

NP-6 HN 35 HOUR PAY PLAN EFFECTIVE 6/22/2007

<u>Plan</u>	<u>Group</u>	<u>Period</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>	<u>Step 11</u>
HN	1	Annual	\$20,753.00	\$21,257.00	\$21,757.00	\$22,253.00	\$22,750.00	\$23,252.00	\$23,754.00	\$24,407.00	\$25,059.00	\$25,732.00	\$26,423.00
		Bi-Wk	\$795.14	\$814.45	\$833.61	\$852.61	\$871.65	\$890.89	\$910.12	\$935.14	\$960.12	\$985.91	\$1,012.38
		Daily	\$79.52	\$81.45	\$83.37	\$85.27	\$87.17	\$89.09	\$91.02	\$93.52	\$96.02	\$98.60	\$101.24
		Hourly	\$11.36	\$11.64	\$11.91	\$12.19	\$12.46	\$12.73	\$13.01	\$13.36	\$13.72	\$14.09	\$14.47
HN	2	Annual	\$21,757.00	\$22,253.00	\$22,750.00	\$23,252.00	\$23,754.00	\$24,249.00	\$24,747.00	\$25,430.00	\$26,109.00	\$26,809.00	\$27,529.00
		Bi-Wk	\$833.61	\$852.61	\$871.65	\$890.89	\$910.12	\$929.09	\$948.17	\$974.33	\$1,000.35	\$1,027.17	\$1,054.76
		Daily	\$83.37	\$85.27	\$87.17	\$89.09	\$91.02	\$92.91	\$94.82	\$97.44	\$100.04	\$102.72	\$105.48
		Hourly	\$11.91	\$12.19	\$12.46	\$12.73	\$13.01	\$13.28	\$13.55	\$13.92	\$14.30	\$14.68	\$15.07
HN	3	Annual	\$22,253.00	\$22,750.00	\$23,252.00	\$23,754.00	\$24,249.00	\$24,747.00	\$25,246.00	\$25,941.00	\$26,637.00	\$27,352.00	\$28,089.00
		Bi-Wk	\$852.61	\$871.65	\$890.89	\$910.12	\$929.09	\$948.17	\$967.28	\$993.91	\$1,020.58	\$1,047.97	\$1,076.21
		Daily	\$85.27	\$87.17	\$89.09	\$91.02	\$92.91	\$94.82	\$96.73	\$99.40	\$102.06	\$104.80	\$107.63
		Hourly	\$12.19	\$12.46	\$12.73	\$13.01	\$13.28	\$13.55	\$13.82	\$14.20	\$14.58	\$14.98	\$15.38
HN	4	Annual	\$22,962.00	\$23,571.00	\$24,178.00	\$24,783.00	\$25,395.00	\$25,996.00	\$26,603.00	\$27,336.00	\$28,066.00	\$28,817.00	\$29,588.00
		Bi-Wk	\$879.78	\$903.11	\$926.37	\$949.55	\$972.99	\$996.02	\$1,019.28	\$1,047.36	\$1,075.33	\$1,104.10	\$1,133.64
		Daily	\$87.98	\$90.32	\$92.64	\$94.96	\$97.30	\$99.61	\$101.93	\$104.74	\$107.54	\$110.41	\$113.37
		Hourly	\$12.57	\$12.91	\$13.24	\$13.57	\$13.90	\$14.23	\$14.57	\$14.97	\$15.37	\$15.78	\$16.20
HN	5	Annual	\$23,534.00	\$24,178.00	\$24,817.00	\$25,455.00	\$26,095.00	\$26,740.00	\$27,380.00	\$28,132.00	\$28,885.00	\$29,659.00	\$30,455.00
		Bi-Wk	\$901.69	\$926.37	\$950.85	\$975.29	\$999.81	\$1,024.53	\$1,049.05	\$1,077.86	\$1,106.71	\$1,136.37	\$1,166.86
		Daily	\$90.17	\$92.64	\$95.09	\$97.53	\$99.99	\$102.46	\$104.91	\$107.79	\$110.68	\$113.64	\$116.69
		Hourly	\$12.89	\$13.24	\$13.59	\$13.94	\$14.29	\$14.64	\$14.99	\$15.40	\$15.82	\$16.24	\$16.67
HN	6	Annual	\$24,321.00	\$24,966.00	\$25,607.00	\$26,247.00	\$26,886.00	\$27,525.00	\$28,165.00	\$28,939.00	\$29,713.00	\$30,506.00	\$31,321.00
		Bi-Wk	\$931.84	\$956.56	\$981.12	\$1,005.64	\$1,030.12	\$1,054.60	\$1,079.12	\$1,108.78	\$1,138.43	\$1,168.82	\$1,200.04
