

P-4 DATA PROCESSING FD 40 HOUR PAY PLAN EFFECTIVE 1/15/99

| Plan | Group | Period | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 |
|------|-------|--------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| FD | 11 | Annual | \$26,495.00 | \$27,301.00 | \$28,112.00 | \$28,919.00 | \$29,752.00 | \$30,599.00 | \$31,450.00 |
| | | Bi-Wk | \$1,015.14 | \$1,046.02 | \$1,077.09 | \$1,108.01 | \$1,139.93 | \$1,172.38 | \$1,204.99 |
| | | Daily | \$101.52 | \$104.61 | \$107.71 | \$110.81 | \$114.00 | \$117.24 | \$120.50 |
| | | Hourly | \$12.69 | \$13.08 | \$13.47 | \$13.86 | \$14.25 | \$14.66 | \$15.07 |
| FD | 12 | Annual | \$27,354.00 | \$28,202.00 | \$29,037.00 | \$29,910.00 | \$30,787.00 | \$31,675.00 | \$32,552.00 |
| | | Bi-Wk | \$1,048.05 | \$1,080.54 | \$1,112.53 | \$1,145.98 | \$1,179.58 | \$1,213.61 | \$1,247.21 |
| | | Daily | \$104.81 | \$108.06 | \$111.26 | \$114.60 | \$117.96 | \$121.37 | \$124.73 |
| | | Hourly | \$13.11 | \$13.51 | \$13.91 | \$14.33 | \$14.75 | \$15.18 | \$15.60 |
| FD | 13 | Annual | \$28,898.00 | \$29,964.00 | \$31,040.00 | \$32,114.00 | \$33,195.00 | \$34,266.00 | \$35,346.00 |
| | | Bi-Wk | \$1,107.21 | \$1,148.05 | \$1,189.28 | \$1,230.43 | \$1,271.84 | \$1,312.88 | \$1,354.26 |
| | | Daily | \$110.73 | \$114.81 | \$118.93 | \$123.05 | \$127.19 | \$131.29 | \$135.43 |
| | | Hourly | \$13.85 | \$14.36 | \$14.87 | \$15.39 | \$15.90 | \$16.42 | \$16.93 |
| FD | 14 | Annual | \$30,248.00 | \$31,364.00 | \$32,475.00 | \$33,586.00 | \$34,695.00 | \$35,806.00 | \$36,916.00 |
| | | Bi-Wk | \$1,158.93 | \$1,201.69 | \$1,244.26 | \$1,286.82 | \$1,329.32 | \$1,371.88 | \$1,414.41 |
| | | Daily | \$115.90 | \$120.17 | \$124.43 | \$128.69 | \$132.94 | \$137.19 | \$141.45 |
| | | Hourly | \$14.49 | \$15.03 | \$15.56 | \$16.09 | \$16.62 | \$17.15 | \$17.69 |
| FD | 15 | Annual | \$31,704.00 | \$32,847.00 | \$33,990.00 | \$35,132.00 | \$36,276.00 | \$37,428.00 | \$38,570.00 |
| | | Bi-Wk | \$1,214.72 | \$1,258.51 | \$1,302.30 | \$1,346.06 | \$1,389.89 | \$1,434.03 | \$1,477.78 |
| | | Daily | \$121.48 | \$125.86 | \$130.23 | \$134.61 | \$138.99 | \$143.41 | \$147.78 |
| | | Hourly | \$15.19 | \$15.74 | \$16.28 | \$16.83 | \$17.38 | \$17.93 | \$18.48 |
| FD | 16 | Annual | \$33,246.00 | \$34,426.00 | \$35,603.00 | \$36,782.00 | \$37,958.00 | \$39,140.00 | \$40,315.00 |
| | | Bi-Wk | \$1,273.80 | \$1,319.01 | \$1,364.10 | \$1,409.28 | \$1,454.33 | \$1,499.62 | \$1,544.64 |
| | | Daily | \$127.38 | \$131.91 | \$136.41 | \$140.93 | \$145.44 | \$149.97 | \$154.47 |
| | | Hourly | \$15.93 | \$16.49 | \$17.06 | \$17.62 | \$18.18 | \$18.75 | \$19.31 |
| FD | 17 | Annual | \$34,893.00 | \$36,107.00 | \$37,318.00 | \$38,530.00 | \$39,742.00 | \$40,950.00 | \$42,164.00 |
| | | Bi-Wk | \$1,336.90 | \$1,383.41 | \$1,429.81 | \$1,476.25 | \$1,522.69 | \$1,568.97 | \$1,615.48 |
