SP PAY PLAN EFFECTIVE 6/29/2001

PLAN	GROUP	PERIOD	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11
SP	1	Annual	$40,352	$41,693	$43,038	$44,381	$45,758	$47,064	$48,393	$49,753	$51,094	$52,715	$56,574
		Biweekly	$1,546.06	$1,597.44	$1,648.97	$1,700.43	$1,753.19	$1,803.22	$1,854.14	$1,906.25	$1,957.63	$2,019.74	$2,167.59
		Daily	$154.61	$159.75	$164.90	$170.05	$175.32	$180.33	$185.42	$190.63	$195.77	$201.98	$216.76
		Hourly	$19.33	$19.97	$20.62	$21.26	$21.92	$22.55	$23.18	$23.83	$24.48	$25.25	$27.10
SP	3	Annual							$56,982	$58,706	$60,429	$63,395	$65,154
		Biweekly							$2,183.22	$2,249.28	$2,315.29	$2,428.93	$2,496.33
		Daily							$218.33	$224.93	$231.53	$242.90	$249.64
		Hourly							$27.30	$28.12	$28.95	$30.37	$31.21
SP	4	Annual							$60,417	$62,198	$63,981	$67,080	$68,902
		Biweekly							$2,314.83	$2,383.07	$2,451.38	$2,570.12	$2,639.93
		Daily							$231.49	$238.31	$245.14	$257.02	$264.00
		Hourly							$28.94	$29.79	$30.65	$32.13	$33.00
	Trainee	Annual	$32,181										
		Biweekly	$1,232.99										
		Daily	$123.30										
		Hourly	$15.42										