

NP-6 XM 37.5 HOUR PAY PLAN EFFECTIVE 1/14/2000

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
XM	1	Annual	\$17,990.00	\$18,427.00	\$18,860.00	\$19,289.00	\$19,721.00	\$20,156.00	\$20,591.00	\$21,157.00	\$21,724.00
		Bi-Wk	\$689.28	\$706.02	\$722.61	\$739.05	\$755.60	\$772.27	\$788.93	\$810.62	\$832.34
		Daily	\$68.93	\$70.61	\$72.27	\$73.91	\$75.56	\$77.23	\$78.90	\$81.07	\$83.24
		Hourly	\$9.20	\$9.42	\$9.64	\$9.86	\$10.08	\$10.30	\$10.52	\$10.81	\$11.10
XM	2	Annual	\$18,860.00	\$19,289.00	\$19,721.00	\$20,156.00	\$20,591.00	\$21,021.00	\$21,453.00	\$22,043.00	\$22,633.00
		Bi-Wk	\$722.61	\$739.05	\$755.60	\$772.27	\$788.93	\$805.41	\$821.96	\$844.56	\$867.17
		Daily	\$72.27	\$73.91	\$75.56	\$77.23	\$78.90	\$80.55	\$82.20	\$84.46	\$86.72
		Hourly	\$9.64	\$9.86	\$10.08	\$10.30	\$10.52	\$10.74	\$10.96	\$11.27	\$11.57
XM	3	Annual	\$19,289.00	\$19,721.00	\$20,156.00	\$20,591.00	\$21,021.00	\$21,453.00	\$21,885.00	\$22,488.00	\$23,091.00
		Bi-Wk	\$739.05	\$755.60	\$772.27	\$788.93	\$805.41	\$821.96	\$838.51	\$861.61	\$884.72
		Daily	\$73.91	\$75.56	\$77.23	\$78.90	\$80.55	\$82.20	\$83.86	\$86.17	\$88.48
		Hourly	\$9.86	\$10.08	\$10.30	\$10.52	\$10.74	\$10.96	\$11.19	\$11.49	\$11.80
XM	4	Annual	\$19,904.00	\$20,433.00	\$20,960.00	\$21,484.00	\$22,013.00	\$22,535.00	\$23,062.00	\$23,696.00	\$24,330.00
		Bi-Wk	\$762.61	\$782.88	\$803.07	\$823.15	\$843.41	\$863.41	\$883.61	\$907.90	\$932.19
		Daily	\$76.27	\$78.29	\$80.31	\$82.32	\$84.35	\$86.35	\$88.37	\$90.79	\$93.22
		Hourly	\$10.17	\$10.44	\$10.71	\$10.98	\$11.25	\$11.52	\$11.79	\$12.11	\$12.43
XM	5	Annual	\$20,400.00	\$20,960.00	\$21,514.00	\$22,067.00	\$22,622.00	\$23,180.00	\$23,735.00	\$24,387.00	\$25,041.00
		Bi-Wk	\$781.61	\$803.07	\$824.30	\$845.48	\$866.75	\$888.13	\$909.39	\$934.37	\$959.43
		Daily	\$78.17	\$80.31	\$82.43	\$84.55	\$86.68	\$88.82	\$90.94	\$93.44	\$95.95
		Hourly	\$10.43	\$10.71	\$11.00	\$11.28	\$11.56	\$11.85	\$12.13	\$12.46	\$12.80
XM	6	Annual	\$21,084.00	\$21,642.00	\$22,198.00	\$22,752.00	\$23,305.00	\$23,861.00	\$24,415.00	\$25,087.00	\$25,758.00
		Bi-Wk	\$807.82	\$829.20	\$850.50	\$871.73	\$892.92	\$914.22	\$935.45	\$961.19	\$986.90
		Daily	\$80.79	\$82.92	\$85.05	\$87.18	\$89.30	\$91.43	\$93.55	\$96.12	\$98.69
		Hourly	\$10.78	\$11.06	\$11.34	\$11.63	\$11.91	\$12.19	\$12.48	\$12.82	\$13.16
XM	7	Annual	\$21,700.00	\$22,254.00	\$22,814.00	\$23,367.00	\$23,920.00	\$24,474.00	\$25,030.00	\$25,717.00	\$26,405.00
