

**Compensation Plan Section B**

10/01/2018

| Schedule | Grade | Base Min | End of 6 Month | End of 1 Year | End of 18 Month | End of 2 Years | End of 30 Month | End Of 3 Years | End of 42 Month | End of 4 Years | End of 54 Month | End of 5 Years | End of 66 Month | End of 6 Years |
|----------|-------|----------|----------------|---------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|
| A02-001  | E6    | \$16.76  | \$17.11        | \$17.47       | \$17.89         | \$18.44        | \$19.11         | \$19.55        | \$20.31         | --             | \$20.56         | --             | \$21.40         | --             |
| A02-002  | 6     | \$16.76  | \$17.11        | \$17.47       | \$17.89         | \$18.44        | \$19.11         | \$19.55        | \$20.31         | --             | \$20.56         | --             | \$21.40         | --             |
|          | E7    | \$18.85  | \$19.27        | \$19.69       | \$20.20         | \$20.50        | \$21.11         | \$21.40        | \$21.93         | --             | \$22.84         | --             | \$23.18         | --             |
| A02-003  | E7    | \$18.85  | \$19.27        | \$19.69       | \$20.20         | \$20.50        | \$21.11         | \$21.40        | \$21.93         | --             | \$22.84         | --             | \$23.18         | --             |
| A02-004  | 7     | \$18.85  | \$19.27        | \$19.69       | \$20.20         | \$20.50        | \$21.11         | \$21.40        | \$21.93         | --             | \$22.84         | --             | \$23.18         | --             |
|          | E8    | \$19.30  | \$19.82        | \$20.31       | \$20.76         | \$21.11        | \$21.71         | \$22.29        | \$22.84         | --             | \$23.38         | --             | \$24.23         | --             |
| A02-005  | 6     | \$17.06  | \$17.40        | \$17.73       | \$18.12         | \$18.60        | \$19.13         | \$19.55        | \$20.11         | --             | \$20.76         | --             | \$21.69         | --             |
|          | 7     | \$17.60  | \$17.99        | \$18.42       | \$18.80         | \$19.13        | \$19.80         | \$20.32        | \$20.95         | --             | \$21.56         | --             | \$22.57         | --             |
|          | E8    | \$19.02  | \$19.40        | \$19.80       | \$20.32         | \$20.76        | \$21.29         | \$21.69        | \$22.31         | --             | \$23.33         | --             | \$23.98         | --             |
| A02-006  | 9     | \$20.85  | --             | \$21.94       | --              | \$23.03        | --              | \$23.98        | --              | \$25.06        | --              | \$26.11        | --              | \$26.80        |
| A02-007  | 7     | \$18.85  | \$19.27        | \$19.69       | \$20.20         | \$20.50        | \$21.11         | \$21.40        | \$21.93         | --             | \$22.84         | --             | \$23.18         | --             |
|          | 8     | \$19.30  | \$19.82        | \$20.31       | \$20.76         | \$21.11        | \$21.71         | \$22.29        | \$22.84         | --             | \$23.38         | --             | \$24.23         | --             |
|          | E9    | \$19.54  | --             | \$20.56       | --              | \$21.57        | --              | \$22.84        | --              | \$24.00        | --              | \$25.44        | --              | \$26.88        |
| A02-008  | 8     | \$18.85  | \$19.27        | \$19.69       | \$20.20         | \$20.50        | \$21.11         | \$21.40        | \$21.93         | --             | \$22.84         | --             | \$23.18         | --             |
|          | E9    | \$20.77  | \$21.21        | \$21.64       | \$22.14         | \$22.52        | \$23.17         | \$23.74        | \$24.28         | --             | \$24.86         | --             | \$25.71         | --             |
| A02-009  | 9     | \$20.77  | \$21.21        | \$21.64       | \$23.01         | --             | \$23.17         | \$23.74        | \$24.28         | --             | \$24.86         | --             | \$25.71         | --             |
|          | E10   | \$20.97  | --             | \$21.64       | \$23.01         | --             | \$24.28         | --             | \$25.50         | --             | \$26.97         | --             | \$28.31         | --             |
| A02-010  | 10    | \$21.43  | --             | \$22.65       | --              | \$23.86        | --              | \$25.12        | --              | \$26.17        | --              | \$27.08        | --              | \$28.07        |
|          | E11   | \$22.64  | --             | \$23.86       | --              | \$25.12        | --              | \$26.43        | --              | \$27.81        | --              | \$29.34        | --              | \$30.83        |

**Compensation Plan Section B**

10/01/2018

| Schedule | Grade | Base Min | End of 6 Month | End of 1 Year | End of 18 Month | End of 2 Years | End of 30 Month | End Of 3 Years | End of 42 Month | End of 4 Years | End of 54 Month | End of 5 Years | End of 66 Month | End of 6 Years |
|----------|-------|----------|----------------|---------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|
| A02-011  | 8     | \$18.85  | \$19.27        | \$19.69       | \$20.20         | \$20.50        | \$21.11         | \$21.40        | \$21.93         | --             | \$22.84         | --             | \$23.18         | --             |
|          | 9     | \$19.30  | \$19.82        | \$20.31       | \$20.76         | \$21.11        | \$21.71         | \$22.29        | \$22.84         | --             | \$23.38         | --             | \$24.23         | --             |
|          | E10   | \$19.54  | --             | \$20.56       | --              | \$21.57        | --              | \$22.84        | --              | \$24.00        | --              | \$25.44        | --              | \$26.88        |
| A02-012  | 9     | \$20.49  | \$21.02        | \$21.55       | \$22.08         | \$22.57        | \$23.76         | \$24.59        | \$25.50         | --             | --              | --             | --              | --             |
|          | 10    | \$19.51  | --             | \$20.72       | --              | \$21.91        | --              | \$22.98        | --              | \$24.23        | --              | \$25.47        | --              | \$26.80        |
|          | P11   | \$21.11  | --             | \$22.44       | --              | \$23.76        | --              | \$25.06        | --              | \$26.42        | --              | \$27.77        | --              | \$29.00        |
| A02-013  | 9     | \$20.49  | \$21.02        | \$21.55       | \$22.08         | \$22.57        | \$23.76         | \$24.59        | \$25.50         | --             | --              | --             | --              | --             |
|          | 10    | \$19.80  | --             | \$20.72       | --              | \$21.64        | --              | \$22.98        | --              | \$24.23        | --              | \$25.47        | --              | \$26.88        |
|          | P11   | \$21.96  | --             | \$23.17       | --              | \$24.39        | --              | \$26.12        | --              | \$27.77        | --              | \$29.56        | --              | \$31.45        |
| A02-014  | 9     | \$19.30  | \$19.82        | \$20.31       | \$20.76         | \$21.11        | \$21.71         | \$22.29        | \$22.84         | --             | \$23.38         | --             | \$24.23         | --             |
|          | E10   | \$19.54  | --             | \$20.56       | --              | \$21.57        | --              | \$22.84        | --              | \$24.00        | --              | \$25.44        | --              | \$26.88        |
| A02-015  | 8     | \$19.30  | \$19.82        | \$20.31       | \$20.76         | \$21.11        | \$21.71         | \$22.29        | \$22.84         | --             | \$23.38         | --             | \$24.23         | --             |
| A02-016  | 10    | \$19.54  | --             | \$20.56       | --              | \$21.57        | --              | \$22.84        | --              | \$24.00        | --              | \$25.44        | --              | \$26.88        |
|          | E11   | \$21.97  | --             | \$23.18       | --              | \$24.40        | --              | \$25.71        | --              | \$27.06        | --              | \$28.27        | --              | \$29.82        |
| A02-017  | 9     | \$21.01  | --             | \$22.14       | --              | \$23.31        | --              | \$24.52        | --              | \$25.59        | --              | \$26.48        | --              | \$27.44        |
|          | 10    | \$22.08  | --             | \$23.31       | --              | \$24.52        | --              | \$25.80        | --              | \$27.13        | --              | \$28.67        | --              | \$30.16        |
|          | E11   | \$24.44  | --             | \$25.80       | --              | \$27.13        | --              | \$28.96        | --              | \$30.54        | --              | \$32.43        | --              | \$34.15        |
| A02-018  | 10    | \$21.02  | --             | \$22.09       | --              | \$23.17        | --              | \$24.59        | --              | \$25.68        | --              | \$27.06        | --              | \$28.50        |
| A02-019  | 10    | \$21.10  | --             | \$22.31       | --              | \$23.50        | --              | \$24.78        | --              | \$25.89        | --              | \$27.30        | --              | \$28.77        |
|          | E11   | \$22.74  | --             | \$24.20       | --              | \$25.63        | --              | \$27.01        | --              | \$28.46        | --              | \$30.02        | --              | \$31.56        |
| A02-020  | 11    | \$21.97  | --             | \$23.18       | --              | \$24.40        | --              | \$25.71        | --              | \$27.06        | --              | \$28.27        | --              | \$29.82        |

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10/01/2018

| Schedule | Grade | Base Min | End of 6 Month | End of 1 Year | End of 18 Month | End of 2 Years | End of 30 Month | End Of 3 Years | End of 42 Month | End of 4 Years | End of 54 Month | End of 5 Years | End of 66 Month | End of 6 Years |
|----------|-------|----------|----------------|---------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|
| A02-021  | 12    | \$21.96  | --             | \$23.17       | --              | \$24.39        | --              | \$26.12        | --              | \$27.77        | --              | \$29.56        | --              | \$31.45        |
| A02-022  | E11   | \$22.74  | --             | \$24.20       | --              | \$25.63        | --              | \$27.01        | --              | \$28.46        | --              | \$30.02        | --              | \$31.56        |
| A02-023  | 12    | \$23.72  | --             | \$25.06       | --              | \$26.42        | --              | \$27.77        | --              | \$29.31        | --              | \$30.90        | --              | \$32.59        |
| A02-024  | 12    | \$23.50  | --             | \$24.82       | --              | \$26.12        | --              | \$28.02        | --              | \$29.82        | --              | \$31.77        | --              | \$33.73        |
| A02-025  | 12    | \$25.10  | --             | \$26.54       | --              | \$28.00        | --              | \$29.90        | --              | \$31.66        | --              | \$33.74        | --              | \$35.71        |
| A02-026  | 13    | \$25.10  | --             | \$26.54       | --              | \$28.00        | --              | \$29.90        | --              | \$31.66        | --              | \$33.74        | --              | \$35.71        |
| A02-027  | 10    | \$20.97  | --             | \$21.98       | --              | \$23.01        | --              | \$24.28        | --              | \$25.50        | --              | \$26.97        | --              | \$28.31        |
| A02-028  | 13    | \$26.50  | --             | \$28.14       | --              | \$29.75        | --              | \$31.50        | --              | \$33.58        | --              | \$35.60        | --              | \$38.03        |
| A02-029  | 7     | \$10.13  | \$10.37        | \$10.60       | \$10.85         | \$11.00        | \$11.34         | \$11.48        | \$11.72         | --             | \$12.26         | --             | \$12.42         | --             |
| A02-030  | 9     | \$11.18  | \$11.40        | \$11.61       | \$11.87         | \$12.04        | \$12.42         | \$12.68        | \$13.01         | --             | \$13.29         | --             | \$13.75         | --             |
| A02-031  | 10    | \$16.68  | --             | \$17.65       | --              | \$18.63        | --              | \$19.54        | --              | \$20.41        | --              | \$21.09        | --              | \$21.88        |
| A02-032  | 6     | \$16.76  | \$17.11        | \$17.47       | \$17.89         | \$18.44        | \$19.11         | \$19.55        | \$20.31         | --             | \$20.56         | --             | \$21.40         | --             |
| A02-033  | 10    | \$19.54  | --             | \$20.56       | --              | \$21.57        | --              | \$22.84        | --              | \$24.00        | --              | \$25.44        | --              | \$26.88        |
|          | E11   | \$21.97  | --             | \$23.18       | --              | \$24.40        | --              | \$25.71        | --              | \$27.06        | --              | \$28.27        | --              | \$29.82        |
| A02-034  | 10    | \$19.54  | --             | \$20.56       | --              | \$21.57        | --              | \$22.84        | --              | \$24.00        | --              | \$25.44        | --              | \$26.88        |
| A02-035  | 9     | \$20.77  | \$21.21        | \$21.64       | \$22.14         | \$22.52        | \$23.17         | \$23.74        | \$24.28         | --             | \$24.86         | --             | \$25.71         | --             |
| A02-036  | 7     | \$18.95  | --             | \$19.93       | --              | \$20.89        | --              | \$21.79        | --              | \$22.88        | --              | \$23.98        | --              | \$25.09        |
| A02-037  | 9     | \$20.49  | \$21.02        | \$21.55       | \$22.08         | \$22.57        | \$23.76         | \$24.59        | \$25.50         | --             | --              | --             | --              | --             |
|          | 10    | \$21.10  | --             | \$22.31       | --              | \$23.50        | --              | \$24.78        | --              | \$25.89        | --              | \$27.30        | --              | \$28.77        |
|          | P11   | \$22.74  | --             | \$24.20       | --              | \$25.63        | --              | \$27.01        | --              | \$28.46        | --              | \$30.02        | --              | \$31.56        |

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10/01/2018

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|----------|-------|----------|----------------|---------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|
| A02-038  | 12    | \$23.50  | --             | \$24.82       | --              | \$26.12        | --              | \$28.02        | --              | \$29.82        | --              | \$31.77        | --              | \$33.73        |
| A31-001  | E5    | \$16.13  | \$16.51        | \$16.89       | \$17.21         | \$17.62        | \$18.01         | \$18.43        | \$18.80         | --             | \$19.40         | --             | \$19.94         | --             |
| A31-002  | 5     | \$17.06  | \$17.40        | \$17.73       | \$18.12         | \$18.60        | \$19.13         | \$19.55        | \$20.11         | --             | \$20.76         | --             | \$21.69         | --             |
|          | E6    | \$17.60  | \$17.99        | \$18.42       | \$18.80         | \$19.13        | \$19.80         | \$20.32        | \$20.95         | --             | \$21.56         | --             | \$22.57         | --             |
| A31-003  | E6    | \$17.60  | \$17.99        | \$18.42       | \$18.80         | \$19.13        | \$19.80         | \$20.32        | \$20.95         | --             | \$21.56         | --             | \$22.57         | --             |
| A31-004  | 6     | \$16.82  | \$17.21        | \$17.62       | \$18.01         | \$18.43        | \$18.80         | \$19.22        | \$19.68         | --             | \$20.54         | --             | \$21.21         | --             |
| A31-005  | 6     | \$17.06  | \$17.40        | \$17.73       | \$18.12         | \$18.60        | \$19.13         | \$19.55        | \$20.11         | --             | \$20.76         | --             | \$21.69         | --             |
|          | 7     | \$17.60  | \$17.99        | \$18.42       | \$18.80         | \$19.13        | \$19.80         | \$20.32        | \$20.95         | --             | \$21.56         | --             | \$22.57         | --             |
|          | E8    | \$19.02  | \$19.40        | \$19.80       | \$20.32         | \$20.76        | \$21.29         | \$21.69        | \$22.31         | --             | \$23.33         | --             | \$23.98         | --             |
| A31-006  | 7     | \$17.60  | \$17.99        | \$18.42       | \$18.80         | \$19.13        | \$19.80         | \$20.32        | \$20.95         | --             | \$21.56         | --             | \$22.57         | --             |
|          | E8    | \$19.02  | \$19.40        | \$19.80       | \$20.32         | \$20.76        | \$21.29         | \$21.69        | \$22.31         | --             | \$23.33         | --             | \$23.98         | --             |
| A31-007  | 7     | \$19.02  | \$19.40        | \$19.80       | \$20.32         | \$20.76        | \$21.29         | \$21.69        | \$22.31         | --             | \$23.33         | --             | \$23.98         | --             |
| A31-008  | 8     | \$20.85  | --             | \$21.94       | --              | \$23.03        | --              | \$23.98        | --              | \$25.06        | --              | \$26.11        | --              | \$26.80        |
| A31-009  | 8     | \$19.02  | \$19.40        | \$19.80       | \$20.32         | \$20.76        | \$21.29         | \$21.69        | \$22.31         | --             | \$23.33         | --             | \$23.98         | --             |
|          | E9    | \$20.85  | --             | \$21.94       | --              | \$23.03        | --              | \$23.98        | --              | \$25.06        | --              | \$26.11        | --              | \$26.80        |
| A31-010  | E9    | \$20.85  | --             | \$21.94       | --              | \$23.03        | --              | \$23.98        | --              | \$25.06        | --              | \$26.11        | --              | \$26.80        |
| A31-011  | 9     | \$20.85  | --             | \$21.94       | --              | \$23.03        | --              | \$23.98        | --              | \$25.06        | --              | \$26.11        | --              | \$26.80        |
| A31-012  | 10    | \$21.39  | --             | \$22.57       | --              | \$23.78        | --              | \$25.06        | --              | \$26.35        | --              | \$27.71        | --              | \$29.22        |
| A31-013  | E10   | \$21.39  | --             | \$22.57       | --              | \$23.78        | --              | \$25.06        | --              | \$26.35        | --              | \$27.71        | --              | \$29.22        |

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|----------|-------|----------|----------------|---------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|
| A31-014  | 8     | \$19.02  | \$19.40        | \$19.80       | \$20.32         | \$20.76        | \$21.29         | \$21.69        | \$22.31         | --             | \$23.33         | --             | \$23.98         | --             |
|          | 9     | \$20.85  | --             | \$21.94       | --              | \$23.03        | --              | \$23.98        | --              | \$25.06        | --              | \$26.11        | --              | \$26.80        |
|          | E10   | \$21.39  | --             | \$22.57       | --              | \$23.78        | --              | \$25.06        | --              | \$26.35        | --              | \$27.71        | --              | \$29.22        |
| A31-015  | E8    | \$19.02  | \$19.40        | \$19.80       | \$20.32         | \$20.76        | \$21.29         | \$21.69        | \$22.31         | --             | \$23.33         | --             | \$23.98         | --             |
| A31-016  | 9     | \$20.85  | --             | \$21.94       | --              | \$23.03        | --              | \$23.98        | --              | \$25.06        | --              | \$26.11        | --              | \$26.80        |
|          | E10   | \$21.39  | --             | \$22.57       | --              | \$23.78        | --              | \$25.06        | --              | \$26.35        | --              | \$27.71        | --              | \$29.22        |
| A31-017  | E10   | \$21.10  | --             | \$22.31       | --              | \$23.50        | --              | \$24.78        | --              | \$25.89        | --              | \$27.30        | --              | \$28.77        |
| A31-018  | 11    | \$22.74  | --             | \$24.20       | --              | \$25.63        | --              | \$27.01        | --              | \$28.46        | --              | \$30.02        | --              | \$31.56        |
| A31-019  | 11    | \$23.39  | --             | \$24.78       | --              | \$26.16        | --              | \$27.63        | --              | \$29.19        | --              | \$30.81        | --              | \$32.24        |
| A31-020  | 10    | \$18.26  | --             | \$19.40       | --              | \$20.54        | --              | \$21.55        | --              | \$22.53        | --              | \$23.73        | --              | \$24.95        |
| A31-021  | 8     | \$18.26  | --             | \$19.40       | --              | \$20.54        | --              | \$21.55        | --              | \$22.53        | --              | \$23.73        | --              | \$24.95        |
| A31-022  | 9     | \$20.85  | --             | \$21.94       | --              | \$23.03        | --              | \$23.98        | --              | \$25.06        | --              | \$26.11        | --              | \$26.80        |
|          | E10   | \$21.10  | --             | \$22.31       | --              | \$23.50        | --              | \$24.78        | --              | \$25.89        | --              | \$27.30        | --              | \$28.77        |
| C12-001  | 8     | \$17.67  | \$18.20        | \$18.72       | \$21.09         | \$21.42        | \$22.15         | \$22.53        | \$23.17         | --             | \$24.58         | --             | \$25.92         | --             |
|          | E9    | \$18.34  | \$18.86        | \$19.35       | \$21.81         | \$22.15        | \$22.91         | \$23.51        | \$24.18         | --             | \$25.28         | --             | \$27.06         | --             |
| C12-002  | 9     | \$18.34  | \$18.86        | \$19.35       | \$21.81         | \$22.15        | \$22.91         | \$23.51        | \$24.18         | --             | \$25.28         | --             | \$27.06         | --             |
|          | E10   | \$19.00  | \$19.52        | \$20.04       | \$22.53         | --             | \$23.70         | --             | \$24.78         | --             | \$26.47         | --             | \$28.71         | --             |
| C12-003  | E10   | \$19.00  | \$19.52        | \$20.04       | \$22.53         | --             | \$23.70         | --             | \$24.78         | --             | \$26.47         | --             | \$28.71         | --             |
| C12-004  | 10    | \$16.69  | --             | \$19.69       | --              | \$22.70        | --              | \$24.18        | --              | \$25.56        | --              | \$27.59        | --              | \$30.14        |
| C12-005  | E10   | \$16.69  | --             | \$19.69       | --              | \$22.70        | --              | \$24.18        | --              | \$25.56        | --              | \$27.59        | --              | \$30.14        |

