

DATA PROCESSING CONFIDENTIAL CD 40 HOUR PAY PLAN EFFECTIVE 7/1/98

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
CD	11	Annual	\$24,724.00	\$25,474.00	\$26,233.00	\$26,984.00	\$27,763.00	\$28,554.00	\$29,347.00
		Bi-Wk	\$947.28	\$976.02	\$1,005.10	\$1,033.87	\$1,063.72	\$1,094.03	\$1,124.41
		Daily	\$94.73	\$97.61	\$100.51	\$103.39	\$106.38	\$109.41	\$112.45
		Hourly	\$11.85	\$12.21	\$12.57	\$12.93	\$13.30	\$13.68	\$14.06
CD	12	Annual	\$25,524.00	\$26,316.00	\$27,094.00	\$27,908.00	\$28,727.00	\$29,556.00	\$30,375.00
		Bi-Wk	\$977.94	\$1,008.28	\$1,038.09	\$1,069.28	\$1,100.66	\$1,132.42	\$1,163.80
		Daily	\$97.80	\$100.83	\$103.81	\$106.93	\$110.07	\$113.25	\$116.38
		Hourly	\$12.23	\$12.61	\$12.98	\$13.37	\$13.76	\$14.16	\$14.55
CD	12	Annual	\$26,965.00	\$27,961.00	\$28,963.00	\$29,966.00	\$30,974.00	\$31,975.00	\$32,982.00
		Bi-Wk	\$1,033.15	\$1,071.31	\$1,109.70	\$1,148.13	\$1,186.75	\$1,225.10	\$1,263.68
		Daily	\$103.32	\$107.14	\$110.97	\$114.82	\$118.68	\$122.51	\$126.37
		Hourly	\$12.92	\$13.40	\$13.88	\$14.36	\$14.84	\$15.32	\$15.80
CD	14	Annual	\$28,227.00	\$29,266.00	\$30,302.00	\$31,340.00	\$32,374.00	\$33,411.00	\$34,448.00
		Bi-Wk	\$1,081.50	\$1,121.31	\$1,161.00	\$1,200.77	\$1,240.39	\$1,280.12	\$1,319.85
		Daily	\$108.15	\$112.14	\$116.10	\$120.08	\$124.04	\$128.02	\$131.99
		Hourly	\$13.52	\$14.02	\$14.52	\$15.01	\$15.51	\$16.01	\$16.50
CD	15	Annual	\$29,585.00	\$30,650.00	\$31,716.00	\$32,783.00	\$33,849.00	\$34,925.00	\$35,991.00
		Bi-Wk	\$1,133.53	\$1,174.33	\$1,215.18	\$1,256.06	\$1,296.90	\$1,338.13	\$1,378.97
		Daily	\$113.36	\$117.44	\$121.52	\$125.61	\$129.69	\$133.82	\$137.90
		Hourly	\$14.17	\$14.68	\$15.19	\$15.71	\$16.22	\$16.73	\$17.24
CD	16	Annual	\$31,022.00	\$32,123.00	\$33,222.00	\$34,323.00	\$35,420.00	\$36,523.00	\$37,619.00
		Bi-Wk	\$1,188.59	\$1,230.77	\$1,272.88	\$1,315.06	\$1,357.09	\$1,399.35	\$1,441.35
		Daily	\$118.86	\$123.08	\$127.29	\$131.51	\$135.71	\$139.94	\$144.14
		Hourly	\$14.86	\$15.39	\$15.92	\$16.44	\$16.97	\$17.50	\$18.02
CD	17	Annual	\$32,561.00	\$33,692.00	\$34,822.00	\$35,952.00	\$37,085.00	\$38,212.00	\$39,344.00
		Bi-Wk	\$1,247.55	\$1,290.89	\$1,334.18	\$1,377.48	\$1,420.89	\$1,464.07	\$1,507.44
		Daily	\$124.76	\$129.09	\$133.42	\$137.75	\$142.09	\$146.41	\$150.75
		Hourly	\$15.60	\$16.14	\$16.68	\$17.22	\$17.77	\$18.31	\$18.85

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Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
CD	18	Annual	\$34,204.00	\$35,362.00	\$36,523.00	\$37,682.00	\$38,836.00	\$39,997.00	\$41,156.00
		Bi-Wk	\$1,310.50	\$1,354.87	\$1,399.35	\$1,443.76	\$1,487.97	\$1,532.46	\$1,576.86
		Daily	\$131.05	\$135.49	\$139.94	\$144.38	\$148.80	\$153.25	\$157.69
		Hourly	\$16.39	\$16.94	\$17.50	\$18.05	\$18.60	\$19.16	\$19.72