		Bi-Wk	\$831.42	\$852.65	\$874.10	\$895.29	\$916.48	\$937.71	\$959.01	\$985.33	\$1,011.69
		Daily	\$83.15	\$85.27	\$87.41	\$89.53	\$91.65	\$93.78	\$95.91	\$98.54	\$101.17
		Hourly	\$11.09	\$11.37	\$11.66	\$11.94	\$12.22	\$12.51	\$12.79	\$13.14	\$13.49
XM	8	Annual	\$23,305.00	\$23,985.00	\$24,667.00	\$25,345.00	\$26,029.00	\$26,706.00	\$27,388.00	\$28,138.00	\$28,895.00
		Bi-Wk	\$892.92	\$918.97	\$945.10	\$971.08	\$997.28	\$1,023.22	\$1,049.35	\$1,078.09	\$1,107.09
		Daily	\$89.30	\$91.90	\$94.51	\$97.11	\$99.73	\$102.33	\$104.94	\$107.81	\$110.71
		Hourly	\$11.91	\$12.26	\$12.61	\$12.95	\$13.30	\$13.65	\$14.00	\$14.38	\$14.77
XM	9	Annual	\$24,015.00	\$24,725.00	\$25,432.00	\$26,145.00	\$26,854.00	\$27,560.00	\$28,274.00	\$29,050.00	\$29,828.00
		Bi-Wk	\$920.12	\$947.32	\$974.41	\$1,001.73	\$1,028.89	\$1,055.94	\$1,083.30	\$1,113.03	\$1,142.84
		Daily	\$92.02	\$94.74	\$97.45	\$100.18	\$102.89	\$105.60	\$108.33	\$111.31	\$114.29
		Hourly	\$12.27	\$12.64	\$13.00	\$13.36	\$13.72	\$14.08	\$14.45	\$14.85	\$15.24

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XM	10	Annual	\$24,779.00	\$25,521.00	\$26,262.00	\$27,010.00	\$27,748.00	\$28,504.00	\$29,284.00	\$30,088.00	\$30,894.00
		Bi-Wk	\$949.39	\$977.82	\$1,006.21	\$1,034.87	\$1,063.15	\$1,092.11	\$1,122.00	\$1,152.80	\$1,183.68
		Daily	\$94.94	\$97.79	\$100.63	\$103.49	\$106.32	\$109.22	\$112.20	\$115.28	\$118.37
		Hourly	\$12.66	\$13.04	\$13.42	\$13.80	\$14.18	\$14.57	\$14.96	\$15.38	\$15.79
XM	11	Annual	\$25,557.00	\$26,330.00	\$27,110.00	\$27,881.00	\$28,674.00	\$29,484.00	\$30,298.00	\$31,132.00	\$31,963.00
		Bi-Wk	\$979.20	\$1,008.82	\$1,038.70	\$1,068.24	\$1,098.63	\$1,129.66	\$1,160.85	\$1,192.80	\$1,224.64
		Daily	\$97.92	\$100.89	\$103.87	\$106.83	\$109.87	\$112.97	\$116.09	\$119.28	\$122.47
		Hourly	\$13.06	\$13.46	\$13.85	\$14.25	\$14.65	\$15.07	\$15.48	\$15.91	\$16.33
XM	12	Annual	\$26,380.00	\$27,190.00	\$27,992.00	\$28,823.00	\$29,661.00	\$30,512.00	\$31,354.00	\$32,216.00	\$33,078.00
		Bi-Wk	\$1,010.73	\$1,041.77	\$1,072.50	\$1,104.33	\$1,136.44	\$1,169.05	\$1,201.31	\$1,234.33	\$1,267.36
		Daily	\$101.08	\$104.18	\$107.25	\$110.44	\$113.65	\$116.91	\$120.14	\$123.44	\$126.74
		Hourly	\$13.48	\$13.90	\$14.30	\$14.73	\$15.16	\$15.59	\$16.02	\$16.46	\$16.90
XM	13	Annual	\$27,855.00	\$28,878.00	\$29,903.00	\$30,934.00	\$31,962.00	\$32,990.00	\$34,023.00	\$34,958.00	\$35,892.00
		Bi-Wk	\$1,067.25	\$1,106.44	\$1,145.71	\$1,185.22	\$1,224.60	\$1,263.99	\$1,303.57	\$1,339.39	\$1,375.18
