SP PAY PLAN EFFECTIVE 6/28/2002

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	$41,563	$42,944	$44,330	$45,713	$47,131	$48,476	$49,845	$51,246	$52,627	$54,297	$60,000
		Biweekly	$1,592.46	$1,645.37	$1,698.47	$1,751.46	$1,805.79	$1,857.32	$1,909.78	$1,963.45	$2,016.37	$2,080.35	$2,298.86
		Daily	$159.25	$164.54	$169.85	$175.15	$180.58	$185.74	$190.98	$196.35	$201.64	$208.04	$229.89
		Hourly	$19.91	$20.57	$21.24	$21.90	$22.58	$23.22	$23.88	$24.55	$25.21	$26.01	$28.74
SP	3	Annual							$58,692	$60,468	$62,242	$65,297	$67,109
		Biweekly							$2,248.74	$2,316.79	$2,384.76	$2,501.81	$2,571.23
		Daily							$224.88	$231.68	$238.48	$250.19	$257.13
		Hourly							$28.11	$28.96	$29.81	$31.28	$32.15
SP	4	Annual							$62,230	$64,064	$65,901	$69,093	$70,970
		Biweekly							$2,384.30	$2,454.56	$2,524.95	$2,647.25	$2,719.16
		Daily							$238.43	$245.46	$252.50	$264.73	$271.92
		Hourly							$29.81	$30.69	$31.57	$33.10	$33.99
	Trainee	Annual	$33,147										