| | | Daily | \$133.69 | \$138.35 | \$142.99 | \$147.63 | \$152.27 | \$156.90 | \$161.55 |
| | | Hourly | \$16.72 | \$17.30 | \$17.88 | \$18.46 | \$19.04 | \$19.62 | \$20.20 |
| FD | 18 | Annual | \$36,654.00 | \$37,898.00 | \$39,140.00 | \$40,383.00 | \$41,620.00 | \$42,863.00 | \$44,104.00 |
| | | Bi-Wk | \$1,404.37 | \$1,452.04 | \$1,499.62 | \$1,547.25 | \$1,594.64 | \$1,642.27 | \$1,689.81 |
| | | Daily | \$140.44 | \$145.21 | \$149.97 | \$154.73 | \$159.47 | \$164.23 | \$168.99 |
| | | Hourly | \$17.56 | \$18.16 | \$18.75 | \$19.35 | \$19.94 | \$20.53 | \$21.13 |
| FD | 19 | Annual | \$38,459.00 | \$39,742.00 | \$41,020.00 | \$42,299.00 | \$43,573.00 | \$44,851.00 | \$46,130.00 |
| | | Bi-Wk | \$1,473.53 | \$1,522.69 | \$1,571.65 | \$1,620.66 | \$1,669.47 | \$1,718.43 | \$1,767.44 |

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| Plan | Group | Period | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 |
|------|-------|--------|----------|----------|----------|----------|----------|----------|----------|
| | | Daily | \$147.36 | \$152.27 | \$157.17 | \$162.07 | \$166.95 | \$171.85 | \$176.75 |
| | | Hourly | \$18.42 | \$19.04 | \$19.65 | \$20.26 | \$20.87 | \$21.49 | \$22.10 |

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|------|-------|--------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| FD | 20 | Annual | \$40,420.00 | \$41,728.00 | \$43,037.00 | \$44,344.00 | \$45,650.00 | \$46,959.00 | \$48,268.00 |
| | | Bi-Wk | \$1,548.66 | \$1,598.78 | \$1,648.93 | \$1,699.01 | \$1,749.05 | \$1,799.20 | \$1,849.35 |
| | | Daily | \$154.87 | \$159.88 | \$164.90 | \$169.91 | \$174.91 | \$179.92 | \$184.94 |
| | | Hourly | \$19.36 | \$19.99 | \$20.62 | \$21.24 | \$21.87 | \$22.49 | \$23.12 |
| FD | 21 | Annual | \$42,411.00 | \$43,760.00 | \$45,102.00 | \$46,446.00 | \$47,794.00 | \$49,138.00 | \$50,485.00 |
| | | Bi-Wk | \$1,624.95 | \$1,676.63 | \$1,728.05 | \$1,779.55 | \$1,831.19 | \$1,882.69 | \$1,934.30 |
| | | Daily | \$162.50 | \$167.67 | \$172.81 | \$177.96 | \$183.12 | \$188.27 | \$193.43 |
| | | Hourly | \$20.32 | \$20.96 | \$21.61 | \$22.25 | \$22.89 | \$23.54 | \$24.18 |
| FD | 22 | Annual | \$43,573.00 | \$45,170.00 | \$46,768.00 | \$48,362.00 | \$49,962.00 | \$51,556.00 | \$53,152.00 |
| | | Bi-Wk | \$1,669.47 | \$1,730.66 | \$1,791.88 | \$1,852.96 | \$1,914.26 | \$1,975.33 | \$2,036.48 |
| | | Daily | \$166.95 | \$173.07 | \$179.19 | \$185.30 | \$191.43 | \$197.54 | \$203.65 |
| | | Hourly | \$20.87 | \$21.64 | \$22.40 | \$23.17 | \$23.93 | \$24.70 | \$25.46 |
| FD | 23 | Annual | \$45,637.00 | \$47,302.00 | \$48,960.00 | \$50,628.00 | \$52,288.00 | \$53,952.00 | \$55,616.00 |
| | | Bi-Wk | \$1,748.55 | \$1,812.34 | \$1,875.87 | \$1,939.78 | \$2,003.38 | \$2,067.13 | \$2,130.89 |
| | | Daily | \$174.86 | \$181.24 | \$187.59 | \$193.98 | \$200.34 | \$206.72 | \$213.09 |
| | | Hourly | \$21.86 | \$22.66 | \$23.45 | \$24.25 | \$25.05 | \$25.84 | \$26.64 |