		Daily	\$106.73	\$110.65	\$114.58	\$118.53	\$122.46	\$126.40	\$130.36	\$133.94	\$137.52
		Hourly	\$14.23	\$14.76	\$15.28	\$15.81	\$16.33	\$16.86	\$17.39	\$17.86	\$18.34
XM	14	Annual	\$29,148.00	\$30,216.00	\$31,279.00	\$32,338.00	\$33,399.00	\$34,461.00	\$35,524.00	\$36,499.00	\$37,478.00
		Bi-Wk	\$1,116.79	\$1,157.71	\$1,198.43	\$1,239.01	\$1,279.66	\$1,320.35	\$1,361.08	\$1,398.43	\$1,435.94
		Daily	\$111.68	\$115.78	\$119.85	\$123.91	\$127.97	\$132.04	\$136.11	\$139.85	\$143.60
		Hourly	\$14.90	\$15.44	\$15.98	\$16.53	\$17.07	\$17.61	\$18.15	\$18.65	\$19.15
XM	15	Annual	\$30,542.00	\$31,633.00	\$32,726.00	\$33,817.00	\$34,914.00	\$36,012.00	\$37,101.00	\$38,122.00	\$39,143.00
		Bi-Wk	\$1,170.20	\$1,212.00	\$1,253.87	\$1,295.68	\$1,337.71	\$1,379.78	\$1,421.50	\$1,460.62	\$1,499.74
		Daily	\$117.02	\$121.20	\$125.39	\$129.57	\$133.78	\$137.98	\$142.15	\$146.07	\$149.98
		Hourly	\$15.61	\$16.16	\$16.72	\$17.28	\$17.84	\$18.40	\$18.96	\$19.48	\$20.00
XM	16	Annual	\$32,016.00	\$33,140.00	\$34,269.00	\$35,395.00	\$36,520.00	\$37,648.00	\$38,770.00	\$39,835.00	\$40,902.00
		Bi-Wk	\$1,226.67	\$1,269.74	\$1,312.99	\$1,356.14	\$1,399.24	\$1,442.46	\$1,485.45	\$1,526.25	\$1,567.13
		Daily	\$122.67	\$126.98	\$131.30	\$135.62	\$139.93	\$144.25	\$148.55	\$152.63	\$156.72
		Hourly	\$16.36	\$16.93	\$17.51	\$18.09	\$18.66	\$19.24	\$19.81	\$20.35	\$20.90
XM	17	Annual	\$33,589.00	\$34,752.00	\$35,908.00	\$37,068.00	\$38,225.00	\$39,381.00	\$40,540.00	\$41,653.00	\$42,769.00
		Bi-Wk	\$1,286.94	\$1,331.50	\$1,375.79	\$1,420.23	\$1,464.56	\$1,508.86	\$1,553.26	\$1,595.91	\$1,638.66
		Daily	\$128.70	\$133.15	\$137.58	\$142.03	\$146.46	\$150.89	\$155.33	\$159.60	\$163.87
		Hourly	\$17.16	\$17.76	\$18.35	\$18.94	\$19.53	\$20.12	\$20.72	\$21.28	\$21.85
XM	18	Annual	\$35,275.00	\$36,459.00	\$37,648.00	\$38,834.00	\$40,018.00	\$41,210.00	\$42,395.00	\$43,562.00	\$44,727.00
		Bi-Wk	\$1,351.54	\$1,396.90	\$1,442.46	\$1,487.90	\$1,533.26	\$1,578.93	\$1,624.33	\$1,669.05	\$1,713.68
		Daily	\$135.16	\$139.69	\$144.25	\$148.79	\$153.33	\$157.90	\$162.44	\$166.91	\$171.37
		Hourly	\$18.03	\$18.63	\$19.24	\$19.84	\$20.45	\$21.06	\$21.66	\$22.26	\$22.85

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XM	19	Annual	\$36,997.00	\$38,225.00	\$39,444.00	\$40,670.00	\$41,887.00	\$43,113.00	\$44,331.00	\$45,550.00	\$46,768.00
		Bi-Wk	\$1,417.51	\$1,464.56	\$1,511.27	\$1,558.24	\$1,604.87	\$1,651.84	\$1,698.51	\$1,745.22	\$1,791.88
