wk	\$1,071.69	\$1,092.38	\$1,113.03	\$1,133.84	\$1,154.68	\$1,176.44	\$1,200.66	\$1,230.66	\$1,264.56	\$1,298.32
		Daily	\$107.17	\$109.24	\$111.31	\$113.39	\$115.47	\$117.65	\$120.07	\$123.07	\$126.46	\$129.84
		Hourly	\$13.40	\$13.66	\$13.92	\$14.18	\$14.44	\$14.71	\$15.01	\$15.39	\$15.81	\$16.23
CA	7	Annual	\$29,008.00	\$29,808.00	\$30,607.00	\$31,410.00	\$32,210.00	\$33,007.00	\$33,809.00	\$34,653.00	\$35,605.00	\$36,557.00
		Bi-Wk	\$1,111.42	\$1,142.07	\$1,172.69	\$1,203.45	\$1,234.10	\$1,264.64	\$1,295.37	\$1,327.71	\$1,364.18	\$1,400.66
		Daily	\$111.15	\$114.21	\$117.27	\$120.35	\$123.41	\$126.47	\$129.54	\$132.78	\$136.42	\$140.07
		Hourly	\$13.90	\$14.28	\$14.66	\$15.05	\$15.43	\$15.81	\$16.20	\$16.60	\$17.06	\$17.51
CA	8	Annual	\$30,137.00	\$30,843.00	\$31,634.00	\$32,448.00	\$33,255.00	\$34,070.00	\$34,881.00	\$35,757.00	\$36,738.00	\$37,722.00
		Bi-Wk	\$1,154.68	\$1,181.73	\$1,212.04	\$1,243.22	\$1,274.14	\$1,305.37	\$1,336.44	\$1,370.00	\$1,407.59	\$1,445.29
		Daily	\$115.47	\$118.18	\$121.21	\$124.33	\$127.42	\$130.54	\$133.65	\$137.00	\$140.76	\$144.53
		Hourly	\$14.44	\$14.78	\$15.16	\$15.55	\$15.93	\$16.32	\$16.71	\$17.13	\$17.60	\$18.07
CA	9	Annual	\$30,871.00	\$31,700.00	\$32,546.00	\$33,396.00	\$34,246.00	\$35,084.00	\$35,939.00	\$36,839.00	\$37,851.00	\$38,861.00
		Bi-Wk	\$1,182.80	\$1,214.56	\$1,246.98	\$1,279.55	\$1,312.11	\$1,344.22	\$1,376.98	\$1,411.46	\$1,450.23	\$1,488.93
		Daily	\$118.28	\$121.46	\$124.70	\$127.96	\$131.22	\$134.43	\$137.70	\$141.15	\$145.03	\$148.90
		Hourly	\$14.79	\$15.19	\$15.59	\$16.00	\$16.41	\$16.81	\$17.22	\$17.65	\$18.13	\$18.62

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Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
CA	10	Annual	\$31,775.00	\$32,658.00	\$33,539.00	\$34,428.00	\$35,315.00	\$36,217.00	\$37,147.00	\$38,073.00	\$39,119.00	\$40,166.00
		Bi-Wk	\$1,217.44	\$1,251.27	\$1,285.02	\$1,319.09	\$1,353.07	\$1,387.63	\$1,423.26	\$1,458.74	\$1,498.82	\$1,538.93
		Daily	\$121.75	\$125.13	\$128.51	\$131.91	\$135.31	\$138.77	\$142.33	\$145.88	\$149.89	\$153.90
		Hourly	\$15.22	\$15.65	\$16.07	\$16.49	\$16.92	\$17.35	\$17.80	\$18.24	\$18.74	\$19.24
CA	11	Annual	\$32,699.00	\$33,625.00	\$34,546.00	\$35,472.00	\$36,416.00	\$37,386.00	\$38,359.00	\$39,318.00	\$40,400.00	\$41,482.00
		Bi-Wk	\$1,252.84	\$1,288.32	\$1,323.61	\$1,359.09	\$1,395.25	\$1,432.42	\$1,469.70	\$1,506.44	\$1,547.90	\$1,589.35