| FD | 24 | Annual | \$47,830.00 | \$49,565.00 | \$51,298.00 | \$53,035.00 | \$54,767.00 | \$56,499.00 | \$58,232.00 |
| | | Bi-Wk | \$1,832.57 | \$1,899.05 | \$1,965.45 | \$2,032.00 | \$2,098.36 | \$2,164.72 | \$2,231.12 |
| | | Daily | \$183.26 | \$189.91 | \$196.55 | \$203.20 | \$209.84 | \$216.48 | \$223.12 |
| | | Hourly | \$22.91 | \$23.74 | \$24.57 | \$25.40 | \$26.23 | \$27.06 | \$27.89 |
| FD | 25 | Annual | \$50,168.00 | \$51,968.00 | \$53,760.00 | \$55,558.00 | \$57,360.00 | \$59,158.00 | \$60,952.00 |
| | | Bi-Wk | \$1,922.15 | \$1,991.12 | \$2,059.78 | \$2,128.66 | \$2,197.71 | \$2,266.60 | \$2,335.33 |
| | | Daily | \$192.22 | \$199.12 | \$205.98 | \$212.87 | \$219.78 | \$226.66 | \$233.54 |
| | | Hourly | \$24.03 | \$24.89 | \$25.75 | \$26.61 | \$27.48 | \$28.34 | \$29.20 |
| FD | 26 | Annual | \$52,642.00 | \$54,504.00 | \$56,373.00 | \$58,232.00 | \$60,099.00 | \$61,962.00 | \$63,821.00 |
| | | Bi-Wk | \$2,016.94 | \$2,088.28 | \$2,159.89 | \$2,231.12 | \$2,302.65 | \$2,374.03 | \$2,445.25 |
| | | Daily | \$201.70 | \$208.83 | \$215.99 | \$223.12 | \$230.27 | \$237.41 | \$244.53 |
| | | Hourly | \$25.22 | \$26.11 | \$27.00 | \$27.89 | \$28.79 | \$29.68 | \$30.57 |
| FD | 27 | Annual | \$55,250.00 | \$57,182.00 | \$59,112.00 | \$61,035.00 | \$62,968.00 | \$64,894.00 | \$66,827.00 |
| | | Bi-Wk | \$2,116.86 | \$2,190.89 | \$2,264.83 | \$2,338.51 | \$2,412.57 | \$2,486.37 | \$2,560.43 |
| | | Daily | \$211.69 | \$219.09 | \$226.49 | \$233.86 | \$241.26 | \$248.64 | \$256.05 |
| | | Hourly | \$26.47 | \$27.39 | \$28.32 | \$29.24 | \$30.16 | \$31.08 | \$32.01 |
| FD | 28 | Annual | \$58,043.00 | \$60,038.00 | \$62,036.00 | \$64,035.00 | \$66,026.00 | \$68,022.00 | \$70,015.00 |

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|------|-------|--------|------------|------------|------------|------------|------------|------------|------------|
| | | Bi-Wk | \$2,223.87 | \$2,300.31 | \$2,376.86 | \$2,453.45 | \$2,529.74 | \$2,606.21 | \$2,682.57 |
| | | Daily | \$222.39 | \$230.04 | \$237.69 | \$245.35 | \$252.98 | \$260.63 | \$268.26 |
| | | Hourly | \$27.80 | \$28.76 | \$29.72 | \$30.67 | \$31.63 | \$32.58 | \$33.54 |

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|------|-------|--------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| FD | 29 | Annual | \$58,599.00 | \$60,799.00 | \$63,000.00 | \$65,200.00 | \$67,398.00 | \$69,597.00 | \$71,795.00 |
| | | Bi-Wk | \$2,245.18 | \$2,329.47 | \$2,413.80 | \$2,498.09 | \$2,582.30 | \$2,666.56 | \$2,750.77 |
| | | Daily | \$224.52 | \$232.95 | \$241.38 | \$249.81 | \$258.23 | \$266.66 | \$275.08 |
| | | Hourly | \$28.07 | \$29.12 | \$30.18 | \$31.23 | \$32.28 | \$33.34 | \$34.39 |
| FD | 30 | Annual | \$60,952.00 | \$63,214.00 | \$65,484.00 | \$67,740.00 | \$70,000.00 | \$72,266.00 | \$74,532.00 |