CD	19	Annual	\$35,888.00	\$37,085.00	\$38,278.00	\$39,470.00	\$40,660.00	\$41,851.00	\$43,045.00
		Bi-Wk	\$1,375.02	\$1,420.89	\$1,466.60	\$1,512.27	\$1,557.86	\$1,603.49	\$1,649.24
		Daily	\$137.51	\$142.09	\$146.66	\$151.23	\$155.79	\$160.35	\$164.93
		Hourly	\$17.19	\$17.77	\$18.34	\$18.91	\$19.48	\$20.05	\$20.62
CD	20	Annual	\$37,717.00	\$38,939.00	\$40,159.00	\$41,380.00	\$42,597.00	\$43,820.00	\$45,040.00
		Bi-Wk	\$1,445.10	\$1,491.92	\$1,538.66	\$1,585.45	\$1,632.07	\$1,678.93	\$1,725.68
		Daily	\$144.51	\$149.20	\$153.87	\$158.55	\$163.21	\$167.90	\$172.57
		Hourly	\$18.07	\$18.65	\$19.24	\$19.82	\$20.41	\$20.99	\$21.58
CD	21	Annual	\$39,575.00	\$40,835.00	\$42,087.00	\$43,341.00	\$44,599.00	\$45,852.00	\$47,109.00
		Bi-Wk	\$1,516.29	\$1,564.56	\$1,612.53	\$1,660.58	\$1,708.78	\$1,756.79	\$1,804.95
		Daily	\$151.63	\$156.46	\$161.26	\$166.06	\$170.88	\$175.68	\$180.50
		Hourly	\$18.96	\$19.56	\$20.16	\$20.76	\$21.36	\$21.96	\$22.57
CD	22	Annual	\$40,660.00	\$42,150.00	\$43,642.00	\$45,128.00	\$46,620.00	\$48,109.00	\$49,599.00
		Bi-Wk	\$1,557.86	\$1,614.95	\$1,672.11	\$1,729.05	\$1,786.21	\$1,843.26	\$1,900.35
		Daily	\$155.79	\$161.50	\$167.22	\$172.91	\$178.63	\$184.33	\$190.04
		Hourly	\$19.48	\$20.19	\$20.91	\$21.62	\$22.33	\$23.05	\$23.76
CD	23	Annual	\$42,587.00	\$44,140.00	\$45,687.00	\$47,244.00	\$48,793.00	\$50,345.00	\$51,898.00
		Bi-Wk	\$1,631.69	\$1,691.19	\$1,750.46	\$1,810.12	\$1,869.47	\$1,928.93	\$1,988.43
		Daily	\$163.17	\$169.12	\$175.05	\$181.02	\$186.95	\$192.90	\$198.85
		Hourly	\$20.40	\$21.14	\$21.89	\$22.63	\$23.37	\$24.12	\$24.86
CD	24	Annual	\$44,632.00	\$46,251.00	\$47,869.00	\$49,488.00	\$51,105.00	\$52,722.00	\$54,339.00
		Bi-Wk	\$1,710.04	\$1,772.07	\$1,834.07	\$1,896.10	\$1,958.05	\$2,020.00	\$2,081.96
		Daily	\$171.01	\$177.21	\$183.41	\$189.61	\$195.81	\$202.00	\$208.20
		Hourly	\$21.38	\$22.16	\$22.93	\$23.71	\$24.48	\$25.25	\$26.03

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Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
CD	25	Annual	\$46,815.00	\$48,495.00	\$50,166.00	\$51,843.00	\$53,524.00	\$55,203.00	\$56,877.00
		Bi-Wk	\$1,793.68	\$1,858.05	\$1,922.07	\$1,986.33	\$2,050.73	\$2,115.06	\$2,179.20
		Daily	\$179.37	\$185.81	\$192.21	\$198.64	\$205.08	\$211.51	\$217.92
		Hourly	\$22.43	\$23.23	\$24.03	\$24.83	\$25.64	\$26.44	\$27.24
CD	26	Annual	\$49,122.00	\$50,860.00	\$52,604.00	\$54,339.00	\$56,080.00	\$57,819.00	\$59,555.00
		Bi-Wk	\$1,882.07	\$1,948.66	\$2,015.48	\$2,081.96	\$2,148.66	\$2,215.29	\$2,281.81
		Daily	\$188.21	\$194.87	\$201.55	\$208.20	\$214.87	\$221.53	\$228.19
		Hourly	\$23.53	\$24.36	\$25.20	\$26.03	\$26.86	\$27.70	\$28.53
CD	27	Annual	\$51,556.00	\$53,360.00	\$55,161.00	\$56,953.00	\$58,758.00	\$60,555.00	\$62,359.00
