

NP-6 XN 37.5 HOUR PAY PLAN EFFECTIVE 6/20/2008

<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>
XN	1	Annual	\$22,903.00	\$23,459.00	\$24,011.00	\$24,559.00	\$25,107.00	\$25,661.00	\$26,215.00	\$26,936.00	\$27,655.00	\$28,398.00	\$29,160.00
		Bi-Wk	\$877.51	\$898.82	\$919.97	\$940.96	\$961.96	\$983.19	\$1,004.41	\$1,032.04	\$1,059.58	\$1,088.05	\$1,117.25
		Daily	\$87.76	\$89.89	\$92.00	\$94.10	\$96.20	\$98.32	\$100.45	\$103.21	\$105.96	\$108.81	\$111.73
		Hourly	\$11.71	\$11.99	\$12.27	\$12.55	\$12.83	\$13.11	\$13.40	\$13.77	\$14.13	\$14.51	\$14.90
XN	2	Annual	\$24,011.00	\$24,559.00	\$25,107.00	\$25,661.00	\$26,215.00	\$26,762.00	\$27,311.00	\$28,064.00	\$28,814.00	\$29,587.00	\$30,381.00
		Bi-Wk	\$919.97	\$940.96	\$961.96	\$983.19	\$1,004.41	\$1,025.37	\$1,046.40	\$1,075.25	\$1,103.99	\$1,133.61	\$1,164.03
		Daily	\$92.00	\$94.10	\$96.20	\$98.32	\$100.45	\$102.54	\$104.64	\$107.53	\$110.40	\$113.37	\$116.41
		Hourly	\$12.27	\$12.55	\$12.83	\$13.11	\$13.40	\$13.68	\$13.96	\$14.34	\$14.72	\$15.12	\$15.53
XN	3	Annual	\$24,559.00	\$25,107.00	\$25,661.00	\$26,215.00	\$26,762.00	\$27,311.00	\$27,862.00	\$28,629.00	\$29,397.00	\$30,186.00	\$30,999.00
		Bi-Wk	\$940.96	\$961.96	\$983.19	\$1,004.41	\$1,025.37	\$1,046.40	\$1,067.51	\$1,096.90	\$1,126.33	\$1,156.56	\$1,187.71
		Daily	\$94.10	\$96.20	\$98.32	\$100.45	\$102.54	\$104.64	\$106.76	\$109.69	\$112.64	\$115.66	\$118.78
		Hourly	\$12.55	\$12.83	\$13.11	\$13.40	\$13.68	\$13.96	\$14.24	\$14.63	\$15.02	\$15.43	\$15.84
XN	4	Annual	\$25,341.00	\$26,014.00	\$26,683.00	\$27,351.00	\$28,026.00	\$28,689.00	\$29,360.00	\$30,169.00	\$30,973.00	\$31,803.00	\$32,653.00
		Bi-Wk	\$970.92	\$996.71	\$1,022.34	\$1,047.94	\$1,073.80	\$1,099.20	\$1,124.91	\$1,155.91	\$1,186.71	\$1,218.51	\$1,251.08
		Daily	\$97.10	\$99.68	\$102.24	\$104.80	\$107.38	\$109.92	\$112.50	\$115.60	\$118.68	\$121.86	\$125.11
		Hourly	\$12.95	\$13.29	\$13.64	\$13.98	\$14.32	\$14.66	\$15.00	\$15.42	\$15.83	\$16.25	\$16.69
XN	5	Annual	\$25,973.00	\$26,683.00	\$27,388.00	\$28,092.00	\$28,798.00	\$29,511.00	\$30,217.00	\$31,046.00	\$31,878.00	\$32,732.00	\$33,610.00
		Bi-Wk	\$995.14	\$1,022.34	\$1,049.35	\$1,076.33	\$1,103.38	\$1,130.69	\$1,157.74	\$1,189.51	\$1,221.38	\$1,254.10	\$1,287.74
		Daily	\$99.52	\$102.24	\$104.94	\$107.64	\$110.34	\$113.07	\$115.78	\$118.96	\$122.14	\$125.41	\$128.78
		Hourly	\$13.27	\$13.64	\$14.00	\$14.36	\$14.72	\$15.08	\$15.44	\$15.87	\$16.29	\$16.73	\$17.17
XN	6	Annual	\$26,841.00	\$27,552.00	\$28,260.00	\$28,967.00	\$29,672.00	\$30,377.00	\$31,083.00	\$31,938.00	\$32,792.00	\$33,667.00	\$34,566.00