		Daily	\$93.19	\$95.66	\$98.12	\$100.57	\$103.02	\$105.46	\$107.92	\$110.88	\$113.85	\$116.89	\$120.01
		Hourly	\$13.32	\$13.67	\$14.02	\$14.37	\$14.72	\$15.07	\$15.42	\$15.84	\$16.27	\$16.70	\$17.15
HN	7	Annual	\$25,032.00	\$25,670.00	\$26,319.00	\$26,957.00	\$27,593.00	\$28,234.00	\$28,873.00	\$29,667.00	\$30,459.00	\$31,273.00	\$32,110.00
		Bi-Wk	\$959.09	\$983.53	\$1,008.40	\$1,032.84	\$1,057.21	\$1,081.77	\$1,106.25	\$1,136.67	\$1,167.02	\$1,198.20	\$1,230.27
		Daily	\$95.91	\$98.36	\$100.84	\$103.29	\$105.73	\$108.18	\$110.63	\$113.67	\$116.71	\$119.82	\$123.03
		Hourly	\$13.71	\$14.06	\$14.41	\$14.76	\$15.11	\$15.46	\$15.81	\$16.24	\$16.68	\$17.12	\$17.58
HN	8	Annual	\$26,886.00	\$27,668.00	\$28,454.00	\$29,236.00	\$30,027.00	\$30,807.00	\$31,594.00	\$32,460.00	\$33,329.00	\$34,224.00	\$35,143.00
		Bi-Wk	\$1,030.12	\$1,060.08	\$1,090.20	\$1,120.16	\$1,150.46	\$1,180.35	\$1,210.50	\$1,243.68	\$1,276.98	\$1,311.27	\$1,346.48
		Daily	\$103.02	\$106.01	\$109.02	\$112.02	\$115.05	\$118.04	\$121.05	\$124.37	\$127.70	\$131.13	\$134.65
		Hourly	\$14.72	\$15.15	\$15.58	\$16.01	\$16.44	\$16.87	\$17.30	\$17.77	\$18.25	\$18.74	\$19.24
HN	9	Annual	\$27,703.00	\$28,520.00	\$29,336.00	\$30,160.00	\$30,977.00	\$31,790.00	\$32,615.00	\$33,509.00	\$34,407.00	\$35,328.00	\$36,276.00
		Bi-Wk	\$1,061.42	\$1,092.73	\$1,123.99	\$1,155.56	\$1,186.86	\$1,218.01	\$1,249.62	\$1,283.87	\$1,318.28	\$1,353.57	\$1,389.89
		Daily	\$106.15	\$109.28	\$112.40	\$115.56	\$118.69	\$121.81	\$124.97	\$128.39	\$131.83	\$135.36	\$138.99
		Hourly	\$15.17	\$15.62	\$16.06	\$16.51	\$16.96	\$17.41	\$17.86	\$18.35	\$18.84	\$19.34	\$19.86

NP-6 HN 35 HOUR PAY PLAN EFFECTIVE 6/22/2007

<u>Plan</u>	<u>Group</u>	<u>Period</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>	<u>Step 11</u>
HN	10	Annual	\$28,584.00	\$29,440.00	\$30,294.00	\$31,159.00	\$32,010.00	\$32,879.00	\$33,780.00	\$34,707.00	\$35,637.00	\$36,592.00	\$37,574.00
		Bi-Wk	\$1,095.18	\$1,127.97	\$1,160.69	\$1,193.84	\$1,226.44	\$1,259.74	\$1,294.26	\$1,329.78	\$1,365.41	\$1,402.00	\$1,439.62
		Daily	\$109.52	\$112.80	\$116.07	\$119.39	\$122.65	\$125.98	\$129.43	\$132.98	\$136.55	\$140.20	\$143.97
		Hourly	\$15.65	\$16.12	\$16.59	\$17.06	\$17.53	\$18.00	\$18.49	\$19.00	\$19.51	\$20.03	\$20.57
HN	11	Annual	\$29,481.00	\$30,372.00	\$31,272.00	\$32,161.00	\$33,078.00	\$34,011.00	\$34,950.00	\$35,910.00	\$36,870.00	\$37,857.00	\$38,872.00
		Bi-Wk	\$1,129.55	\$1,163.68	\$1,198.17	\$1,232.23	\$1,267.36	\$1,303.11	\$1,339.09	\$1,375.87	\$1,412.65	\$1,450.46	\$1,489.35
		Daily	\$112.96	\$116.37	\$119.82	\$123.23	\$126.74	\$130.32	\$133.91	\$137.59	\$141.27	\$145.05	\$148.94