		Daily	\$125.29	\$128.84	\$132.37	\$135.91	\$139.53	\$143.25	\$146.97	\$150.65	\$154.79	\$158.94
		Hourly	\$15.67	\$16.11	\$16.55	\$16.99	\$17.45	\$17.91	\$18.38	\$18.84	\$19.35	\$19.87
CA	12	Annual	\$33,681.00	\$34,640.00	\$35,599.00	\$36,597.00	\$37,601.00	\$38,614.00	\$39,663.00	\$40,653.00	\$41,768.00	\$42,888.00
		Bi-Wk	\$1,290.46	\$1,327.21	\$1,363.95	\$1,402.19	\$1,440.66	\$1,479.47	\$1,519.66	\$1,557.59	\$1,600.31	\$1,643.22
		Daily	\$129.05	\$132.73	\$136.40	\$140.22	\$144.07	\$147.95	\$151.97	\$155.76	\$160.04	\$164.33
		Hourly	\$16.14	\$16.60	\$17.05	\$17.53	\$18.01	\$18.50	\$19.00	\$19.47	\$20.01	\$20.55
CA	13	Annual	\$35,442.00	\$36,653.00	\$37,882.00	\$39,125.00	\$40,418.00	\$41,708.00	\$43,001.00	\$44,078.00	\$45,289.00	\$46,501.00
		Bi-Wk	\$1,357.94	\$1,404.33	\$1,451.42	\$1,499.05	\$1,548.59	\$1,598.01	\$1,647.55	\$1,688.82	\$1,735.22	\$1,781.65
		Daily	\$135.80	\$140.44	\$145.15	\$149.91	\$154.86	\$159.81	\$164.76	\$168.89	\$173.53	\$178.17
		Hourly	\$16.98	\$17.56	\$18.15	\$18.74	\$19.36	\$19.98	\$20.60	\$21.12	\$21.70	\$22.28
CA	14	Annual	\$36,986.00	\$38,258.00	\$39,558.00	\$40,890.00	\$42,218.00	\$43,547.00	\$44,881.00	\$46,002.00	\$47,269.00	\$48,533.00
		Bi-Wk	\$1,417.09	\$1,465.83	\$1,515.64	\$1,566.67	\$1,617.55	\$1,668.47	\$1,719.58	\$1,762.53	\$1,811.08	\$1,859.51
		Daily	\$141.71	\$146.59	\$151.57	\$156.67	\$161.76	\$166.85	\$171.96	\$176.26	\$181.11	\$185.96
		Hourly	\$17.72	\$18.33	\$18.95	\$19.59	\$20.22	\$20.86	\$21.50	\$22.04	\$22.64	\$23.25
CA	15	Annual	\$38,643.00	\$40,004.00	\$41,375.00	\$42,747.00	\$44,121.00	\$45,494.00	\$46,870.00	\$48,041.00	\$49,363.00	\$50,684.00
		Bi-Wk	\$1,480.58	\$1,532.73	\$1,585.25	\$1,637.82	\$1,690.46	\$1,743.07	\$1,795.79	\$1,840.66	\$1,891.31	\$1,941.92
		Daily	\$148.06	\$153.28	\$158.53	\$163.79	\$169.05	\$174.31	\$179.58	\$184.07	\$189.14	\$194.20
		Hourly	\$18.51	\$19.16	\$19.82	\$20.48	\$21.14	\$21.79	\$22.45	\$23.01	\$23.65	\$24.28
CA	16	Annual	\$40,487.00	\$41,901.00	\$43,317.00	\$44,720.00	\$46,134.00	\$47,548.00	\$48,957.00	\$50,181.00	\$51,562.00	\$52,942.00
		Bi-Wk	\$1,551.23	\$1,605.41	\$1,659.66	\$1,713.41	\$1,767.59	\$1,821.77	\$1,875.75	\$1,922.65	\$1,975.56	\$2,028.43
		Daily	\$155.13	\$160.55	\$165.97	\$171.35	\$176.76	\$182.18	\$187.58	\$192.27	\$197.56	\$202.85
		Hourly	\$19.40	\$20.07	\$20.75	\$21.42	\$22.10	\$22.78	\$23.45	\$24.04	\$24.70	\$25.36
CA	17	Annual	\$42,460.00	\$43,916.00	\$45,363.00	\$46,821.00	\$48,269.00	\$49,718.00	\$51,176.00	\$52,456.00	\$53,899.00	\$55,340.00