		Bi-Wk	\$1,028.40	\$1,055.64	\$1,082.76	\$1,109.85	\$1,136.86	\$1,163.87	\$1,190.92	\$1,223.68	\$1,256.40	\$1,289.93	\$1,324.37
		Daily	\$102.84	\$105.57	\$108.28	\$110.99	\$113.69	\$116.39	\$119.10	\$122.37	\$125.64	\$129.00	\$132.44
		Hourly	\$13.72	\$14.08	\$14.44	\$14.80	\$15.16	\$15.52	\$15.88	\$16.32	\$16.76	\$17.20	\$17.66
XN	7	Annual	\$27,625.00	\$28,330.00	\$29,046.00	\$29,750.00	\$30,452.00	\$31,160.00	\$31,865.00	\$32,741.00	\$33,614.00	\$34,513.00	\$35,437.00
		Bi-Wk	\$1,058.43	\$1,085.45	\$1,112.88	\$1,139.85	\$1,166.75	\$1,193.87	\$1,220.89	\$1,254.45	\$1,287.90	\$1,322.34	\$1,357.74
		Daily	\$105.85	\$108.55	\$111.29	\$113.99	\$116.68	\$119.39	\$122.09	\$125.45	\$128.79	\$132.24	\$135.78
		Hourly	\$14.12	\$14.48	\$14.84	\$15.20	\$15.56	\$15.92	\$16.28	\$16.73	\$17.18	\$17.64	\$18.11
XN	8	Annual	\$29,672.00	\$30,535.00	\$31,402.00	\$32,265.00	\$33,138.00	\$33,999.00	\$34,867.00	\$35,823.00	\$36,782.00	\$37,769.00	\$38,784.00
		Bi-Wk	\$1,136.86	\$1,169.93	\$1,203.15	\$1,236.21	\$1,269.66	\$1,302.65	\$1,335.91	\$1,372.53	\$1,409.28	\$1,447.09	\$1,485.98
		Daily	\$113.69	\$117.00	\$120.32	\$123.63	\$126.97	\$130.27	\$133.60	\$137.26	\$140.93	\$144.71	\$148.60
		Hourly	\$15.16	\$15.60	\$16.05	\$16.49	\$16.93	\$17.37	\$17.82	\$18.31	\$18.80	\$19.30	\$19.82
XN	9	Annual	\$30,574.00	\$31,475.00	\$32,376.00	\$33,284.00	\$34,187.00	\$35,083.00	\$35,994.00	\$36,981.00	\$37,972.00	\$38,988.00	\$40,034.00
		Bi-Wk	\$1,171.42	\$1,205.94	\$1,240.46	\$1,275.25	\$1,309.85	\$1,344.18	\$1,379.09	\$1,416.90	\$1,454.87	\$1,493.80	\$1,533.87
		Daily	\$117.15	\$120.60	\$124.05	\$127.53	\$130.99	\$134.42	\$137.91	\$141.69	\$145.49	\$149.38	\$153.39
		Hourly	\$15.62	\$16.08	\$16.54	\$17.01	\$17.47	\$17.93	\$18.39	\$18.90	\$19.40	\$19.92	\$20.46
XN	10	Annual	\$31,545.00	\$32,490.00	\$33,432.00	\$34,387.00	\$35,327.00	\$36,285.00	\$37,280.00	\$38,303.00	\$39,329.00	\$40,383.00	\$41,467.00
		Bi-Wk	\$1,208.63	\$1,244.83	\$1,280.92	\$1,317.51	\$1,353.53	\$1,390.23	\$1,428.36	\$1,467.55	\$1,506.86	\$1,547.25	\$1,588.78
		Daily	\$120.87	\$124.49	\$128.10	\$131.76	\$135.36	\$139.03	\$142.84	\$146.76	\$150.69	\$154.73	\$158.88
		Hourly	\$16.12	\$16.60	\$17.08	\$17.57	\$18.05	\$18.54	\$19.05	\$19.57	\$20.10	\$20.63	\$21.19

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XN	11	Annual	\$32,535.00	\$33,519.00	\$34,512.00	\$35,493.00	\$36,505.00	\$37,535.00	\$38,571.00	\$39,630.00	\$40,690.00	\$41,779.00	\$42,899.00
		Bi-Wk	\$1,246.56	\$1,284.26	\$1,322.30	\$1,359.89	\$1,398.66	\$1,438.13	\$1,477.82	\$1,518.40	\$1,559.01	\$1,600.73	\$1,643.64
		Daily	\$124.66	\$128.43	\$132.23	\$135.99	\$139.87	\$143.82	\$147.79	\$151.84	\$155.91	\$160.08	\$164.37