		Hourly	\$16.14	\$16.63	\$17.12	\$17.61	\$18.11	\$18.62	\$19.13	\$19.66	\$20.19	\$20.73	\$21.28
HN	12	Annual	\$30,431.00	\$31,366.00	\$32,290.00	\$33,249.00	\$34,214.00	\$35,197.00	\$36,168.00	\$37,163.00	\$38,156.00	\$39,177.00	\$40,225.00
		Bi-Wk	\$1,165.94	\$1,201.77	\$1,237.17	\$1,273.91	\$1,310.89	\$1,348.55	\$1,385.75	\$1,423.87	\$1,461.92	\$1,501.04	\$1,541.19
		Daily	\$116.60	\$120.18	\$123.72	\$127.40	\$131.09	\$134.86	\$138.58	\$142.39	\$146.20	\$150.11	\$154.12
		Hourly	\$16.66	\$17.17	\$17.68	\$18.20	\$18.73	\$19.27	\$19.80	\$20.35	\$20.89	\$21.45	\$22.02
HN	13	Annual	\$32,132.00	\$33,312.00	\$34,493.00	\$35,682.00	\$36,869.00	\$38,055.00	\$39,246.00	\$40,323.00	\$41,402.00	\$42,512.00	\$43,650.00
		Bi-Wk	\$1,231.12	\$1,276.33	\$1,321.58	\$1,367.13	\$1,412.61	\$1,458.05	\$1,503.68	\$1,544.95	\$1,586.29	\$1,628.82	\$1,672.42
		Daily	\$123.12	\$127.64	\$132.16	\$136.72	\$141.27	\$145.81	\$150.37	\$154.50	\$158.63	\$162.89	\$167.25
		Hourly	\$17.59	\$18.24	\$18.88	\$19.54	\$20.19	\$20.83	\$21.49	\$22.08	\$22.67	\$23.27	\$23.90
HN	14	Annual	\$33,624.00	\$34,855.00	\$36,081.00	\$37,303.00	\$38,527.00	\$39,752.00	\$40,977.00	\$42,102.00	\$43,232.00	\$44,392.00	\$45,585.00
		Bi-Wk	\$1,288.28	\$1,335.45	\$1,382.42	\$1,429.24	\$1,476.14	\$1,523.07	\$1,570.00	\$1,613.11	\$1,656.40	\$1,700.85	\$1,746.56
		Daily	\$128.83	\$133.55	\$138.25	\$142.93	\$147.62	\$152.31	\$157.00	\$161.32	\$165.64	\$170.09	\$174.66
		Hourly	\$18.41	\$19.08	\$19.75	\$20.42	\$21.09	\$21.76	\$22.43	\$23.05	\$23.67	\$24.30	\$24.96
HN	15	Annual	\$35,232.00	\$36,489.00	\$37,751.00	\$39,009.00	\$40,273.00	\$41,541.00	\$42,796.00	\$43,974.00	\$45,152.00	\$46,361.00	\$47,604.00
		Bi-Wk	\$1,349.89	\$1,398.05	\$1,446.40	\$1,494.60	\$1,543.03	\$1,591.61	\$1,639.70	\$1,684.83	\$1,729.97	\$1,776.29	\$1,823.91
		Daily	\$134.99	\$139.81	\$144.64	\$149.46	\$154.31	\$159.17	\$163.97	\$168.49	\$173.00	\$177.63	\$182.40
		Hourly	\$19.29	\$19.98	\$20.67	\$21.36	\$22.05	\$22.74	\$23.43	\$24.07	\$24.72	\$25.38	\$26.06
HN	16	Annual	\$36,931.00	\$38,228.00	\$39,530.00	\$40,829.00	\$42,126.00	\$43,428.00	\$44,721.00	\$45,950.00	\$47,182.00	\$48,444.00	\$49,744.00
		Bi-Wk	\$1,414.99	\$1,464.68	\$1,514.56	\$1,564.33	\$1,614.03	\$1,663.91	\$1,713.45	\$1,760.54	\$1,807.74	\$1,856.10	\$1,905.91
		Daily	\$141.50	\$146.47	\$151.46	\$156.44	\$161.41	\$166.40	\$171.35	\$176.06	\$180.78	\$185.61	\$190.60
		Hourly	\$20.22	\$20.93	\$21.64	\$22.35	\$23.06	\$23.78	\$24.48	\$25.16	\$25.83	\$26.52	\$27.23
HN	17	Annual	\$38,745.00	\$40,087.00	\$41,422.00	\$42,758.00	\$44,093.00	\$45,427.00	\$46,762.00	\$48,048.00	\$49,335.00	\$50,657.00	\$52,014.00