		Bi-Wk	\$1,626.82	\$1,682.61	\$1,738.05	\$1,793.91	\$1,849.39	\$1,904.91	\$1,960.77	\$2,009.81	\$2,065.10	\$2,120.31
		Daily	\$162.69	\$168.27	\$173.81	\$179.40	\$184.94	\$190.50	\$196.08	\$200.99	\$206.51	\$212.04
		Hourly	\$20.34	\$21.04	\$21.73	\$22.43	\$23.12	\$23.82	\$24.51	\$25.13	\$25.82	\$26.51
CA	18	Annual	\$44,574.00	\$46,059.00	\$47,548.00	\$49,034.00	\$50,523.00	\$52,017.00	\$53,496.00	\$54,834.00	\$56,343.00	\$57,851.00
		Bi-Wk	\$1,707.82	\$1,764.72	\$1,821.77	\$1,878.70	\$1,935.75	\$1,992.99	\$2,049.66	\$2,100.92	\$2,158.74	\$2,216.52
		Daily	\$170.79	\$176.48	\$182.18	\$187.87	\$193.58	\$199.30	\$204.97	\$210.10	\$215.88	\$221.66
		Hourly	\$21.35	\$22.06	\$22.78	\$23.49	\$24.20	\$24.92	\$25.63	\$26.27	\$26.99	\$27.71

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Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
CA	19	Annual	\$46,738.00	\$48,269.00	\$49,805.00	\$51,338.00	\$52,872.00	\$54,395.00	\$55,931.00	\$57,327.00	\$58,905.00	\$60,482.00
		Bi-Wk	\$1,790.73	\$1,849.39	\$1,908.24	\$1,966.98	\$2,025.75	\$2,084.10	\$2,142.96	\$2,196.44	\$2,256.90	\$2,317.32
		Daily	\$179.08	\$184.94	\$190.83	\$196.70	\$202.58	\$208.41	\$214.30	\$219.65	\$225.69	\$231.74
		Hourly	\$22.39	\$23.12	\$23.86	\$24.59	\$25.33	\$26.06	\$26.79	\$27.46	\$28.22	\$28.97
CA	20	Annual	\$49,078.00	\$50,652.00	\$52,220.00	\$53,787.00	\$55,354.00	\$56,930.00	\$58,494.00	\$59,960.00	\$61,609.00	\$63,255.00
		Bi-Wk	\$1,880.39	\$1,940.69	\$2,000.77	\$2,060.81	\$2,120.85	\$2,181.23	\$2,241.15	\$2,297.32	\$2,360.50	\$2,423.57
		Daily	\$188.04	\$194.07	\$200.08	\$206.09	\$212.09	\$218.13	\$224.12	\$229.74	\$236.05	\$242.36
		Hourly	\$23.51	\$24.26	\$25.01	\$25.77	\$26.52	\$27.27	\$28.02	\$28.72	\$29.51	\$30.30
CA	21	Annual	\$51,473.00	\$53,086.00	\$54,695.00	\$56,312.00	\$57,920.00	\$59,537.00	\$61,145.00	\$62,675.00	\$64,397.00	\$66,123.00
		Bi-Wk	\$1,972.15	\$2,033.95	\$2,095.60	\$2,157.55	\$2,219.16	\$2,281.12	\$2,342.73	\$2,401.35	\$2,467.32	\$2,533.45
		Daily	\$197.22	\$203.40	\$209.56	\$215.76	\$221.92	\$228.12	\$234.28	\$240.14	\$246.74	\$253.35
		Hourly	\$24.66	\$25.43	\$26.20	\$26.97	\$27.74	\$28.52	\$29.29	\$30.02	\$30.85	\$31.67
CA	22	Annual	\$52,872.00	\$54,780.00	\$56,695.00	\$58,606.00	\$60,516.00	\$62,429.00	\$64,347.00	\$65,956.00	\$67,770.00	\$69,582.00
		Bi-Wk	\$2,025.75	\$2,098.86	\$2,172.23	\$2,245.45	\$2,318.63	\$2,391.92	\$2,465.41	\$2,527.05	\$2,596.56	\$2,665.98