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|----------|-------|----------|----------------|---------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|
| C12-006  | 8     | \$17.67  | \$18.20        | \$18.72       | \$21.09         | \$21.42        | \$22.15         | \$22.53        | \$23.17         | --             | \$24.58         | --             | \$25.92         | --             |
|          | 9     | \$18.34  | \$18.86        | \$19.35       | \$21.81         | \$22.15        | \$22.91         | \$23.51        | \$24.18         | --             | \$25.28         | --             | \$27.06         | --             |
|          | E10   | \$19.00  | \$19.52        | \$20.04       | \$22.53         | --             | \$23.70         | --             | \$24.78         | --             | \$26.47         | --             | \$28.71         | --             |
| E42-001  | 6     | \$17.28  | \$17.67        | \$18.05       | \$18.49         | \$18.92        | \$19.52         | \$19.88        | \$20.31         | --             | \$20.95         | --             | \$21.60         | --             |
|          | 7     | \$17.77  | \$18.27        | \$18.80       | \$19.28         | \$19.71        | \$20.17         | \$20.59        | \$21.30         | --             | \$21.79         | --             | \$22.50         | --             |
|          | E8    | \$18.88  | \$19.28        | \$19.68       | \$20.17         | \$20.59        | \$21.11         | \$21.60        | \$22.33         | --             | \$22.97         | --             | \$23.49         | --             |
| E42-002  | 8     | \$18.88  | \$19.28        | \$19.68       | \$20.17         | \$20.59        | \$21.11         | \$21.60        | \$22.33         | --             | \$22.97         | --             | \$23.49         | --             |
|          | 9     | \$18.47  | --             | \$19.53       | --              | \$20.59        | --              | \$21.60        | --              | \$22.67        | --              | \$24.09        | --              | \$25.26        |
|          | E10   | \$19.17  | --             | \$20.31       | --              | \$21.44        | --              | \$22.50        | --              | \$23.64        | --              | \$24.87        | --              | \$26.36        |
| E42-003  | 8     | \$17.77  | \$18.27        | \$18.80       | \$19.22         | \$19.68        | \$20.17         | \$20.59        | \$21.29         | --             | \$21.71         | --             | \$22.50         | --             |
|          | 9     | \$18.47  | --             | \$19.53       | --              | \$20.59        | --              | \$21.60        | --              | \$22.67        | --              | \$24.09        | --              | \$25.26        |
|          | E10   | \$19.17  | --             | \$20.31       | --              | \$21.44        | --              | \$22.50        | --              | \$23.64        | --              | \$24.87        | --              | \$26.36        |
| E42-004  | 9     | \$20.20  | --             | \$21.44       | --              | \$22.68        | --              | \$23.89        | --              | \$25.26        | --              | \$26.53        | --              | \$27.94        |
| E42-005  | 11    | \$20.20  | --             | \$21.44       | --              | \$22.68        | --              | \$23.89        | --              | \$25.26        | --              | \$26.53        | --              | \$27.94        |
| E42-006  | 6     | \$17.26  | \$17.66        | \$18.02       | \$18.46         | \$18.91        | \$19.48         | \$19.81        | \$20.31         | --             | \$20.95         | --             | \$21.56         | --             |
|          | 7     | \$17.77  | \$18.27        | \$18.80       | \$19.22         | \$19.68        | \$20.17         | \$20.59        | \$21.29         | --             | \$21.71         | --             | \$22.50         | --             |
|          | E8    | \$18.79  | \$19.22        | \$19.67       | \$20.17         | \$20.59        | \$21.08         | \$21.56        | \$22.31         | --             | \$22.87         | --             | \$23.46         | --             |
| E42-007  | 8     | \$17.77  | \$18.27        | \$18.80       | \$19.22         | \$19.68        | \$20.17         | \$20.59        | \$21.29         | --             | \$21.71         | --             | \$22.50         | --             |
|          | 9     | \$17.67  | --             | \$18.75       | --              | \$19.81        | --              | \$20.78        | --              | \$21.88        | --              | \$23.22        | --              | \$24.35        |
|          | E10   | \$18.35  | --             | \$19.51       | --              | \$20.66        | --              | \$21.66        | --              | \$22.78        | --              | \$24.06        | --              | \$25.44        |
| E42-008  | E8    | \$17.96  | \$18.43        | \$18.89       | \$19.37         | \$19.81        | \$20.32         | \$20.78        | \$21.51         | --             | \$22.09         | --             | \$22.66         | --             |

**Compensation Plan Section B**

10/01/2018

| Schedule | Grade | Base Min | End of 6 Month | End of 1 Year | End of 18 Month | End of 2 Years | End of 30 Month | End Of 3 Years | End of 42 Month | End of 4 Years | End of 54 Month | End of 5 Years | End of 66 Month | End of 6 Years |
|----------|-------|----------|----------------|---------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|
| E42-009  | 8     | \$17.96  | \$18.43        | \$18.89       | \$19.37         | \$19.81        | \$20.32         | \$20.78        | \$21.51         | --             | \$22.09         | --             | \$22.66         | --             |
|          | 9     | \$17.67  | --             | \$18.75       | --              | \$19.81        | --              | \$20.78        | --              | \$21.88        | --              | \$23.22        | --              | \$24.35        |
|          | E10   | \$18.35  | --             | \$19.51       | --              | \$20.66        | --              | \$21.66        | --              | \$22.78        | --              | \$24.06        | --              | \$25.44        |
| E42-010  | 9     | \$17.67  | --             | \$18.75       | --              | \$19.81        | --              | \$20.78        | --              | \$21.88        | --              | \$23.22        | --              | \$24.35        |
|          | E10   | \$18.35  | --             | \$19.51       | --              | \$20.66        | --              | \$21.66        | --              | \$22.78        | --              | \$24.06        | --              | \$25.44        |
| E42-011  | 9     | \$17.92  | --             | \$18.75       | --              | \$19.51        | --              | \$20.66        | --              | \$21.66        | --              | \$23.04        | --              | \$24.06        |
|          | 10    | \$19.67  | --             | \$20.66       | --              | \$21.66        | --              | \$23.04        | --              | \$24.35        | --              | \$25.67        | --              | \$27.10        |
|          | P11   | \$21.91  | --             | \$23.22       | --              | \$24.52        | --              | \$26.41        | --              | \$28.14        | --              | \$29.99        | --              | \$32.00        |
| E42-012  | 8     | \$17.96  | \$18.43        | \$18.89       | \$19.37         | \$19.81        | \$20.32         | \$20.78        | \$21.33         | --             | \$22.09         | --             | \$22.66         | --             |
|          | 9     | \$17.92  | --             | \$18.75       | --              | \$19.51        | --              | \$20.66        | --              | \$21.66        | --              | \$23.04        | --              | \$24.06        |
|          | E10   | \$19.67  | --             | \$20.66       | --              | \$21.66        | --              | \$23.04        | --              | \$24.35        | --              | \$25.67        | --              | \$27.10        |
| E42-013  | 11    | \$19.41  | --             | \$20.66       | --              | \$21.91        | --              | \$23.04        | --              | \$24.35        | --              | \$25.67        | --              | \$27.08        |
| E42-014  | 12    | \$23.61  | --             | \$25.00       | --              | \$26.41        | --              | \$28.39        | --              | \$30.27        | --              | \$32.29        | --              | \$34.43        |
| E42-015  | 9     | \$18.43  | --             | \$19.51       | --              | \$20.59        | --              | \$21.56        | --              | \$22.66        | --              | \$24.09        | --              | \$25.23        |
| E42-016  | 9     | \$19.17  | --             | \$20.31       | --              | \$21.44        | --              | \$22.50        | --              | \$23.64        | --              | \$24.87        | --              | \$26.36        |
| E42-017  | 8     | \$19.16  | \$19.57        | \$20.04       | \$20.50         | \$20.92        | \$21.39         | \$21.88        | \$22.55         | --             | \$23.11         | --             | \$23.64         | --             |
|          | 9     | \$18.81  | --             | \$19.88       | --              | \$20.92        | --              | \$21.88        | --              | \$22.96        | --              | \$24.26        | --              | \$25.32        |
|          | E10   | \$19.46  | --             | \$20.62       | --              | \$21.78        | --              | \$22.68        | --              | \$23.83        | --              | \$25.06        | --              | \$26.40        |
| E42-018  | 7     | \$17.77  | \$18.27        | \$18.80       | \$19.22         | \$19.68        | \$20.17         | \$20.59        | \$21.29         | --             | \$21.71         | --             | \$22.50         | --             |
|          | E8    | \$18.79  | \$19.22        | \$19.67       | \$20.17         | \$20.59        | \$21.08         | \$21.56        | \$22.31         | --             | \$22.87         | --             | \$23.46         | --             |

**Compensation Plan Section B**

10/01/2018

| Schedule | Grade | Base Min | End of 6 Month | End of 1 Year | End of 18 Month | End of 2 Years | End of 30 Month | End Of 3 Years | End of 42 Month | End of 4 Years | End of 54 Month | End of 5 Years | End of 66 Month | End of 6 Years |
|----------|-------|----------|----------------|---------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|
| H21-001  | 9     | \$19.96  | \$20.57        | \$21.21       | \$21.88         | \$22.51        | \$23.51         | \$24.35        | \$25.23         | --             | \$26.87         | --             | \$28.48         | --             |
|          | 10    | \$20.63  | --             | \$21.88       | --              | \$23.12        | --              | \$24.78        | --              | \$25.93        | --              | \$27.55        | --              | \$29.10        |
|          | P11   | \$23.89  | --             | \$25.31       | --              | \$26.69        | --              | \$28.27        | --              | \$29.99        | --              | \$31.79        | --              | \$33.64        |
| H21-002  | 9     | \$19.96  | \$20.57        | \$21.21       | \$21.88         | \$22.51        | \$23.51         | \$24.35        | \$25.23         | --             | \$26.87         | --             | \$28.48         | --             |
|          | 10    | \$21.01  | --             | \$22.31       | --              | \$23.61        | --              | \$25.29        | --              | \$26.47        | --              | \$28.03        | --              | \$29.67        |
|          | P11   | \$24.28  | --             | \$25.78       | --              | \$27.22        | --              | \$28.86        | --              | \$30.59        | --              | \$32.37        | --              | \$34.29        |
| H21-003  | 9     | \$19.96  | \$20.57        | \$21.21       | \$21.88         | \$22.51        | \$23.51         | \$24.35        | \$25.23         | --             | \$26.87         | --             | --              | --             |
|          | 10    | \$19.17  | --             | \$20.27       | --              | \$21.39        | --              | \$22.96        | --              | \$24.32        | --              | \$25.71        | --              | \$27.17        |
|          | P11   | \$24.59  | --             | \$26.18       | --              | \$27.77        | --              | \$29.65        | --              | \$31.48        | --              | \$33.33        | --              | \$35.21        |
| H21-004  | 9     | \$21.56  | --             | \$22.96       | --              | \$24.32        | --              | \$25.31        | --              | \$26.47        | --              | \$27.77        | --              | \$28.86        |
|          | 10    | \$22.37  | --             | \$23.58       | --              | \$24.78        | --              | \$26.18        | --              | \$27.55        | --              | \$29.10        | --              | \$30.83        |
|          | P11   | \$25.33  | --             | \$26.96       | --              | \$28.61        | --              | \$30.26        | --              | \$32.05        | --              | \$33.99        | --              | \$35.85        |
| H21-005  | 9     | \$21.56  | --             | \$22.96       | --              | \$24.32        | --              | \$25.31        | --              | \$26.47        | --              | \$27.77        | --              | \$28.86        |
|          | 10    | \$22.37  | --             | \$23.58       | --              | \$24.78        | --              | \$26.18        | --              | \$27.55        | --              | \$29.10        | --              | \$30.83        |
| H21-006  | 10    | \$22.37  | --             | \$23.58       | --              | \$24.78        | --              | \$26.18        | --              | \$27.55        | --              | \$29.10        | --              | \$30.83        |
|          | P11   | \$25.33  | --             | \$26.96       | --              | \$28.61        | --              | \$30.26        | --              | \$32.05        | --              | \$33.99        | --              | \$35.85        |
| H21-007  | P11   | \$23.89  | --             | \$25.31       | --              | \$26.69        | --              | \$28.27        | --              | \$29.99        | --              | \$31.79        | --              | \$33.64        |
| H21-008  | 9     | \$21.56  | --             | \$22.96       | --              | \$24.32        | --              | \$25.31        | --              | \$26.47        | --              | \$27.77        | --              | \$28.86        |
|          | 10    | \$22.37  | --             | \$23.58       | --              | \$24.78        | --              | \$26.18        | --              | \$27.55        | --              | \$29.10        | --              | \$30.83        |
|          | P11   | \$25.33  | --             | \$26.96       | --              | \$28.61        | --              | \$30.26        | --              | \$32.05        | --              | \$33.99        | --              | \$35.85        |
| H21-009  | 12    | \$25.09  | --             | \$26.96       | --              | \$28.86        | --              | \$30.58        | --              | \$32.39        | --              | \$34.30        | --              | \$36.57        |



**Compensation Plan Section B**

10/01/2018

| Schedule | Grade | Base Min | End of 6 Month | End of 1 Year | End of 18 Month | End of 2 Years | End of 30 Month | End Of 3 Years | End of 42 Month | End of 4 Years | End of 54 Month | End of 5 Years | End of 66 Month | End of 6 Years |
|----------|-------|----------|----------------|---------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|
| H21-010  | 12    | \$25.58  | --             | \$27.51       | --              | \$29.39        | --              | \$31.16        | --              | \$33.01        | --              | \$35.01        | --              | \$37.33        |
| H21-011  | 12    | \$26.18  | --             | \$27.77       | --              | \$29.38        | --              | \$31.48        | --              | \$33.64        | --              | \$35.64        | --              | \$37.69        |
| H21-012  | P11   | \$26.18  | --             | \$27.77       | --              | \$29.38        | --              | \$31.48        | --              | \$33.64        | --              | \$35.64        | --              | \$37.69        |
| H21-013  | 12    | \$27.12  | --             | \$28.86       | --              | \$30.58        | --              | \$32.39        | --              | \$34.30        | --              | \$36.31        | --              | \$38.41        |
| H21-014  | 13    | \$27.22  | --             | \$29.38       | --              | \$31.48        | --              | \$33.33        | --              | \$35.64        | --              | \$37.69        | --              | \$39.96        |
| H21-015  | 12    | \$27.81  | --             | \$29.65       | --              | \$31.48        | --              | \$33.64        | --              | \$35.85        | --              | \$38.11        | --              | \$40.41        |
| H21-016  | 13    | \$29.39  | --             | \$31.21       | --              | \$33.01        | --              | \$34.92        | --              | \$37.01        | --              | \$39.20        | --              | \$41.51        |
| H21-017  | 14    | \$29.36  | --             | \$31.48       | --              | \$33.64        | --              | \$36.31        | --              | \$38.41        | --              | \$40.75        | --              | \$43.20        |
| H21-018  | 14    | \$31.10  | --             | \$33.33       | --              | \$35.64        | --              | \$37.69        | --              | \$39.96        | --              | \$42.41        | --              | \$44.92        |
| H21-019  | 15    | \$33.15  | --             | \$35.64       | --              | \$38.11        | --              | \$40.75        | --              | \$43.20        | --              | \$45.84        | --              | \$48.55        |
| H21-020  | 13    | \$30.12  | --             | \$32.05       | --              | \$33.99        | --              | \$36.31        | --              | \$38.81        | --              | \$41.20        | --              | \$43.61        |
| H21-021  | 15    | \$31.66  | --             | \$33.99       | --              | \$36.31        | --              | \$39.20        | --              | \$42.41        | --              | \$44.92        | --              | \$47.78        |
| H21-022  | 10    | \$24.48  | --             | \$25.83       | --              | \$27.17        | --              | \$29.04        | --              | \$30.31        | --              | \$32.07        | --              | \$33.76        |
|          | P11   | \$28.49  | --             | \$30.14       | --              | \$31.76        | --              | \$33.54        | --              | \$35.41        | --              | \$37.37        | --              | \$39.44        |
| H21-023  | 12    | \$29.91  | --             | \$32.00       | --              | \$34.10        | --              | \$36.04        | --              | \$38.08        | --              | \$40.26        | --              | \$42.84        |
| H21-024  | 13    | \$31.82  | --             | \$34.08       | --              | \$36.35        | --              | \$38.42        | --              | \$40.94        | --              | \$43.24        | --              | \$45.72        |
| H21-025  | 14    | \$33.99  | --             | \$36.35       | --              | \$38.74        | --              | \$41.71        | --              | \$44.02        | --              | \$46.60        | --              | \$49.30        |
| H21-026  | 12    | \$25.23  | --             | \$27.16       | --              | \$29.13        | --              | \$30.83        | --              | \$32.65        | --              | \$34.64        | --              | \$36.95        |
| H21-027  | 13    | \$27.55  | --             | \$29.67       | --              | \$31.84        | --              | \$33.66        | --              | \$35.94        | --              | \$38.07        | --              | \$40.33        |

**Compensation Plan Section B**

10/01/2018

| Schedule | Grade | Base Min | End of 6 Month | End of 1 Year | End of 18 Month | End of 2 Years | End of 30 Month | End Of 3 Years | End of 42 Month | End of 4 Years | End of 54 Month | End of 5 Years | End of 66 Month | End of 6 Years |
|----------|-------|----------|----------------|---------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|
| H21-028  | 12    | \$27.50  | --             | \$29.13       | --              | \$30.83        | --              | \$32.65        | --              | \$34.64        | --              | \$36.66        | --              | \$38.81        |
| H21-029  | 13    | \$29.57  | --             | \$31.46       | --              | \$33.32        | --              | \$35.17        | --              | \$37.34        | --              | \$39.60        | --              | \$41.93        |
| H21-030  | 14    | \$31.38  | --             | \$33.66       | --              | \$35.92        | --              | \$38.08        | --              | \$40.35        | --              | \$42.82        | --              | \$45.33        |
| H21-031  | 15    | \$33.35  | --             | \$35.93       | --              | \$38.51        | --              | \$41.20        | --              | \$43.58        | --              | \$46.34        | --              | \$49.03        |
| H21-032  | 14    | \$29.66  | --             | \$31.84       | --              | \$33.99        | --              | \$36.65        | --              | \$38.78        | --              | \$41.22        | --              | \$43.61        |
| H21-033  | 13    | \$27.92  | --             | \$30.01       | --              | \$32.09        | --              | \$34.00        | --              | \$36.36        | --              | \$38.48        | --              | \$40.77        |
| H21-034  | 14    | \$29.93  | --             | \$32.09       | --              | \$34.29        | --              | \$37.01        | --              | \$39.19        | --              | \$41.55        | --              | \$44.12        |
| H21-035  | 13    | \$27.83  | --             | \$29.66       | --              | \$31.48        | --              | \$33.64        | --              | \$35.86        | --              | \$38.14        | --              | \$40.43        |
| H21-036  | 14    | \$32.11  | --             | \$33.99       | --              | \$35.85        | --              | \$38.41        | --              | \$41.20        | --              | \$43.61        | --              | \$46.32        |
| H21-037  | 13    | \$29.39  | --             | \$31.21       | --              | \$33.01        | --              | \$34.92        | --              | \$37.01        | --              | \$39.20        | --              | \$41.51        |
| H21-038  | 15    | \$33.04  | --             | \$35.21       | --              | \$37.39        | --              | \$39.97        | --              | \$42.80        | --              | \$45.38        | --              | \$48.59        |
| L32-001  | 4     | \$14.08  | \$14.41        | \$14.79       | \$15.14         | \$15.52        | \$16.04         | \$16.41        | \$16.87         | --             | \$17.60         | --             | \$18.46         | --             |
|          | E5    | \$15.90  | \$16.30        | \$16.67       | \$17.01         | \$17.53        | \$17.96         | \$18.32        | \$18.79         | --             | \$19.40         | --             | \$20.22         | --             |
| L32-002  | 6     | \$16.52  | \$17.01        | \$17.53       | \$17.96         | \$18.32        | \$18.79         | \$19.22        | \$19.69         | --             | \$20.67         | --             | \$21.61         | --             |
| L32-003  | 6     | \$15.14  | \$15.54        | \$15.97       | \$16.36         | \$16.82        | \$17.21         | \$17.62        | \$18.09         | --             | \$18.77         | --             | \$19.41         | --             |
|          | E7    | \$16.42  | \$16.89        | \$17.37       | \$17.87         | \$18.23        | \$18.77         | \$19.22        | \$19.93         | --             | \$20.45         | --             | \$21.27         | --             |
| L32-004  | 6     | \$15.14  | \$15.54        | \$15.97       | \$16.36         | \$16.82        | \$17.21         | \$17.62        | \$18.09         | --             | \$18.77         | --             | \$19.41         | --             |
|          | 7     | \$16.42  | \$16.89        | \$17.37       | \$17.87         | \$18.23        | \$18.77         | \$19.22        | \$19.93         | --             | \$20.45         | --             | \$21.27         | --             |
|          | E8    | \$18.08  | \$18.60        | \$19.07       | \$19.55         | \$19.93        | \$20.45         | \$21.01        | \$21.56         | --             | \$22.32         | --             | \$23.21         | --             |