		Daily	\$141.76	\$146.46	\$151.13	\$155.83	\$160.49	\$165.19	\$169.86	\$174.53	\$179.19
		Hourly	\$18.91	\$19.53	\$20.16	\$20.78	\$21.40	\$22.03	\$22.65	\$23.27	\$23.90
XM	20	Annual	\$38,872.00	\$40,122.00	\$41,375.00	\$42,621.00	\$43,874.00	\$45,126.00	\$46,380.00	\$47,655.00	\$48,930.00
		Bi-Wk	\$1,489.35	\$1,537.25	\$1,585.25	\$1,632.99	\$1,681.00	\$1,728.97	\$1,777.02	\$1,825.87	\$1,874.72
		Daily	\$148.94	\$153.73	\$158.53	\$163.30	\$168.10	\$172.90	\$177.71	\$182.59	\$187.48
		Hourly	\$19.86	\$20.50	\$21.14	\$21.78	\$22.42	\$23.06	\$23.70	\$24.35	\$25.00
XM	21	Annual	\$40,778.00	\$42,067.00	\$43,350.00	\$44,639.00	\$45,925.00	\$47,207.00	\$48,494.00	\$49,828.00	\$51,161.00
		Bi-Wk	\$1,562.38	\$1,611.77	\$1,660.92	\$1,710.31	\$1,759.58	\$1,808.70	\$1,858.01	\$1,909.12	\$1,960.20
		Daily	\$156.24	\$161.18	\$166.10	\$171.04	\$175.96	\$180.87	\$185.81	\$190.92	\$196.02
		Hourly	\$20.84	\$21.50	\$22.15	\$22.81	\$23.47	\$24.12	\$24.78	\$25.46	\$26.14
XM	22	Annual	\$41,887.00	\$43,414.00	\$44,940.00	\$46,465.00	\$47,997.00	\$49,519.00	\$51,044.00	\$52,448.00	\$53,853.00
		Bi-Wk	\$1,604.87	\$1,663.38	\$1,721.84	\$1,780.27	\$1,838.97	\$1,897.28	\$1,955.71	\$2,009.51	\$2,063.34
		Daily	\$160.49	\$166.34	\$172.19	\$178.03	\$183.90	\$189.73	\$195.58	\$200.96	\$206.34
		Hourly	\$21.40	\$22.18	\$22.96	\$23.74	\$24.52	\$25.30	\$26.08	\$26.80	\$27.52
XM	23	Annual	\$43,860.00	\$45,454.00	\$47,039.00	\$48,630.00	\$50,222.00	\$51,812.00	\$53,404.00	\$54,872.00	\$56,340.00
		Bi-Wk	\$1,680.46	\$1,741.54	\$1,802.27	\$1,863.22	\$1,924.22	\$1,985.14	\$2,046.14	\$2,102.38	\$2,158.63
		Daily	\$168.05	\$174.16	\$180.23	\$186.33	\$192.43	\$198.52	\$204.62	\$210.24	\$215.87
		Hourly	\$22.41	\$23.23	\$24.04	\$24.85	\$25.66	\$26.47	\$27.29	\$28.04	\$28.79
XM	24	Annual	\$45,959.00	\$47,618.00	\$49,278.00	\$50,936.00	\$52,592.00	\$54,250.00	\$55,908.00	\$57,443.00	\$58,980.00
		Bi-Wk	\$1,760.89	\$1,824.45	\$1,888.05	\$1,951.58	\$2,015.02	\$2,078.55	\$2,142.07	\$2,200.89	\$2,259.78
		Daily	\$176.09	\$182.45	\$188.81	\$195.16	\$201.51	\$207.86	\$214.21	\$220.09	\$225.98
		Hourly	\$23.48	\$24.33	\$25.18	\$26.03	\$26.87	\$27.72	\$28.57	\$29.35	\$30.14
XM	25	Annual	\$48,198.00	\$49,914.00	\$51,633.00	\$53,349.00	\$55,071.00	\$56,787.00	\$58,505.00	\$60,114.00	\$61,722.00
		Bi-Wk	\$1,846.67	\$1,912.42	\$1,978.28	\$2,044.03	\$2,110.00	\$2,175.75	\$2,241.58	\$2,303.22	\$2,364.83
		Daily	\$184.67	\$191.25	\$197.83	\$204.41	\$211.00	\$217.58	\$224.16	\$230.33	\$236.49