		Bi-Wk	\$1,484.49	\$1,535.91	\$1,587.05	\$1,638.24	\$1,689.39	\$1,740.50	\$1,791.65	\$1,840.92	\$1,890.23	\$1,940.89	\$1,992.88
		Daily	\$148.45	\$153.60	\$158.71	\$163.83	\$168.94	\$174.05	\$179.17	\$184.10	\$189.03	\$194.09	\$199.29
		Hourly	\$21.21	\$21.95	\$22.68	\$23.41	\$24.14	\$24.87	\$25.60	\$26.30	\$27.01	\$27.73	\$28.47
HN	18	Annual	\$40,692.00	\$42,055.00	\$43,428.00	\$44,794.00	\$46,163.00	\$47,537.00	\$48,902.00	\$50,247.00	\$51,593.00	\$52,978.00	\$54,398.00
		Bi-Wk	\$1,559.09	\$1,611.31	\$1,663.91	\$1,716.25	\$1,768.70	\$1,821.35	\$1,873.64	\$1,925.18	\$1,976.75	\$2,029.81	\$2,084.22
		Daily	\$155.91	\$161.14	\$166.40	\$171.63	\$176.87	\$182.14	\$187.37	\$192.52	\$197.68	\$202.99	\$208.43
		Hourly	\$22.28	\$23.02	\$23.78	\$24.52	\$25.27	\$26.02	\$26.77	\$27.51	\$28.24	\$29.00	\$29.78
HN	19	Annual	\$42,675.00	\$44,093.00	\$45,500.00	\$46,913.00	\$48,318.00	\$49,731.00	\$51,135.00	\$52,542.00	\$53,948.00	\$55,391.00	\$56,874.00
		Bi-Wk	\$1,635.06	\$1,689.39	\$1,743.30	\$1,797.44	\$1,851.27	\$1,905.41	\$1,959.20	\$2,013.11	\$2,066.98	\$2,122.27	\$2,179.09
		Daily	\$163.51	\$168.94	\$174.33	\$179.75	\$185.13	\$190.55	\$195.92	\$201.32	\$206.70	\$212.23	\$217.91
		Hourly	\$23.36	\$24.14	\$24.91	\$25.68	\$26.45	\$27.23	\$27.99	\$28.76	\$29.53	\$30.32	\$31.13

NP-6 HN 35 HOUR PAY PLAN EFFECTIVE 6/22/2007

<u>Plan</u>	<u>Group</u>	<u>Period</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>	<u>Step 11</u>
HN	20	Annual	\$44,837.00	\$46,280.00	\$47,727.00	\$49,164.00	\$50,611.00	\$52,053.00	\$53,501.00	\$54,971.00	\$56,440.00	\$57,951.00	\$59,505.00
		Bi-Wk	\$1,717.90	\$1,773.19	\$1,828.63	\$1,883.68	\$1,939.12	\$1,994.37	\$2,049.85	\$2,106.17	\$2,162.46	\$2,220.35	\$2,279.89
		Daily	\$171.79	\$177.32	\$182.87	\$188.37	\$193.92	\$199.44	\$204.99	\$210.62	\$216.25	\$222.04	\$227.99
		Hourly	\$24.55	\$25.34	\$26.13	\$26.91	\$27.71	\$28.50	\$29.29	\$30.09	\$30.90	\$31.72	\$32.57
HN	21	Annual	\$47,039.00	\$48,526.00	\$50,006.00	\$51,492.00	\$52,974.00	\$54,452.00	\$55,938.00	\$57,476.00	\$59,014.00	\$60,593.00	\$62,216.00
		Bi-Wk	\$1,802.27	\$1,859.24	\$1,915.94	\$1,972.88	\$2,029.66	\$2,086.29	\$2,143.22	\$2,202.15	\$2,261.08	\$2,321.58	\$2,383.76
		Daily	\$180.23	\$185.93	\$191.60	\$197.29	\$202.97	\$208.63	\$214.33	\$220.22	\$226.11	\$232.16	\$238.38
		Hourly	\$25.75	\$26.57	\$27.38	\$28.19	\$29.00	\$29.81	\$30.62	\$31.46	\$32.31	\$33.17	\$34.06
HN	22	Annual	\$48,318.00	\$50,078.00	\$51,839.00	\$53,597.00	\$55,363.00	\$57,120.00	\$58,879.00	\$60,499.00	\$62,119.00	\$63,782.00	\$65,489.00
		Bi-Wk	\$1,851.27	\$1,918.70	\$1,986.17	\$2,053.53	\$2,121.19	\$2,188.51	\$2,255.91	\$2,317.97	\$2,380.04	\$2,443.76	\$2,509.16