| | | Bi-Wk | \$2,335.33 | \$2,422.00 | \$2,508.97 | \$2,595.41 | \$2,682.00 | \$2,768.82 | \$2,855.64 |
| | | Daily | \$233.54 | \$242.20 | \$250.90 | \$259.55 | \$268.20 | \$276.89 | \$285.57 |
| | | Hourly | \$29.20 | \$30.28 | \$31.37 | \$32.45 | \$33.53 | \$34.62 | \$35.70 |
| FD | 31 | Annual | \$63,399.00 | \$65,728.00 | \$68,059.00 | \$70,387.00 | \$72,719.00 | \$75,047.00 | \$77,379.00 |
| | | Bi-Wk | \$2,429.09 | \$2,518.32 | \$2,607.63 | \$2,696.82 | \$2,786.17 | \$2,875.37 | \$2,964.72 |
| | | Daily | \$242.91 | \$251.84 | \$260.77 | \$269.69 | \$278.62 | \$287.54 | \$296.48 |
| | | Hourly | \$30.37 | \$31.48 | \$32.60 | \$33.72 | \$34.83 | \$35.95 | \$37.06 |
| FD | 32 | Annual | \$65,942.00 | \$68,333.00 | \$70,725.00 | \$73,120.00 | \$75,516.00 | \$77,908.00 | \$80,308.00 |
| | | Bi-Wk | \$2,526.52 | \$2,618.13 | \$2,709.78 | \$2,801.54 | \$2,893.34 | \$2,984.99 | \$3,076.94 |
| | | Daily | \$252.66 | \$261.82 | \$270.98 | \$280.16 | \$289.34 | \$298.50 | \$307.70 |
| | | Hourly | \$31.59 | \$32.73 | \$33.88 | \$35.02 | \$36.17 | \$37.32 | \$38.47 |
| FD | 33 | Annual | \$68,595.00 | \$71,055.00 | \$73,514.00 | \$75,976.00 | \$78,438.00 | \$80,898.00 | \$83,365.00 |
| | | Bi-Wk | \$2,628.17 | \$2,722.42 | \$2,816.63 | \$2,910.96 | \$3,005.29 | \$3,099.55 | \$3,194.07 |
| | | Daily | \$262.82 | \$272.25 | \$281.67 | \$291.10 | \$300.53 | \$309.96 | \$319.41 |
| | | Hourly | \$32.86 | \$34.04 | \$35.21 | \$36.39 | \$37.57 | \$38.75 | \$39.93 |
| FD | 34 | Annual | \$71,419.00 | \$73,947.00 | \$76,476.00 | \$79,005.00 | \$81,532.00 | \$84,062.00 | \$86,584.00 |
| | | Bi-Wk | \$2,736.37 | \$2,833.22 | \$2,930.12 | \$3,027.02 | \$3,123.84 | \$3,220.77 | \$3,317.40 |
| | | Daily | \$273.64 | \$283.33 | \$293.02 | \$302.71 | \$312.39 | \$322.08 | \$331.74 |
| | | Hourly | \$34.21 | \$35.42 | \$36.63 | \$37.84 | \$39.05 | \$40.26 | \$41.47 |
| FD | 35 | Annual | \$74,354.00 | \$76,943.00 | \$79,540.00 | \$82,132.00 | \$84,724.00 | \$87,311.00 | \$89,909.00 |
| | | Bi-Wk | \$2,848.82 | \$2,948.01 | \$3,047.51 | \$3,146.82 | \$3,246.14 | \$3,345.25 | \$3,444.79 |
| | | Daily | \$284.89 | \$294.81 | \$304.76 | \$314.69 | \$324.62 | \$334.53 | \$344.48 |
| | | Hourly | \$35.62 | \$36.86 | \$38.10 | \$39.34 | \$40.58 | \$41.82 | \$43.06 |
| FD | 36 | Annual | \$77,446.00 | \$80,102.00 | \$82,764.00 | \$85,422.00 | \$88,083.00 | \$90,740.00 | \$93,399.00 |
| | | Bi-Wk | \$2,967.28 | \$3,069.05 | \$3,171.04 | \$3,272.88 | \$3,374.83 | \$3,476.63 | \$3,578.51 |
| | | Daily | \$296.73 | \$306.91 | \$317.11 | \$327.29 | \$337.49 | \$347.67 | \$357.86 |
| | | Hourly | \$37.10 | \$38.37 | \$39.64 | \$40.92 | \$42.19 | \$43.46 | \$44.74 |
| FD | 37 | Annual | \$80,660.00 | \$83,390.00 | \$86,122.00 | \$88,856.00 | \$91,589.00 | \$94,322.00 | \$97,053.00 |

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|------|-------|--------|------------|------------|------------|------------|------------|------------|------------|