		Bi-Wk	\$1,975.33	\$2,044.45	\$2,113.45	\$2,182.11	\$2,251.27	\$2,320.12	\$2,389.24
		Daily	\$197.54	\$204.45	\$211.35	\$218.22	\$225.13	\$232.02	\$238.93
		Hourly	\$24.70	\$25.56	\$26.42	\$27.28	\$28.15	\$29.01	\$29.87
CD	28	Annual	\$54,162.00	\$56,024.00	\$57,889.00	\$59,754.00	\$61,611.00	\$63,473.00	\$65,333.00
		Bi-Wk	\$2,075.18	\$2,146.52	\$2,217.97	\$2,289.43	\$2,360.58	\$2,431.92	\$2,503.19
		Daily	\$207.52	\$214.66	\$221.80	\$228.95	\$236.06	\$243.20	\$250.32
		Hourly	\$25.94	\$26.84	\$27.73	\$28.62	\$29.51	\$30.40	\$31.29
CD	29	Annual	\$54,681.00	\$56,735.00	\$58,789.00	\$60,842.00	\$62,893.00	\$64,944.00	\$66,996.00
		Bi-Wk	\$2,095.06	\$2,173.76	\$2,252.46	\$2,331.12	\$2,409.70	\$2,488.28	\$2,566.90
		Daily	\$209.51	\$217.38	\$225.25	\$233.12	\$240.97	\$248.83	\$256.69
		Hourly	\$26.19	\$27.18	\$28.16	\$29.14	\$30.13	\$31.11	\$32.09
CD	30	Annual	\$56,877.00	\$58,988.00	\$61,105.00	\$63,212.00	\$65,322.00	\$67,435.00	\$69,550.00
		Bi-Wk	\$2,179.20	\$2,260.08	\$2,341.19	\$2,421.92	\$2,502.76	\$2,583.72	\$2,664.76
		Daily	\$217.92	\$226.01	\$234.12	\$242.20	\$250.28	\$258.38	\$266.48
		Hourly	\$27.24	\$28.26	\$29.27	\$30.28	\$31.29	\$32.30	\$33.31
CD	31	Annual	\$59,162.00	\$61,334.00	\$63,509.00	\$65,682.00	\$67,857.00	\$70,030.00	\$72,206.00
		Bi-Wk	\$2,266.75	\$2,349.97	\$2,433.30	\$2,516.56	\$2,599.89	\$2,683.15	\$2,766.52
		Daily	\$226.68	\$235.00	\$243.33	\$251.66	\$259.99	\$268.32	\$276.66
		Hourly	\$28.34	\$29.38	\$30.42	\$31.46	\$32.50	\$33.54	\$34.59

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Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
CD	32	Annual	\$61,533.00	\$63,765.00	\$65,998.00	\$68,233.00	\$70,468.00	\$72,700.00	\$74,940.00
		Bi-Wk	\$2,357.59	\$2,443.11	\$2,528.66	\$2,614.30	\$2,699.93	\$2,785.45	\$2,871.27
		Daily	\$235.76	\$244.32	\$252.87	\$261.43	\$270.00	\$278.55	\$287.13
		Hourly	\$29.47	\$30.54	\$31.61	\$32.68	\$33.75	\$34.82	\$35.90
CD	33	Annual	\$64,009.00	\$66,305.00	\$68,598.00	\$70,897.00	\$73,194.00	\$75,491.00	\$77,791.00
		Bi-Wk	\$2,452.46	\$2,540.43	\$2,628.28	\$2,716.37	\$2,804.37	\$2,892.38	\$2,980.50
		Daily	\$245.25	\$254.05	\$262.83	\$271.64	\$280.44	\$289.24	\$298.05
		Hourly	\$30.66	\$31.76	\$32.86	\$33.96	\$35.06	\$36.16	\$37.26
CD	34	Annual	\$66,644.00	\$69,004.00	\$71,363.00	\$73,724.00	\$76,082.00	\$78,442.00	\$80,797.00
		Bi-Wk	\$2,553.41	\$2,643.84	\$2,734.22	\$2,824.68	\$2,915.02	\$3,005.45	\$3,095.68
		Daily	\$255.35	\$264.39	\$273.43	\$282.47	\$291.51	\$300.55	\$309.57
		Hourly	\$31.92	\$33.05	\$34.18	\$35.31	\$36.44	\$37.57	\$38.70
CD	35	Annual	\$69,383.00	\$71,800.00	\$74,223.00	\$76,641.00	\$79,060.00	\$81,476.00	\$83,898.00
		Bi-Wk	\$2,658.36	\$2,750.96	\$2,843.80	\$2,936.44	\$3,029.12	\$3,121.69	\$3,214.49
		Daily	\$265.84	\$275.10	\$284.38	\$293.65	\$302.92	\$312.17	\$321.45