		Daily	\$185.13	\$191.87	\$198.62	\$205.36	\$212.12	\$218.86	\$225.60	\$231.80	\$238.01	\$244.38	\$250.92
		Hourly	\$26.45	\$27.41	\$28.38	\$29.34	\$30.31	\$31.27	\$32.23	\$33.12	\$34.01	\$34.92	\$35.85
HN	23	Annual	\$50,592.00	\$52,431.00	\$54,260.00	\$56,096.00	\$57,930.00	\$59,763.00	\$61,600.00	\$63,293.00	\$64,987.00	\$66,727.00	\$68,515.00
		Bi-Wk	\$1,938.40	\$2,008.86	\$2,078.93	\$2,149.28	\$2,219.55	\$2,289.78	\$2,360.16	\$2,425.02	\$2,489.93	\$2,556.60	\$2,625.10
		Daily	\$193.84	\$200.89	\$207.90	\$214.93	\$221.96	\$228.98	\$236.02	\$242.51	\$249.00	\$255.66	\$262.51
		Hourly	\$27.70	\$28.70	\$29.70	\$30.71	\$31.71	\$32.72	\$33.72	\$34.65	\$35.58	\$36.53	\$37.51
HN	24	Annual	\$53,015.00	\$54,926.00	\$56,842.00	\$58,755.00	\$60,663.00	\$62,577.00	\$64,489.00	\$66,259.00	\$68,033.00	\$69,855.00	\$71,727.00
		Bi-Wk	\$2,031.23	\$2,104.45	\$2,177.86	\$2,251.15	\$2,324.26	\$2,397.59	\$2,470.85	\$2,538.66	\$2,606.63	\$2,676.44	\$2,748.17
		Daily	\$203.13	\$210.45	\$217.79	\$225.12	\$232.43	\$239.76	\$247.09	\$253.87	\$260.67	\$267.65	\$274.82
		Hourly	\$29.02	\$30.07	\$31.12	\$32.16	\$33.21	\$34.26	\$35.30	\$36.27	\$37.24	\$38.24	\$39.26
HN	25	Annual	\$55,596.00	\$57,576.00	\$59,558.00	\$61,538.00	\$63,522.00	\$65,504.00	\$67,485.00	\$69,340.00	\$71,196.00	\$73,101.00	\$75,057.00
		Bi-Wk	\$2,130.12	\$2,205.98	\$2,281.92	\$2,357.78	\$2,433.80	\$2,509.74	\$2,585.64	\$2,656.71	\$2,727.82	\$2,800.81	\$2,875.75
		Daily	\$213.02	\$220.60	\$228.20	\$235.78	\$243.38	\$250.98	\$258.57	\$265.68	\$272.79	\$280.09	\$287.58
		Hourly	\$30.44	\$31.52	\$32.60	\$33.69	\$34.77	\$35.86	\$36.94	\$37.96	\$38.97	\$40.02	\$41.09
HN	26	Annual	\$58,323.00	\$60,369.00	\$62,427.00	\$64,489.00	\$66,545.00	\$68,592.00	\$70,648.00	\$72,592.00	\$74,536.00	\$76,535.00	\$78,585.00
		Bi-Wk	\$2,234.60	\$2,312.99	\$2,391.84	\$2,470.85	\$2,549.62	\$2,628.05	\$2,706.82	\$2,781.31	\$2,855.79	\$2,932.38	\$3,010.92
		Daily	\$223.46	\$231.30	\$239.19	\$247.09	\$254.97	\$262.81	\$270.69	\$278.14	\$285.58	\$293.24	\$301.10
		Hourly	\$31.93	\$33.05	\$34.17	\$35.30	\$36.43	\$37.55	\$38.67	\$39.74	\$40.80	\$41.90	\$43.02
HN	27	Annual	\$61,199.00	\$63,329.00	\$65,461.00	\$67,577.00	\$69,707.00	\$71,835.00	\$73,962.00	\$75,998.00	\$78,030.00	\$80,118.00	\$82,264.00
		Bi-Wk	\$2,344.79	\$2,426.40	\$2,508.09	\$2,589.16	\$2,670.77	\$2,752.30	\$2,833.80	\$2,911.81	\$2,989.66	\$3,069.66	\$3,151.88
		Daily	\$234.48	\$242.64	\$250.81	\$258.92	\$267.08	\$275.23	\$283.38	\$291.19	\$298.97	\$306.97	\$315.19
		Hourly	\$33.50	\$34.67	\$35.83	\$36.99	\$38.16	\$39.32	\$40.49	\$41.60	\$42.71	\$43.86	\$45.03
