

DATA PROCESSING CONFIDENTIAL CD 40 HOUR PAY PLAN EFFECTIVE 6/29/2001

| Plan | Group | Period | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 |
|------|-------|--------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| CD | 11 | Annual | \$27,693.00 | \$28,533.00 | \$29,382.00 | \$30,224.00 | \$31,095.00 | \$31,982.00 | \$32,871.00 |
| | | Bi-Wk | \$1,061.04 | \$1,093.22 | \$1,125.75 | \$1,158.01 | \$1,191.38 | \$1,225.37 | \$1,259.43 |
| | | Daily | \$106.11 | \$109.33 | \$112.58 | \$115.81 | \$119.14 | \$122.54 | \$125.95 |
| | | Hourly | \$13.27 | \$13.67 | \$14.08 | \$14.48 | \$14.90 | \$15.32 | \$15.75 |
| CD | 12 | Annual | \$28,588.00 | \$29,476.00 | \$30,347.00 | \$31,259.00 | \$32,176.00 | \$33,104.00 | \$34,021.00 |
| | | Bi-Wk | \$1,095.33 | \$1,129.35 | \$1,162.73 | \$1,197.67 | \$1,232.80 | \$1,268.36 | \$1,303.49 |
| | | Daily | \$109.54 | \$112.94 | \$116.28 | \$119.77 | \$123.28 | \$126.84 | \$130.35 |
| | | Hourly | \$13.70 | \$14.12 | \$14.54 | \$14.98 | \$15.41 | \$15.86 | \$16.30 |
| CD | 13 | Annual | \$30,202.00 | \$31,318.00 | \$32,440.00 | \$33,563.00 | \$34,694.00 | \$35,814.00 | \$36,941.00 |
| | | Bi-Wk | \$1,157.17 | \$1,199.93 | \$1,242.92 | \$1,285.94 | \$1,329.28 | \$1,372.19 | \$1,415.37 |
| | | Daily | \$115.72 | \$120.00 | \$124.30 | \$128.60 | \$132.93 | \$137.22 | \$141.54 |
| | | Hourly | \$14.47 | \$15.00 | \$15.54 | \$16.08 | \$16.62 | \$17.16 | \$17.70 |
| CD | 14 | Annual | \$31,615.00 | \$32,779.00 | \$33,941.00 | \$35,103.00 | \$36,261.00 | \$37,422.00 | \$38,583.00 |
| | | Bi-Wk | \$1,211.31 | \$1,255.91 | \$1,300.43 | \$1,344.95 | \$1,389.32 | \$1,433.80 | \$1,478.28 |
| | | Daily | \$121.14 | \$125.60 | \$130.05 | \$134.50 | \$138.94 | \$143.38 | \$147.83 |
| | | Hourly | \$15.15 | \$15.70 | \$16.26 | \$16.82 | \$17.37 | \$17.93 | \$18.48 |
| CD | 15 | Annual | \$33,137.00 | \$34,330.00 | \$35,524.00 | \$36,719.00 | \$37,913.00 | \$39,118.00 | \$40,312.00 |
| | | Bi-Wk | \$1,269.62 | \$1,315.33 | \$1,361.08 | \$1,406.86 | \$1,452.61 | \$1,498.78 | \$1,544.53 |
| | | Daily | \$126.97 | \$131.54 | \$136.11 | \$140.69 | \$145.27 | \$149.88 | \$154.46 |
| | | Hourly | \$15.88 | \$16.45 | \$17.02 | \$17.59 | \$18.16 | \$18.74 | \$19.31 |
| CD | 16 | Annual | \$34,747.00 | \$35,979.00 | \$37,210.00 | \$38,444.00 | \$39,672.00 | \$40,908.00 | \$42,135.00 |
| | | Bi-Wk | \$1,331.31 | \$1,378.51 | \$1,425.68 | \$1,472.96 | \$1,520.00 | \$1,567.36 | \$1,614.37 |
| | | Daily | \$133.14 | \$137.86 | \$142.57 | \$147.30 | \$152.00 | \$156.74 | \$161.44 |
| | | Hourly | \$16.65 | \$17.24 | \$17.83 | \$18.42 | \$19.00 | \$19.60 | \$20.18 |
| CD | 17 | Annual | \$36,470.00 | \$37,737.00 | \$39,002.00 | \$40,268.00 | \$41,536.00 | \$42,800.00 | \$44,067.00 |
| | | Bi-Wk | \$1,397.32 | \$1,445.87 | \$1,494.33 | \$1,542.84 | \$1,591.42 | \$1,639.85 | \$1,688.40 |