		Hourly	\$16.63	\$17.13	\$17.64	\$18.14	\$18.65	\$19.18	\$19.71	\$20.25	\$20.79	\$21.35	\$21.92
XN	12	Annual	\$33,583.00	\$34,615.00	\$35,635.00	\$36,694.00	\$37,759.00	\$38,843.00	\$39,915.00	\$41,013.00	\$42,109.00	\$43,236.00	\$44,392.00
		Bi-Wk	\$1,286.71	\$1,326.25	\$1,365.33	\$1,405.91	\$1,446.71	\$1,488.24	\$1,529.32	\$1,571.38	\$1,613.38	\$1,656.56	\$1,700.85
		Daily	\$128.68	\$132.63	\$136.54	\$140.60	\$144.68	\$148.83	\$152.94	\$157.14	\$161.34	\$165.66	\$170.09
		Hourly	\$17.16	\$17.69	\$18.21	\$18.75	\$19.29	\$19.85	\$20.40	\$20.96	\$21.52	\$22.09	\$22.68
XN	13	Annual	\$35,460.00	\$36,763.00	\$38,066.00	\$39,379.00	\$40,689.00	\$41,997.00	\$43,312.00	\$44,500.00	\$45,692.00	\$46,916.00	\$48,172.00
		Bi-Wk	\$1,358.63	\$1,408.55	\$1,458.47	\$1,508.78	\$1,558.97	\$1,609.09	\$1,659.47	\$1,704.99	\$1,750.66	\$1,797.55	\$1,845.68
		Daily	\$135.87	\$140.86	\$145.85	\$150.88	\$155.90	\$160.91	\$165.95	\$170.50	\$175.07	\$179.76	\$184.57
		Hourly	\$18.12	\$18.79	\$19.45	\$20.12	\$20.79	\$21.46	\$22.13	\$22.74	\$23.35	\$23.97	\$24.61
XN	14	Annual	\$37,107.00	\$38,466.00	\$39,819.00	\$41,168.00	\$42,518.00	\$43,870.00	\$45,222.00	\$46,464.00	\$47,710.00	\$48,990.00	\$50,307.00
		Bi-Wk	\$1,421.73	\$1,473.80	\$1,525.64	\$1,577.32	\$1,629.05	\$1,680.85	\$1,732.65	\$1,780.23	\$1,827.97	\$1,877.02	\$1,927.48
		Daily	\$142.18	\$147.38	\$152.57	\$157.74	\$162.91	\$168.09	\$173.27	\$178.03	\$182.80	\$187.71	\$192.75
		Hourly	\$18.96	\$19.66	\$20.35	\$21.04	\$21.73	\$22.42	\$23.11	\$23.74	\$24.38	\$25.03	\$25.70
XN	15	Annual	\$38,882.00	\$40,269.00	\$41,662.00	\$43,050.00	\$44,445.00	\$45,845.00	\$47,229.00	\$48,530.00	\$49,829.00	\$51,163.00	\$52,536.00
		Bi-Wk	\$1,489.74	\$1,542.88	\$1,596.25	\$1,649.43	\$1,702.88	\$1,756.52	\$1,809.55	\$1,859.39	\$1,909.16	\$1,960.27	\$2,012.88
		Daily	\$148.98	\$154.29	\$159.63	\$164.95	\$170.29	\$175.66	\$180.96	\$185.94	\$190.92	\$196.03	\$201.29
		Hourly	\$19.87	\$20.58	\$21.29	\$22.00	\$22.71	\$23.43	\$24.13	\$24.80	\$25.46	\$26.14	\$26.84
XN	16	Annual	\$40,757.00	\$42,188.00	\$43,625.00	\$45,058.00	\$46,490.00	\$47,927.00	\$49,354.00	\$50,710.00	\$52,070.00	\$53,463.00	\$54,897.00
		Bi-Wk	\$1,561.58	\$1,616.40	\$1,671.46	\$1,726.37	\$1,781.23	\$1,836.29	\$1,890.96	\$1,942.92	\$1,995.02	\$2,048.40	\$2,103.34
		Daily	\$156.16	\$161.64	\$167.15	\$172.64	\$178.13	\$183.63	\$189.10	\$194.30	\$199.51	\$204.84	\$210.34
		Hourly	\$20.83	\$21.56	\$22.29	\$23.02	\$23.75	\$24.49	\$25.22	\$25.91	\$26.61	\$27.32	\$28.05
XN	17	Annual	\$42,759.00	\$44,240.00	\$45,713.00	\$47,187.00	\$48,660.00	\$50,133.00	\$51,606.00	\$53,025.00	\$54,446.00	\$55,904.00	\$57,402.00