		Hourly	\$24.63	\$25.50	\$26.38	\$27.26	\$28.14	\$29.01	\$29.89	\$30.71	\$31.54
XM	26	Annual	\$50,562.00	\$52,335.00	\$54,120.00	\$55,908.00	\$57,690.00	\$59,466.00	\$61,249.00	\$62,934.00	\$64,619.00
		Bi-Wk	\$1,937.25	\$2,005.18	\$2,073.57	\$2,142.07	\$2,210.35	\$2,278.40	\$2,346.71	\$2,411.27	\$2,475.83
		Daily	\$193.73	\$200.52	\$207.36	\$214.21	\$221.04	\$227.84	\$234.68	\$241.13	\$247.59
		Hourly	\$25.83	\$26.74	\$27.65	\$28.57	\$29.48	\$30.38	\$31.29	\$32.16	\$33.02
XM	27	Annual	\$53,055.00	\$54,903.00	\$56,750.00	\$58,585.00	\$60,431.00	\$62,276.00	\$64,121.00	\$65,885.00	\$67,647.00
		Bi-Wk	\$2,032.76	\$2,103.57	\$2,174.33	\$2,244.64	\$2,315.37	\$2,386.06	\$2,456.75	\$2,524.33	\$2,591.84
		Daily	\$203.28	\$210.36	\$217.44	\$224.47	\$231.54	\$238.61	\$245.68	\$252.44	\$259.19
		Hourly	\$27.11	\$28.05	\$29.00	\$29.93	\$30.88	\$31.82	\$32.76	\$33.66	\$34.56

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XM	28	Annual	\$55,724.00	\$57,632.00	\$59,542.00	\$61,451.00	\$63,355.00	\$65,262.00	\$67,168.00	\$69,013.00	\$70,862.00
		Bi-Wk	\$2,135.02	\$2,208.13	\$2,281.31	\$2,354.45	\$2,427.40	\$2,500.46	\$2,573.49	\$2,644.18	\$2,715.02
		Daily	\$213.51	\$220.82	\$228.14	\$235.45	\$242.74	\$250.05	\$257.35	\$264.42	\$271.51
		Hourly	\$28.47	\$29.45	\$30.42	\$31.40	\$32.37	\$33.34	\$34.32	\$35.26	\$36.21
XM	29	Annual	\$56,261.00	\$58,359.00	\$60,467.00	\$62,571.00	\$64,671.00	\$66,771.00	\$68,873.00	\$70,766.00	\$72,662.00
		Bi-Wk	\$2,155.60	\$2,235.98	\$2,316.75	\$2,397.36	\$2,477.82	\$2,558.28	\$2,638.82	\$2,711.35	\$2,783.99
		Daily	\$215.56	\$223.60	\$231.68	\$239.74	\$247.79	\$255.83	\$263.89	\$271.14	\$278.40
		Hourly	\$28.75	\$29.82	\$30.89	\$31.97	\$33.04	\$34.12	\$35.19	\$36.16	\$37.12
XM	30	Annual	\$58,505.00	\$60,671.00	\$62,833.00	\$64,994.00	\$67,161.00	\$69,324.00	\$71,488.00	\$73,454.00	\$75,419.00
		Bi-Wk	\$2,241.58	\$2,324.56	\$2,407.40	\$2,490.20	\$2,573.22	\$2,656.10	\$2,739.01	\$2,814.33	\$2,889.62
		Daily	\$224.16	\$232.46	\$240.74	\$249.02	\$257.33	\$265.61	\$273.91	\$281.44	\$288.97
		Hourly	\$29.89	\$31.00	\$32.10	\$33.21	\$34.31	\$35.42	\$36.53	\$37.53	\$38.53
XM	31	Annual	\$60,847.00	\$63,073.00	\$65,301.00	\$67,527.00	\$69,755.00	\$71,983.00	\$74,215.00	\$76,256.00	\$78,296.00
		Bi-Wk	\$2,331.31	\$2,416.60	\$2,501.96	\$2,587.25	\$2,672.61	\$2,757.97	\$2,843.49	\$2,921.69	\$2,999.85
		Daily	\$233.14	\$241.66	\$250.20	\$258.73	\$267.27	\$275.80	\$284.35	\$292.17	\$299.99
		Hourly	\$31.09	\$32.23	\$33.36	\$34.50	\$35.64	\$36.78	\$37.92	\$38.96	\$40.00