| | | Daily | \$139.74 | \$144.59 | \$149.44 | \$154.29 | \$159.15 | \$163.99 | \$168.84 |
| | | Hourly | \$17.47 | \$18.08 | \$18.68 | \$19.29 | \$19.90 | \$20.50 | \$21.11 |
| CD | 18 | Annual | \$38,310.00 | \$39,607.00 | \$40,908.00 | \$42,206.00 | \$43,499.00 | \$44,797.00 | \$46,096.00 |
| | | Bi-Wk | \$1,467.82 | \$1,517.51 | \$1,567.36 | \$1,617.09 | \$1,666.63 | \$1,716.37 | \$1,766.14 |
| | | Daily | \$146.79 | \$151.76 | \$156.74 | \$161.71 | \$166.67 | \$171.64 | \$176.62 |
| | | Hourly | \$18.35 | \$18.97 | \$19.60 | \$20.22 | \$20.84 | \$21.46 | \$22.08 |
| CD | 19 | Annual | \$40,196.00 | \$41,536.00 | \$42,873.00 | \$44,209.00 | \$45,541.00 | \$46,875.00 | \$48,212.00 |
| | | Bi-Wk | \$1,540.08 | \$1,591.42 | \$1,642.65 | \$1,693.84 | \$1,744.87 | \$1,795.98 | \$1,847.21 |

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|------|-------|--------|----------|----------|----------|----------|----------|----------|----------|
| | | Daily | \$154.01 | \$159.15 | \$164.27 | \$169.39 | \$174.49 | \$179.60 | \$184.73 |
| | | Hourly | \$19.26 | \$19.90 | \$20.54 | \$21.18 | \$21.82 | \$22.45 | \$23.10 |

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|------|-------|--------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| CD | 20 | Annual | \$42,244.00 | \$43,614.00 | \$44,980.00 | \$46,347.00 | \$47,710.00 | \$49,080.00 | \$50,447.00 |
| | | Bi-Wk | \$1,618.55 | \$1,671.04 | \$1,723.38 | \$1,775.75 | \$1,827.97 | \$1,880.46 | \$1,932.84 |
| | | Daily | \$161.86 | \$167.11 | \$172.34 | \$177.58 | \$182.80 | \$188.05 | \$193.29 |
| | | Hourly | \$20.24 | \$20.89 | \$21.55 | \$22.20 | \$22.85 | \$23.51 | \$24.17 |
| CD | 21 | Annual | \$44,327.00 | \$45,738.00 | \$47,138.00 | \$48,543.00 | \$49,951.00 | \$51,356.00 | \$52,764.00 |
| | | Bi-Wk | \$1,698.36 | \$1,752.42 | \$1,806.06 | \$1,859.89 | \$1,913.84 | \$1,967.67 | \$2,021.61 |
| | | Daily | \$169.84 | \$175.25 | \$180.61 | \$185.99 | \$191.39 | \$196.77 | \$202.17 |
| | | Hourly | \$21.23 | \$21.91 | \$22.58 | \$23.25 | \$23.93 | \$24.60 | \$25.28 |
| CD | 22 | Annual | \$45,541.00 | \$47,210.00 | \$48,881.00 | \$50,545.00 | \$52,216.00 | \$53,885.00 | \$55,551.00 |
| | | Bi-Wk | \$1,744.87 | \$1,808.82 | \$1,872.84 | \$1,936.60 | \$2,000.62 | \$2,064.56 | \$2,128.40 |
| | | Daily | \$174.49 | \$180.89 | \$187.29 | \$193.66 | \$200.07 | \$206.46 | \$212.84 |
| | | Hourly | \$21.82 | \$22.62 | \$23.42 | \$24.21 | \$25.01 | \$25.81 | \$26.61 |
| CD | 23 | Annual | \$47,700.00 | \$49,439.00 | \$51,171.00 | \$52,916.00 | \$54,650.00 | \$56,389.00 | \$58,128.00 |
| | | Bi-Wk | \$1,827.59 | \$1,894.22 | \$1,960.58 | \$2,027.44 | \$2,093.87 | \$2,160.50 | \$2,227.13 |
| | | Daily | \$182.76 | \$189.43 | \$196.06 | \$202.75 | \$209.39 | \$216.05 | \$222.72 |
| | | Hourly | \$22.85 | \$23.68 | \$24.51 | \$25.35 | \$26.18 | \$27.01 | \$27.84 |