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10/01/2018

| Schedule | Grade | Base Min | End of 6 Month | End of 1 Year | End of 18 Month | End of 2 Years | End of 30 Month | End Of 3 Years | End of 42 Month | End of 4 Years | End of 54 Month | End of 5 Years | End of 66 Month | End of 6 Years |
|----------|-------|----------|----------------|---------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|
| L32-005  | 7     | \$15.14  | \$15.54        | \$15.97       | \$16.36         | \$16.82        | \$17.21         | \$17.62        | \$18.09         | --             | \$18.77         | --             | \$19.41         | --             |
|          | 8     | \$16.42  | \$16.89        | \$17.37       | \$17.87         | \$18.23        | \$18.77         | \$19.22        | \$19.93         | --             | \$20.45         | --             | \$21.27         | --             |
|          | E9    | \$18.08  | \$18.60        | \$19.07       | \$19.55         | \$19.93        | \$20.45         | \$21.01        | \$21.56         | --             | \$22.32         | --             | \$23.21         | --             |
| L32-006  | 8     | \$16.42  | \$16.89        | \$17.37       | \$17.87         | \$18.23        | \$18.77         | \$19.22        | \$19.93         | --             | \$20.45         | --             | \$21.27         | --             |
|          | 9     | \$18.08  | \$18.60        | \$19.07       | \$19.55         | \$19.93        | \$20.45         | \$21.01        | \$21.56         | --             | \$22.32         | --             | \$23.21         | --             |
|          | E10   | \$19.11  | --             | \$20.26       | --              | \$21.40        | --              | \$22.53        | --              | \$23.86        | --              | \$25.05        | --              | \$26.86        |
| L32-007  | 9     | \$18.08  | \$18.60        | \$19.07       | \$19.55         | \$19.93        | \$20.45         | \$21.01        | \$21.56         | --             | \$22.32         | --             | \$23.21         | --             |
|          | 10    | \$19.11  | --             | \$20.26       | --              | \$21.40        | --              | \$22.53        | --              | \$23.86        | --              | \$25.05        | --              | \$26.86        |
|          | E11   | \$20.34  | --             | \$21.76       | --              | \$23.15        | --              | \$24.57        | --              | \$25.96        | --              | \$27.55        | --              | \$29.44        |
| L32-008  | E8    | \$18.08  | \$18.60        | \$19.07       | \$19.55         | \$19.93        | \$20.45         | \$21.01        | \$21.56         | --             | \$22.32         | --             | \$23.21         | --             |
| L32-009  | 9     | \$19.11  | --             | \$20.26       | --              | \$21.40        | --              | \$22.53        | --              | \$23.86        | --              | \$25.05        | --              | \$26.86        |
| L32-010  | 10    | \$19.11  | --             | \$20.26       | --              | \$21.40        | --              | \$22.53        | --              | \$23.86        | --              | \$25.05        | --              | \$26.86        |
| L32-011  | E11   | \$19.65  | --             | \$20.90       | --              | \$22.12        | --              | \$23.32        | --              | \$24.67        | --              | \$26.05        | --              | \$27.85        |
| L32-012  | 11    | \$20.34  | --             | \$21.76       | --              | \$23.15        | --              | \$24.57        | --              | \$25.96        | --              | \$27.55        | --              | \$29.44        |
| L32-013  | 12    | \$21.74  | --             | \$23.15       | --              | \$24.57        | --              | \$26.47        | --              | \$28.63        | --              | \$30.28        | --              | \$32.51        |
| L32-014  | E12   | \$21.74  | --             | \$23.15       | --              | \$24.57        | --              | \$26.47        | --              | \$28.63        | --              | \$30.28        | --              | \$32.51        |
| L32-015  | 13    | \$24.20  | --             | \$25.96       | --              | \$27.77        | --              | \$29.70        | --              | \$31.50        | --              | \$33.35        | --              | \$35.68        |
| L32-016  | P11   | \$24.57  | --             | \$26.47       | --              | \$28.31        | --              | \$30.01        | --              | \$31.84        | --              | \$33.68        | --              | \$36.43        |
| L32-017  | 10    | \$20.34  | --             | \$21.76       | --              | \$23.15        | --              | \$24.57        | --              | \$25.96        | --              | \$27.55        | --              | \$29.44        |
| L32-018  | 9     | \$20.36  | --             | \$21.56       | --              | \$22.78        | --              | \$24.12        | --              | \$25.51        | --              | \$26.92        | --              | \$28.64        |

**Compensation Plan Section B**

10/01/2018

| Schedule | Grade | Base Min | End of 6 Month | End of 1 Year | End of 18 Month | End of 2 Years | End of 30 Month | End Of 3 Years | End of 42 Month | End of 4 Years | End of 54 Month | End of 5 Years | End of 66 Month | End of 6 Years |
|----------|-------|----------|----------------|---------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|
| L32-019  | 8     | \$18.08  | \$18.60        | \$19.07       | \$19.55         | \$19.93        | \$20.45         | \$21.01        | \$21.56         | --             | \$22.32         | --             | \$23.21         | --             |
| L32-020  | 9     | \$21.56  | --             | \$22.96       | --              | \$24.32        | --              | \$25.31        | --              | \$26.47        | --              | \$27.77        | --              | \$28.86        |
|          | 10    | \$22.37  | --             | \$23.58       | --              | \$24.78        | --              | \$26.18        | --              | \$27.55        | --              | \$29.10        | --              | \$30.83        |
|          | P11   | \$24.57  | --             | \$26.47       | --              | \$28.31        | --              | \$30.01        | --              | \$31.84        | --              | \$33.68        | --              | \$36.43        |
| L32-021  | E7    | \$16.42  | \$16.89        | \$17.37       | \$17.87         | \$18.23        | \$18.77         | \$19.22        | \$19.93         | --             | \$20.45         | --             | \$21.27         | --             |
| NERE-001 | 5     | \$16.24  | \$16.62        | \$16.99       | \$17.39         | \$17.68        | \$18.12         | \$18.34        | \$18.92         | --             | \$19.56         | --             | \$20.12         | --             |
|          | 6     | \$17.47  | \$17.78        | \$18.12       | \$18.55         | \$18.92        | \$19.46         | \$19.76        | \$20.12         | --             | \$20.71         | --             | \$21.33         | --             |
|          | E7    | \$18.52  | \$18.92        | \$19.34       | \$19.76         | \$20.12        | \$20.72         | \$21.18        | \$21.81         | --             | \$22.31         | --             | \$22.98         | --             |
| NERE-002 | 7     | \$18.52  | \$18.92        | \$19.34       | \$19.76         | \$20.12        | \$20.72         | \$21.18        | \$21.81         | --             | \$22.31         | --             | \$22.98         | --             |
|          | E8    | \$19.55  | \$20.01        | \$20.44       | \$20.90         | \$21.33        | \$21.81         | \$22.31        | \$22.72         | --             | \$23.50         | --             | \$24.07         | --             |
| NERE-003 | E8    | \$19.55  | \$20.01        | \$20.44       | \$20.90         | \$21.33        | \$21.81         | \$22.31        | \$22.72         | --             | \$23.50         | --             | \$24.07         | --             |
| NERE-004 | 8     | \$19.55  | \$20.01        | \$20.44       | \$20.90         | \$21.33        | \$21.81         | \$22.31        | \$22.72         | --             | \$23.50         | --             | \$24.07         | --             |
| NERE-005 | 8     | \$18.12  | \$18.53        | \$18.93       | \$19.37         | \$19.73        | \$20.10         | \$20.54        | \$21.01         | --             | \$21.87         | --             | \$22.52         | --             |
| NERE-006 | 9     | \$19.32  | \$19.81        | \$20.25       | \$20.68         | \$21.10        | \$21.60         | \$22.08        | \$22.52         | --             | \$23.39         | --             | \$23.98         | --             |
| NERE-007 | 10    | \$19.49  | --             | \$20.68       | --              | \$21.87        | --              | \$22.96        | --              | \$23.98        | --              | \$25.21        | --              | \$26.41        |
| NERE-008 | 11    | \$21.08  | --             | \$22.33       | --              | \$23.59        | --              | \$24.87        | --              | \$26.16        | --              | \$27.66        | --              | \$29.13        |
| NERE-009 | 12    | \$23.19  | --             | \$24.48       | --              | \$25.79        | --              | \$27.47        | --              | \$29.13        | --              | \$30.93        | --              | \$32.76        |
| NERE-010 | 9     | \$19.82  | --             | \$20.95       | --              | \$22.08        | --              | \$23.07        | --              | \$24.21        | --              | \$25.40        | --              | \$26.59        |
| NERE-011 | 10    | \$19.82  | --             | \$20.95       | --              | \$22.08        | --              | \$23.07        | --              | \$24.21        | --              | \$25.40        | --              | \$26.59        |
| NERE-012 | E10   | \$19.90  | --             | \$21.01       | --              | \$22.12        | --              | \$23.13        | --              | \$24.28        | --              | \$25.45        | --              | \$26.67        |

**Compensation Plan Section B**

10/01/2018

| Schedule | Grade | Base Min | End of 6 Month | End of 1 Year | End of 18 Month | End of 2 Years | End of 30 Month | End Of 3 Years | End of 42 Month | End of 4 Years | End of 54 Month | End of 5 Years | End of 66 Month | End of 6 Years |
|----------|-------|----------|----------------|---------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|
| NERE-013 | 11    | \$20.59  | --             | \$21.64       | --              | \$22.68        | --              | \$24.06        | --              | \$25.34        | --              | \$26.92        | --              | \$28.14        |
| NERE-014 | 12    | \$21.64  | --             | \$23.07       | --              | \$24.48        | --              | \$25.79        | --              | \$27.15        | --              | \$28.67        | --              | \$30.18        |
| NERE-015 | 11    | \$21.64  | --             | \$23.07       | --              | \$24.48        | --              | \$25.79        | --              | \$27.15        | --              | \$28.67        | --              | \$30.18        |
| NERE-016 | 12    | \$23.19  | --             | \$24.48       | --              | \$25.79        | --              | \$27.47        | --              | \$29.39        | --              | \$30.97        | --              | \$33.13        |
| NERE-017 | 12    | \$23.32  | --             | \$24.67       | --              | \$26.05        | --              | \$27.51        | --              | \$28.94        | --              | \$30.26        | --              | \$31.95        |
| NERE-018 | 13    | \$25.25  | --             | \$26.88       | --              | \$28.51        | --              | \$30.62        | --              | \$32.62        | --              | \$34.82        | --              | \$36.82        |
| NERE-019 | 14    | \$26.92  | --             | \$28.77       | --              | \$30.62        | --              | \$32.87        | --              | \$35.50        | --              | \$37.80        | --              | \$40.37        |
| NERE-020 | 10    | \$20.35  | --             | \$21.64       | --              | \$22.96        | --              | \$24.10        | --              | \$25.41        | --              | \$26.80        | --              | \$28.14        |
| NERE-021 | 11    | \$21.63  | --             | \$22.95       | --              | \$24.23        | --              | \$25.36        | --              | \$26.68        | --              | \$28.06        | --              | \$29.41        |
| NERE-022 | 12    | \$23.37  | --             | \$24.78       | --              | \$26.18        | --              | \$27.62        | --              | \$29.01        | --              | \$30.49        | --              | \$31.79        |
| NERE-023 | 11    | \$22.09  | --             | \$23.49       | --              | \$24.89        | --              | \$26.36        | --              | \$27.71        | --              | \$29.18        | --              | \$30.50        |
| NERE-024 | 12    | \$22.73  | --             | \$24.29       | --              | \$25.86        | --              | \$27.71        | --              | \$29.47        | --              | \$31.38        | --              | \$33.22        |
| NERE-025 | 12    | \$24.41  | --             | \$26.05       | --              | \$27.71        | --              | \$29.75        | --              | \$31.72        | --              | \$33.76        | --              | \$35.71        |
| NERE-026 | 13    | \$24.41  | --             | \$26.05       | --              | \$27.71        | --              | \$29.75        | --              | \$31.72        | --              | \$33.76        | --              | \$35.71        |
| NERE-027 | 13    | \$26.06  | --             | \$27.92       | --              | \$29.75        | --              | \$31.95        | --              | \$34.41        | --              | \$36.70        | --              | \$39.21        |
| NERE-028 | 14    | \$26.06  | --             | \$27.92       | --              | \$29.75        | --              | \$31.95        | --              | \$34.41        | --              | \$36.70        | --              | \$39.21        |
| NERE-029 | 12    | \$27.95  | --             | \$29.96       | --              | \$31.95        | --              | \$34.12        | --              | \$36.40        | --              | \$38.55        | --              | \$40.78        |
| NERE-030 | 13    | \$29.75  | --             | \$31.95       | --              | \$34.12        | --              | \$36.70        | --              | \$39.21        | --              | \$41.52        | --              | \$43.53        |
| NERE-031 | 14    | \$29.75  | --             | \$31.95       | --              | \$34.12        | --              | \$36.70        | --              | \$39.21        | --              | \$41.52        | --              | \$43.53        |

**Compensation Plan Section B**

10/01/2018

| Schedule | Grade | Base Min | End of 6 Month | End of 1 Year | End of 18 Month | End of 2 Years | End of 30 Month | End Of 3 Years | End of 42 Month | End of 4 Years | End of 54 Month | End of 5 Years | End of 66 Month | End of 6 Years |
|----------|-------|----------|----------------|---------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|
| NERE-032 | 8     | \$19.53  | \$19.98        | \$20.42       | \$20.86         | \$21.31        | \$21.79         | \$22.29        | \$22.71         | --             | \$23.49         | --             | \$24.10         | --             |
|          | E9    | \$19.49  | --             | \$20.25       | --              | \$20.99        | --              | \$22.11        | --              | \$23.09        | --              | \$24.40        | --              | \$25.45        |
| NERE-033 | 8     | \$19.47  | \$19.94        | \$20.37       | \$20.78         | \$21.27        | \$21.71         | \$22.22        | \$22.67         | --             | \$23.43         | --             | \$24.04         | --             |
|          | 9     | \$19.45  | --             | \$20.20       | --              | \$20.95        | --              | \$22.08        | --              | \$23.04        | --              | \$24.36        | --              | \$25.40        |
|          | E10   | \$20.63  | --             | \$21.64       | --              | \$22.66        | --              | \$24.10        | --              | \$25.41        | --              | \$26.80        | --              | \$28.18        |
| NERE-034 | 10    | \$20.73  | --             | \$21.71       | --              | \$22.70        | --              | \$24.16        | --              | \$25.45        | --              | \$26.86        | --              | \$28.35        |
| NERE-035 | 11    | \$22.97  | --             | \$24.29       | --              | \$25.63        | --              | \$27.51        | --              | \$29.18        | --              | \$31.02        | --              | \$33.22        |
| NERE-036 | 12    | \$24.63  | --             | \$26.05       | --              | \$27.51        | --              | \$29.47        | --              | \$31.38        | --              | \$33.52        | --              | \$35.71        |
| NERE-037 | 14    | \$24.63  | --             | \$26.05       | --              | \$27.51        | --              | \$29.47        | --              | \$31.38        | --              | \$33.52        | --              | \$35.71        |
| NERE-038 | 13    | \$26.39  | --             | \$27.92       | --              | \$29.47        | --              | \$31.72        | --              | \$34.12        | --              | \$36.40        | --              | \$38.98        |
| NERE-039 | 15    | \$26.39  | --             | \$27.92       | --              | \$29.47        | --              | \$31.72        | --              | \$34.12        | --              | \$36.40        | --              | \$38.98        |
| NERE-040 | 7     | \$18.44  | \$18.84        | \$19.22       | \$19.65         | \$20.04        | \$20.62         | \$21.09        | \$21.71         | --             | \$22.22         | --             | \$22.96         | --             |
| NERE-041 | 10    | \$21.15  | --             | \$22.12       | --              | \$23.11        | --              | \$24.42        | --              | \$25.76        | --              | \$27.00        | --              | \$28.35        |
| NERE-042 | 9     | \$19.54  | --             | \$20.44       | --              | \$21.33        | --              | \$22.31        | --              | \$23.32        | --              | \$24.41        | --              | \$25.68        |
| NERE-043 | 10    | \$19.90  | --             | \$21.01       | --              | \$22.12        | --              | \$23.13        | --              | \$24.28        | --              | \$25.45        | --              | \$26.67        |
| NERE-044 | 7     | \$18.53  | \$18.91        | \$19.30       | \$19.70         | \$20.12        | \$20.71         | \$21.18        | \$21.83         | --             | \$22.31         | --             | \$23.01         | --             |
|          | 8     | \$19.55  | \$20.01        | \$20.44       | \$20.90         | \$21.32        | \$21.83         | \$22.31        | \$22.78         | --             | \$23.51         | --             | \$24.10         | --             |
|          | E9    | \$19.53  | --             | \$20.27       | --              | \$21.01        | --              | \$22.12        | --              | \$23.11        | --              | \$24.42        | --              | \$25.45        |
| NERE-045 | 12    | \$26.89  | --             | \$28.26       | --              | \$29.65        | --              | \$31.10        | --              | \$32.50        | --              | \$33.90        | --              | \$35.24        |
| NERE-046 | 13    | \$27.51  | --             | \$29.04       | --              | \$30.59        | --              | \$32.50        | --              | \$34.25        | --              | \$36.06        | --              | \$37.93        |

**Compensation Plan Section B**

10/01/2018

| Schedule | Grade | Base Min | End of 6 Month | End of 1 Year | End of 18 Month | End of 2 Years | End of 30 Month | End Of 3 Years | End of 42 Month | End of 4 Years | End of 54 Month | End of 5 Years | End of 66 Month | End of 6 Years |
|----------|-------|----------|----------------|---------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|
| NERE-047 | 14    | \$29.19  | --             | \$30.84       | --              | \$32.50        | --              | \$34.46        | --              | \$36.36        | --              | \$38.54        | --              | \$40.46        |
| NERE-048 | 15    | \$30.80  | --             | \$32.62       | --              | \$34.46        | --              | \$36.76        | --              | \$39.15        | --              | \$41.43        | --              | \$43.93        |
| NERE-049 | 16    | \$33.35  | --             | \$35.51       | --              | \$37.59        | --              | \$40.21        | --              | \$42.95        | --              | \$45.51        | --              | \$47.90        |
| NERE-050 | 17    | \$36.85  | --             | \$39.15       | --              | \$41.43        | --              | \$44.34        | --              | \$47.57        | --              | \$49.64        | --              | \$52.26        |
| NERE-051 | 9     | \$19.56  | --             | \$20.68       | --              | \$21.79        | --              | \$23.07        | --              | \$24.28        | --              | \$25.87        | --              | \$27.35        |
| NERE-052 | 10    | \$22.21  | --             | \$23.48       | --              | \$24.77        | --              | \$26.12        | --              | \$27.61        | --              | \$28.86        | --              | \$30.51        |
| NERE-053 | 11    | \$22.21  | --             | \$23.48       | --              | \$24.77        | --              | \$26.12        | --              | \$27.61        | --              | \$28.86        | --              | \$30.51        |
| NERE-054 | 12    | \$22.21  | --             | \$23.48       | --              | \$24.77        | --              | \$26.12        | --              | \$27.61        | --              | \$28.86        | --              | \$30.51        |
| NERE-055 | 11    | \$23.61  | --             | \$25.00       | --              | \$26.41        | --              | \$28.34        | --              | \$30.19        | --              | \$32.51        | --              | \$34.45        |
| NERE-056 | 13    | \$23.61  | --             | \$25.00       | --              | \$26.41        | --              | \$28.34        | --              | \$30.19        | --              | \$32.51        | --              | \$34.45        |
| NERE-057 | 12    | \$25.51  | --             | \$27.06       | --              | \$28.63        | --              | \$30.51        | --              | \$32.86        | --              | \$35.15        | --              | \$37.58        |
| NERE-058 | 14    | \$26.56  | --             | \$28.17       | --              | \$29.75        | --              | \$31.93        | --              | \$34.06        | --              | \$37.04        | --              | \$39.29        |
| NERE-059 | 13    | \$25.40  | --             | \$26.84       | --              | \$28.26        | --              | \$29.90        | --              | \$31.91        | --              | \$33.49        | --              | \$35.81        |
| NERE-060 | 14    | \$27.37  | --             | \$29.37       | --              | \$31.37        | --              | \$33.08        | --              | \$35.07        | --              | \$37.15        | --              | \$39.32        |
| NERE-061 | 15    | \$30.18  | --             | \$32.26       | --              | \$34.40        | --              | \$36.41        | --              | \$38.62        | --              | \$40.83        | --              | \$42.86        |
| NERE-062 | 8     | \$19.46  | \$19.93        | \$20.36       | \$20.82         | \$21.31        | \$21.81         | \$22.29        | \$22.89         | --             | \$23.93         | --             | \$24.52         | --             |
| NERE-063 | 8     | \$20.94  | --             | \$22.11       | --              | \$23.31        | --              | \$24.27        | --              | \$25.44        | --              | \$26.55        | --              | \$27.22        |
| NERE-064 | 10    | \$20.94  | --             | \$22.11       | --              | \$23.31        | --              | \$24.27        | --              | \$25.44        | --              | \$26.55        | --              | \$27.22        |
| NERE-065 | 9     | \$21.70  | --             | \$22.89       | --              | \$24.10        | --              | \$25.44        | --              | \$26.84        | --              | \$28.26        | --              | \$29.90        |