		Daily	\$202.58	\$209.89	\$217.23	\$224.55	\$231.87	\$239.20	\$246.55	\$252.71	\$259.66	\$266.60
		Hourly	\$25.33	\$26.24	\$27.16	\$28.07	\$28.99	\$29.90	\$30.82	\$31.59	\$32.46	\$33.33
CA	23	Annual	\$55,342.00	\$57,334.00	\$59,323.00	\$61,316.00	\$63,314.00	\$65,304.00	\$67,297.00	\$68,984.00	\$70,880.00	\$72,775.00
		Bi-Wk	\$2,120.39	\$2,196.71	\$2,272.92	\$2,349.28	\$2,425.83	\$2,502.07	\$2,578.43	\$2,643.07	\$2,715.71	\$2,788.32
		Daily	\$212.04	\$219.68	\$227.30	\$234.93	\$242.59	\$250.21	\$257.85	\$264.31	\$271.58	\$278.84
		Hourly	\$26.51	\$27.46	\$28.42	\$29.37	\$30.33	\$31.28	\$32.24	\$33.04	\$33.95	\$34.86
CA	24	Annual	\$57,975.00	\$60,047.00	\$62,128.00	\$64,205.00	\$66,280.00	\$68,356.00	\$70,436.00	\$72,198.00	\$74,182.00	\$76,169.00
		Bi-Wk	\$2,221.27	\$2,300.66	\$2,380.39	\$2,459.97	\$2,539.47	\$2,619.01	\$2,698.70	\$2,766.21	\$2,842.23	\$2,918.36
		Daily	\$222.13	\$230.07	\$238.04	\$246.00	\$253.95	\$261.91	\$269.87	\$276.63	\$284.23	\$291.84
		Hourly	\$27.77	\$28.76	\$29.76	\$30.75	\$31.75	\$32.74	\$33.74	\$34.58	\$35.53	\$36.48
CA	25	Annual	\$60,774.00	\$62,923.00	\$65,078.00	\$67,232.00	\$69,386.00	\$71,540.00	\$73,697.00	\$75,539.00	\$77,617.00	\$79,694.00
		Bi-Wk	\$2,328.51	\$2,410.85	\$2,493.41	\$2,575.94	\$2,658.47	\$2,741.00	\$2,823.64	\$2,894.22	\$2,973.84	\$3,053.41
		Daily	\$232.86	\$241.09	\$249.35	\$257.60	\$265.85	\$274.10	\$282.37	\$289.43	\$297.39	\$305.35
		Hourly	\$29.11	\$30.14	\$31.17	\$32.20	\$33.24	\$34.27	\$35.30	\$36.18	\$37.18	\$38.17
CA	26	Annual	\$63,737.00	\$65,968.00	\$68,202.00	\$70,436.00	\$72,667.00	\$74,907.00	\$77,139.00	\$79,068.00	\$81,245.00	\$83,418.00
		Bi-Wk	\$2,442.04	\$2,527.51	\$2,613.11	\$2,698.70	\$2,784.18	\$2,870.00	\$2,955.52	\$3,029.43	\$3,112.84	\$3,196.10
		Daily	\$244.21	\$252.76	\$261.32	\$269.87	\$278.42	\$287.00	\$295.56	\$302.95	\$311.29	\$319.61
		Hourly	\$30.53	\$31.60	\$32.67	\$33.74	\$34.81	\$35.88	\$36.95	\$37.87	\$38.92	\$39.96
CA	27	Annual	\$66,863.00	\$69,180.00	\$71,494.00	\$73,800.00	\$76,115.00	\$78,425.00	\$80,734.00	\$82,756.00	\$85,033.00	\$87,307.00
		Bi-Wk	\$2,561.81	\$2,650.58	\$2,739.24	\$2,827.59	\$2,916.29	\$3,004.79	\$3,093.26	\$3,170.73	\$3,257.97	\$3,345.10
		Daily	\$256.19	\$265.06	\$273.93	\$282.76	\$291.63	\$300.48	\$309.33	\$317.08	\$325.80	\$334.51
		Hourly	\$32.03	\$33.14	\$34.25	\$35.35	\$36.46	\$37.56	\$38.67	\$39.64	\$40.73	\$41.82