		Bi-Wk	\$1,638.28	\$1,695.02	\$1,751.46	\$1,807.94	\$1,864.37	\$1,920.81	\$1,977.25	\$2,031.61	\$2,086.06	\$2,141.92	\$2,199.32
		Daily	\$163.83	\$169.51	\$175.15	\$180.80	\$186.44	\$192.09	\$197.73	\$203.17	\$208.61	\$214.20	\$219.94
		Hourly	\$21.85	\$22.61	\$23.36	\$24.11	\$24.86	\$25.62	\$26.37	\$27.09	\$27.82	\$28.56	\$29.33
XN	18	Annual	\$44,907.00	\$46,412.00	\$47,927.00	\$49,434.00	\$50,945.00	\$52,462.00	\$53,968.00	\$55,452.00	\$56,937.00	\$58,466.00	\$60,033.00
		Bi-Wk	\$1,720.58	\$1,778.24	\$1,836.29	\$1,894.03	\$1,951.92	\$2,010.04	\$2,067.74	\$2,124.60	\$2,181.50	\$2,240.08	\$2,300.12
		Daily	\$172.06	\$177.83	\$183.63	\$189.41	\$195.20	\$201.01	\$206.78	\$212.46	\$218.15	\$224.01	\$230.02
		Hourly	\$22.95	\$23.71	\$24.49	\$25.26	\$26.03	\$26.81	\$27.57	\$28.33	\$29.09	\$29.87	\$30.67
XN	19	Annual	\$47,096.00	\$48,660.00	\$50,213.00	\$51,773.00	\$53,323.00	\$54,882.00	\$56,433.00	\$57,985.00	\$59,537.00	\$61,129.00	\$62,766.00
		Bi-Wk	\$1,804.45	\$1,864.37	\$1,923.87	\$1,983.64	\$2,043.03	\$2,102.76	\$2,162.19	\$2,221.65	\$2,281.12	\$2,342.11	\$2,404.83
		Daily	\$180.45	\$186.44	\$192.39	\$198.37	\$204.31	\$210.28	\$216.22	\$222.17	\$228.12	\$234.22	\$240.49
		Hourly	\$24.06	\$24.86	\$25.66	\$26.45	\$27.25	\$28.04	\$28.83	\$29.63	\$30.42	\$31.23	\$32.07
XN	20	Annual	\$49,482.00	\$51,074.00	\$52,671.00	\$54,257.00	\$55,854.00	\$57,445.00	\$59,044.00	\$60,666.00	\$62,287.00	\$63,954.00	\$65,669.00
		Bi-Wk	\$1,895.87	\$1,956.86	\$2,018.05	\$2,078.82	\$2,140.00	\$2,200.96	\$2,262.23	\$2,324.37	\$2,386.48	\$2,450.35	\$2,516.06
		Daily	\$189.59	\$195.69	\$201.81	\$207.89	\$214.00	\$220.10	\$226.23	\$232.44	\$238.65	\$245.04	\$251.61
		Hourly	\$25.28	\$26.10	\$26.91	\$27.72	\$28.54	\$29.35	\$30.17	\$31.00	\$31.82	\$32.68	\$33.55

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XN	21	Annual	\$51,912.00	\$53,553.00	\$55,187.00	\$56,826.00	\$58,462.00	\$60,093.00	\$61,733.00	\$63,430.00	\$65,127.00	\$66,869.00	\$68,661.00
		Bi-Wk	\$1,988.97	\$2,051.84	\$2,114.45	\$2,177.25	\$2,239.93	\$2,302.42	\$2,365.25	\$2,430.27	\$2,495.29	\$2,562.04	\$2,630.69
		Daily	\$198.90	\$205.19	\$211.45	\$217.73	\$224.00	\$230.25	\$236.53	\$243.03	\$249.53	\$256.21	\$263.07
		Hourly	\$26.52	\$27.36	\$28.20	\$29.03	\$29.87	\$30.70	\$31.54	\$32.41	\$33.28	\$34.17	\$35.08
XN	22	Annual	\$53,323.00	\$55,266.00	\$57,209.00	\$59,149.00	\$61,098.00	\$63,037.00	\$64,978.00	\$66,965.00	\$68,554.00	\$70,389.00	\$72,273.00
		Bi-Wk	\$2,043.03	\$2,117.48	\$2,191.92	\$2,266.25	\$2,340.92	\$2,415.22	\$2,489.58	\$2,558.05	\$2,626.60	\$2,696.90	\$2,769.09
		Daily	\$204.31	\$211.75	\$219.20	\$226.63	\$234.10	\$241.53	\$248.96	\$255.81	\$262.66	\$269.69	\$276.91