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10/01/2018

| Schedule | Grade | Base Min | End of 6 Month | End of 1 Year | End of 18 Month | End of 2 Years | End of 30 Month | End Of 3 Years | End of 42 Month | End of 4 Years | End of 54 Month | End of 5 Years | End of 66 Month | End of 6 Years |
|----------|-------|----------|----------------|---------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|
| NERE-066 | 10    | \$21.70  | --             | \$22.89       | --              | \$24.10        | --              | \$25.44        | --              | \$26.84        | --              | \$28.26        | --              | \$29.90        |
| NERE-067 | 11    | \$21.70  | --             | \$22.89       | --              | \$24.10        | --              | \$25.44        | --              | \$26.84        | --              | \$28.26        | --              | \$29.90        |
| NERE-068 | 10    | \$23.58  | --             | \$24.96       | --              | \$26.38        | --              | \$27.78        | --              | \$29.37        | --              | \$30.97        | --              | \$32.46        |
| NERE-069 | 11    | \$23.58  | --             | \$24.96       | --              | \$26.38        | --              | \$27.78        | --              | \$29.37        | --              | \$30.97        | --              | \$32.46        |
| NERE-070 | 12    | \$23.58  | --             | \$24.96       | --              | \$26.38        | --              | \$27.78        | --              | \$29.37        | --              | \$30.97        | --              | \$32.46        |
| NERE-071 | 11    | \$24.83  | --             | \$26.55       | --              | \$28.26        | --              | \$29.90        | --              | \$31.56        | --              | \$33.08        | --              | \$35.07        |
| NERE-072 | 12    | \$24.83  | --             | \$26.55       | --              | \$28.26        | --              | \$29.90        | --              | \$31.56        | --              | \$33.08        | --              | \$35.07        |
| NERE-073 | 13    | \$24.83  | --             | \$26.55       | --              | \$28.26        | --              | \$29.90        | --              | \$31.56        | --              | \$33.08        | --              | \$35.07        |
| NERE-074 | 13    | \$28.18  | --             | \$29.90       | --              | \$31.56        | --              | \$33.49        | --              | \$35.81        | --              | \$37.89        | --              | \$40.07        |
| NERE-075 | 14    | \$28.18  | --             | \$29.90       | --              | \$31.56        | --              | \$33.49        | --              | \$35.81        | --              | \$37.89        | --              | \$40.07        |
| NERE-076 | 13    | \$26.73  | --             | \$28.35       | --              | \$29.99        | --              | \$31.83        | --              | \$33.61        | --              | \$35.64        | --              | \$37.75        |
|          | 14    | \$31.35  | --             | \$33.32       | --              | \$35.33        | --              | \$37.75        | --              | \$40.29        | --              | \$42.84        | --              | \$45.33        |
|          | P15   | \$34.92  | --             | \$37.40       | --              | \$39.88        | --              | \$42.39        | --              | \$44.84        | --              | \$47.57        | --              | \$50.32        |
| NERE-077 | 16    | \$41.01  | --             | \$43.66       | --              | \$46.29        | --              | \$49.02        | --              | \$51.32        | --              | \$54.44        | --              | \$57.14        |
| NERE-078 | 17    | \$44.37  | --             | \$47.14       | --              | \$49.93        | --              | \$52.40        | --              | \$55.55        | --              | \$58.22        | --              | \$61.08        |
| NERE-079 | 18    | \$47.49  | --             | \$50.43       | --              | \$53.42        | --              | \$56.63        | --              | \$59.36        | --              | \$62.23        | --              | \$65.34        |
| NERE-080 | 13    | \$26.36  | --             | \$27.94       | --              | \$29.54        | --              | \$31.27        | --              | \$33.33        | --              | \$35.33        | --              | \$37.75        |
| NERE-081 | 14    | \$27.78  | --             | \$29.77       | --              | \$31.81        | --              | \$34.28        | --              | \$36.38        | --              | \$38.56        | --              | \$40.74        |
| NERE-082 | 15    | \$30.14  | --             | \$32.44       | --              | \$34.68        | --              | \$37.02        | --              | \$39.97        | --              | \$42.40        | --              | \$44.84        |



**Compensation Plan Section B**

10/01/2018

| Schedule | Grade | Base Min | End of 6 Month | End of 1 Year | End of 18 Month | End of 2 Years | End of 30 Month | End Of 3 Years | End of 42 Month | End of 4 Years | End of 54 Month | End of 5 Years | End of 66 Month | End of 6 Years |
|----------|-------|----------|----------------|---------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|
| NERE-083 | 13    | \$27.13  | --             | \$29.11       | --              | \$31.12        | --              | \$33.29        | --              | \$35.59        | --              | \$37.63        | --              | \$39.89        |
| NERE-084 | 14    | \$28.91  | --             | \$31.12       | --              | \$33.29        | --              | \$35.82        | --              | \$38.33        | --              | \$40.68        | --              | \$42.71        |
| NERE-085 | 15    | \$31.30  | --             | \$33.57       | --              | \$35.82        | --              | \$38.72        | --              | \$41.96        | --              | \$44.01        | --              | \$46.65        |
| NERE-086 | 7     | \$19.02  | \$19.40        | \$19.80       | \$20.32         | \$20.76        | \$21.29         | \$21.69        | \$22.31         | --             | \$23.33         | --             | \$23.98         | --             |
| NERE-087 | 7     | \$18.77  | --             | \$19.93       | --              | \$21.08        | --              | \$22.09        | --              | \$23.09        | --              | \$24.28        | --              | \$25.51        |
| NERE-088 | 10    | \$18.77  | --             | \$19.93       | --              | \$21.08        | --              | \$22.09        | --              | \$23.09        | --              | \$24.28        | --              | \$25.51        |
| NERE-089 | 9     | \$18.77  | --             | \$19.93       | --              | \$21.08        | --              | \$22.09        | --              | \$23.09        | --              | \$24.28        | --              | \$25.51        |
| NERE-090 | 10    | \$20.34  | --             | \$21.55       | --              | \$22.78        | --              | \$24.05        | --              | \$25.31        | --              | \$26.84        | --              | \$28.26        |
| NERE-091 | 11    | \$20.34  | --             | \$21.55       | --              | \$22.78        | --              | \$24.05        | --              | \$25.31        | --              | \$26.84        | --              | \$28.26        |
| NERE-092 | 12    | \$22.27  | --             | \$23.59       | --              | \$24.89        | --              | \$26.55        | --              | \$28.26        | --              | \$30.07        | --              | \$31.88        |
| NERE-093 | 11    | \$22.27  | --             | \$23.59       | --              | \$24.89        | --              | \$26.55        | --              | \$28.26        | --              | \$30.07        | --              | \$31.88        |
| NERE-094 | 13    | \$25.49  | --             | \$27.01       | --              | \$28.55        | --              | \$30.70        | --              | \$33.08        | --              | \$35.41        | --              | \$37.42        |
| NERE-095 | 12    | \$25.49  | --             | \$27.01       | --              | \$28.55        | --              | \$30.70        | --              | \$33.08        | --              | \$35.41        | --              | \$37.42        |
| NERE-096 | E11   | \$23.27  | --             | \$24.56       | --              | \$25.86        | --              | \$27.11        | --              | \$28.51        | --              | \$29.75        | --              | \$31.38        |
| NERE-097 | 13    | \$29.51  | --             | \$31.21       | --              | \$32.85        | --              | \$34.89        | --              | \$36.79        | --              | \$38.77        | --              | \$40.84        |
| NERE-098 | 12    | \$22.49  | --             | \$23.85       | --              | \$25.25        | --              | \$27.06        | --              | \$29.11        | --              | \$30.83        | --              | \$32.76        |
| NERE-099 | 10    | \$21.04  | --             | \$22.44       | --              | \$23.85        | --              | \$25.25        | --              | \$26.57        | --              | \$28.06        | --              | \$29.63        |
| NERE-100 | 11    | \$22.49  | --             | \$23.85       | --              | \$25.25        | --              | \$27.06        | --              | \$29.11        | --              | \$30.83        | --              | \$32.61        |
| NERE-101 | 12    | \$22.49  | --             | \$23.85       | --              | \$25.25        | --              | \$27.06        | --              | \$29.11        | --              | \$30.83        | --              | \$32.61        |

**Compensation Plan Section B**

10/01/2018

| Schedule | Grade | Base Min | End of 6 Month | End of 1 Year | End of 18 Month | End of 2 Years | End of 30 Month | End Of 3 Years | End of 42 Month | End of 4 Years | End of 54 Month | End of 5 Years | End of 66 Month | End of 6 Years |
|----------|-------|----------|----------------|---------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|
| NERE-102 | 13    | \$24.84  | --             | \$26.57       | --              | \$28.29        | --              | \$30.19        | --              | \$31.99        | --              | \$33.94        | --              | \$35.82        |
| NERE-103 | 13    | \$27.63  | --             | \$29.69       | --              | \$31.79        | --              | \$33.59        | --              | \$35.87        | --              | \$38.04        | --              | \$40.26        |
| NERE-104 | 14    | \$29.60  | --             | \$31.79       | --              | \$33.94        | --              | \$36.59        | --              | \$38.69        | --              | \$41.09        | --              | \$43.56        |
| NERE-105 | 15    | \$31.85  | --             | \$34.23       | --              | \$36.59        | --              | \$39.54        | --              | \$42.80        | --              | \$45.31        | --              | \$48.18        |
| NERE-106 | 12    | \$25.29  | --             | \$27.06       | --              | \$28.86        | --              | \$30.51        | --              | \$32.30        | --              | \$34.23        | --              | \$36.51        |
| NERE-107 | 13    | \$27.30  | --             | \$29.38       | --              | \$31.44        | --              | \$33.29        | --              | \$35.59        | --              | \$37.63        | --              | \$39.89        |
| NERE-108 | 14    | \$29.33  | --             | \$31.44       | --              | \$33.57        | --              | \$36.25        | --              | \$38.33        | --              | \$40.68        | --              | \$43.16        |
| NERE-109 | 15    | \$31.62  | --             | \$33.94       | --              | \$36.25        | --              | \$39.16        | --              | \$42.36        | --              | \$44.89        | --              | \$47.71        |
| NERE-110 | 15    | \$35.46  | --             | \$38.07       | --              | \$40.68        | --              | \$43.57        | --              | \$46.65        | --              | \$49.36        | --              | \$52.38        |
| NERE-111 | 13    | \$31.85  | --             | \$34.08       | --              | \$36.32        | --              | \$38.37        | --              | \$40.88        | --              | \$43.20        | --              | \$45.66        |
| NERE-112 | 14    | \$33.97  | --             | \$36.32       | --              | \$38.67        | --              | \$41.65        | --              | \$43.93        | --              | \$46.53        | --              | \$49.22        |
| NERE-113 | 14    | \$29.88  | --             | \$32.02       | --              | \$34.19        | --              | \$36.95        | --              | \$39.15        | --              | \$41.48        | --              | \$44.01        |
| NERE-114 | 15    | \$32.14  | --             | \$34.56       | --              | \$36.95        | --              | \$39.89        | --              | \$43.16        | --              | \$45.74        | --              | \$48.66        |
| NERE-115 | 12    | \$27.19  | --             | \$28.86       | --              | \$30.51        | --              | \$32.30        | --              | \$34.23        | --              | \$36.25        | --              | \$38.35        |
| NERE-116 | 13    | \$29.26  | --             | \$31.12       | --              | \$32.96        | --              | \$34.89        | --              | \$36.95        | --              | \$39.16        | --              | \$41.47        |
| NERE-117 | 14    | \$31.01  | --             | \$33.29       | --              | \$35.59        | --              | \$37.63        | --              | \$39.89        | --              | \$42.36        | --              | \$44.89        |
| NERE-118 | 15    | \$33.08  | --             | \$35.59       | --              | \$38.07        | --              | \$40.68        | --              | \$43.16        | --              | \$45.75        | --              | \$48.54        |
| NERE-119 | 12    | \$27.81  | --             | \$29.63       | --              | \$31.44        | --              | \$33.57        | --              | \$35.82        | --              | \$38.07        | --              | \$40.36        |
| NERE-120 | 13    | \$30.02  | --             | \$31.99       | --              | \$33.94        | --              | \$36.25        | --              | \$38.72        | --              | \$41.09        | --              | \$43.57        |

**Compensation Plan Section B**

10/01/2018

| Schedule | Grade | Base Min | End of 6 Month | End of 1 Year | End of 18 Month | End of 2 Years | End of 30 Month | End Of 3 Years | End of 42 Month | End of 4 Years | End of 54 Month | End of 5 Years | End of 66 Month | End of 6 Years |
|----------|-------|----------|----------------|---------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|
| NERE-121 | 14    | \$32.06  | --             | \$33.94       | --              | \$35.82        | --              | \$38.33        | --              | \$41.09        | --              | \$43.57        | --              | \$46.26        |
| NERE-122 | 15    | \$33.04  | --             | \$35.16       | --              | \$37.30        | --              | \$39.89        | --              | \$42.71        | --              | \$45.30        | --              | \$48.54        |
| NERE-123 | 13    | \$26.65  | --             | \$28.28       | --              | \$29.93        | --              | \$31.73        | --              | \$33.76        | --              | \$35.75        | --              | \$38.26        |
| NERE-124 | 14    | \$28.05  | --             | \$30.14       | --              | \$32.17        | --              | \$34.78        | --              | \$36.90        | --              | \$39.08        | --              | \$41.29        |
| NERE-125 | 15    | \$30.61  | --             | \$32.86       | --              | \$35.11        | --              | \$37.57        | --              | \$40.61        | --              | \$42.95        | --              | \$45.44        |
| NERE-126 | 16    | \$32.65  | --             | \$35.11       | --              | \$37.57        | --              | \$40.61        | --              | \$43.39        | --              | \$46.38        | --              | \$49.09        |
| NERE-127 | 11    | \$21.17  | --             | \$22.32       | --              | \$23.47        | --              | \$24.94        | --              | \$27.65        | --              | \$29.91        | --              | \$30.86        |
| NERE-128 | 11    | \$23.14  | --             | \$24.41       | --              | \$25.67        | --              | \$27.09        | --              | \$28.88        | --              | \$31.23        | --              | \$32.81        |
| NERE-129 | 11    | \$20.51  | --             | \$21.64       | --              | \$22.79        | --              | \$24.27        | --              | \$25.64        | --              | \$27.71        | --              | \$30.16        |
| NERE-130 | 12    | \$23.78  | --             | \$25.19       | --              | \$26.54        | --              | \$27.98        | --              | \$29.71        | --              | \$31.94        | --              | \$33.69        |
| NERE-131 | 13    | \$25.27  | --             | \$26.73       | --              | \$28.25        | --              | \$30.30        | --              | \$32.25        | --              | \$34.96        | --              | \$37.10        |
| NERE-133 | 10    | \$19.59  | --             | \$20.86       | --              | \$22.09        | --              | \$23.24        | --              | \$24.52        | --              | \$25.88        | --              | \$27.22        |
| NERE-134 | 9     | \$20.66  | \$21.18        | \$21.71       | \$22.29         | \$22.72        | \$23.97         | \$24.78        | \$25.67         | --             | --              | --             | --              | --             |
|          | 10    | \$19.59  | --             | \$20.86       | --              | \$22.09        | --              | \$23.24        | --              | \$24.52        | --              | \$25.88        | --              | \$27.22        |
|          | P11   | \$21.13  | --             | \$22.30       | --              | \$23.46        | --              | \$24.99        | --              | \$26.11        | --              | \$27.61        | --              | \$28.86        |
| NERE-135 | 9     | \$20.62  | \$21.18        | \$21.76       | \$22.30         | \$22.89        | \$24.06         | \$24.99        | \$25.88         | --             | --              | --             | --              | --             |
|          | 10    | \$19.59  | --             | \$20.86       | --              | \$22.09        | --              | \$23.24        | --              | \$24.52        | --              | \$25.88        | --              | \$27.22        |
|          | P11   | \$21.27  | --             | \$22.65       | --              | \$24.06        | --              | \$25.44        | --              | \$26.89        | --              | \$28.29        | --              | \$29.63        |
| NERE-136 | 11    | \$21.27  | --             | \$22.65       | --              | \$24.06        | --              | \$25.44        | --              | \$26.89        | --              | \$28.29        | --              | \$29.63        |
| NERE-137 | 12    | \$22.49  | --             | \$23.85       | --              | \$25.25        | --              | \$26.57        | --              | \$28.00        | --              | \$29.38        | --              | \$31.12        |

**Compensation Plan Section B**

10/01/2018

| Schedule | Grade | Base Min | End of 6 Month | End of 1 Year | End of 18 Month | End of 2 Years | End of 30 Month | End Of 3 Years | End of 42 Month | End of 4 Years | End of 54 Month | End of 5 Years | End of 66 Month | End of 6 Years |
|----------|-------|----------|----------------|---------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|
| NERE-138 | 12    | \$21.95  | --             | \$23.46       | --              | \$24.99        | --              | \$26.89        | --              | \$28.63        | --              | \$30.51        | --              | \$32.30        |
| NERE-139 | 12    | \$23.56  | --             | \$25.25       | --              | \$26.89        | --              | \$28.86        | --              | \$30.83        | --              | \$32.96        | --              | \$34.89        |
| NERE-140 | 13    | \$23.56  | --             | \$25.25       | --              | \$26.89        | --              | \$28.86        | --              | \$30.83        | --              | \$32.96        | --              | \$34.89        |
| NERE-141 | 13    | \$24.52  | --             | \$26.20       | --              | \$27.89        | --              | \$29.85        | --              | \$31.82        | --              | \$34.29        | --              | \$36.16        |
| NERE-142 | 13    | \$25.29  | --             | \$27.06       | --              | \$28.86        | --              | \$31.12        | --              | \$33.57        | --              | \$35.82        | --              | \$38.33        |
| NERE-143 | 14    | \$25.29  | --             | \$27.06       | --              | \$28.86        | --              | \$31.12        | --              | \$33.57        | --              | \$35.82        | --              | \$38.33        |
| NERE-144 | P11   | \$27.30  | --             | \$29.38       | --              | \$31.44        | --              | \$33.57        | --              | \$35.59        | --              | \$37.63        | --              | \$39.89        |
| NERE-145 | 12    | \$27.13  | --             | \$29.11       | --              | \$31.12        | --              | \$33.29        | --              | \$35.59        | --              | \$37.63        | --              | \$39.89        |
| NERE-146 | 14    | \$27.85  | --             | \$29.93       | --              | \$31.99        | --              | \$34.55        | --              | \$37.30        | --              | \$39.89        | --              | \$42.36        |
| NERE-147 | 15    | \$27.85  | --             | \$29.93       | --              | \$31.99        | --              | \$34.55        | --              | \$37.30        | --              | \$39.89        | --              | \$42.36        |
| NERE-148 | 13    | \$28.91  | --             | \$31.12       | --              | \$33.29        | --              | \$35.82        | --              | \$38.33        | --              | \$40.68        | --              | \$42.71        |
| NERE-149 | 10    | \$19.86  | --             | \$20.86       | --              | \$21.87        | --              | \$23.24        | --              | \$24.52        | --              | \$25.88        | --              | \$27.35        |
| NERE-150 | 12    | \$29.74  | --             | \$31.99       | --              | \$34.23        | --              | \$36.25        | --              | \$38.72        | --              | \$41.09        | --              | \$43.57        |
| NERE-151 | 13    | \$30.72  | --             | \$32.96       | --              | \$35.16        | --              | \$37.30        | --              | \$39.50        | --              | \$41.97        | --              | \$44.48        |
| NERE-152 | 14    | \$30.72  | --             | \$32.96       | --              | \$35.16        | --              | \$37.30        | --              | \$39.50        | --              | \$41.97        | --              | \$44.48        |
| NERE-153 | 13    | \$31.62  | --             | \$33.94       | --              | \$36.25        | --              | \$38.72        | --              | \$41.47        | --              | \$44.01        | --              | \$46.65        |
| NERE-154 | 14    | \$31.30  | --             | \$33.57       | --              | \$35.82        | --              | \$38.72        | --              | \$41.96        | --              | \$44.01        | --              | \$46.65        |
| NERE-155 | 15    | \$31.30  | --             | \$33.57       | --              | \$35.82        | --              | \$38.72        | --              | \$41.96        | --              | \$44.01        | --              | \$46.65        |
| NERE-156 | 16    | \$31.30  | --             | \$33.57       | --              | \$35.82        | --              | \$38.72        | --              | \$41.96        | --              | \$44.01        | --              | \$46.65        |