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CA	28	Annual	\$70,208.00	\$72,605.00	\$74,992.00	\$77,393.00	\$79,780.00	\$82,168.00	\$84,560.00	\$86,674.00	\$89,056.00	\$91,442.00
		Bi-Wk	\$2,689.97	\$2,781.81	\$2,873.26	\$2,965.25	\$3,056.71	\$3,148.20	\$3,239.85	\$3,320.85	\$3,412.11	\$3,503.53
		Daily	\$269.00	\$278.19	\$287.33	\$296.53	\$305.68	\$314.82	\$323.99	\$332.09	\$341.22	\$350.36
		Hourly	\$33.63	\$34.78	\$35.92	\$37.07	\$38.21	\$39.36	\$40.50	\$41.52	\$42.66	\$43.80
CA	29	Annual	\$70,881.00	\$73,515.00	\$76,153.00	\$78,785.00	\$81,425.00	\$84,063.00	\$86,700.00	\$88,865.00	\$91,310.00	\$93,755.00
		Bi-Wk	\$2,715.75	\$2,816.67	\$2,917.74	\$3,018.59	\$3,119.74	\$3,220.81	\$3,321.84	\$3,404.79	\$3,498.47	\$3,592.15
		Daily	\$271.58	\$281.67	\$291.78	\$301.86	\$311.98	\$322.09	\$332.19	\$340.48	\$349.85	\$359.22
		Hourly	\$33.95	\$35.21	\$36.48	\$37.74	\$39.00	\$40.27	\$41.53	\$42.56	\$43.74	\$44.91
CA	30	Annual	\$73,697.00	\$76,410.00	\$79,122.00	\$81,833.00	\$84,547.00	\$87,262.00	\$89,977.00	\$92,225.00	\$94,760.00	\$97,298.00
		Bi-Wk	\$2,823.64	\$2,927.59	\$3,031.50	\$3,135.37	\$3,239.35	\$3,343.38	\$3,447.40	\$3,533.53	\$3,630.66	\$3,727.90
		Daily	\$282.37	\$292.76	\$303.15	\$313.54	\$323.94	\$334.34	\$344.74	\$353.36	\$363.07	\$372.79
		Hourly	\$35.30	\$36.60	\$37.90	\$39.20	\$40.50	\$41.80	\$43.10	\$44.17	\$45.39	\$46.60
CA	31	Annual	\$76,627.00	\$79,420.00	\$82,214.00	\$85,007.00	\$87,798.00	\$90,590.00	\$93,389.00	\$95,723.00	\$98,357.00	\$100,988.00
		Bi-Wk	\$2,935.91	\$3,042.92	\$3,149.97	\$3,256.98	\$3,363.91	\$3,470.89	\$3,578.13	\$3,667.55	\$3,768.47	\$3,869.28
		Daily	\$293.60	\$304.30	\$315.00	\$325.70	\$336.40	\$347.09	\$357.82	\$366.76	\$376.85	\$386.93
		Hourly	\$36.70	\$38.04	\$39.38	\$40.72	\$42.05	\$43.39	\$44.73	\$45.85	\$47.11	\$48.37
CA	32	Annual	\$79,676.00	\$82,549.00	\$85,414.00	\$88,283.00	\$91,157.00	\$94,028.00	\$96,899.00	\$99,324.00	\$102,056.00	\$104,787.00
		Bi-Wk	\$3,052.73	\$3,162.80	\$3,272.57	\$3,382.50	\$3,492.61	\$3,602.61	\$3,712.61	\$3,805.52	\$3,910.20	\$4,014.83
		Daily	\$305.28	\$316.28	\$327.26	\$338.25	\$349.27	\$360.27	\$371.27	\$380.56	\$391.02	\$401.49
		Hourly	\$38.16	\$39.54	\$40.91	\$42.29	\$43.66	\$45.04	\$46.41	\$47.57	\$48.88	\$50.19
CA	33	Annual	\$82,856.00	\$85,809.00	\$88,754.00	\$91,707.00	\$94,655.00	\$97,603.00	\$100,558.00	\$103,073.00	\$105,905.00	\$108,742.00