| CD | 24 | Annual | \$49,989.00 | \$51,802.00 | \$53,616.00 | \$55,428.00 | \$57,240.00 | \$59,050.00 | \$60,862.00 |
| | | Bi-Wk | \$1,915.29 | \$1,984.76 | \$2,054.26 | \$2,123.68 | \$2,193.11 | \$2,262.46 | \$2,331.88 |
| | | Daily | \$191.53 | \$198.48 | \$205.43 | \$212.37 | \$219.32 | \$226.25 | \$233.19 |
| | | Hourly | \$23.95 | \$24.81 | \$25.68 | \$26.55 | \$27.42 | \$28.29 | \$29.15 |
| CD | 25 | Annual | \$52,435.00 | \$54,315.00 | \$56,187.00 | \$58,066.00 | \$59,949.00 | \$61,829.00 | \$63,704.00 |
| | | Bi-Wk | \$2,009.01 | \$2,081.04 | \$2,152.76 | \$2,224.76 | \$2,296.90 | \$2,368.93 | \$2,440.77 |
| | | Daily | \$200.91 | \$208.11 | \$215.28 | \$222.48 | \$229.69 | \$236.90 | \$244.08 |
| | | Hourly | \$25.12 | \$26.02 | \$26.91 | \$27.81 | \$28.72 | \$29.62 | \$30.51 |
| CD | 26 | Annual | \$55,018.00 | \$56,965.00 | \$58,919.00 | \$60,862.00 | \$62,812.00 | \$64,760.00 | \$66,702.00 |
| | | Bi-Wk | \$2,107.97 | \$2,182.57 | \$2,257.44 | \$2,331.88 | \$2,406.60 | \$2,481.23 | \$2,555.64 |
| | | Daily | \$210.80 | \$218.26 | \$225.75 | \$233.19 | \$240.66 | \$248.13 | \$255.57 |
| | | Hourly | \$26.35 | \$27.29 | \$28.22 | \$29.15 | \$30.09 | \$31.02 | \$31.95 |
| CD | 27 | Annual | \$57,744.00 | \$59,765.00 | \$61,782.00 | \$63,789.00 | \$65,810.00 | \$67,823.00 | \$69,844.00 |
| | | Bi-Wk | \$2,212.42 | \$2,289.85 | \$2,367.13 | \$2,444.03 | \$2,521.46 | \$2,598.59 | \$2,676.02 |
| | | Daily | \$221.25 | \$228.99 | \$236.72 | \$244.41 | \$252.15 | \$259.86 | \$267.61 |
| | | Hourly | \$27.66 | \$28.63 | \$29.59 | \$30.56 | \$31.52 | \$32.49 | \$33.46 |
| CD | 28 | Annual | \$60,662.00 | \$62,749.00 | \$64,837.00 | \$66,926.00 | \$69,006.00 | \$71,092.00 | \$73,174.00 |

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|------|-------|--------|------------|------------|------------|------------|------------|------------|------------|
| | | Bi-Wk | \$2,324.22 | \$2,404.18 | \$2,484.18 | \$2,564.22 | \$2,643.91 | \$2,723.84 | \$2,803.61 |
| | | Daily | \$232.43 | \$240.42 | \$248.42 | \$256.43 | \$264.40 | \$272.39 | \$280.37 |
| | | Hourly | \$29.06 | \$30.06 | \$31.06 | \$32.06 | \$33.05 | \$34.05 | \$35.05 |

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|------|-------|--------|-------------|-------------|-------------|-------------|-------------|-------------|--------------|
| CD | 29 | Annual | \$61,244.00 | \$63,545.00 | \$65,845.00 | \$68,145.00 | \$70,441.00 | \$72,739.00 | \$75,037.00 |
| | | Bi-Wk | \$2,346.52 | \$2,434.68 | \$2,522.80 | \$2,610.92 | \$2,698.89 | \$2,786.94 | \$2,874.99 |
| | | Daily | \$234.66 | \$243.47 | \$252.28 | \$261.10 | \$269.89 | \$278.70 | \$287.50 |
| | | Hourly | \$29.34 | \$30.44 | \$31.54 | \$32.64 | \$33.74 | \$34.84 | \$35.94 |
| CD | 30 | Annual | \$63,704.00 | \$66,069.00 | \$68,439.00 | \$70,800.00 | \$73,161.00 | \$75,529.00 | \$77,897.00 |
| | | Bi-Wk | \$2,440.77 | \$2,531.38 | \$2,622.19 | \$2,712.65 | \$2,803.11 | \$2,893.84 | \$2,984.56 |