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10/01/2018

| Schedule | Grade | Base Min | End of 6 Month | End of 1 Year | End of 18 Month | End of 2 Years | End of 30 Month | End Of 3 Years | End of 42 Month | End of 4 Years | End of 54 Month | End of 5 Years | End of 66 Month | End of 6 Years |
|----------|-------|----------|----------------|---------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|
| NERE-157 | 14    | \$32.68  | --             | \$35.16       | --              | \$37.63        | --              | \$40.36        | --              | \$43.16        | --              | \$45.75        | --              | \$48.54        |
| NERE-158 | 15    | \$32.68  | --             | \$35.16       | --              | \$37.63        | --              | \$40.36        | --              | \$43.16        | --              | \$45.75        | --              | \$48.54        |
| NERE-159 | 15    | \$35.46  | --             | \$38.07       | --              | \$40.68        | --              | \$43.57        | --              | \$46.65        | --              | \$49.36        | --              | \$52.38        |
| NERE-160 | 16    | \$35.46  | --             | \$38.07       | --              | \$40.68        | --              | \$43.57        | --              | \$46.65        | --              | \$49.36        | --              | \$52.38        |
| NERE-161 | 16    | \$42.86  | --             | \$45.30       | --              | \$47.71        | --              | \$50.47        | --              | \$52.90        | --              | \$55.94        | --              | \$59.32        |
| NERE-162 | 17    | \$39.81  | --             | \$42.36       | --              | \$44.89        | --              | \$47.71        | --              | \$50.47        | --              | \$53.42        | --              | \$56.57        |
| NERE-163 | 17    | \$45.67  | --             | \$48.54       | --              | \$51.39        | --              | \$54.49        | --              | \$57.10        | --              | \$59.89        | --              | \$62.29        |
| NERE-164 | 18    | \$49.35  | --             | \$52.38       | --              | \$55.41        | --              | \$58.16        | --              | \$61.66        | --              | \$64.78        | --              | \$67.30        |
| NERE-165 | 19    | \$50.24  | --             | \$53.42       | --              | \$56.57        | --              | \$59.89        | --              | \$64.11        | --              | \$67.94        | --              | \$71.34        |
| NERE-166 | 12    | \$24.62  | --             | \$26.38       | --              | \$28.06        | --              | \$30.19        | --              | \$32.30        | --              | \$34.55        | --              | \$36.51        |
| NERE-167 | 13    | \$26.45  | --             | \$28.29       | --              | \$30.19        | --              | \$32.61        | --              | \$35.16        | --              | \$37.63        | --              | \$40.36        |
| NERE-168 | 14    | \$29.33  | --             | \$31.44       | --              | \$33.57        | --              | \$36.25        | --              | \$39.16        | --              | \$41.96        | --              | \$44.48        |
| NERE-169 | 15    | \$32.68  | --             | \$35.16       | --              | \$37.63        | --              | \$40.68        | --              | \$43.57        | --              | \$46.26        | --              | \$48.87        |
| NERE-170 | 8     | \$18.71  | \$19.11        | \$19.54       | \$20.00         | \$20.46        | \$20.94         | \$21.40        | \$21.88         | --             | \$22.57         | --             | \$23.13         | --             |
|          | 9     | \$18.73  | --             | \$19.41       | --              | \$20.11        | --              | \$21.29        | --              | \$22.23        | --              | \$23.50        | --              | \$24.50        |
|          | E10   | \$19.86  | --             | \$20.86       | --              | \$21.87        | --              | \$23.24        | --              | \$24.52        | --              | \$25.88        | --              | \$27.35        |
| NERE-171 | 9     | \$18.73  | --             | \$19.41       | --              | \$20.11        | --              | \$21.29        | --              | \$22.23        | --              | \$23.50        | --              | \$24.50        |
| NERE-172 | 9     | \$19.49  | --             | \$20.53       | --              | \$21.55        | --              | \$22.65        | --              | \$23.85        | --              | \$24.99        | --              | \$26.11        |
|          | 10    | \$21.13  | --             | \$22.30       | --              | \$23.46        | --              | \$24.99        | --              | \$26.11        | --              | \$27.61        | --              | \$28.86        |
|          | P11   | \$23.86  | --             | \$25.25       | --              | \$26.57        | --              | \$28.06        | --              | \$29.93        | --              | \$31.72        | --              | \$33.57        |

**Compensation Plan Section B**

10/01/2018

| Schedule | Grade | Base Min | End of 6 Month | End of 1 Year | End of 18 Month | End of 2 Years | End of 30 Month | End Of 3 Years | End of 42 Month | End of 4 Years | End of 54 Month | End of 5 Years | End of 66 Month | End of 6 Years |
|----------|-------|----------|----------------|---------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|
| NERE-173 | 10    | \$21.13  | --             | \$22.30       | --              | \$23.46        | --              | \$24.99        | --              | \$26.11        | --              | \$27.61        | --              | \$28.86        |
|          | P11   | \$23.86  | --             | \$25.25       | --              | \$26.57        | --              | \$28.06        | --              | \$29.93        | --              | \$31.72        | --              | \$33.57        |
| NERE-174 | 9     | \$20.62  | \$21.18        | \$21.76       | \$22.30         | \$22.89        | \$24.06         | \$24.99        | \$25.88         | --             | --              | --             | --              | --             |
|          | 10    | \$19.86  | --             | \$20.86       | --              | \$21.87        | --              | \$23.24        | --              | \$24.52        | --              | \$25.88        | --              | \$27.35        |
|          | P11   | \$22.15  | --             | \$23.46       | --              | \$24.76        | --              | \$26.57        | --              | \$28.29        | --              | \$30.19        | --              | \$32.30        |
| NERE-175 | P11   | \$22.15  | --             | \$23.46       | --              | \$24.76        | --              | \$26.57        | --              | \$28.29        | --              | \$30.19        | --              | \$32.30        |
| NERE-176 | 10    | \$19.86  | --             | \$20.86       | --              | \$21.87        | --              | \$23.24        | --              | \$24.52        | --              | \$25.88        | --              | \$27.35        |
|          | P11   | \$22.15  | --             | \$23.46       | --              | \$24.76        | --              | \$26.57        | --              | \$28.29        | --              | \$30.19        | --              | \$32.30        |
| NERE-178 | 10    | \$19.86  | --             | \$20.86       | --              | \$21.87        | --              | \$23.24        | --              | \$24.52        | --              | \$25.88        | --              | \$27.35        |
| NERE-179 | 11    | \$22.15  | --             | \$23.46       | --              | \$24.76        | --              | \$26.57        | --              | \$28.29        | --              | \$30.19        | --              | \$32.30        |
| NERE-180 | 12    | \$23.86  | --             | \$25.25       | --              | \$26.57        | --              | \$28.63        | --              | \$30.51        | --              | \$32.61        | --              | \$34.89        |
| NERE-181 | 12    | \$25.47  | --             | \$26.89       | --              | \$28.29        | --              | \$30.19        | --              | \$32.30        | --              | \$34.23        | --              | \$36.51        |
| NERE-182 | 13    | \$25.51  | --             | \$27.06       | --              | \$28.63        | --              | \$30.83        | --              | \$33.29        | --              | \$35.59        | --              | \$38.07        |
| NERE-183 | 13    | \$27.44  | --             | \$29.11       | --              | \$30.83        | --              | \$32.96        | --              | \$35.16        | --              | \$37.63        | --              | \$39.89        |
| NERE-184 | 13    | \$27.81  | --             | \$29.63       | --              | \$31.44        | --              | \$33.57        | --              | \$35.82        | --              | \$38.07        | --              | \$40.36        |
|          | 14    | \$32.06  | --             | \$33.94       | --              | \$35.82        | --              | \$38.33        | --              | \$41.09        | --              | \$43.57        | --              | \$46.26        |
|          | P15   | \$35.46  | --             | \$38.07       | --              | \$40.68        | --              | \$43.57        | --              | \$46.65        | --              | \$49.36        | --              | \$52.38        |
| NERE-185 | 14    | \$31.53  | --             | \$33.57       | --              | \$35.59        | --              | \$38.33        | --              | \$41.09        | --              | \$44.01        | --              | \$46.65        |
|          | P15   | \$35.46  | --             | \$38.07       | --              | \$40.68        | --              | \$43.57        | --              | \$46.65        | --              | \$49.36        | --              | \$52.38        |
| NERE-186 | 14    | \$28.15  | --             | \$29.93       | --              | \$31.72        | --              | \$34.23        | --              | \$36.95        | --              | \$39.50        | --              | \$41.96        |

**Compensation Plan Section B**

10/01/2018

| Schedule | Grade | Base Min | End of 6 Month | End of 1 Year | End of 18 Month | End of 2 Years | End of 30 Month | End Of 3 Years | End of 42 Month | End of 4 Years | End of 54 Month | End of 5 Years | End of 66 Month | End of 6 Years |
|----------|-------|----------|----------------|---------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|
| NERE-187 | 14    | \$29.26  | --             | \$31.12       | --              | \$32.96        | --              | \$35.59        | --              | \$38.07        | --              | \$40.36        | --              | \$42.71        |
| NERE-188 | 15    | \$31.53  | --             | \$33.57       | --              | \$35.59        | --              | \$38.33        | --              | \$41.09        | --              | \$44.01        | --              | \$46.65        |
| NERE-189 | 16    | \$35.46  | --             | \$38.07       | --              | \$40.68        | --              | \$43.57        | --              | \$46.65        | --              | \$49.36        | --              | \$52.38        |
| NERE-190 | 16    | \$39.81  | --             | \$42.36       | --              | \$44.89        | --              | \$47.71        | --              | \$50.47        | --              | \$53.42        | --              | \$56.57        |
| NERE-191 | 13    | \$28.64  | --             | \$30.59       | --              | \$32.55        | --              | \$34.89        | --              | \$37.17        | --              | \$39.30        | --              | \$41.20        |
| NERE-193 | 13    | \$26.17  | --             | \$27.68       | --              | \$29.15        | --              | \$30.98        | --              | \$32.66        | --              | \$34.49        | --              | \$36.12        |
| NERE-194 | 12    | \$26.71  | --             | \$28.24       | --              | \$29.74        | --              | \$31.75        | --              | \$33.98        | --              | \$35.90        | --              | \$38.37        |
| NERE-195 | 13    | \$28.78  | --             | \$30.60       | --              | \$32.43        | --              | \$34.63        | --              | \$36.96        | --              | \$39.54        | --              | \$41.89        |
| NERE-196 | 14    | \$30.73  | --             | \$32.66       | --              | \$34.63        | --              | \$37.36        | --              | \$40.04        | --              | \$42.39        | --              | \$44.85        |
| NERE-197 | 15    | \$33.17  | --             | \$35.24       | --              | \$37.36        | --              | \$40.26        | --              | \$43.20        | --              | \$46.26        | --              | \$49.03        |
| NERE-199 | 12    | \$27.55  | --             | \$29.13       | --              | \$30.78        | --              | \$32.62        | --              | \$34.56        | --              | \$36.63        | --              | \$38.71        |
| NERE-200 | 13    | \$29.54  | --             | \$31.43       | --              | \$33.28        | --              | \$35.15        | --              | \$37.27        | --              | \$39.50        | --              | \$41.89        |
| NERE-201 | 14    | \$31.30  | --             | \$33.59       | --              | \$35.86        | --              | \$38.05        | --              | \$40.28        | --              | \$42.75        | --              | \$45.30        |
| NERE-202 | 15    | \$33.26  | --             | \$35.86       | --              | \$38.48        | --              | \$41.07        | --              | \$43.54        | --              | \$46.29        | --              | \$49.01        |
| NERE-203 | 16    | \$35.85  | --             | \$38.48       | --              | \$41.07        | --              | \$44.01        | --              | \$47.08        | --              | \$49.81        | --              | \$52.90        |
| NERE-205 | 9     | \$17.36  | --             | \$18.24       | --              | \$19.11        | --              | \$20.19        | --              | \$21.31        | --              | \$22.47        | --              | \$23.57        |
| NERE-208 | 19    | \$64.87  | --             | \$69.00       | --              | \$73.16        | --              | \$77.55        | --              | \$82.19        | --              | \$87.07        | --              | \$91.59        |
| NERE-209 | 19    | \$68.54  | --             | \$72.88       | --              | \$77.27        | --              | \$81.86        | --              | \$86.69        | --              | \$91.79        | --              | \$92.06        |
| NERE-210 | 20    | \$68.54  | --             | \$72.88       | --              | \$77.27        | --              | \$81.86        | --              | \$86.69        | --              | \$91.79        | --              | \$92.06        |

**Compensation Plan Section B**

10/01/2018

| Schedule | Grade | Base Min | End of 6 Month | End of 1 Year | End of 18 Month | End of 2 Years | End of 30 Month | End Of 3 Years | End of 42 Month | End of 4 Years | End of 54 Month | End of 5 Years | End of 66 Month | End of 6 Years |
|----------|-------|----------|----------------|---------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|
| NERE-211 | 20    | \$73.93  | --             | \$79.25       | --              | \$84.60        | --              | \$89.77        | --              | \$92.51        | --              | --             | --              | --             |
| NERE-212 | 21    | \$78.64  | --             | \$84.46       | --              | \$90.23        | --              | \$93.00        | --              | --             | --              | --             | --              | --             |
| NERE-213 | 22    | \$86.19  | --             | \$89.86       | --              | \$93.49        | --              | --             | --              | --             | --              | --             | --              | --             |
| NERE-214 | 4     | \$15.39  | \$15.64        | \$15.91       | \$16.31         | \$16.53        | \$16.96         | \$17.34        | \$17.67         | --             | \$18.08         | --             | \$18.53         | --             |
| NERE-215 | 6     | \$14.20  | \$14.46        | \$14.77       | \$15.14         | \$15.44        | \$15.87         | \$16.21        | \$16.56         | --             | \$17.01         | --             | \$17.51         | --             |
| NERE-216 | 4     | \$9.25   | --             | \$9.25        | --              | \$9.77         | --              | \$10.61        | --              | \$12.31        | --              | --             | --              | --             |
| NERE-217 | 7     | \$15.02  | \$15.46        | \$15.87       | \$16.31         | \$16.55        | \$17.06         | \$17.52        | \$17.99         | --             | \$18.49         | --             | \$19.04         | --             |
| NERE-218 | 8     | \$16.43  | \$16.79        | \$17.17       | \$17.61         | \$17.95        | \$18.55         | \$19.04        | \$19.59         | --             | \$20.23         | --             | \$20.86         | --             |
| NERE-220 | 11    | \$22.09  | --             | \$23.49       | --              | \$24.89        | --              | \$26.36        | --              | \$27.71        | --              | \$29.18        | --              | \$30.50        |
| NERE-221 | 12    | \$30.18  | --             | \$32.26       | --              | \$34.40        | --              | \$36.41        | --              | \$38.62        | --              | \$40.83        | --              | \$42.86        |
| NERE-223 | 13    | \$27.44  | --             | \$29.11       | --              | \$30.83        | --              | \$32.96        | --              | \$35.16        | --              | \$37.63        | --              | \$39.89        |
| NERE-224 | 14    | \$33.04  | --             | \$35.16       | --              | \$37.30        | --              | \$39.89        | --              | \$42.71        | --              | \$45.30        | --              | \$48.54        |
| NERE-225 | 12    | \$22.49  | --             | \$23.85       | --              | \$25.25        | --              | \$26.57        | --              | \$28.00        | --              | \$29.38        | --              | \$31.12        |
| NERE-226 | 9     | \$19.49  | --             | \$20.53       | --              | \$21.55        | --              | \$22.65        | --              | \$23.85        | --              | \$24.99        | --              | \$26.11        |
| NERE-227 | 11    | \$22.15  | --             | \$23.46       | --              | \$24.76        | --              | \$26.57        | --              | \$28.29        | --              | \$30.19        | --              | \$32.30        |
| NERE-228 | 14    | \$28.15  | --             | \$29.93       | --              | \$31.72        | --              | \$34.23        | --              | \$36.95        | --              | \$39.50        | --              | \$41.96        |
| NERE-229 | 12    | \$26.22  | --             | \$27.78       | --              | \$29.38        | --              | \$31.44        | --              | \$33.57        | --              | \$35.59        | --              | \$37.63        |
| NERE-230 | 15    | \$27.85  | --             | \$29.93       | --              | \$31.99        | --              | \$34.55        | --              | \$37.30        | --              | \$39.89        | --              | \$42.36        |
| NERE-231 | 18    | \$42.98  | --             | \$45.75       | --              | \$48.54        | --              | \$51.39        | --              | \$54.49        | --              | \$57.70        | --              | \$61.10        |



**Compensation Plan Section B**

10/01/2018

| Schedule | Grade | Base Min | End of 6 Month | End of 1 Year | End of 18 Month | End of 2 Years | End of 30 Month | End Of 3 Years | End of 42 Month | End of 4 Years | End of 54 Month | End of 5 Years | End of 66 Month | End of 6 Years |
|----------|-------|----------|----------------|---------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|
| NERE-232 | 16    | \$35.46  | --             | \$38.07       | --              | \$40.68        | --              | \$43.57        | --              | \$46.65        | --              | \$49.36        | --              | \$52.38        |
| NERE-234 | 13    | \$23.19  | --             | \$24.48       | --              | \$25.79        | --              | \$27.47        | --              | \$29.39        | --              | \$30.97        | --              | \$33.13        |
| NERE-235 | 9     | \$20.62  | \$21.18        | \$21.76       | \$22.30         | \$22.89        | \$24.06         | \$25.00        | \$25.88         | --             | --              | --             | --              | --             |
|          | 10    | \$23.39  | --             | \$24.76       | --              | \$26.11        | --              | \$27.61        | --              | \$29.11        | --              | \$30.51        | --              | \$31.99        |
|          | P11   | \$24.88  | --             | \$26.38       | --              | \$27.78        | --              | \$29.63        | --              | \$31.44        | --              | \$33.29        | --              | \$35.16        |
| NERE-236 | 9     | \$20.62  | \$21.18        | \$21.76       | \$22.30         | \$22.89        | \$24.06         | \$25.00        | \$25.88         | --             | --              | --             | --              | --             |
|          | 10    | \$23.39  | --             | \$24.76       | --              | \$26.11        | --              | \$27.61        | --              | \$29.11        | --              | \$30.51        | --              | \$31.99        |
|          | P11   | \$25.12  | --             | \$26.57       | --              | \$28.06        | --              | \$29.90        | --              | \$31.77        | --              | \$33.58        | --              | \$35.59        |
| NERE-237 | 12    | \$26.68  | --             | \$28.29       | --              | \$29.93        | --              | \$31.99        | --              | \$34.18        | --              | \$36.21        | --              | \$38.35        |
| NERE-238 | 13    | \$28.60  | --             | \$30.44       | --              | \$32.29        | --              | \$34.47        | --              | \$36.89        | --              | \$39.17        | --              | \$41.50        |
| NERE-239 | 13    | \$27.81  | --             | \$29.63       | --              | \$31.44        | --              | \$33.57        | --              | \$35.82        | --              | \$38.07        | --              | \$40.36        |
| NERE-240 | 14    | \$30.01  | --             | \$31.95       | --              | \$33.86        | --              | \$36.54        | --              | \$39.17        | --              | \$41.50        | --              | \$43.86        |
| NERE-241 | 15    | \$32.46  | --             | \$34.47       | --              | \$36.54        | --              | \$39.43        | --              | \$42.21        | --              | \$45.23        | --              | \$47.97        |
| NERE-242 | 10    | \$19.47  | --             | \$20.37       | --              | \$21.29        | --              | \$22.22        | --              | \$23.24        | --              | \$24.35        | --              | \$25.61        |
| NERE-243 | 12    | \$25.56  | --             | \$27.10       | --              | \$28.68        | --              | \$30.56        | --              | \$32.30        | --              | \$34.15        | --              | \$36.00        |
| NERE-244 | 12    | \$24.89  | --             | \$26.57       | --              | \$28.24        | --              | \$30.04        | --              | \$31.96        | --              | \$33.70        | --              | \$35.86        |
| NERE-245 | 10    | \$23.12  | --             | \$24.48       | --              | \$25.86        | --              | \$27.30        | --              | \$29.02        | --              | \$31.27        | --              | \$33.03        |
| NERE-246 | 4     | \$15.64  | \$15.98        | \$16.34       | \$16.65         | \$16.99        | \$17.52         | \$17.90        | \$18.23         | --             | \$18.92         | --             | \$19.55         | --             |
|          | E5    | \$17.06  | \$17.40        | \$17.73       | \$18.12         | \$18.60        | \$19.13         | \$19.55        | \$20.11         | --             | \$20.76         | --             | \$21.69         | --             |
| NERE-247 | 8     | \$18.98  | --             | \$20.01       | --              | \$21.02        | --              | \$22.22        | --              | \$23.37        | --              | \$24.57        | --              | \$25.89        |

**Compensation Plan Section B**

10/01/2018

| Schedule | Grade | Base Min | End of 6 Month | End of 1 Year | End of 18 Month | End of 2 Years | End of 30 Month | End Of 3 Years | End of 42 Month | End of 4 Years | End of 54 Month | End of 5 Years | End of 66 Month | End of 6 Years |
|----------|-------|----------|----------------|---------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|
| NERE-248 | 11    | \$22.16  | --             | \$23.46       | --              | \$24.75        | --              | \$26.47        | --              | \$28.28        | --              | \$30.09        | --              | \$32.02        |
| NERE-249 | 12    | \$25.17  | --             | \$26.64       | --              | \$28.18        | --              | \$30.09        | --              | \$32.13        | --              | \$34.19        | --              | \$36.39        |
| NERE-250 | 13    | \$25.51  | --             | \$27.06       | --              | \$28.63        | --              | \$30.75        | --              | \$33.08        | --              | \$35.39        | --              | \$37.64        |
| NERE-251 | 12    | \$26.18  | --             | \$27.75       | --              | \$29.34        | --              | \$31.27        | --              | \$33.32        | --              | \$35.47        | --              | \$37.58        |
| NERE-252 | 13    | \$26.97  | --             | \$28.56       | --              | \$30.14        | --              | \$32.14        | --              | \$34.11        | --              | \$36.22        | --              | \$38.26        |
| NERE-253 | 13    | \$27.48  | --             | \$29.10       | --              | \$30.77        | --              | \$32.92        | --              | \$35.11        | --              | \$37.40        | --              | \$39.70        |
| NERE-254 | 13    | \$27.89  | --             | \$29.54       | --              | \$31.23        | --              | \$33.36        | --              | \$35.62        | --              | \$37.88        | --              | \$40.12        |
| NERE-255 | 14    | \$29.20  | --             | \$31.03       | --              | \$32.92        | --              | \$35.33        | --              | \$37.66        | --              | \$40.19        | --              | \$42.70        |
| NERE-256 | 15    | \$31.43  | --             | \$33.39       | --              | \$35.42        | --              | \$38.14        | --              | \$40.95        | --              | \$43.69        | --              | \$46.58        |
| NERE-257 | 16    | \$35.34  | --             | \$37.53       | --              | \$39.72        | --              | \$42.56        | --              | \$45.44        | --              | \$48.38        | --              | \$51.27        |
| NERE-258 | 10    | \$20.59  | --             | \$21.64       | --              | \$22.68        | --              | \$24.06        | --              | \$25.34        | --              | \$26.92        | --              | \$28.14        |
| NERE-259 | 17    | \$39.81  | --             | \$42.36       | --              | \$44.89        | --              | \$47.71        | --              | \$50.47        | --              | \$53.42        | --              | \$56.57        |
| NERE-260 | 15    | \$34.92  | --             | \$37.40       | --              | \$39.88        | --              | \$42.39        | --              | \$44.84        | --              | \$47.57        | --              | \$50.32        |
| NERE-261 | 16    | \$40.13  | --             | \$42.44       | --              | \$44.78        | --              | \$47.25        | --              | \$49.84        | --              | \$52.75        | --              | \$55.66        |
| NERE-262 | 12    | \$23.50  | --             | \$24.82       | --              | \$26.12        | --              | \$28.02        | --              | \$29.82        | --              | \$31.77        | --              | \$33.73        |
| NERE-264 | 12    | \$26.68  | --             | \$28.29       | --              | \$29.93        | --              | \$31.99        | --              | \$34.18        | --              | \$36.21        | --              | \$38.35        |
| NERE-265 | 14    | \$30.01  | --             | \$31.95       | --              | \$33.86        | --              | \$36.54        | --              | \$39.17        | --              | \$41.50        | --              | \$43.86        |
| NERE-266 | 15    | \$32.46  | --             | \$34.47       | --              | \$36.54        | --              | \$39.43        | --              | \$42.21        | --              | \$45.23        | --              | \$47.97        |