XM	32	Annual	\$63,276.00	\$65,560.00	\$67,851.00	\$70,139.00	\$72,431.00	\$74,720.00	\$77,012.00	\$79,129.00	\$81,247.00
		Bi-Wk	\$2,424.37	\$2,511.88	\$2,599.66	\$2,687.32	\$2,775.14	\$2,862.84	\$2,950.66	\$3,031.77	\$3,112.92
		Daily	\$242.44	\$251.19	\$259.97	\$268.74	\$277.52	\$286.29	\$295.07	\$303.18	\$311.30
		Hourly	\$32.33	\$33.50	\$34.67	\$35.84	\$37.01	\$38.18	\$39.35	\$40.43	\$41.51
XM	33	Annual	\$65,812.00	\$68,165.00	\$70,517.00	\$72,873.00	\$75,221.00	\$77,576.00	\$79,932.00	\$82,131.00	\$84,329.00
		Bi-Wk	\$2,521.54	\$2,611.69	\$2,701.81	\$2,792.07	\$2,882.04	\$2,972.27	\$3,062.53	\$3,146.79	\$3,231.00
		Daily	\$252.16	\$261.17	\$270.19	\$279.21	\$288.21	\$297.23	\$306.26	\$314.68	\$323.10
		Hourly	\$33.63	\$34.83	\$36.03	\$37.23	\$38.43	\$39.64	\$40.84	\$41.96	\$43.08
XM	34	Annual	\$68,515.00	\$70,926.00	\$73,347.00	\$75,764.00	\$78,180.00	\$80,599.00	\$83,014.00	\$85,295.00	\$87,579.00
		Bi-Wk	\$2,625.10	\$2,717.48	\$2,810.23	\$2,902.84	\$2,995.41	\$3,088.09	\$3,180.62	\$3,268.01	\$3,355.52
		Daily	\$262.51	\$271.75	\$281.03	\$290.29	\$299.55	\$308.81	\$318.07	\$326.81	\$335.56
		Hourly	\$35.01	\$36.24	\$37.47	\$38.71	\$39.94	\$41.18	\$42.41	\$43.58	\$44.75
XM	35	Annual	\$71,317.00	\$73,798.00	\$76,273.00	\$78,754.00	\$81,233.00	\$83,709.00	\$86,190.00	\$88,559.00	\$90,932.00
		Bi-Wk	\$2,732.46	\$2,827.51	\$2,922.34	\$3,017.40	\$3,112.38	\$3,207.25	\$3,302.30	\$3,393.07	\$3,483.99
		Daily	\$273.25	\$282.76	\$292.24	\$301.74	\$311.24	\$320.73	\$330.23	\$339.31	\$348.40
		Hourly	\$36.44	\$37.71	\$38.97	\$40.24	\$41.50	\$42.77	\$44.04	\$45.25	\$46.46
XM	36	Annual	\$74,273.00	\$76,817.00	\$79,359.00	\$81,902.00	\$84,447.00	\$86,988.00	\$89,529.00	\$91,991.00	\$94,452.00
		Bi-Wk	\$2,845.71	\$2,943.19	\$3,040.58	\$3,138.01	\$3,235.52	\$3,332.88	\$3,430.23	\$3,524.56	\$3,618.86
		Daily	\$284.58	\$294.32	\$304.06	\$313.81	\$323.56	\$333.29	\$343.03	\$352.46	\$361.89
		Hourly	\$37.95	\$39.25	\$40.55	\$41.85	\$43.15	\$44.44	\$45.74	\$47.00	\$48.26

NP-6 XM 37.5 HOUR PAY PLAN EFFECTIVE 1/14/2000

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
XM	37	Annual	\$77,122.00	\$79,733.00	\$82,345.00	\$84,958.00	\$87,573.00	\$90,185.00	\$92,796.00	\$95,347.00	\$97,898.00
		Bi-Wk	\$2,954.87	\$3,054.91	\$3,154.99	\$3,255.10	\$3,355.29	\$3,455.37	\$3,555.41	\$3,653.15	\$3,750.89
		Daily	\$295.49	\$305.50	\$315.50	\$325.51	\$335.53	\$345.54	\$355.55	\$365.32	\$375.09