		Hourly	\$33.23	\$34.39	\$35.55	\$36.71	\$37.87	\$39.03	\$40.19
CD	36	Annual	\$72,269.00	\$74,748.00	\$77,231.00	\$79,712.00	\$82,194.00	\$84,675.00	\$87,157.00
		Bi-Wk	\$2,768.93	\$2,863.91	\$2,959.05	\$3,054.10	\$3,149.20	\$3,244.26	\$3,339.35
		Daily	\$276.90	\$286.40	\$295.91	\$305.41	\$314.92	\$324.43	\$333.94
		Hourly	\$34.62	\$35.80	\$36.99	\$38.18	\$39.37	\$40.56	\$41.75
CD	37	Annual	\$75,269.00	\$77,816.00	\$80,364.00	\$82,917.00	\$85,466.00	\$88,016.00	\$90,564.00
		Bi-Wk	\$2,883.87	\$2,981.46	\$3,079.09	\$3,176.90	\$3,274.56	\$3,372.27	\$3,469.89
		Daily	\$288.39	\$298.15	\$307.91	\$317.69	\$327.46	\$337.23	\$346.99
		Hourly	\$36.05	\$37.27	\$38.49	\$39.72	\$40.94	\$42.16	\$43.38
CD	38	Annual	\$78,376.00	\$80,982.00	\$83,593.00	\$86,202.00	\$88,810.00	\$91,420.00	\$94,029.00
		Bi-Wk	\$3,002.92	\$3,102.76	\$3,202.80	\$3,302.76	\$3,402.69	\$3,502.69	\$3,602.65
		Daily	\$300.30	\$310.28	\$320.28	\$330.28	\$340.27	\$350.27	\$360.27
		Hourly	\$37.54	\$38.79	\$40.04	\$41.29	\$42.54	\$43.79	\$45.04

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Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
CD	39	Annual	\$81,636.00	\$84,307.00	\$86,976.00	\$89,652.00	\$92,324.00	\$94,990.00	\$97,666.00
		Bi-Wk	\$3,127.82	\$3,230.16	\$3,332.42	\$3,434.95	\$3,537.32	\$3,639.47	\$3,742.00
		Daily	\$312.79	\$323.02	\$333.25	\$343.50	\$353.74	\$363.95	\$374.20
		Hourly	\$39.10	\$40.38	\$41.66	\$42.94	\$44.22	\$45.50	\$46.78
CD	40	Annual	\$85,037.00	\$87,764.00	\$90,497.00	\$93,223.00	\$95,952.00	\$98,680.00	\$101,410.00
		Bi-Wk	\$3,258.13	\$3,362.61	\$3,467.32	\$3,571.77	\$3,676.33	\$3,780.85	\$3,885.45
		Daily	\$325.82	\$336.27	\$346.74	\$357.18	\$367.64	\$378.09	\$388.55
		Hourly	\$40.73	\$42.04	\$43.35	\$44.65	\$45.96	\$47.27	\$48.57
CD	41	Annual	\$88,594.00	\$91,388.00	\$94,183.00	\$96,979.00	\$99,775.00	\$102,568.00	\$105,361.00
		Bi-Wk	\$3,394.41	\$3,501.46	\$3,608.55	\$3,715.68	\$3,822.80	\$3,929.81	\$4,036.82
		Daily	\$339.45	\$350.15	\$360.86	\$371.57	\$382.28	\$392.99	\$403.69
		Hourly	\$42.44	\$43.77	\$45.11	\$46.45	\$47.79	\$49.13	\$50.47
CD	42	Annual	\$92,285.00	\$95,146.00	\$98,006.00	\$100,854.00	\$103,715.00	\$106,570.00	\$109,433.00
		Bi-Wk	\$3,535.83	\$3,645.45	\$3,755.02	\$3,864.14	\$3,973.76	\$4,083.15	\$4,192.84
		Daily	\$353.59	\$364.55	\$375.51	\$386.42	\$397.38	\$408.32	\$419.29
		Hourly	\$44.20	\$45.57	\$46.94	\$48.31	\$49.68	\$51.04	\$52.42
CD	43	Annual	\$96,206.00	\$99,118.00	\$102,033.00	\$104,945.00	\$107,864.00	\$110,774.00	\$113,686.00
		Bi-Wk	\$3,686.06	\$3,797.63	\$3,909.32	\$4,020.89	\$4,132.73	\$4,244.22	\$4,355.79
		Daily	\$368.61	\$379.77	\$390.94	\$402.09	\$413.28	\$424.43	\$435.58
		Hourly	\$46.08	\$47.48	\$48.87	\$50.27	\$51.66	\$53.06	\$54.45