**Compensation Plan Section B**

10/01/2018

| Schedule | Grade | Base Min | End of 6 Month | End of 1 Year | End of 18 Month | End of 2 Years | End of 30 Month | End Of 3 Years | End of 42 Month | End of 4 Years | End of 54 Month | End of 5 Years | End of 66 Month | End of 6 Years |
|----------|-------|----------|----------------|---------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|
| NERE-267 | 6     | \$17.46  | \$17.77        | \$18.11       | \$18.50         | \$18.89        | \$19.44         | \$19.73        | \$20.10         | --             | \$20.67         | --             | \$21.33         | --             |
|          | 7     | \$18.45  | \$18.89        | \$19.32       | \$19.73         | \$20.10        | \$20.68         | \$21.17        | \$21.78         | --             | \$22.29         | --             | \$22.98         | --             |
|          | E8    | \$19.53  | \$19.98        | \$20.42       | \$20.86         | \$21.32        | \$21.78         | \$22.29        | \$22.70         | --             | \$23.48         | --             | \$24.07         | --             |
| NERE-268 | 11    | \$21.04  | --             | \$22.44       | --              | \$23.85        | --              | \$25.25        | --              | \$26.57        | --              | \$28.06        | --              | \$29.63        |
| NERE-269 | 14    | \$27.01  | --             | \$28.56       | --              | \$30.10        | --              | \$31.99        | --              | \$34.37        | --              | \$36.72        | --              | \$39.12        |
| NERE-270 | 14    | \$29.60  | --             | \$31.79       | --              | \$33.94        | --              | \$36.59        | --              | \$38.67        | --              | \$41.04        | --              | \$43.54        |
| NERE-271 | 15    | \$31.85  | --             | \$34.23       | --              | \$36.59        | --              | \$39.50        | --              | \$42.73        | --              | \$45.31        | --              | \$48.18        |
| NERE-272 | 14    | \$30.96  | --             | \$33.17       | --              | \$35.85        | --              | \$37.94        | --              | \$40.22        | --              | \$42.67        | --              | \$44.71        |
| NERE-273 | 15A   | \$31.37  | --             | \$33.35       | --              | \$35.41        | --              | \$37.43        | --              | \$39.44        | --              | \$43.56        | --              | \$44.44        |
|          | 15B   | \$33.35  | --             | \$34.95       | --              | \$36.50        | --              | \$38.06        | --              | \$41.00        | --              | \$45.29        | --              | \$46.20        |
| NERE-274 | 12    | \$22.09  | --             | \$23.49       | --              | \$24.89        | --              | \$26.36        | --              | \$27.71        | --              | \$29.18        | --              | \$30.50        |
| NERE-275 | 12    | \$23.12  | --             | \$24.48       | --              | \$25.86        | --              | \$27.30        | --              | \$29.02        | --              | \$31.27        | --              | \$33.03        |
| NERE-276 | 13    | \$24.57  | --             | \$26.06       | --              | \$27.60        | --              | \$29.63        | --              | \$31.55        | --              | \$34.30        | --              | \$36.40        |
| NERE-277 | 15    | \$33.35  | --             | \$34.95       | --              | \$36.50        | --              | \$38.06        | --              | \$41.00        | --              | \$45.29        | --              | \$46.20        |
| NERE-278 | P11   | \$23.73  | --             | \$25.00       | --              | \$26.32        | --              | \$27.51        | --              | \$28.77        | --              | \$30.00        | --              | \$31.35        |
| NERE-279 | P11   | \$24.57  | --             | \$26.47       | --              | \$28.31        | --              | \$30.01        | --              | \$31.84        | --              | \$33.68        | --              | \$36.43        |
| NERE-280 | 15A   | \$26.73  | --             | \$28.35       | --              | \$29.99        | --              | \$31.83        | --              | \$33.61        | --              | \$35.64        | --              | \$37.75        |
|          | 15B   | \$31.35  | --             | \$33.32       | --              | \$35.33        | --              | \$37.75        | --              | \$40.29        | --              | \$42.84        | --              | \$45.33        |
|          | 15C   | \$34.92  | --             | \$37.40       | --              | \$39.88        | --              | \$42.39        | --              | \$44.84        | --              | \$47.57        | --              | \$50.32        |

**Compensation Plan Section B**

10/01/2018

| Schedule | Grade | Base Min | End of 6 Month | End of 1 Year | End of 18 Month | End of 2 Years | End of 30 Month | End Of 3 Years | End of 42 Month | End of 4 Years | End of 54 Month | End of 5 Years | End of 66 Month | End of 6 Years |
|----------|-------|----------|----------------|---------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|
| NERE-281 | 9     | \$20.49  | \$21.02        | \$21.55       | \$22.08         | \$22.57        | \$23.76         | \$24.59        | \$25.50         | --             | --              | --             | --              | --             |
|          | 10    | \$19.80  | --             | \$20.72       | --              | \$21.64        | --              | \$22.98        | --              | \$24.23        | --              | \$25.47        | --              | \$26.88        |
|          | P11   | \$21.96  | --             | \$23.17       | --              | \$24.39        | --              | \$26.12        | --              | \$27.77        | --              | \$29.56        | --              | \$31.45        |
| NERE-282 | 9     | \$19.90  | --             | \$20.96       | --              | \$22.00        | --              | \$23.11        | --              | \$24.36        | --              | \$25.51        | --              | \$26.63        |
|          | 10    | \$21.56  | --             | \$22.74       | --              | \$23.93        | --              | \$25.51        | --              | \$26.63        | --              | \$28.16        | --              | \$29.44        |
|          | P11   | \$24.37  | --             | \$25.74       | --              | \$27.10        | --              | \$28.64        | --              | \$30.53        | --              | \$32.36        | --              | \$34.22        |
| NERE-283 | 16    | \$34.12  | --             | \$36.65       | --              | \$39.12        | --              | \$42.34        | --              | \$46.78        | --              | \$49.56        | --              | \$52.75        |
| NERE-284 | 9     | \$18.93  | \$19.39        | \$19.90       | \$20.39         | \$20.92        | --              | --             | --              | --             | --              | --             | --              | --             |
| NERE-285 | 9     | \$21.36  | \$21.91        | \$22.44       | \$22.99         | \$23.67        | \$24.71         | \$25.58        | \$26.47         | --             | --              | --             | --              | --             |
|          | 10    | \$21.86  | --             | \$23.11       | --              | \$24.37        | --              | \$25.89        | --              | \$27.03        | --              | \$28.48        | --              | \$29.77        |
|          | P11   | \$23.10  | --             | \$24.57       | --              | \$26.05        | --              | \$27.53        | --              | \$29.01        | --              | \$30.32        | --              | \$31.96        |
| NERE-286 | P11   | \$20.62  | --             | \$24.76       | --              | \$28.06        | --              | \$31.99        | --              | \$34.18        | --              | \$36.21        | --              | \$38.35        |
| NERE-287 | 12    | \$36.57  | --             | \$37.17       | --              | \$37.77        | --              | \$38.36        | --              | \$38.95        | --              | \$39.55        | --              | \$40.14        |
| NERE-288 | 12    | \$23.73  | --             | \$25.00       | --              | \$26.32        | --              | \$27.51        | --              | \$28.77        | --              | \$30.00        | --              | \$31.35        |
| NERE-289 | 13B   | \$28.98  | --             | \$30.80       | --              | \$32.86        | --              | \$34.54        | --              | \$36.25        | --              | \$38.51        | --              | \$40.81        |
|          | 13M   | \$30.72  | --             | \$32.96       | --              | \$35.16        | --              | \$37.30        | --              | \$39.50        | --              | \$41.97        | --              | \$44.48        |
| NERE-290 | 14B   | \$30.72  | --             | \$32.96       | --              | \$35.16        | --              | \$37.30        | --              | \$39.50        | --              | \$41.97        | --              | \$44.48        |
|          | 14M   | \$32.68  | --             | \$35.16       | --              | \$37.63        | --              | \$40.36        | --              | \$43.16        | --              | \$45.75        | --              | \$48.54        |
| U11-001  | E5    | \$16.69  | \$16.97        | \$17.30       | \$17.57         | \$17.86        | \$18.29         | \$18.63        | \$18.93         | --             | \$19.52         | --             | \$20.07         | --             |

**Compensation Plan Section B**

10/01/2018

| Schedule | Grade | Base Min | End of 6 Month | End of 1 Year | End of 18 Month | End of 2 Years | End of 30 Month | End Of 3 Years | End of 42 Month | End of 4 Years | End of 54 Month | End of 5 Years | End of 66 Month | End of 6 Years |
|----------|-------|----------|----------------|---------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|
| U11-002  | 5     | \$16.69  | \$16.97        | \$17.30       | \$17.57         | \$17.86        | \$18.29         | \$18.63        | \$18.93         | --             | \$19.52         | --             | \$20.07         | --             |
|          | E6    | \$17.56  | \$17.86        | \$18.20       | \$18.49         | \$18.84        | \$19.18         | \$19.52        | \$19.90         | --             | \$20.38         | --             | \$20.85         | --             |
| U11-003  | E6    | \$17.56  | \$17.86        | \$18.20       | \$18.49         | \$18.84        | \$19.18         | \$19.52        | \$19.90         | --             | \$20.38         | --             | \$20.85         | --             |
| U11-004  | 7     | \$18.17  | \$18.49        | \$18.84       | \$19.18         | \$19.52        | \$19.90         | \$20.20        | \$20.57         | --             | \$21.40         | --             | \$21.95         | --             |
| U11-005  | 6     | \$18.12  | \$18.42        | \$18.73       | \$19.07         | \$19.40        | \$19.96         | \$20.18        | \$20.55         | --             | \$21.07         | --             | \$21.66         | --             |
|          | 7     | \$18.63  | \$18.95        | \$19.30       | \$19.71         | \$20.06        | \$20.43         | \$20.82        | \$21.40         | --             | \$21.79         | --             | \$22.34         | --             |
|          | E8    | \$19.35  | \$19.71        | \$20.06       | \$20.43         | \$20.82        | \$21.21         | \$21.66        | \$22.25         | --             | \$22.70         | --             | \$23.24         | --             |
| U11-006  | 7     | \$18.17  | \$18.49        | \$18.84       | \$19.18         | \$19.52        | \$19.90         | \$20.20        | \$20.57         | --             | \$21.40         | --             | \$21.95         | --             |
| U11-007  | 7     | \$18.63  | \$18.95        | \$19.30       | \$19.71         | \$20.06        | \$20.43         | \$20.82        | \$21.40         | --             | \$21.79         | --             | \$22.34         | --             |
|          | E8    | \$19.35  | \$19.71        | \$20.06       | \$20.43         | \$20.82        | \$21.21         | \$21.66        | \$22.25         | --             | \$22.70         | --             | \$23.24         | --             |
| U11-008  | 8     | \$19.35  | \$19.71        | \$20.06       | \$20.43         | \$20.82        | \$21.21         | \$21.66        | \$22.25         | --             | \$22.70         | --             | \$23.24         | --             |
|          | E9    | \$19.07  | --             | \$19.96       | --              | \$20.82        | --              | \$21.66        | --              | \$22.53        | --              | \$23.67        | --              | \$24.58        |
| U11-009  | 9     | \$19.07  | --             | \$19.96       | --              | \$20.82        | --              | \$21.66        | --              | \$22.53        | --              | \$23.67        | --              | \$24.58        |
| U11-010  | 10    | \$20.55  | --             | \$21.54       | --              | \$22.53        | --              | \$23.55        | --              | \$24.58        | --              | \$25.67        | --              | \$26.84        |
| U11-011  | 6     | \$17.66  | \$17.95        | \$18.26       | \$18.63         | \$18.95        | \$19.41         | \$19.73        | \$20.09         | --             | \$20.59         | --             | \$21.17         | --             |
|          | 7     | \$18.09  | \$18.46        | \$18.85       | \$19.19         | \$19.55        | \$19.97         | \$20.32        | \$20.90         | --             | \$21.30         | --             | \$21.88         | --             |
|          | E8    | \$18.82  | \$19.19        | \$19.55       | \$19.97         | \$20.32        | \$20.72         | \$21.17        | \$21.76         | --             | \$22.22         | --             | \$22.67         | --             |
| U11-012  | 8     | \$18.82  | \$19.19        | \$19.55       | \$19.97         | \$20.32        | \$20.72         | \$21.17        | \$21.76         | --             | \$22.22         | --             | \$22.67         | --             |
|          | E9    | \$18.52  | --             | \$19.41       | --              | \$20.32        | --              | \$21.17        | --              | \$22.01        | --              | \$23.21        | --              | \$24.09        |
| U11-013  | 9     | \$18.52  | --             | \$19.41       | --              | \$20.32        | --              | \$21.17        | --              | \$22.01        | --              | \$23.21        | --              | \$24.09        |

**Compensation Plan Section B**

10/01/2018

| Schedule | Grade | Base Min | End of 6 Month | End of 1 Year | End of 18 Month | End of 2 Years | End of 30 Month | End Of 3 Years | End of 42 Month | End of 4 Years | End of 54 Month | End of 5 Years | End of 66 Month | End of 6 Years |
|----------|-------|----------|----------------|---------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|
| U11-014  | E9    | \$20.53  | --             | \$21.39       | --              | \$22.25        | --              | \$23.12        | --              | \$24.02        | --              | \$25.19        | --              | \$26.02        |
| U11-015  | 10    | \$20.66  | --             | \$21.69       | --              | \$22.71        | --              | \$23.70        | --              | \$24.76        | --              | \$25.88        | --              | \$27.01        |
| U11-016  | 6     | \$17.62  | \$17.92        | \$18.26       | \$18.62         | \$18.95        | \$19.41         | \$19.71        | \$20.09         | --             | \$20.59         | --             | \$21.17         | --             |
|          | 7     | \$18.07  | \$18.45        | \$18.85       | \$19.18         | \$19.55        | \$19.97         | \$20.31        | \$20.89         | --             | \$21.30         | --             | \$21.88         | --             |
|          | E8    | \$18.80  | \$19.18        | \$19.55       | \$19.97         | \$20.31        | \$20.72         | \$21.17        | \$21.76         | --             | \$22.22         | --             | \$22.66         | --             |
| U11-017  | 6     | \$17.30  | \$17.66        | \$18.00       | \$18.32         | \$18.71        | \$19.18         | \$19.41        | \$19.88         | --             | \$20.37         | --             | \$20.92         | --             |
|          | 7     | \$17.84  | \$18.23        | \$18.63       | \$18.95         | \$19.30        | \$19.71         | \$20.07        | \$20.59         | --             | \$21.01         | --             | \$21.63         | --             |
|          | E8    | \$18.63  | \$18.95        | \$19.30       | \$19.71         | \$20.07        | \$20.46         | \$20.92        | \$21.51         | --             | \$21.95         | --             | \$22.40         | --             |
| U11-018  | 7     | \$17.68  | \$18.00        | \$18.32       | \$18.71         | \$19.06        | \$19.54         | \$19.97        | \$20.46         | --             | \$20.92         | --             | \$21.51         | --             |
|          | 8     | \$18.63  | \$18.95        | \$19.30       | \$19.71         | \$20.07        | \$20.46         | \$20.92        | \$21.32         | --             | \$21.95         | --             | \$22.40         | --             |
|          | E9    | \$18.49  | --             | \$19.18       | --              | \$19.88        | --              | \$20.77        | --              | \$21.63        | --              | \$22.71        | --              | \$23.59        |
| U11-019  | 7     | \$18.14  | \$18.46        | \$18.82       | \$19.18         | \$19.53        | \$19.96         | \$20.32        | \$20.90         | --             | \$21.29         | --             | \$21.83         | --             |
|          | 8     | \$18.81  | \$19.18        | \$19.54       | \$19.96         | \$20.32        | \$20.68         | \$21.15        | \$21.71         | --             | \$22.15         | --             | \$22.66         | --             |
|          | E9    | \$18.49  | --             | \$19.40       | --              | \$20.32        | --              | \$21.15        | --              | \$21.99        | --              | \$23.18        | --              | \$24.07        |
| U11-020  | E9    | \$18.71  | --             | \$19.65       | --              | \$20.59        | --              | \$21.51        | --              | \$22.34        | --              | \$23.35        | --              | \$24.48        |
| U11-021  | 9     | \$18.53  | --             | \$19.41       | --              | \$20.31        | --              | \$21.17        | --              | \$22.00        | --              | \$23.18        | --              | \$24.09        |
| U11-022  | 9     | \$19.91  | --             | \$20.92       | --              | \$21.95        | --              | \$22.89        | --              | \$24.02        | --              | \$24.89        | --              | \$26.06        |
|          | 10    | \$20.99  | --             | \$21.95       | --              | \$22.89        | --              | \$24.16        | --              | \$25.12        | --              | \$26.36        | --              | \$27.34        |
|          | P11   | \$22.20  | --             | \$23.26       | --              | \$24.33        | --              | \$25.51        | --              | \$26.62        | --              | \$27.75        | --              | \$29.14        |
| U11-023  | 10    | \$19.91  | --             | \$20.92       | --              | \$21.95        | --              | \$22.89        | --              | \$24.02        | --              | \$24.89        | --              | \$26.06        |
| U11-024  | P11   | \$20.99  | --             | \$21.95       | --              | \$22.89        | --              | \$24.16        | --              | \$25.12        | --              | \$26.36        | --              | \$27.34        |

**Compensation Plan Section B**

10/01/2018

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|----------|-------|----------|----------------|---------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|
| U11-025  | 9     | \$20.36  | \$20.82        | \$21.30       | \$21.79         | \$22.30        | \$23.33         | \$24.13        | \$24.96         | --             | --              | --             | --              | --             |
|          | 10    | \$19.91  | --             | \$20.92       | --              | \$21.95        | --              | \$22.89        | --              | \$24.02        | --              | \$24.89        | --              | \$26.06        |
|          | P11   | \$20.99  | --             | \$21.95       | --              | \$22.89        | --              | \$24.16        | --              | \$25.12        | --              | \$26.36        | --              | \$27.34        |
| U11-026  | 10    | \$19.91  | --             | \$20.92       | --              | \$21.95        | --              | \$22.89        | --              | \$24.02        | --              | \$24.89        | --              | \$26.06        |
| U11-027  | 12    | \$22.20  | --             | \$23.26       | --              | \$24.33        | --              | \$25.51        | --              | \$26.62        | --              | \$27.75        | --              | \$29.14        |
| U11-028  | 10    | \$21.06  | --             | \$22.10       | --              | \$23.15        | --              | \$24.20        | --              | \$25.36        | --              | \$26.54        | --              | \$27.70        |
| U11-029  | 7     | \$17.56  | \$17.86        | \$18.20       | \$18.49         | \$18.84        | \$19.18         | \$19.52        | \$19.90         | --             | \$20.38         | --             | \$20.85         | --             |
|          | E8    | \$18.17  | \$18.49        | \$18.84       | \$19.18         | \$19.52        | \$19.90         | \$20.20        | \$20.57         | --             | \$21.40         | --             | \$21.95         | --             |
| U11-030  | 10    | \$21.95  | --             | \$22.98       | --              | \$24.02        | --              | \$24.98        | --              | \$26.02        | --              | \$27.15        | --              | \$28.28        |
| U11-031  | 12    | \$23.56  | --             | \$25.25       | --              | \$26.89        | --              | \$28.86        | --              | \$30.83        | --              | \$32.96        | --              | \$34.89        |
| U11-032  | 9     | \$19.91  | --             | \$20.92       | --              | \$21.95        | --              | \$22.89        | --              | \$24.02        | --              | \$24.89        | --              | \$26.06        |
|          | 10    | \$20.99  | --             | \$21.95       | --              | \$22.89        | --              | \$24.16        | --              | \$25.12        | --              | \$26.36        | --              | \$27.34        |
|          | P11   | \$22.20  | --             | \$23.26       | --              | \$24.33        | --              | \$25.51        | --              | \$26.62        | --              | \$27.75        | --              | \$29.14        |
| U11-033  | 9B    | \$20.36  | \$20.82        | \$21.30       | \$21.79         | \$22.30        | \$23.33         | \$24.13        | \$24.96         | --             | --              | --             | --              | --             |
|          | 9M    | \$19.91  | --             | \$20.92       | --              | \$21.95        | --              | \$22.89        | --              | \$24.02        | --              | \$24.89        | --              | \$26.06        |
|          | 10B   | \$19.91  | --             | \$20.92       | --              | \$21.95        | --              | \$22.89        | --              | \$24.02        | --              | \$24.89        | --              | \$26.06        |
|          | 10M   | \$20.99  | --             | \$21.95       | --              | \$22.89        | --              | \$24.16        | --              | \$25.12        | --              | \$26.36        | --              | \$27.34        |
|          | 11B   | \$20.99  | --             | \$21.95       | --              | \$22.89        | --              | \$24.16        | --              | \$25.12        | --              | \$26.36        | --              | \$27.34        |
|          | 11M   | \$22.20  | --             | \$23.26       | --              | \$24.33        | --              | \$25.51        | --              | \$26.62        | --              | \$27.75        | --              | \$29.14        |
| U11-034  | 12B   | \$22.20  | --             | \$23.26       | --              | \$24.33        | --              | \$25.51        | --              | \$26.62        | --              | \$27.75        | --              | \$29.14        |
|          | 12M   | \$23.56  | --             | \$25.25       | --              | \$26.89        | --              | \$28.86        | --              | \$30.83        | --              | \$32.96        | --              | \$34.89        |