		Hourly	\$39.40	\$40.74	\$42.07	\$43.41	\$44.74	\$46.08	\$47.41	\$48.71	\$50.02
XM	38	Annual	\$80,307.00	\$82,978.00	\$85,656.00	\$88,327.00	\$91,001.00	\$93,673.00	\$96,349.00	\$98,997.00	\$101,646.00
		Bi-Wk	\$3,076.90	\$3,179.24	\$3,281.84	\$3,384.18	\$3,486.63	\$3,589.01	\$3,691.54	\$3,792.99	\$3,894.49
		Daily	\$307.69	\$317.93	\$328.19	\$338.42	\$348.67	\$358.91	\$369.16	\$379.30	\$389.45
		Hourly	\$41.03	\$42.39	\$43.76	\$45.13	\$46.49	\$47.86	\$49.23	\$50.58	\$51.93
XM	39	Annual	\$83,645.00	\$86,382.00	\$89,119.00	\$91,863.00	\$94,598.00	\$97,332.00	\$100,073.00	\$102,823.00	\$105,578.00
		Bi-Wk	\$3,204.79	\$3,309.66	\$3,414.53	\$3,519.66	\$3,624.45	\$3,729.20	\$3,834.22	\$3,939.58	\$4,045.14
		Daily	\$320.48	\$330.97	\$341.46	\$351.97	\$362.45	\$372.92	\$383.43	\$393.96	\$404.52
		Hourly	\$42.74	\$44.13	\$45.53	\$46.93	\$48.33	\$49.73	\$51.13	\$52.53	\$53.94
XM	40	Annual	\$87,132.00	\$89,927.00	\$92,726.00	\$95,519.00	\$98,315.00	\$101,113.00	\$103,909.00	\$106,765.00	\$109,625.00
		Bi-Wk	\$3,338.40	\$3,445.48	\$3,552.73	\$3,659.74	\$3,766.86	\$3,874.07	\$3,981.19	\$4,090.62	\$4,200.20
		Daily	\$333.84	\$344.55	\$355.28	\$365.98	\$376.69	\$387.41	\$398.12	\$409.07	\$420.02
		Hourly	\$44.52	\$45.94	\$47.37	\$48.80	\$50.23	\$51.66	\$53.09	\$54.55	\$56.01
XM	41	Annual	\$90,777.00	\$93,640.00	\$96,503.00	\$99,368.00	\$102,232.00	\$105,093.00	\$107,954.00	\$110,924.00	\$113,893.00
		Bi-Wk	\$3,478.05	\$3,587.74	\$3,697.44	\$3,807.21	\$3,916.94	\$4,026.56	\$4,136.17	\$4,249.97	\$4,363.72
		Daily	\$347.81	\$358.78	\$369.75	\$380.73	\$391.70	\$402.66	\$413.62	\$425.00	\$436.38
		Hourly	\$46.38	\$47.84	\$49.30	\$50.77	\$52.23	\$53.69	\$55.15	\$56.67	\$58.19
XM	42	Annual	\$94,559.00	\$97,491.00	\$100,421.00	\$103,338.00	\$106,270.00	\$109,198.00	\$112,127.00	\$115,211.00	\$118,293.00
		Bi-Wk	\$3,622.96	\$3,735.29	\$3,847.55	\$3,959.32	\$4,071.65	\$4,183.84	\$4,296.06	\$4,414.22	\$4,532.30
		Daily	\$362.30	\$373.53	\$384.76	\$395.94	\$407.17	\$418.39	\$429.61	\$441.43	\$453.23
		Hourly	\$48.31	\$49.81	\$51.31	\$52.80	\$54.29	\$55.79	\$57.29	\$58.86	\$60.44
XM	43	Annual	\$98,574.00	\$101,561.00	\$104,548.00	\$107,531.00	\$110,520.00	\$113,501.00	\$116,484.00	\$119,690.00	\$122,892.00
		Bi-Wk	\$3,776.79	\$3,891.23	\$4,005.68	\$4,119.97	\$4,234.49	\$4,348.70	\$4,462.99	\$4,585.83	\$4,708.51
		Daily	\$377.68	\$389.13	\$400.57	\$412.00	\$423.45	\$434.87	\$446.30	\$458.59	\$470.86
		Hourly	\$50.36	\$51.89	\$53.41	\$54.94	\$56.46	\$57.99	\$59.51	\$61.15	\$62.79