		Hourly	\$27.25	\$28.24	\$29.23	\$30.22	\$31.22	\$32.21	\$33.20	\$34.11	\$35.03	\$35.96	\$36.93
XN	23	Annual	\$55,833.00	\$57,862.00	\$59,880.00	\$61,907.00	\$63,930.00	\$65,953.00	\$67,980.00	\$69,849.00	\$71,719.00	\$73,639.00	\$75,612.00
		Bi-Wk	\$2,139.20	\$2,216.94	\$2,294.26	\$2,371.92	\$2,449.43	\$2,526.94	\$2,604.60	\$2,676.21	\$2,747.86	\$2,821.42	\$2,897.02
		Daily	\$213.92	\$221.70	\$229.43	\$237.20	\$244.95	\$252.70	\$260.46	\$267.63	\$274.79	\$282.15	\$289.71
		Hourly	\$28.53	\$29.56	\$30.60	\$31.63	\$32.66	\$33.70	\$34.73	\$35.69	\$36.64	\$37.62	\$38.63
XN	24	Annual	\$58,507.00	\$60,615.00	\$62,730.00	\$64,841.00	\$66,947.00	\$69,059.00	\$71,169.00	\$73,122.00	\$75,080.00	\$77,091.00	\$79,157.00
		Bi-Wk	\$2,241.65	\$2,322.42	\$2,403.45	\$2,484.33	\$2,565.02	\$2,645.94	\$2,726.79	\$2,801.61	\$2,876.63	\$2,953.68	\$3,032.84
		Daily	\$224.17	\$232.25	\$240.35	\$248.44	\$256.51	\$264.60	\$272.68	\$280.17	\$287.67	\$295.37	\$303.29
		Hourly	\$29.89	\$30.97	\$32.05	\$33.13	\$34.21	\$35.28	\$36.36	\$37.36	\$38.36	\$39.39	\$40.44
XN	25	Annual	\$61,355.00	\$63,540.00	\$65,727.00	\$67,913.00	\$70,102.00	\$72,290.00	\$74,475.00	\$76,523.00	\$78,570.00	\$80,674.00	\$82,832.00
		Bi-Wk	\$2,350.77	\$2,434.49	\$2,518.28	\$2,602.04	\$2,685.91	\$2,769.74	\$2,853.45	\$2,931.92	\$3,010.35	\$3,090.96	\$3,173.64
		Daily	\$235.08	\$243.45	\$251.83	\$260.21	\$268.60	\$276.98	\$285.35	\$293.20	\$301.04	\$309.10	\$317.37
		Hourly	\$31.35	\$32.46	\$33.58	\$34.70	\$35.82	\$36.93	\$38.05	\$39.10	\$40.14	\$41.22	\$42.32
XN	26	Annual	\$64,364.00	\$66,623.00	\$68,893.00	\$71,169.00	\$73,438.00	\$75,697.00	\$77,966.00	\$80,111.00	\$82,257.00	\$84,463.00	\$86,725.00
		Bi-Wk	\$2,466.06	\$2,552.61	\$2,639.58	\$2,726.79	\$2,813.72	\$2,900.27	\$2,987.21	\$3,069.39	\$3,151.61	\$3,236.14	\$3,322.80
		Daily	\$246.61	\$255.27	\$263.96	\$272.68	\$281.38	\$290.03	\$298.73	\$306.94	\$315.17	\$323.62	\$332.28
		Hourly	\$32.89	\$34.04	\$35.20	\$36.36	\$37.52	\$38.68	\$39.83	\$40.93	\$42.03	\$43.15	\$44.31
XN	27	Annual	\$67,538.00	\$69,889.00	\$72,242.00	\$74,577.00	\$76,928.00	\$79,277.00	\$81,623.00	\$83,870.00	\$86,112.00	\$88,417.00	\$90,785.00
		Bi-Wk	\$2,587.67	\$2,677.74	\$2,767.90	\$2,857.36	\$2,947.44	\$3,037.44	\$3,127.32	\$3,213.41	\$3,299.32	\$3,387.63	\$3,478.36
		Daily	\$258.77	\$267.78	\$276.79	\$285.74	\$294.75	\$303.75	\$312.74	\$321.35	\$329.94	\$338.77	\$347.84
		Hourly	\$34.51	\$35.71	\$36.91	\$38.10	\$39.30	\$40.50	\$41.70	\$42.85	\$44.00	\$45.17	\$46.38
XN	28	Annual	\$70,937.00	\$73,363.00	\$75,795.00	\$78,227.00	\$80,650.00	\$83,076.00	\$85,503.00	\$87,852.00	\$90,203.00	\$92,619.00	\$95,098.00
