

Effective Date: June 23, 2006

**Executive Compensation Plan
Longevity: Semi Annual Payment**

| <u>Salary Level</u> | <u>10-14 Years</u> | <u>15-19 Years</u> | <u>20-24 Years</u> | <u>25+ Years</u> |
|---------------------|--------------------|--------------------|--------------------|------------------|
| EX 1A | \$1,513.50 | \$3,027.00 | \$4,540.50 | \$6,054.00 |
| EX 1 | \$1,299.50 | \$2,599.00 | \$3,898.50 | \$5,198.00 |
| EX 2A | \$1,227.00 | \$2,454.00 | \$3,681.00 | \$4,908.00 |
| EX 2 | \$1,163.00 | \$2,326.00 | \$3,489.00 | \$4,652.00 |
| EX 3 | \$1,053.75 | \$2,107.50 | \$3,161.25 | \$4,215.00 |
| EX 4 | \$882.75 | \$1,765.50 | \$2,648.25 | \$3,531.00 |