		Bi-Wk	\$3,174.56	\$3,287.71	\$3,400.54	\$3,513.68	\$3,626.63	\$3,739.58	\$3,852.80	\$3,949.16	\$4,057.67	\$4,166.37
		Daily	\$317.46	\$328.78	\$340.06	\$351.37	\$362.67	\$373.96	\$385.28	\$394.92	\$405.77	\$416.64
		Hourly	\$39.69	\$41.10	\$42.51	\$43.93	\$45.34	\$46.75	\$48.16	\$49.37	\$50.73	\$52.08
CA	34	Annual	\$86,242.00	\$89,275.00	\$92,299.00	\$95,332.00	\$98,364.00	\$101,395.00	\$104,427.00	\$107,040.00	\$109,984.00	\$112,928.00
		Bi-Wk	\$3,304.30	\$3,420.50	\$3,536.37	\$3,652.57	\$3,768.74	\$3,884.87	\$4,001.04	\$4,101.15	\$4,213.95	\$4,326.75
		Daily	\$330.43	\$342.05	\$353.64	\$365.26	\$376.88	\$388.49	\$400.11	\$410.12	\$421.40	\$432.68
		Hourly	\$41.31	\$42.76	\$44.21	\$45.66	\$47.11	\$48.57	\$50.02	\$51.27	\$52.68	\$54.09
CA	35	Annual	\$89,760.00	\$92,867.00	\$95,979.00	\$99,091.00	\$102,186.00	\$105,299.00	\$108,404.00	\$111,115.00	\$114,171.00	\$117,225.00
		Bi-Wk	\$3,439.09	\$3,558.13	\$3,677.36	\$3,796.60	\$3,915.18	\$4,034.45	\$4,153.41	\$4,257.28	\$4,374.37	\$4,491.38
		Daily	\$343.91	\$355.82	\$367.74	\$379.66	\$391.52	\$403.45	\$415.35	\$425.73	\$437.44	\$449.14
		Hourly	\$42.99	\$44.48	\$45.97	\$47.46	\$48.94	\$50.44	\$51.92	\$53.22	\$54.68	\$56.15
CA	36	Annual	\$93,465.00	\$96,657.00	\$99,845.00	\$103,029.00	\$106,219.00	\$109,406.00	\$112,593.00	\$115,409.00	\$118,583.00	\$121,758.00
		Bi-Wk	\$3,581.04	\$3,703.34	\$3,825.48	\$3,947.48	\$4,069.70	\$4,191.81	\$4,313.91	\$4,421.81	\$4,543.41	\$4,665.06
		Daily	\$358.11	\$370.34	\$382.55	\$394.75	\$406.97	\$419.19	\$431.40	\$442.19	\$454.35	\$466.51
		Hourly	\$44.77	\$46.30	\$47.82	\$49.35	\$50.88	\$52.40	\$53.93	\$55.28	\$56.80	\$58.32

NP-3 EXCLUDED CONFIDENTIAL CA 40 HOUR PAY PLAN EFFECTIVE 6/22/2007

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
CA	37	Annual	\$97,319.00	\$100,599.00	\$103,872.00	\$107,146.00	\$110,426.00	\$113,696.00	\$116,967.00	\$119,894.00	\$123,187.00	\$126,486.00
		Bi-Wk	\$3,728.70	\$3,854.37	\$3,979.78	\$4,105.22	\$4,230.89	\$4,356.17	\$4,481.50	\$4,593.64	\$4,719.81	\$4,846.21
		Daily	\$372.87	\$385.44	\$397.98	\$410.53	\$423.09	\$435.62	\$448.15	\$459.37	\$471.99	\$484.63
		Hourly	\$46.61	\$48.18	\$49.75	\$51.32	\$52.89	\$54.46	\$56.02	\$57.43	\$59.00	\$60.58
CA	38	Annual	\$101,313.00	\$104,660.00	\$108,020.00	\$111,367.00	\$114,717.00	\$118,075.00	\$121,421.00	\$124,457.00	\$127,880.00	\$131,303.00
		Bi-Wk	\$3,881.73	\$4,009.97	\$4,138.70	\$4,266.94	\$4,395.29	\$4,523.95	\$4,652.15	\$4,768.47	\$4,899.62	\$5,030.77