| | | Daily | \$244.08 | \$253.14 | \$262.22 | \$271.27 | \$280.32 | \$289.39 | \$298.46 |
| | | Hourly | \$30.51 | \$31.65 | \$32.78 | \$33.91 | \$35.04 | \$36.18 | \$37.31 |
| CD | 31 | Annual | \$66,262.00 | \$68,696.00 | \$71,132.00 | \$73,566.00 | \$76,001.00 | \$78,435.00 | \$80,873.00 |
| | | Bi-Wk | \$2,538.78 | \$2,632.04 | \$2,725.37 | \$2,818.63 | \$2,911.92 | \$3,005.18 | \$3,098.59 |
| | | Daily | \$253.88 | \$263.21 | \$272.54 | \$281.87 | \$291.20 | \$300.52 | \$309.86 |
| | | Hourly | \$31.74 | \$32.91 | \$34.07 | \$35.24 | \$36.40 | \$37.57 | \$38.74 |
| CD | 32 | Annual | \$68,918.00 | \$71,418.00 | \$73,918.00 | \$76,422.00 | \$78,926.00 | \$81,425.00 | \$83,934.00 |
| | | Bi-Wk | \$2,640.54 | \$2,736.33 | \$2,832.11 | \$2,928.05 | \$3,023.99 | \$3,119.74 | \$3,215.87 |
| | | Daily | \$264.06 | \$273.64 | \$283.22 | \$292.81 | \$302.40 | \$311.98 | \$321.59 |
| | | Hourly | \$33.01 | \$34.21 | \$35.41 | \$36.61 | \$37.80 | \$39.00 | \$40.20 |
| CD | 33 | Annual | \$71,692.00 | \$74,263.00 | \$76,831.00 | \$79,405.00 | \$81,978.00 | \$84,551.00 | \$87,127.00 |
| | | Bi-Wk | \$2,746.82 | \$2,845.33 | \$2,943.72 | \$3,042.34 | \$3,140.92 | \$3,239.51 | \$3,338.20 |
| | | Daily | \$274.69 | \$284.54 | \$294.38 | \$304.24 | \$314.10 | \$323.96 | \$333.82 |
| | | Hourly | \$34.34 | \$35.57 | \$36.80 | \$38.03 | \$39.27 | \$40.50 | \$41.73 |
| CD | 34 | Annual | \$74,643.00 | \$77,287.00 | \$79,928.00 | \$82,571.00 | \$85,213.00 | \$87,856.00 | \$90,494.00 |
| | | Bi-Wk | \$2,859.89 | \$2,961.19 | \$3,062.38 | \$3,163.64 | \$3,264.87 | \$3,366.14 | \$3,467.21 |
| | | Daily | \$285.99 | \$296.12 | \$306.24 | \$316.37 | \$326.49 | \$336.62 | \$346.73 |
| | | Hourly | \$35.75 | \$37.02 | \$38.28 | \$39.55 | \$40.82 | \$42.08 | \$43.35 |
| CD | 35 | Annual | \$77,711.00 | \$80,418.00 | \$83,131.00 | \$85,840.00 | \$88,549.00 | \$91,254.00 | \$93,967.00 |
| | | Bi-Wk | \$2,977.44 | \$3,081.15 | \$3,185.10 | \$3,288.89 | \$3,392.69 | \$3,496.33 | \$3,600.27 |
| | | Daily | \$297.75 | \$308.12 | \$318.51 | \$328.89 | \$339.27 | \$349.64 | \$360.03 |
| | | Hourly | \$37.22 | \$38.52 | \$39.82 | \$41.12 | \$42.41 | \$43.71 | \$45.01 |
| CD | 36 | Annual | \$80,943.00 | \$83,719.00 | \$86,499.00 | \$89,280.00 | \$92,059.00 | \$94,838.00 | \$97,617.00 |
| | | Bi-Wk | \$3,101.27 | \$3,207.63 | \$3,314.14 | \$3,420.69 | \$3,527.17 | \$3,633.64 | \$3,740.12 |
| | | Daily | \$310.13 | \$320.77 | \$331.42 | \$342.07 | \$352.72 | \$363.37 | \$374.02 |
| | | Hourly | \$38.77 | \$40.10 | \$41.43 | \$42.76 | \$44.09 | \$45.43 | \$46.76 |
| CD | 37 | Annual | \$84,303.00 | \$87,156.00 | \$90,009.00 | \$92,868.00 | \$95,723.00 | \$98,580.00 | \$101,433.00 |

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|------|-------|--------|------------|------------|------------|------------|------------|------------|------------|