		Bi-Wk	\$2,717.90	\$2,810.85	\$2,904.03	\$2,997.21	\$3,090.04	\$3,182.99	\$3,275.98	\$3,365.98	\$3,456.06	\$3,548.63	\$3,643.61
		Daily	\$271.79	\$281.09	\$290.41	\$299.73	\$309.01	\$318.30	\$327.60	\$336.60	\$345.61	\$354.87	\$364.37
		Hourly	\$36.24	\$37.48	\$38.73	\$39.97	\$41.21	\$42.44	\$43.68	\$44.88	\$46.09	\$47.32	\$48.59
XN	29	Annual	\$71,619.00	\$74,290.00	\$76,972.00	\$79,649.00	\$82,322.00	\$84,997.00	\$87,671.00	\$90,081.00	\$92,494.00	\$94,971.00	\$97,514.00
		Bi-Wk	\$2,744.03	\$2,846.37	\$2,949.12	\$3,051.69	\$3,154.10	\$3,256.60	\$3,359.05	\$3,451.38	\$3,543.84	\$3,638.74	\$3,736.17
		Daily	\$274.41	\$284.64	\$294.92	\$305.17	\$315.41	\$325.66	\$335.91	\$345.14	\$354.39	\$363.88	\$373.62
		Hourly	\$36.59	\$37.96	\$39.33	\$40.69	\$42.06	\$43.43	\$44.79	\$46.02	\$47.26	\$48.52	\$49.82
XN	30	Annual	\$74,475.00	\$77,231.00	\$79,984.00	\$82,736.00	\$85,493.00	\$88,247.00	\$91,001.00	\$93,504.00	\$96,004.00	\$98,572.00	\$101,209.00
		Bi-Wk	\$2,853.45	\$2,959.05	\$3,064.53	\$3,169.97	\$3,275.60	\$3,381.12	\$3,486.63	\$3,582.53	\$3,678.32	\$3,776.71	\$3,877.74
		Daily	\$285.35	\$295.91	\$306.46	\$317.00	\$327.56	\$338.12	\$348.67	\$358.26	\$367.84	\$377.68	\$387.78
		Hourly	\$38.05	\$39.46	\$40.87	\$42.27	\$43.68	\$45.09	\$46.49	\$47.77	\$49.05	\$50.36	\$51.71

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<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>
XN	31	Annual	\$80,182.00	\$83,114.00	\$86,051.00	\$88,984.00	\$91,919.00	\$94,856.00	\$97,796.00	\$100,485.00	\$103,175.00	\$105,936.00	\$108,772.00
		Bi-Wk	\$3,072.11	\$3,184.45	\$3,296.98	\$3,409.35	\$3,521.81	\$3,634.33	\$3,746.98	\$3,850.00	\$3,953.07	\$4,058.86	\$4,167.51
		Daily	\$307.22	\$318.45	\$329.70	\$340.94	\$352.19	\$363.44	\$374.70	\$385.00	\$395.31	\$405.89	\$416.76
		Hourly	\$40.97	\$42.46	\$43.96	\$45.46	\$46.96	\$48.46	\$49.96	\$51.34	\$52.71	\$54.12	\$55.57
XN	32	Annual	\$83,382.00	\$86,393.00	\$89,411.00	\$92,426.00	\$95,448.00	\$98,463.00	\$101,483.00	\$104,270.00	\$107,063.00	\$109,929.00	\$112,872.00
		Bi-Wk	\$3,194.72	\$3,310.08	\$3,425.71	\$3,541.23	\$3,657.02	\$3,772.53	\$3,888.24	\$3,995.02	\$4,102.04	\$4,211.84	\$4,324.60
		Daily	\$319.48	\$331.01	\$342.58	\$354.13	\$365.71	\$377.26	\$388.83	\$399.51	\$410.21	\$421.19	\$432.46
		Hourly	\$42.60	\$44.14	\$45.68	\$47.22	\$48.77	\$50.31	\$51.85	\$53.27	\$54.70	\$56.16	\$57.67
XN	33	Annual	\$86,724.00	\$89,824.00	\$92,925.00	\$96,028.00	\$99,122.00	\$102,225.00	\$105,329.00	\$108,229.00	\$111,124.00	\$114,098.00	\$117,150.00