HN	28	Annual	\$64,278.00	\$66,477.00	\$68,681.00	\$70,884.00	\$73,080.00	\$75,278.00	\$77,477.00	\$79,606.00	\$81,736.00	\$83,926.00	\$86,172.00
		Bi-Wk	\$2,462.76	\$2,547.02	\$2,631.46	\$2,715.87	\$2,800.00	\$2,884.22	\$2,968.47	\$3,050.04	\$3,131.65	\$3,215.56	\$3,301.61
		Daily	\$246.28	\$254.71	\$263.15	\$271.59	\$280.00	\$288.43	\$296.85	\$305.01	\$313.17	\$321.56	\$330.17
		Hourly	\$35.19	\$36.39	\$37.60	\$38.80	\$40.00	\$41.21	\$42.41	\$43.58	\$44.74	\$45.94	\$47.17
HN	29	Annual	\$64,897.00	\$67,317.00	\$69,747.00	\$72,173.00	\$74,595.00	\$77,019.00	\$79,442.00	\$81,626.00	\$83,812.00	\$86,057.00	\$88,362.00
		Bi-Wk	\$2,486.48	\$2,579.20	\$2,672.30	\$2,765.25	\$2,858.05	\$2,950.92	\$3,043.76	\$3,127.44	\$3,211.19	\$3,297.21	\$3,385.52
		Daily	\$248.65	\$257.92	\$267.23	\$276.53	\$285.81	\$295.10	\$304.38	\$312.75	\$321.12	\$329.73	\$338.56
		Hourly	\$35.53	\$36.85	\$38.18	\$39.51	\$40.83	\$42.16	\$43.49	\$44.68	\$45.88	\$47.11	\$48.37

NP-6 HN 35 HOUR PAY PLAN EFFECTIVE 6/22/2007

<u>Plan</u>	<u>Group</u>	<u>Period</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>	<u>Step 11</u>
HN	30	Annual	\$67,485.00	\$69,982.00	\$72,476.00	\$74,970.00	\$77,468.00	\$79,964.00	\$82,460.00	\$84,728.00	\$86,993.00	\$89,320.00	\$91,709.00
		Bi-Wk	\$2,585.64	\$2,681.31	\$2,776.86	\$2,872.42	\$2,968.13	\$3,063.76	\$3,159.39	\$3,246.29	\$3,333.07	\$3,422.23	\$3,513.76
		Daily	\$258.57	\$268.14	\$277.69	\$287.25	\$296.82	\$306.38	\$315.94	\$324.63	\$333.31	\$342.23	\$351.38
		Hourly	\$36.94	\$38.31	\$39.67	\$41.04	\$42.41	\$43.77	\$45.14	\$46.38	\$47.62	\$48.89	\$50.20
HN	31	Annual	\$72,656.00	\$75,313.00	\$77,974.00	\$80,632.00	\$83,292.00	\$85,953.00	\$88,617.00	\$91,054.00	\$93,491.00	\$95,993.00	\$98,563.00
		Bi-Wk	\$2,783.76	\$2,885.56	\$2,987.51	\$3,089.35	\$3,191.27	\$3,293.22	\$3,395.29	\$3,488.66	\$3,582.04	\$3,677.90	\$3,776.37
		Daily	\$278.38	\$288.56	\$298.76	\$308.94	\$319.13	\$329.33	\$339.53	\$348.87	\$358.21	\$367.79	\$377.64
		Hourly	\$39.77	\$41.23	\$42.68	\$44.14	\$45.59	\$47.05	\$48.51	\$49.84	\$51.18	\$52.55	\$53.95
HN	32	Annual	\$75,556.00	\$78,284.00	\$81,019.00	\$83,751.00	\$86,489.00	\$89,221.00	\$91,958.00	\$94,483.00	\$97,014.00	\$99,611.00	\$102,278.00
		Bi-Wk	\$2,894.87	\$2,999.39	\$3,104.18	\$3,208.86	\$3,313.76	\$3,418.43	\$3,523.30	\$3,620.04	\$3,717.02	\$3,816.52	\$3,918.70
		Daily	\$289.49	\$299.94	\$310.42	\$320.89	\$331.38	\$341.85	\$352.33	\$362.01	\$371.71	\$381.66	\$391.87
		Hourly	\$41.36	\$42.85	\$44.35	\$45.85	\$47.34	\$48.84	\$50.34	\$51.72	\$53.11	\$54.53	\$55.99
HN	33	Annual	\$78,584.00	\$81,393.00	\$84,203.00	\$87,015.00	\$89,818.00	\$92,631.00	\$95,443.00	\$98,070.00	\$100,694.00	\$103,389.00	\$106,155.00