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10/01/2018

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|----------|-------|----------|----------------|---------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|
| W22-001  | 8     | \$19.16  | \$19.57        | \$20.04       | \$20.50         | \$20.92        | \$21.39         | \$21.88        | \$22.55         | --             | \$23.11         | --             | \$23.64         | --             |
|          | 9     | \$18.81  | --             | \$19.88       | --              | \$20.92        | --              | \$21.88        | --              | \$22.96        | --              | \$24.26        | --              | \$25.32        |
|          | E10   | \$19.46  | --             | \$20.62       | --              | \$21.78        | --              | \$22.68        | --              | \$23.83        | --              | \$25.06        | --              | \$26.40        |
| W22-002  | 9     | \$21.40  | \$21.96        | \$22.51       | \$23.05         | \$23.59        | \$24.78         | \$25.66        | --              | --             | --              | --             | --              | --             |
|          | 10    | \$19.46  | --             | \$20.62       | --              | \$21.78        | --              | \$22.68        | --              | \$23.83        | --              | \$25.06        | --              | \$26.40        |
|          | P11   | \$20.87  | --             | \$21.96       | --              | \$23.05        | --              | \$24.21        | --              | \$25.44        | --              | \$26.83        | --              | \$28.16        |
| W22-003  | 9     | \$22.09  | \$22.68        | \$23.27       | \$23.84         | \$24.56        | \$25.58         | \$26.46        | \$27.37         | --             | --              | --             | --              | --             |
|          | 10    | \$20.87  | --             | \$21.96       | --              | \$23.05        | --              | \$24.21        | --              | \$25.44        | --              | \$26.83        | --              | \$28.16        |
|          | P11   | \$23.24  | --             | \$24.56       | --              | \$25.89        | --              | \$27.16        | --              | \$28.61        | --              | \$29.89        | --              | \$31.46        |
| W22-004  | 9     | \$23.31  | --             | \$24.63       | --              | \$25.95        | --              | \$27.22        | --              | \$28.70        | --              | \$30.07        | --              | \$31.28        |
|          | 10    | \$23.93  | --             | \$25.41       | --              | \$26.90        | --              | \$28.70        | --              | \$30.33        | --              | \$32.10        | --              | \$33.74        |
|          | P11   | \$25.50  | --             | \$27.08       | --              | \$28.70        | --              | \$30.58        | --              | \$32.43        | --              | \$34.36        | --              | \$36.07        |
| W22-005  | 9     | \$20.74  | \$21.30        | \$21.84       | \$22.36         | \$22.84        | \$24.06         | \$24.87        | \$25.79         | --             | --              | --             | --              | --             |
|          | 10    | \$19.90  | --             | \$21.11       | --              | \$22.36        | --              | \$23.43        | --              | \$24.66        | --              | \$25.78        | --              | \$27.06        |
|          | P11   | \$21.29  | --             | \$22.36       | --              | \$23.43        | --              | \$24.87        | --              | \$25.95        | --              | \$27.37        | --              | \$28.59        |
| W22-006  | 9     | \$20.74  | \$21.30        | \$21.84       | \$22.36         | \$22.84        | \$24.06         | \$24.87        | \$25.79         | --             | \$27.55         | --             | \$29.31         | --             |
|          | 10    | \$22.47  | --             | \$23.78       | --              | \$25.12        | --              | \$26.45        | --              | \$27.78        | --              | \$29.10        | --              | \$30.69        |
|          | P11   | \$23.51  | --             | \$25.12       | --              | \$26.64        | --              | \$28.07        | --              | \$29.63        | --              | \$31.23        | --              | \$32.96        |
| W22-007  | 9     | \$20.66  | \$21.18        | \$21.71       | \$22.29         | \$22.72        | \$23.97         | \$24.78        | \$25.67         | --             | --              | --             | --              | --             |
|          | 10    | \$19.80  | --             | \$21.04       | --              | \$22.29        | --              | \$23.34        | --              | \$24.57        | --              | \$25.66        | --              | \$26.97        |
|          | P11   | \$21.23  | --             | \$22.29       | --              | \$23.34        | --              | \$24.78        | --              | \$25.89        | --              | \$27.22        | --              | \$28.48        |



**Compensation Plan Section B**

10/01/2018

| Schedule | Grade | Base Min | End of 6 Month | End of 1 Year | End of 18 Month | End of 2 Years | End of 30 Month | End Of 3 Years | End of 42 Month | End of 4 Years | End of 54 Month | End of 5 Years | End of 66 Month | End of 6 Years |
|----------|-------|----------|----------------|---------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|
| W22-008  | 9     | \$20.66  | \$21.18        | \$21.71       | \$22.29         | \$22.72        | \$23.97         | \$24.78        | --              | --             | --              | --             | --              | --             |
|          | 10    | \$18.63  | --             | \$19.76       | --              | \$20.90        | --              | \$21.86        | --              | \$22.97        | --              | \$24.12        | --              | \$25.44        |
|          | P11   | \$20.07  | --             | \$21.18       | --              | \$22.29        | --              | \$23.34        | --              | \$24.57        | --              | \$25.89        | --              | \$27.22        |
| W22-009  | 9     | \$20.66  | \$21.18        | \$21.71       | \$22.29         | \$22.72        | \$23.97         | \$24.78        | \$25.67         | --             | --              | --             | --              | --             |
|          | 10    | \$20.07  | --             | \$21.18       | --              | \$22.29        | --              | \$23.34        | --              | \$24.57        | --              | \$25.89        | --              | \$27.22        |
|          | P11   | \$22.34  | --             | \$23.67       | --              | \$25.01        | --              | \$26.38        | --              | \$27.70        | --              | \$29.01        | --              | \$30.59        |
| W22-010  | 9     | \$20.66  | \$21.18        | \$21.71       | \$22.29         | \$22.72        | \$23.97         | \$24.78        | \$25.67         | --             | --              | --             | --              | --             |
|          | 10    | \$19.74  | --             | \$20.90       | --              | \$22.05        | --              | \$23.11        | --              | \$24.37        | --              | \$25.66        | --              | \$26.97        |
|          | P11   | \$21.26  | --             | \$22.59       | --              | \$23.97        | --              | \$25.26        | --              | \$26.57        | --              | \$27.97        | --              | \$29.19        |
| W22-011  | 9     | \$20.66  | \$21.18        | \$21.71       | \$22.29         | \$22.72        | \$23.97         | \$24.78        | \$25.67         | --             | --              | --             | --              | --             |
|          | 10    | \$19.94  | --             | \$20.90       | --              | \$21.86        | --              | \$23.11        | --              | \$24.37        | --              | \$25.66        | --              | \$27.03        |
|          | P11   | \$22.11  | --             | \$23.34       | --              | \$24.57        | --              | \$26.38        | --              | \$27.97        | --              | \$29.77        | --              | \$31.68        |
| W22-012  | 9     | \$20.66  | \$21.18        | \$21.71       | \$22.29         | \$22.72        | \$23.97         | \$24.78        | \$25.67         | --             | \$27.44         | --             | \$29.19         | --             |
|          | 10    | \$22.34  | --             | \$23.67       | --              | \$25.01        | --              | \$26.38        | --              | \$27.70        | --              | \$29.01        | --              | \$30.59        |
|          | P11   | \$23.43  | --             | \$25.01       | --              | \$26.57        | --              | \$27.97        | --              | \$29.51        | --              | \$31.12        | --              | \$32.85        |
| W22-013  | 9     | \$21.36  | \$21.91        | \$22.44       | \$22.99         | \$23.67        | \$24.71         | \$25.58        | \$26.47         | --             | --              | --             | --              | --             |
|          | 10    | \$21.86  | --             | \$23.11       | --              | \$24.37        | --              | \$25.89        | --              | \$27.03        | --              | \$28.48        | --              | \$29.77        |
|          | P11   | \$23.10  | --             | \$24.57       | --              | \$26.05        | --              | \$27.53        | --              | \$29.01        | --              | \$30.32        | --              | \$31.96        |
| W22-014  | 9     | \$21.36  | \$21.91        | \$22.44       | \$22.99         | \$23.67        | \$24.71         | \$25.58        | \$26.47         | --             | --              | --             | --              | --             |
|          | 10    | \$23.43  | --             | \$25.01       | --              | \$26.57        | --              | \$27.97        | --              | \$29.51        | --              | \$31.12        | --              | \$32.85        |
|          | P11   | \$24.89  | --             | \$26.57       | --              | \$28.24        | --              | \$30.04        | --              | \$31.96        | --              | \$33.70        | --              | \$35.86        |

**Compensation Plan Section B**

10/01/2018

| Schedule | Grade | Base Min | End of 6 Month | End of 1 Year | End of 18 Month | End of 2 Years | End of 30 Month | End Of 3 Years | End of 42 Month | End of 4 Years | End of 54 Month | End of 5 Years | End of 66 Month | End of 6 Years |
|----------|-------|----------|----------------|---------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|
| W22-015  | 9     | \$21.36  | \$21.91        | \$22.44       | \$22.99         | \$23.67        | \$24.71         | \$25.58        | \$26.47         | --             | --              | --             | --              | --             |
|          | 10    | \$21.23  | --             | \$22.29       | --              | \$23.34        | --              | \$24.78        | --              | \$25.89        | --              | \$27.22        | --              | \$28.48        |
|          | P11   | \$22.34  | --             | \$23.67       | --              | \$25.01        | --              | \$26.38        | --              | \$27.70        | --              | \$29.01        | --              | \$30.59        |
| W22-016  | 9     | \$21.36  | \$21.91        | \$22.44       | \$22.99         | \$23.67        | \$24.71         | \$25.58        | \$26.47         | --             | --              | --             | --              | --             |
|          | 10    | \$20.07  | --             | \$21.18       | --              | \$22.29        | --              | \$23.34        | --              | \$24.57        | --              | \$25.89        | --              | \$27.22        |
|          | P11   | \$22.34  | --             | \$23.67       | --              | \$25.01        | --              | \$26.38        | --              | \$27.70        | --              | \$29.01        | --              | \$30.59        |
| W22-017  | 9     | \$17.96  | --             | \$19.01       | --              | \$20.06        | --              | \$21.04        | --              | \$22.05        | --              | \$23.34        | --              | \$24.37        |
|          | E10   | \$19.94  | --             | \$20.90       | --              | \$21.86        | --              | \$23.11        | --              | \$24.37        | --              | \$25.66        | --              | \$27.03        |
| W22-018  | 9     | \$20.66  | \$21.18        | \$21.71       | \$22.29         | \$22.72        | \$23.97         | \$24.78        | \$25.67         | --             | --              | --             | --              | --             |
|          | 10    | \$19.80  | --             | \$21.04       | --              | \$22.29        | --              | \$23.34        | --              | \$24.57        | --              | \$25.66        | --              | \$26.97        |
|          | P11   | \$21.23  | --             | \$22.29       | --              | \$23.34        | --              | \$24.78        | --              | \$25.89        | --              | \$27.22        | --              | \$28.48        |
| W22-019  | 9     | \$21.51  | \$22.06        | \$22.59       | \$23.15         | \$23.70        | \$24.87         | \$25.78        | \$26.62         | --             | --              | --             | --              | --             |
|          | 10    | \$20.71  | --             | \$21.94       | --              | \$23.15        | --              | \$24.29        | --              | \$25.55        | --              | \$26.59        | --              | \$27.92        |
|          | P11   | \$22.01  | --             | \$23.15       | --              | \$24.29        | --              | \$25.78        | --              | \$26.90        | --              | \$28.24        | --              | \$29.42        |
| W22-020  | 12    | \$23.35  | --             | \$24.65       | --              | \$25.95        | --              | \$27.26        | --              | \$28.70        | --              | \$29.96        | --              | \$31.54        |
| W22-021  | P11   | \$23.73  | --             | \$25.00       | --              | \$26.32        | --              | \$27.51        | --              | \$28.77        | --              | \$30.00        | --              | \$31.35        |
| W22-022  | 12    | \$25.56  | --             | \$26.93       | --              | \$28.27        | --              | \$29.56        | --              | \$30.98        | --              | \$32.45        | --              | \$33.64        |
| W22-023  | 13    | \$26.17  | --             | \$27.68       | --              | \$29.15        | --              | \$30.98        | --              | \$32.66        | --              | \$34.49        | --              | \$36.12        |
| W22-024  | 11    | \$20.59  | --             | \$21.78       | --              | \$22.96        | --              | \$24.06        | --              | \$25.32        | --              | \$26.55        | --              | \$27.90        |
| W22-025  | 10    | \$23.24  | --             | \$24.56       | --              | \$25.89        | --              | \$27.16        | --              | \$28.61        | --              | \$29.89        | --              | \$31.46        |
|          | P11   | \$24.36  | --             | \$25.89       | --              | \$27.47        | --              | \$28.85        | --              | \$30.36        | --              | \$31.98        | --              | \$33.69        |

**Compensation Plan Section B**

10/01/2018

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|----------|-------|----------|----------------|---------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|
| W22-026  | 10    | \$24.36  | --             | \$25.89       | --              | \$27.47        | --              | \$28.85        | --              | \$30.36        | --              | \$31.98        | --              | \$33.69        |
|          | P11   | \$25.76  | --             | \$27.47       | --              | \$29.13        | --              | \$30.91        | --              | \$32.85        | --              | \$34.58        | --              | \$36.79        |
| W22-027  | 12    | \$24.36  | --             | \$25.89       | --              | \$27.47        | --              | \$29.35        | --              | \$31.21        | --              | \$33.16        | --              | \$34.89        |
| W22-028  | P11   | \$25.76  | --             | \$27.47       | --              | \$29.13        | --              | \$30.91        | --              | \$32.85        | --              | \$34.58        | --              | \$36.79        |
| W22-029  | 12    | \$27.78  | --             | \$29.63       | --              | \$31.46        | --              | \$33.44        | --              | \$35.57        | --              | \$37.42        | --              | \$39.44        |
| W22-030  | 13    | \$29.51  | --             | \$31.21       | --              | \$32.85        | --              | \$34.89        | --              | \$36.79        | --              | \$38.77        | --              | \$40.84        |
| W22-031  | P11   | \$25.81  | --             | \$27.54       | --              | \$29.20        | --              | \$31.35        | --              | \$33.34        | --              | \$35.56        | --              | \$37.39        |
| W22-033  | 16    | \$42.86  | --             | \$45.30       | --              | \$47.71        | --              | \$50.47        | --              | \$52.90        | --              | \$55.94        | --              | \$59.32        |
| W22-034  | 12    | \$22.47  | --             | \$23.78       | --              | \$25.12        | --              | \$26.45        | --              | \$27.78        | --              | \$29.10        | --              | \$30.69        |
| W22-035  | 12    | \$24.96  | --             | \$26.64       | --              | \$28.33        | --              | \$30.14        | --              | \$32.03        | --              | \$33.80        | --              | \$35.96        |
| W22-036  | 12    | \$23.91  | --             | \$25.28       | --              | \$26.59        | --              | \$28.67        | --              | \$30.54        | --              | \$32.63        | --              | \$34.92        |
| W22-038  | 14    | \$27.80  | --             | \$29.41       | --              | \$30.98        | --              | \$32.92        | --              | \$34.76        | --              | \$36.80        | --              | \$38.49        |
| W22-039  | 9     | \$22.57  | --             | \$23.67       | --              | \$24.78        | --              | \$26.05        | --              | \$27.53        | --              | \$29.01        | --              | \$30.59        |
| W22-040  | 9     | \$22.57  | --             | \$23.67       | --              | \$24.78        | --              | \$26.05        | --              | \$27.53        | --              | \$29.01        | --              | \$30.59        |
|          | 10    | \$25.45  | --             | \$26.86       | --              | \$28.24        | --              | \$29.77        | --              | \$31.43        | --              | \$33.10        | --              | \$34.89        |
|          | P11   | \$27.09  | --             | \$29.01       | --              | \$30.89        | --              | \$32.85        | --              | \$34.66        | --              | \$36.54        | --              | \$38.58        |
| W22-041  | 12    | \$22.34  | --             | \$23.67       | --              | \$25.01        | --              | \$26.38        | --              | \$27.70        | --              | \$29.01        | --              | \$30.59        |
| W22-042  | 10    | \$23.43  | --             | \$25.01       | --              | \$26.57        | --              | \$27.97        | --              | \$29.51        | --              | \$31.12        | --              | \$32.85        |
|          | P11   | \$24.89  | --             | \$26.57       | --              | \$28.24        | --              | \$30.04        | --              | \$31.96        | --              | \$33.70        | --              | \$35.86        |
| W22-043  | 12    | \$23.43  | --             | \$25.01       | --              | \$26.57        | --              | \$28.48        | --              | \$30.32        | --              | \$32.26        | --              | \$33.99        |

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10/01/2018

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|----------|-------|----------|----------------|---------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|
| W22-044  | 12    | \$23.67  | --             | \$25.01       | --              | \$26.38        | --              | \$28.24        | --              | \$30.04        | --              | \$31.96        | --              | \$33.99        |
| W22-045  | 12    | \$27.10  | --             | \$28.96       | --              | \$30.78        | --              | \$32.50        | --              | \$34.31        | --              | \$36.10        | --              | \$38.11        |
|          | P13   | \$29.39  | --             | \$31.09       | --              | \$32.76        | --              | \$34.86        | --              | \$36.80        | --              | \$38.81        | --              | \$40.98        |
| W22-046  | 12    | \$26.83  | --             | \$28.72       | --              | \$30.59        | --              | \$32.55        | --              | \$34.66        | --              | \$36.54        | --              | \$38.58        |
| W22-047  | 11    | \$27.09  | --             | \$29.01       | --              | \$30.89        | --              | \$32.85        | --              | \$34.66        | --              | \$36.54        | --              | \$38.58        |
| W22-048  | 13    | \$28.64  | --             | \$30.59       | --              | \$32.55        | --              | \$34.89        | --              | \$37.17        | --              | \$39.30        | --              | \$41.20        |
| W22-049  | 12    | \$29.39  | --             | \$31.43       | --              | \$33.46        | --              | \$35.18        | --              | \$37.54        | --              | \$39.63        | --              | \$41.89        |
| W22-050  | 14    | \$30.95  | --             | \$33.07       | --              | \$35.14        | --              | \$37.12        | --              | \$39.17        | --              | \$41.48        | --              | \$43.78        |
| W22-051  | P15   | \$37.66  | --             | \$39.97       | --              | \$42.27        | --              | \$44.36        | --              | \$46.41        | --              | \$49.02        | --              | \$51.26        |
| W22-052  | 11    | \$29.70  | --             | \$31.41       | --              | \$33.10        | --              | \$34.95        | --              | \$37.16        | --              | \$52.02        | --              | \$55.98        |
| W22-053  | P17   | \$56.97  | --             | \$60.38       | --              | \$63.82        | --              | \$67.55        | --              | \$71.38        | --              | \$75.52        | --              | \$79.89        |
| W22-054  | 18    | \$61.21  | --             | \$65.01       | --              | \$68.80        | --              | \$72.75        | --              | \$76.96        | --              | \$81.47        | --              | \$86.05        |
| W22-055  | P17   | \$61.21  | --             | \$65.01       | --              | \$68.80        | --              | \$72.75        | --              | \$76.96        | --              | \$81.47        | --              | \$86.05        |
| W22-056  | 12    | \$24.38  | --             | \$26.05       | --              | \$27.75        | --              | \$29.77        | --              | \$31.68        | --              | \$33.70        | --              | \$35.58        |
| W22-057  | 12    | \$21.93  | --             | \$23.34       | --              | \$24.78        | --              | \$26.57        | --              | \$28.24        | --              | \$30.02        | --              | \$31.68        |
| W22-058  | 18    | \$65.01  | --             | \$69.16       | --              | \$73.29        | --              | \$77.40        | --              | \$82.38        | --              | \$87.34        | --              | \$90.66        |
| W22-059  | P11   | \$22.38  | --             | \$23.59       | --              | \$24.80        | --              | --             | --              | --             | --              | --             | --              | --             |
| W22-060  | 12    | \$24.89  | --             | \$26.57       | --              | \$28.24        | --              | \$30.04        | --              | \$31.96        | --              | \$33.70        | --              | \$35.86        |
| W22-061  | 13    | \$25.29  | --             | \$27.07       | --              | \$28.88        | --              | \$31.16        | --              | \$33.61        | --              | \$35.85        | --              | \$38.39        |