		Bi-Wk	\$3,322.76	\$3,441.54	\$3,560.35	\$3,679.24	\$3,797.78	\$3,916.67	\$4,035.60	\$4,146.71	\$4,257.63	\$4,371.58	\$4,488.51
		Daily	\$332.28	\$344.16	\$356.04	\$367.93	\$379.78	\$391.67	\$403.56	\$414.68	\$425.77	\$437.16	\$448.86
		Hourly	\$44.31	\$45.89	\$47.48	\$49.06	\$50.64	\$52.23	\$53.81	\$55.29	\$56.77	\$58.29	\$59.85
XN	34	Annual	\$90,288.00	\$93,463.00	\$96,653.00	\$99,838.00	\$103,020.00	\$106,210.00	\$109,391.00	\$112,399.00	\$115,407.00	\$118,498.00	\$121,672.00
		Bi-Wk	\$3,459.32	\$3,580.96	\$3,703.19	\$3,825.22	\$3,947.13	\$4,069.35	\$4,191.23	\$4,306.48	\$4,421.73	\$4,540.16	\$4,661.77
		Daily	\$345.94	\$358.10	\$370.32	\$382.53	\$394.72	\$406.94	\$419.13	\$430.65	\$442.18	\$454.02	\$466.18
		Hourly	\$46.13	\$47.75	\$49.38	\$51.01	\$52.63	\$54.26	\$55.89	\$57.42	\$58.96	\$60.54	\$62.16
XN	35	Annual	\$93,979.00	\$97,247.00	\$100,509.00	\$103,778.00	\$107,044.00	\$110,307.00	\$113,577.00	\$116,698.00	\$119,825.00	\$123,036.00	\$126,335.00
		Bi-Wk	\$3,600.73	\$3,725.94	\$3,850.92	\$3,976.17	\$4,101.31	\$4,226.33	\$4,351.61	\$4,471.19	\$4,591.00	\$4,714.03	\$4,840.43
		Daily	\$360.08	\$372.60	\$385.10	\$397.62	\$410.14	\$422.64	\$435.17	\$447.12	\$459.10	\$471.41	\$484.05
		Hourly	\$48.01	\$49.68	\$51.35	\$53.02	\$54.69	\$56.36	\$58.03	\$59.62	\$61.22	\$62.86	\$64.54
XN	36	Annual	\$97,873.00	\$101,226.00	\$104,575.00	\$107,925.00	\$111,280.00	\$114,628.00	\$117,975.00	\$121,221.00	\$124,463.00	\$127,793.00	\$131,214.00
		Bi-Wk	\$3,749.93	\$3,878.40	\$4,006.71	\$4,135.06	\$4,263.61	\$4,391.88	\$4,520.12	\$4,644.49	\$4,768.70	\$4,896.29	\$5,027.36
		Daily	\$375.00	\$387.84	\$400.68	\$413.51	\$426.37	\$439.19	\$452.02	\$464.45	\$476.87	\$489.63	\$502.74
		Hourly	\$50.00	\$51.72	\$53.43	\$55.14	\$56.85	\$58.56	\$60.27	\$61.93	\$63.59	\$65.29	\$67.04
XN	37	Annual	\$101,629.00	\$105,067.00	\$108,509.00	\$111,953.00	\$115,399.00	\$118,841.00	\$122,282.00	\$125,644.00	\$129,004.00	\$132,455.00	\$136,000.00
		Bi-Wk	\$3,893.84	\$4,025.56	\$4,157.44	\$4,289.39	\$4,421.42	\$4,553.30	\$4,685.14	\$4,813.95	\$4,942.69	\$5,074.91	\$5,210.73
		Daily	\$389.39	\$402.56	\$415.75	\$428.94	\$442.15	\$455.33	\$468.52	\$481.40	\$494.27	\$507.50	\$521.08
		Hourly	\$51.92	\$53.68	\$55.44	\$57.20	\$58.96	\$60.72	\$62.47	\$64.19	\$65.91	\$67.67	\$69.48
XN	38	Annual	\$105,823.00	\$109,344.00	\$112,871.00	\$116,393.00	\$119,916.00	\$123,435.00	\$126,963.00	\$130,451.00	\$133,945.00	\$137,527.00	\$141,207.00
		Bi-Wk	\$4,054.53	\$4,189.43	\$4,324.56	\$4,459.51	\$4,594.49	\$4,729.32	\$4,864.49	\$4,998.13	\$5,132.00	\$5,269.24	\$5,410.23
		Daily	\$405.46	\$418.95	\$432.46	\$445.96	\$459.45	\$472.94	\$486.45	\$499.82	\$513.20	\$526.93	\$541.03