		Bi-Wk	\$3,010.89	\$3,118.51	\$3,226.17	\$3,333.91	\$3,441.31	\$3,549.09	\$3,656.82	\$3,757.48	\$3,858.01	\$3,961.27	\$4,067.25
		Daily	\$301.09	\$311.86	\$322.62	\$333.40	\$344.14	\$354.91	\$365.69	\$375.75	\$385.81	\$396.13	\$406.73
		Hourly	\$43.02	\$44.56	\$46.09	\$47.63	\$49.17	\$50.71	\$52.25	\$53.68	\$55.12	\$56.59	\$58.11
HN	34	Annual	\$81,813.00	\$84,691.00	\$87,581.00	\$90,467.00	\$93,351.00	\$96,241.00	\$99,124.00	\$101,849.00	\$104,575.00	\$107,376.00	\$110,252.00
		Bi-Wk	\$3,134.60	\$3,244.87	\$3,355.60	\$3,466.17	\$3,576.67	\$3,687.40	\$3,797.86	\$3,902.27	\$4,006.71	\$4,114.03	\$4,224.22
		Daily	\$313.46	\$324.49	\$335.56	\$346.62	\$357.67	\$368.74	\$379.79	\$390.23	\$400.68	\$411.41	\$422.43
		Hourly	\$44.78	\$46.36	\$47.94	\$49.52	\$51.10	\$52.68	\$54.26	\$55.75	\$57.24	\$58.78	\$60.35
HN	35	Annual	\$85,158.00	\$88,119.00	\$91,075.00	\$94,037.00	\$96,997.00	\$99,954.00	\$102,917.00	\$105,745.00	\$108,578.00	\$111,488.00	\$114,477.00
		Bi-Wk	\$3,262.76	\$3,376.21	\$3,489.47	\$3,602.96	\$3,716.37	\$3,829.66	\$3,943.19	\$4,051.54	\$4,160.08	\$4,271.58	\$4,386.10
		Daily	\$326.28	\$337.63	\$348.95	\$360.30	\$371.64	\$382.97	\$394.32	\$405.16	\$416.01	\$427.16	\$438.61
		Hourly	\$46.62	\$48.24	\$49.85	\$51.48	\$53.10	\$54.71	\$56.34	\$57.88	\$59.43	\$61.03	\$62.66
HN	36	Annual	\$88,687.00	\$91,725.00	\$94,760.00	\$97,796.00	\$100,835.00	\$103,869.00	\$106,902.00	\$109,843.00	\$112,781.00	\$115,799.00	\$118,899.00
		Bi-Wk	\$3,397.97	\$3,514.37	\$3,630.66	\$3,746.98	\$3,863.41	\$3,979.66	\$4,095.87	\$4,208.55	\$4,321.12	\$4,436.75	\$4,555.52
		Daily	\$339.80	\$351.44	\$363.07	\$374.70	\$386.35	\$397.97	\$409.59	\$420.86	\$432.12	\$443.68	\$455.56
		Hourly	\$48.55	\$50.21	\$51.87	\$53.53	\$55.20	\$56.86	\$58.52	\$60.13	\$61.74	\$63.39	\$65.08
HN	37	Annual	\$92,090.00	\$95,205.00	\$98,325.00	\$101,445.00	\$104,567.00	\$107,687.00	\$110,804.00	\$113,851.00	\$116,896.00	\$120,023.00	\$123,235.00
		Bi-Wk	\$3,528.36	\$3,647.71	\$3,767.25	\$3,886.79	\$4,006.40	\$4,125.94	\$4,245.37	\$4,362.11	\$4,478.78	\$4,598.59	\$4,721.65
		Daily	\$352.84	\$364.78	\$376.73	\$388.68	\$400.64	\$412.60	\$424.54	\$436.22	\$447.88	\$459.86	\$472.17
		Hourly	\$50.41	\$52.12	\$53.82	\$55.53	\$57.24	\$58.95	\$60.65	\$62.32	\$63.99	\$65.70	\$67.46
HN	38	Annual	\$95,891.00	\$99,081.00	\$102,277.00	\$105,468.00	\$108,661.00	\$111,850.00	\$115,046.00	\$118,207.00	\$121,373.00	\$124,619.00	\$127,954.00
		Bi-Wk	\$3,673.99	\$3,796.21	\$3,918.66	\$4,040.92	\$4,163.26	\$4,285.45	\$4,407.90	\$4,529.01	\$4,650.31	\$4,774.68	\$4,902.46
		Daily	\$367.40	\$379.63	\$391.87	\$404.10	\$416.33	\$428.55	\$440.79	\$452.91	\$465.04	\$477.47	\$490.25