		Daily	\$388.18	\$401.00	\$413.87	\$426.70	\$439.53	\$452.40	\$465.22	\$476.85	\$489.97	\$503.08
		Hourly	\$48.53	\$50.13	\$51.74	\$53.34	\$54.95	\$56.55	\$58.16	\$59.61	\$61.25	\$62.89
CA	39	Annual	\$105,499.00	\$108,930.00	\$112,362.00	\$115,797.00	\$119,228.00	\$122,661.00	\$126,091.00	\$129,246.00	\$132,798.00	\$136,354.00
		Bi-Wk	\$4,042.11	\$4,173.57	\$4,305.06	\$4,436.67	\$4,568.13	\$4,699.66	\$4,831.08	\$4,951.96	\$5,088.05	\$5,224.30
		Daily	\$404.22	\$417.36	\$430.51	\$443.67	\$456.82	\$469.97	\$483.11	\$495.20	\$508.81	\$522.43
		Hourly	\$50.53	\$52.17	\$53.82	\$55.46	\$57.11	\$58.75	\$60.39	\$61.90	\$63.61	\$65.31
CA	40	Annual	\$109,868.00	\$113,371.00	\$116,881.00	\$120,386.00	\$123,889.00	\$127,398.00	\$130,901.00	\$134,177.00	\$137,865.00	\$141,555.00
		Bi-Wk	\$4,209.51	\$4,343.72	\$4,478.20	\$4,612.50	\$4,746.71	\$4,881.15	\$5,015.37	\$5,140.89	\$5,282.19	\$5,423.57
		Daily	\$420.96	\$434.38	\$447.82	\$461.25	\$474.68	\$488.12	\$501.54	\$514.09	\$528.22	\$542.36
		Hourly	\$52.62	\$54.30	\$55.98	\$57.66	\$59.34	\$61.02	\$62.70	\$64.27	\$66.03	\$67.80
CA	41	Annual	\$114,440.00	\$118,032.00	\$121,622.00	\$125,208.00	\$128,797.00	\$132,387.00	\$135,978.00	\$139,377.00	\$143,211.00	\$147,043.00
		Bi-Wk	\$4,384.68	\$4,522.30	\$4,659.85	\$4,797.25	\$4,934.76	\$5,072.30	\$5,209.89	\$5,340.12	\$5,487.02	\$5,633.84
		Daily	\$438.47	\$452.23	\$465.99	\$479.73	\$493.48	\$507.23	\$520.99	\$534.02	\$548.71	\$563.39
		Hourly	\$54.81	\$56.53	\$58.25	\$59.97	\$61.69	\$63.41	\$65.13	\$66.76	\$68.59	\$70.43
CA	42	Annual	\$119,185.00	\$122,855.00	\$126,526.00	\$130,194.00	\$133,867.00	\$137,533.00	\$141,201.00	\$144,733.00	\$148,712.00	\$152,693.00
		Bi-Wk	\$4,566.48	\$4,707.09	\$4,847.74	\$4,988.28	\$5,129.01	\$5,269.47	\$5,410.00	\$5,545.33	\$5,697.78	\$5,850.31
		Daily	\$456.65	\$470.71	\$484.78	\$498.83	\$512.91	\$526.95	\$541.00	\$554.54	\$569.78	\$585.04
		Hourly	\$57.09	\$58.84	\$60.60	\$62.36	\$64.12	\$65.87	\$67.63	\$69.32	\$71.23	\$73.13
CA	43	Annual	\$124,213.00	\$127,964.00	\$131,699.00	\$135,444.00	\$139,187.00	\$142,929.00	\$146,674.00	\$150,342.00	\$154,478.00	\$158,609.00
		Bi-Wk	\$4,759.12	\$4,902.84	\$5,045.94	\$5,189.43	\$5,332.84	\$5,476.21	\$5,619.70	\$5,760.23	\$5,918.70	\$6,076.98
		Daily	\$475.92	\$490.29	\$504.60	\$518.95	\$533.29	\$547.63	\$561.97	\$576.03	\$591.87	\$607.70
		Hourly	\$59.49	\$61.29	\$63.08	\$64.87	\$66.67	\$68.46	\$70.25	\$72.01	\$73.99	\$75.97