		Hourly	\$54.07	\$55.86	\$57.67	\$59.47	\$61.26	\$63.06	\$64.86	\$66.65	\$68.43	\$70.26	\$72.14
XN	39	Annual	\$110,225.00	\$113,830.00	\$117,438.00	\$121,052.00	\$124,666.00	\$128,259.00	\$131,870.00	\$135,492.00	\$139,123.00	\$142,854.00	\$146,684.00
		Bi-Wk	\$4,223.19	\$4,361.31	\$4,499.55	\$4,638.01	\$4,776.10	\$4,914.14	\$5,052.50	\$5,191.27	\$5,330.39	\$5,473.34	\$5,620.08
		Daily	\$422.32	\$436.14	\$449.96	\$463.81	\$477.61	\$491.42	\$505.25	\$519.13	\$533.04	\$547.34	\$562.01
		Hourly	\$56.31	\$58.16	\$60.00	\$61.85	\$63.69	\$65.53	\$67.37	\$69.22	\$71.08	\$72.98	\$74.94
XN	40	Annual	\$114,819.00	\$118,500.00	\$122,188.00	\$125,869.00	\$129,553.00	\$133,240.00	\$136,925.00	\$140,688.00	\$144,455.00	\$148,326.00	\$152,302.00
		Bi-Wk	\$4,399.20	\$4,540.23	\$4,681.54	\$4,822.57	\$4,963.72	\$5,104.99	\$5,246.17	\$5,390.35	\$5,534.68	\$5,682.99	\$5,835.33
		Daily	\$439.92	\$454.03	\$468.16	\$482.26	\$496.38	\$510.50	\$524.62	\$539.04	\$553.47	\$568.30	\$583.54
		Hourly	\$58.66	\$60.54	\$62.43	\$64.31	\$66.19	\$68.07	\$69.95	\$71.88	\$73.80	\$75.78	\$77.81

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<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>
XN	41	Annual	\$119,621.00	\$123,393.00	\$127,165.00	\$130,941.00	\$134,715.00	\$138,485.00	\$142,255.00	\$146,169.00	\$150,080.00	\$154,100.00	\$158,226.00
		Bi-Wk	\$4,583.19	\$4,727.71	\$4,872.23	\$5,016.90	\$5,161.50	\$5,305.94	\$5,450.39	\$5,600.35	\$5,750.20	\$5,904.22	\$6,062.30
		Daily	\$458.32	\$472.78	\$487.23	\$501.69	\$516.15	\$530.60	\$545.04	\$560.04	\$575.02	\$590.43	\$606.23
		Hourly	\$61.11	\$63.04	\$64.97	\$66.90	\$68.82	\$70.75	\$72.68	\$74.68	\$76.67	\$78.73	\$80.84
XN	42	Annual	\$124,604.00	\$128,468.00	\$132,328.00	\$136,172.00	\$140,035.00	\$143,893.00	\$147,753.00	\$151,818.00	\$155,879.00	\$160,050.00	\$164,334.00
		Bi-Wk	\$4,774.10	\$4,922.15	\$5,070.04	\$5,217.32	\$5,365.33	\$5,513.15	\$5,661.04	\$5,816.79	\$5,972.38	\$6,132.19	\$6,296.33
		Daily	\$477.41	\$492.22	\$507.01	\$521.74	\$536.54	\$551.32	\$566.11	\$581.68	\$597.24	\$613.22	\$629.64
		Hourly	\$63.66	\$65.63	\$67.61	\$69.57	\$71.54	\$73.51	\$75.49	\$77.56	\$79.64	\$81.77	\$83.96
XN	43	Annual	\$129,896.00	\$133,832.00	\$137,769.00	\$141,695.00	\$145,637.00	\$149,563.00	\$153,494.00	\$157,719.00	\$161,938.00	\$166,270.00	\$170,719.00
		Bi-Wk	\$4,976.86	\$5,127.67	\$5,278.51	\$5,428.93	\$5,579.97	\$5,730.39	\$5,881.00	\$6,042.88	\$6,204.53	\$6,370.50	\$6,540.96
		Daily	\$497.69	\$512.77	\$527.86	\$542.90	\$558.00	\$573.04	\$588.10	\$604.29	\$620.46	\$637.05	\$654.10
		Hourly	\$66.36	\$68.37	\$70.39	\$72.39	\$74.40	\$76.41	\$78.42	\$80.58	\$82.73	\$84.94	\$87.22