		Hourly	\$52.49	\$54.24	\$55.99	\$57.73	\$59.48	\$61.23	\$62.97	\$64.71	\$66.44	\$68.21	\$70.04
HN	39	Annual	\$99,879.00	\$103,146.00	\$106,415.00	\$109,690.00	\$112,956.00	\$116,221.00	\$119,493.00	\$122,775.00	\$126,066.00	\$129,446.00	\$132,917.00
		Bi-Wk	\$3,826.79	\$3,951.96	\$4,077.21	\$4,202.69	\$4,327.82	\$4,452.92	\$4,578.28	\$4,704.03	\$4,830.12	\$4,959.62	\$5,092.61
		Daily	\$382.68	\$395.20	\$407.73	\$420.27	\$432.79	\$445.30	\$457.83	\$470.41	\$483.02	\$495.97	\$509.27
		Hourly	\$54.67	\$56.46	\$58.25	\$60.04	\$61.83	\$63.62	\$65.41	\$67.21	\$69.01	\$70.86	\$72.76

NP-6 HN 35 HOUR PAY PLAN EFFECTIVE 6/22/2007

<u>Plan</u>	<u>Group</u>	<u>Period</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>	<u>Step 11</u>
HN	40	Annual	\$104,042.00	\$107,378.00	\$110,720.00	\$114,055.00	\$117,394.00	\$120,734.00	\$124,073.00	\$127,483.00	\$130,897.00	\$134,404.00	\$138,007.00
		Bi-Wk	\$3,986.29	\$4,114.10	\$4,242.15	\$4,369.93	\$4,497.86	\$4,625.83	\$4,753.76	\$4,884.41	\$5,015.22	\$5,149.58	\$5,287.63
		Daily	\$398.63	\$411.41	\$424.22	\$437.00	\$449.79	\$462.59	\$475.38	\$488.45	\$501.53	\$514.96	\$528.77
		Hourly	\$56.95	\$58.78	\$60.61	\$62.43	\$64.26	\$66.09	\$67.92	\$69.78	\$71.65	\$73.57	\$75.54
HN	41	Annual	\$108,394.00	\$111,811.00	\$115,230.00	\$118,651.00	\$122,071.00	\$125,487.00	\$128,903.00	\$132,450.00	\$135,994.00	\$139,636.00	\$143,375.00
		Bi-Wk	\$4,153.03	\$4,283.95	\$4,414.95	\$4,546.02	\$4,677.05	\$4,807.94	\$4,938.82	\$5,074.72	\$5,210.50	\$5,350.04	\$5,493.30
		Daily	\$415.31	\$428.40	\$441.50	\$454.61	\$467.71	\$480.80	\$493.89	\$507.48	\$521.05	\$535.01	\$549.33
		Hourly	\$59.33	\$61.20	\$63.08	\$64.95	\$66.82	\$68.69	\$70.56	\$72.50	\$74.44	\$76.43	\$78.48
HN	42	Annual	\$112,909.00	\$116,410.00	\$119,908.00	\$123,391.00	\$126,892.00	\$130,388.00	\$133,885.00	\$137,568.00	\$141,249.00	\$145,029.00	\$148,910.00
		Bi-Wk	\$4,326.02	\$4,460.16	\$4,594.18	\$4,727.63	\$4,861.77	\$4,995.71	\$5,129.70	\$5,270.81	\$5,411.84	\$5,556.67	\$5,705.37
		Daily	\$432.61	\$446.02	\$459.42	\$472.77	\$486.18	\$499.58	\$512.97	\$527.09	\$541.19	\$555.67	\$570.54
		Hourly	\$61.81	\$63.72	\$65.64	\$67.54	\$69.46	\$71.37	\$73.29	\$75.30	\$77.32	\$79.39	\$81.51
HN	43	Annual	\$117,704.00	\$121,270.00	\$124,838.00	\$128,396.00	\$131,967.00	\$135,526.00	\$139,088.00	\$142,916.00	\$146,739.00	\$150,665.00	\$154,696.00
		Bi-Wk	\$4,509.74	\$4,646.37	\$4,783.07	\$4,919.39	\$5,056.21	\$5,192.57	\$5,329.05	\$5,475.71	\$5,622.19	\$5,772.61	\$5,927.05
		Daily	\$450.98	\$464.64	\$478.31	\$491.94	\$505.63	\$519.26	\$532.91	\$547.58	\$562.22	\$577.27	\$592.71
		Hourly	\$64.43	\$66.38	\$68.33	\$70.28	\$72.24	\$74.18	\$76.13	\$78.23	\$80.32	\$82.47	\$84.68