| | | Bi-Wk | \$3,230.00 | \$3,339.32 | \$3,448.63 | \$3,558.17 | \$3,667.55 | \$3,777.02 | \$3,886.33 |
| | | Daily | \$323.00 | \$333.94 | \$344.87 | \$355.82 | \$366.76 | \$377.71 | \$388.64 |
| | | Hourly | \$40.38 | \$41.75 | \$43.11 | \$44.48 | \$45.85 | \$47.22 | \$48.58 |

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|------|-------|--------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| CD | 38 | Annual | \$87,783.00 | \$90,701.00 | \$93,625.00 | \$96,548.00 | \$99,469.00 | \$102,392.00 | \$105,313.00 |
| | | Bi-Wk | \$3,363.34 | \$3,475.14 | \$3,587.17 | \$3,699.16 | \$3,811.08 | \$3,923.07 | \$4,034.99 |
| | | Daily | \$336.34 | \$347.52 | \$358.72 | \$369.92 | \$381.11 | \$392.31 | \$403.50 |
| | | Hourly | \$42.05 | \$43.44 | \$44.84 | \$46.24 | \$47.64 | \$49.04 | \$50.44 |
| CD | 39 | Annual | \$91,434.00 | \$94,426.00 | \$97,415.00 | \$100,411.00 | \$103,403.00 | \$106,389.00 | \$109,386.00 |
| | | Bi-Wk | \$3,503.22 | \$3,617.86 | \$3,732.38 | \$3,847.17 | \$3,961.81 | \$4,076.21 | \$4,191.04 |
| | | Daily | \$350.33 | \$361.79 | \$373.24 | \$384.72 | \$396.19 | \$407.63 | \$419.11 |
| | | Hourly | \$43.80 | \$45.23 | \$46.66 | \$48.09 | \$49.53 | \$50.96 | \$52.39 |
| CD | 40 | Annual | \$95,243.00 | \$98,296.00 | \$101,358.00 | \$104,411.00 | \$107,468.00 | \$110,523.00 | \$113,582.00 |
| | | Bi-Wk | \$3,649.16 | \$3,766.14 | \$3,883.45 | \$4,000.43 | \$4,117.55 | \$4,234.60 | \$4,351.81 |
| | | Daily | \$364.92 | \$376.62 | \$388.35 | \$400.05 | \$411.76 | \$423.46 | \$435.19 |
| | | Hourly | \$45.62 | \$47.08 | \$48.55 | \$50.01 | \$51.47 | \$52.94 | \$54.40 |
| CD | 41 | Annual | \$99,227.00 | \$102,356.00 | \$105,487.00 | \$108,618.00 | \$111,749.00 | \$114,877.00 | \$118,006.00 |
| | | Bi-Wk | \$3,801.81 | \$3,921.69 | \$4,041.65 | \$4,161.61 | \$4,281.58 | \$4,401.42 | \$4,521.31 |
| | | Daily | \$380.19 | \$392.17 | \$404.17 | \$416.17 | \$428.16 | \$440.15 | \$452.14 |
| | | Hourly | \$47.53 | \$49.03 | \$50.53 | \$52.03 | \$53.52 | \$55.02 | \$56.52 |
| CD | 42 | Annual | \$103,361.00 | \$106,565.00 | \$109,768.00 | \$112,958.00 | \$116,162.00 | \$119,360.00 | \$122,565.00 |
| | | Bi-Wk | \$3,960.20 | \$4,082.96 | \$4,205.68 | \$4,327.90 | \$4,450.66 | \$4,573.19 | \$4,695.98 |
| | | Daily | \$396.02 | \$408.30 | \$420.57 | \$432.79 | \$445.07 | \$457.32 | \$469.60 |
| | | Hourly | \$49.51 | \$51.04 | \$52.58 | \$54.10 | \$55.64 | \$57.17 | \$58.70 |
| CD | 43 | Annual | \$107,752.00 | \$111,013.00 | \$114,277.00 | \$117,539.00 | \$120,808.00 | \$124,068.00 | \$127,329.00 |
| | | Bi-Wk | \$4,128.43 | \$4,253.38 | \$4,378.43 | \$4,503.41 | \$4,628.66 | \$4,753.57 | \$4,878.51 |
| | | Daily | \$412.85 | \$425.34 | \$437.85 | \$450.35 | \$462.87 | \$475.36 | \$487.86 |
| | | Hourly | \$51.61 | \$53.17 | \$54.74 | \$56.30 | \$57.86 | \$59.42 | \$60.99 |