| | | Bi-Wk | \$3,090.43 | \$3,195.02 | \$3,299.70 | \$3,404.45 | \$3,509.16 | \$3,613.87 | \$3,718.51 |
| | | Daily | \$309.05 | \$319.51 | \$329.97 | \$340.45 | \$350.92 | \$361.39 | \$371.86 |
| | | Hourly | \$38.64 | \$39.94 | \$41.25 | \$42.56 | \$43.87 | \$45.18 | \$46.49 |

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|------|-------|--------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| FD | 38 | Annual | \$83,990.00 | \$86,782.00 | \$89,581.00 | \$92,375.00 | \$95,172.00 | \$97,967.00 | \$100,764.00 |
| | | Bi-Wk | \$3,218.01 | \$3,324.99 | \$3,432.23 | \$3,539.28 | \$3,646.44 | \$3,753.53 | \$3,860.69 |
| | | Daily | \$321.81 | \$332.50 | \$343.23 | \$353.93 | \$364.65 | \$375.36 | \$386.07 |
| | | Hourly | \$40.23 | \$41.57 | \$42.91 | \$44.25 | \$45.59 | \$46.92 | \$48.26 |
| FD | 39 | Annual | \$87,483.00 | \$90,347.00 | \$93,206.00 | \$96,074.00 | \$98,936.00 | \$101,795.00 | \$104,662.00 |
| | | Bi-Wk | \$3,351.84 | \$3,461.58 | \$3,571.12 | \$3,681.00 | \$3,790.66 | \$3,900.20 | \$4,010.04 |
| | | Daily | \$335.19 | \$346.16 | \$357.12 | \$368.10 | \$379.07 | \$390.02 | \$401.01 |
| | | Hourly | \$41.90 | \$43.27 | \$44.64 | \$46.02 | \$47.39 | \$48.76 | \$50.13 |
| FD | 40 | Annual | \$91,130.00 | \$94,050.00 | \$96,980.00 | \$99,900.00 | \$102,826.00 | \$105,748.00 | \$108,675.00 |
| | | Bi-Wk | \$3,491.58 | \$3,603.45 | \$3,715.71 | \$3,827.59 | \$3,939.70 | \$4,051.65 | \$4,163.80 |
| | | Daily | \$349.16 | \$360.35 | \$371.58 | \$382.76 | \$393.97 | \$405.17 | \$416.38 |
| | | Hourly | \$43.65 | \$45.05 | \$46.45 | \$47.85 | \$49.25 | \$50.65 | \$52.05 |
| FD | 41 | Annual | \$94,939.00 | \$97,935.00 | \$100,930.00 | \$103,926.00 | \$106,922.00 | \$109,914.00 | \$112,909.00 |
| | | Bi-Wk | \$3,637.51 | \$3,752.30 | \$3,867.05 | \$3,981.84 | \$4,096.63 | \$4,211.27 | \$4,326.02 |
| | | Daily | \$363.76 | \$375.23 | \$386.71 | \$398.19 | \$409.67 | \$421.13 | \$432.61 |
| | | Hourly | \$45.47 | \$46.91 | \$48.34 | \$49.78 | \$51.21 | \$52.65 | \$54.08 |
| FD | 42 | Annual | \$98,895.00 | \$101,960.00 | \$105,026.00 | \$108,078.00 | \$111,144.00 | \$114,203.00 | \$117,270.00 |
| | | Bi-Wk | \$3,789.09 | \$3,906.52 | \$4,023.99 | \$4,140.92 | \$4,258.40 | \$4,375.60 | \$4,493.11 |
| | | Daily | \$378.91 | \$390.66 | \$402.40 | \$414.10 | \$425.84 | \$437.56 | \$449.32 |
| | | Hourly | \$47.37 | \$48.84 | \$50.30 | \$51.77 | \$53.23 | \$54.70 | \$56.17 |
| FD | 43 | Annual | \$103,096.00 | \$106,219.00 | \$109,342.00 | \$112,462.00 | \$115,590.00 | \$118,708.00 | \$121,830.00 |
| | | Bi-Wk | \$3,950.04 | \$4,069.70 | \$4,189.35 | \$4,308.89 | \$4,428.74 | \$4,548.20 | \$4,667.82 |
| | | Daily | \$395.01 | \$406.97 | \$418.94 | \$430.89 | \$442.88 | \$454.82 | \$466.79 |
| | | Hourly | \$49.38 | \$50.88 | \$52.37 | \$53.87 | \$55.36 | \$56.86 | \$58.35 |