

Effective Date: June 25, 2004

Executive Compensation Plan
Longevity: Semi Annual Payment

Salary Level	10-14 Years	15-19 Years	20-24 Years	25+ Years
EX 1A	\$1,426.25	\$2,852.50	\$4,278.75	\$5,705.00
EX 1	\$1,224.75	\$2,449.50	\$3,674.25	\$4,899.00
EX 2A	Forthcoming 10/04			
EX 2	\$1,096.00	\$2,192.00	\$3,288.00	\$4,384.00
EX 3	\$993.00	\$1,986.00	\$2,979.00	\$3,972.00
EX 4	\$832.00	\$1,664.00	\$2,496.00	\$3,328.00

OPM 6/14/04