

EX Pay Plan Effective June 20, 2008

Plan	Group	Period	Minimum	Maximum
EX	1A	Annual	\$148,125.00	\$218,618.00
		Bi-Wk	\$5,675.29	\$8,376.17
		Daily	\$567.53	\$837.62
		Hourly	\$70.95	\$104.71
EX	1	Annual	\$124,836.00	\$184,245.00
		Bi-Wk	\$4,782.99	\$7,059.20
		Daily	\$478.30	\$705.92
		Hourly	\$59.79	\$88.24
EX	2A	Annual	\$113,497.00	\$173,536.00
		Bi-Wk	\$4,348.55	\$6,648.89
		Daily	\$434.86	\$664.89
		Hourly	\$54.36	\$83.12
EX	2	Annual	\$106,478.00	\$162,822.00
		Bi-Wk	\$4,079.62	\$6,238.40
		Daily	\$407.97	\$623.84
		Hourly	\$51.00	\$77.98
EX	3	Annual	\$95,463.00	\$145,684.00
		Bi-Wk	\$3,657.59	\$5,581.77
		Daily	\$365.76	\$558.18
		Hourly	\$45.72	\$69.78
EX	4	Annual	\$74,657.00	\$114,259.00
		Bi-Wk	\$2,860.43	\$4,377.74
		Daily	\$286.05	\$437.78
		Hourly	\$35.76	\$54.73