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|----------|-------|----------|----------------|---------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|
| W22-062  | 13    | \$25.76  | --             | \$27.47       | --              | \$29.13        | --              | \$30.91        | --              | \$32.85        | --              | \$34.58        | --              | \$36.79        |
| W22-063  | 12    | \$30.58  | --             | \$32.58       | --              | \$34.59        | --              | \$36.80        | --              | \$39.10        | --              | \$41.21        | --              | \$43.41        |
| W22-064  | 13    | \$32.48  | --             | \$34.31       | --              | \$36.14        | --              | \$38.35        | --              | \$40.45        | --              | \$42.65        | --              | \$44.92        |
| W22-070  | P11   | \$24.89  | --             | \$26.57       | --              | \$28.24        | --              | \$30.04        | --              | \$31.96        | --              | \$33.70        | --              | \$35.86        |
| W22-071  | 14    | \$28.15  | --             | \$29.96       | --              | \$31.77        | --              | \$34.29        | --              | \$37.00        | --              | \$39.57        | --              | \$42.01        |
| W22-072  | 15    | \$31.58  | --             | \$33.61       | --              | \$35.62        | --              | \$38.39        | --              | \$41.20        | --              | \$44.08        | --              | \$46.69        |
| W22-073  | 13    | \$27.07  | --             | \$28.71       | --              | \$30.30        | --              | \$32.24        | --              | \$34.28        | --              | \$36.35        | --              | \$38.39        |
| W22-074  | 10    | \$22.14  | --             | \$23.39       | --              | \$24.63        | --              | \$25.95        | --              | \$27.36        | --              | \$28.70        | --              | \$30.06        |
| W22-075  | 11    | \$22.12  | --             | \$23.34       | --              | \$24.56        | --              | \$26.22        | --              | \$27.96        | --              | \$29.67        | --              | \$31.44        |
| W22-076  | 11    | \$23.47  | --             | \$24.80       | --              | \$26.11        | --              | \$27.72        | --              | \$29.36        | --              | \$30.96        | --              | \$32.57        |
| W22-077  | 12    | \$24.99  | --             | \$26.43       | --              | \$27.82        | --              | \$29.67        | --              | \$31.52        | --              | \$33.44        | --              | \$35.39        |
| W22-078  | 13    | \$25.50  | --             | \$27.07       | --              | \$28.67        | --              | \$30.86        | --              | \$33.32        | --              | \$35.62        | --              | \$38.11        |
| W22-079  | 9B    | \$20.66  | \$21.18        | \$21.71       | \$22.29         | \$22.72        | \$23.97         | \$24.78        | \$25.67         | --             | --              | --             | --              | --             |
|          | 9M    | \$21.36  | \$21.91        | \$22.44       | \$22.99         | \$23.67        | \$24.71         | \$25.58        | \$26.47         | --             | --              | --             | --              | --             |
|          | 10B   | \$19.80  | --             | \$21.04       | --              | \$22.29        | --              | \$23.34        | --              | \$24.57        | --              | \$25.66        | --              | \$26.97        |
|          | 10M   | \$21.23  | --             | \$22.29       | --              | \$23.34        | --              | \$24.78        | --              | \$25.89        | --              | \$27.22        | --              | \$28.48        |
|          | 11B   | \$21.23  | --             | \$22.29       | --              | \$23.34        | --              | \$24.78        | --              | \$25.89        | --              | \$27.22        | --              | \$28.48        |
|          | 11M   | \$22.34  | --             | \$23.67       | --              | \$25.01        | --              | \$26.38        | --              | \$27.70        | --              | \$29.01        | --              | \$30.59        |
| W22-080  | 12B   | \$22.34  | --             | \$23.67       | --              | \$25.01        | --              | \$26.38        | --              | \$27.70        | --              | \$29.01        | --              | \$30.59        |
|          | 12M   | \$23.43  | --             | \$25.01       | --              | \$26.57        | --              | \$28.48        | --              | \$30.32        | --              | \$32.26        | --              | \$33.99        |

**Compensation Plan Section B**

10/01/2018

| Schedule | Grade | Base Min | End of 6 Month | End of 1 Year | End of 18 Month | End of 2 Years | End of 30 Month | End Of 3 Years | End of 42 Month | End of 4 Years | End of 54 Month | End of 5 Years | End of 66 Month | End of 6 Years |
|----------|-------|----------|----------------|---------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|
| W22-081  | 14    | \$27.85  | --             | \$29.93       | --              | \$31.99        | --              | \$34.55        | --              | \$37.30        | --              | \$39.89        | --              | \$42.36        |
| W22-083  | 15A   | \$33.37  | --             | \$35.34       | --              | \$37.44        | --              | \$39.65        | --              | \$42.00        | --              | \$44.47        | --              | \$47.07        |
|          | 15B   | \$35.83  | --             | \$37.94       | --              | \$40.19        | --              | \$42.55        | --              | \$45.06        | --              | \$47.72        | --              | \$50.53        |
| W22-084  | 13    | \$29.39  | --             | \$31.09       | --              | \$32.76        | --              | \$34.86        | --              | \$36.80        | --              | \$38.81        | --              | \$40.98        |
| W22-085  | 15    | \$33.37  | --             | \$35.34       | --              | \$37.44        | --              | \$39.65        | --              | \$42.00        | --              | \$44.47        | --              | \$47.07        |
| W22-086  | 9     | \$20.62  | \$21.18        | \$21.76       | \$22.30         | \$22.89        | \$24.06         | \$24.99        | \$25.88         | --             | --              | --             | --              | --             |
|          | 10    | \$19.86  | --             | \$20.86       | --              | \$21.87        | --              | \$23.24        | --              | \$24.52        | --              | \$25.88        | --              | \$27.35        |
|          | P11   | \$22.15  | --             | \$23.46       | --              | \$24.76        | --              | \$26.57        | --              | \$28.29        | --              | \$30.19        | --              | \$32.30        |
| W22-087  | 12    | \$23.86  | --             | \$25.25       | --              | \$26.57        | --              | \$28.63        | --              | \$30.51        | --              | \$32.61        | --              | \$34.89        |
| W22-088  | 9     | \$23.31  | --             | \$24.63       | --              | \$25.95        | --              | \$27.22        | --              | \$28.70        | --              | \$30.07        | --              | \$31.28        |
|          | 10    | \$24.36  | --             | \$25.89       | --              | \$27.47        | --              | \$28.85        | --              | \$30.36        | --              | \$31.98        | --              | \$33.69        |
|          | P11   | \$25.76  | --             | \$27.47       | --              | \$29.13        | --              | \$30.91        | --              | \$32.85        | --              | \$34.58        | --              | \$36.79        |
| W22-089  | 14    | \$25.02  | --             | \$26.81       | --              | \$28.59        | --              | \$30.81        | --              | \$33.22        | --              | \$35.47        | --              | \$37.96        |
| W41-001  | 8     | \$18.72  | \$19.13        | \$19.55       | \$20.01         | \$20.44        | \$20.90         | \$21.32        | \$21.95         | --             | \$22.43         | --             | \$23.01         | --             |
| W41-002  | 5     | \$16.24  | \$16.62        | \$16.99       | \$17.39         | \$17.68        | \$18.12         | \$18.34        | \$18.92         | --             | \$19.56         | --             | \$20.12         | --             |
|          | 6     | \$17.47  | \$17.78        | \$18.12       | \$18.55         | \$18.92        | \$19.46         | \$19.76        | \$20.12         | --             | \$20.71         | --             | \$21.33         | --             |
|          | E7    | \$18.52  | \$18.92        | \$19.34       | \$19.76         | \$20.12        | \$20.72         | \$21.18        | \$21.81         | --             | \$22.31         | --             | \$22.98         | --             |
| W41-003  | 6     | \$17.47  | \$17.78        | \$18.12       | \$18.55         | \$18.91        | \$19.45         | \$19.70        | \$20.12         | --             | \$20.71         | --             | \$21.32         | --             |
|          | 7     | \$18.53  | \$18.91        | \$19.30       | \$19.70         | \$20.12        | \$20.71         | \$21.18        | \$21.83         | --             | \$22.31         | --             | \$23.01         | --             |
|          | E8    | \$19.55  | \$20.01        | \$20.44       | \$20.90         | \$21.32        | \$21.83         | \$22.31        | \$22.78         | --             | \$23.51         | --             | \$24.10         | --             |

**Compensation Plan Section B**

10/01/2018

| Schedule | Grade | Base Min | End of 6 Month | End of 1 Year | End of 18 Month | End of 2 Years | End of 30 Month | End Of 3 Years | End of 42 Month | End of 4 Years | End of 54 Month | End of 5 Years | End of 66 Month | End of 6 Years |
|----------|-------|----------|----------------|---------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|
| W41-004  | 6     | \$17.47  | \$17.78        | \$18.12       | \$18.55         | \$18.92        | \$19.46         | \$19.76        | \$20.12         | --             | \$20.71         | --             | \$21.33         | --             |
|          | E7    | \$18.52  | \$18.92        | \$19.34       | \$19.76         | \$20.12        | \$20.72         | \$21.18        | \$21.81         | --             | \$22.31         | --             | \$22.98         | --             |
| W41-005  | E7    | \$18.52  | \$18.92        | \$19.34       | \$19.76         | \$20.12        | \$20.72         | \$21.18        | \$21.81         | --             | \$22.31         | --             | \$22.98         | --             |
| W41-006  | 7     | \$18.52  | \$18.92        | \$19.34       | \$19.76         | \$20.12        | \$20.72         | \$21.18        | \$21.81         | --             | \$22.31         | --             | \$22.98         | --             |
|          | E8    | \$19.55  | \$20.01        | \$20.44       | \$20.90         | \$21.33        | \$21.81         | \$22.31        | \$22.72         | --             | \$23.50         | --             | \$24.07         | --             |
| W41-007  | 7     | \$18.53  | \$18.91        | \$19.30       | \$19.70         | \$20.12        | \$20.71         | \$21.18        | \$21.83         | --             | \$22.31         | --             | \$23.01         | --             |
|          | 8     | \$19.55  | \$20.01        | \$20.44       | \$20.90         | \$21.32        | \$21.83         | \$22.31        | \$22.78         | --             | \$23.51         | --             | \$24.10         | --             |
|          | E9    | \$19.53  | --             | \$20.27       | --              | \$21.01        | --              | \$22.12        | --              | \$23.11        | --              | \$24.42        | --              | \$25.45        |
| W41-008  | E8    | \$19.55  | \$20.01        | \$20.44       | \$20.90         | \$21.33        | \$21.81         | \$22.31        | \$22.72         | --             | \$23.50         | --             | \$24.07         | --             |
| W41-009  | 8     | \$19.55  | \$20.01        | \$20.44       | \$20.90         | \$21.33        | \$21.81         | \$22.31        | \$22.72         | --             | \$23.50         | --             | \$24.07         | --             |
| W41-010  | 8     | \$19.55  | \$20.01        | \$20.44       | \$20.90         | \$21.32        | \$21.83         | \$22.31        | \$22.78         | --             | \$23.51         | --             | \$24.10         | --             |
|          | 9     | \$19.53  | --             | \$20.27       | --              | \$21.01        | --              | \$22.12        | --              | \$23.11        | --              | \$24.42        | --              | \$25.45        |
|          | E10   | \$21.15  | --             | \$22.12       | --              | \$23.11        | --              | \$24.42        | --              | \$25.76        | --              | \$27.00        | --              | \$28.35        |
| W41-011  | 9     | \$19.54  | --             | \$20.44       | --              | \$21.33        | --              | \$22.31        | --              | \$23.32        | --              | \$24.41        | --              | \$25.68        |
| W41-012  | 10    | \$19.90  | --             | \$21.01       | --              | \$22.12        | --              | \$23.13        | --              | \$24.28        | --              | \$25.45        | --              | \$26.67        |
| W41-013  | E10   | \$19.90  | --             | \$21.01       | --              | \$22.12        | --              | \$23.13        | --              | \$24.28        | --              | \$25.45        | --              | \$26.67        |
| W41-014  | 10    | \$21.15  | --             | \$22.12       | --              | \$23.11        | --              | \$24.42        | --              | \$25.76        | --              | \$27.00        | --              | \$28.35        |
| W41-015  | 8     | \$18.79  | \$19.19        | \$19.59       | \$20.09         | \$20.54        | \$20.99         | \$21.46        | \$22.14         | --             | \$22.66         | --             | \$23.21         | --             |
|          | 9     | \$18.49  | --             | \$19.51       | --              | \$20.54        | --              | \$21.46        | --              | \$22.51        | --              | \$23.83        | --              | \$24.85        |
|          | E10   | \$19.06  | --             | \$20.20       | --              | \$21.33        | --              | \$22.32        | --              | \$23.42        | --              | \$24.58        | --              | \$25.91        |

**Compensation Plan Section B**

10/01/2018

| Schedule | Grade | Base Min | End of 6 Month | End of 1 Year | End of 18 Month | End of 2 Years | End of 30 Month | End Of 3 Years | End of 42 Month | End of 4 Years | End of 54 Month | End of 5 Years | End of 66 Month | End of 6 Years |
|----------|-------|----------|----------------|---------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|
| W41-016  | 11    | \$20.33  | --             | \$21.33       | --              | \$22.32        | --              | \$23.59        | --              | \$24.85        | --              | \$26.11        | --              | \$27.54        |
| W41-017  | 10    | \$22.37  | --             | \$23.51       | --              | \$24.66        | --              | \$26.11        | --              | \$27.20        | --              | \$28.67        | --              | \$29.89        |
|          | E11   | \$23.58  | --             | \$24.84       | --              | \$26.11        | --              | \$27.44        | --              | \$28.84        | --              | \$30.07        | --              | \$31.68        |
| W41-018  | 9     | \$20.22  | \$20.71        | \$21.18       | \$21.63         | \$21.95        | \$22.43         | \$23.01        | \$23.51         | --             | \$24.28         | --             | \$24.84         | --             |
|          | E10   | \$21.29  | --             | \$22.31       | --              | \$23.34        | --              | \$24.42        | --              | \$25.76        | --              | \$26.86        | --              | \$28.16        |
| W41-019  | 11    | \$24.06  | --             | \$25.44       | --              | \$26.84        | --              | \$28.17        | --              | \$29.92        | --              | \$31.54        | --              | \$33.29        |
| W41-020  | 7     | \$19.26  | --             | \$20.10       | --              | \$20.97        | --              | \$21.94        | --              | \$23.03        | --              | \$24.24        | --              | \$25.36        |
| W41-021  | 5     | \$18.76  | \$19.19        | \$19.64       | \$20.03         | \$20.50        | \$21.06         | \$21.44        | \$22.07         | --             | \$22.67         | --             | \$23.32         | --             |
| W41-022  | 7     | \$18.44  | --             | \$19.30       | --              | \$20.17        | --              | \$21.15        | --              | \$22.23        | --              | \$23.37        | --              | \$24.51        |
| W41-023  | 8     | \$19.16  | --             | \$20.04       | --              | \$20.95        | --              | \$22.07        | --              | \$23.22        | --              | \$24.42        | --              | \$25.77        |
| W41-024  | 6     | \$19.24  | \$19.64        | \$20.04       | \$20.50         | \$20.85        | \$21.40         | \$21.78        | \$22.34         | --             | \$22.98         | --             | \$23.49         | --             |
| W41-025  | 9     | \$18.73  | --             | \$19.41       | --              | \$20.11        | --              | \$21.29        | --              | \$22.23        | --              | \$23.50        | --              | \$24.50        |
| W41-026  | 6     | \$17.46  | \$17.77        | \$18.11       | \$18.50         | \$18.89        | \$19.44         | \$19.73        | \$20.10         | --             | \$20.67         | --             | \$21.33         | --             |
|          | 7     | \$18.45  | \$18.89        | \$19.32       | \$19.73         | \$20.10        | \$20.68         | \$21.17        | \$21.78         | --             | \$22.29         | --             | \$22.98         | --             |
|          | E8    | \$19.53  | \$19.98        | \$20.42       | \$20.86         | \$21.32        | \$21.78         | \$22.29        | \$22.70         | --             | \$23.48         | --             | \$24.07         | --             |



**Compensation Plan Section B**

10/01/2018

**SALARY SCHEDULE FOR SCHOOL TEACHER-E (P11)**

|               | Base | Year 1      | Year 2      | Year 3      | Year 4      | Year 5      | Year 6      | Year 7      | Year 8      | Year 9      | Year 10     | Year 11     | Year 12     |
|---------------|------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| EARNED        | A52  | \$47,000.88 | \$49,485.60 | \$51,928.56 | \$55,018.80 | \$57,942.00 | \$60,948.72 | \$63,370.80 | \$65,959.92 | \$68,716.08 | \$71,159.04 | \$73,455.84 | \$76,817.52 |
| BACHELOR'S    | A46  | \$41,418.40 | \$43,608.00 | \$45,760.80 | \$48,484.00 | \$51,060.00 | \$53,709.60 | \$55,844.00 | \$58,125.60 | \$60,554.40 | \$62,707.20 | \$64,731.20 | \$67,693.60 |
| DEGREE        | A42  | \$37,816.80 | \$39,816.00 | \$41,781.60 | \$44,268.00 | \$46,620.00 | \$49,039.20 | \$50,988.00 | \$53,071.20 | \$55,288.80 | \$57,254.40 | \$59,102.40 | \$61,807.20 |
| W22-065 (11A) | H    | \$22.51     | \$23.70     | \$24.87     | \$26.35     | \$27.75     | \$29.19     | \$30.35     | \$31.59     | \$32.91     | \$34.08     | \$35.18     | \$36.79     |
| EARNED        | A52  | \$49,047.12 | \$51,740.64 | \$54,392.40 | \$57,482.64 | \$60,426.72 | \$63,767.52 | \$66,565.44 | \$69,029.28 | \$71,764.56 | \$74,458.08 | \$77,297.76 | \$80,492.40 |
| MASTER'S      | A46  | \$43,221.60 | \$45,595.20 | \$47,932.00 | \$50,655.20 | \$53,249.60 | \$56,193.60 | \$58,659.20 | \$60,830.40 | \$63,240.80 | \$65,614.40 | \$68,116.80 | \$70,932.00 |
| DEGREE        | A42  | \$39,463.20 | \$41,630.40 | \$43,764.00 | \$46,250.40 | \$48,619.20 | \$51,307.20 | \$53,558.40 | \$55,540.80 | \$57,741.60 | \$59,908.80 | \$62,193.60 | \$64,764.00 |
| W22-065 (11B) | H    | \$23.49     | \$24.78     | \$26.05     | \$27.53     | \$28.94     | \$30.54     | \$31.88     | \$33.06     | \$34.37     | \$35.66     | \$37.02     | \$38.55     |
| MASTER'S      | A52  | \$50,592.24 | \$53,431.92 | \$56,355.12 | \$59,340.96 | \$62,556.48 | \$65,772.00 | \$68,611.68 | \$71,221.68 | \$73,852.56 | \$76,044.96 | \$79,448.40 | \$82,851.84 |
| PLUS 30       | A46  | \$44,583.20 | \$47,085.60 | \$49,661.60 | \$52,292.80 | \$55,126.40 | \$57,960.00 | \$60,462.40 | \$62,762.40 | \$65,080.80 | \$67,012.80 | \$70,012.00 | \$73,011.20 |
| SEM HRS       | A42  | \$40,706.40 | \$42,991.20 | \$45,343.20 | \$47,745.60 | \$50,332.80 | \$52,920.00 | \$55,204.80 | \$57,304.80 | \$59,421.60 | \$61,185.60 | \$63,924.00 | \$66,662.40 |
| W22-065 (11C) | H    | \$24.23     | \$25.59     | \$26.99     | \$28.42     | \$29.96     | \$31.50     | \$32.86     | \$34.11     | \$35.37     | \$36.42     | \$38.05     | \$39.68     |

A52: 52 Week Schedule

A46: 46 Week Schedule

A42: 42 Week Schedule

**Compensation Plan Section B**

10/01/2018

**SALARY SCHEDULE FOR SPECIAL EDUCATION TEACHER-E (P11)**

|               | Base | Year 1      | Year 2      | Year 3      | Year 4      | Year 5      | Year 6      | Year 7      | Year 8      | Year 9      | Year 10     | Year 11     | Year 12     |
|---------------|------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| EARNED        | A52  | \$48,086.64 | \$50,780.16 | \$53,431.92 | \$56,438.64 | \$59,466.24 | \$62,556.48 | \$65,124.72 | \$67,588.56 | \$70,031.52 | \$72,662.40 | \$75,084.48 | \$78,279.12 |
| BACHELOR'S    | A46  | \$42,375.20 | \$44,748.80 | \$47,085.60 | \$49,735.20 | \$52,403.20 | \$55,126.40 | \$57,389.60 | \$59,560.80 | \$61,713.60 | \$64,032.00 | \$66,166.40 | \$68,981.60 |
| DEGREE        | A42  | \$38,690.40 | \$40,857.60 | \$42,991.20 | \$45,410.40 | \$47,846.40 | \$50,332.80 | \$52,399.20 | \$54,381.60 | \$56,347.20 | \$58,464.00 | \$60,412.80 | \$62,983.20 |
| W22-066 (11A) | H    | \$23.03     | \$24.32     | \$25.59     | \$27.03     | \$28.48     | \$29.96     | \$31.19     | \$32.37     | \$33.54     | \$34.80     | \$35.96     | \$37.49     |
| EARNED        | A52  | \$50,592.24 | \$53,431.92 | \$56,355.12 | \$59,340.96 | \$62,556.48 | \$65,772.00 | \$68,611.68 | \$71,221.68 | \$73,852.56 | \$76,546.08 | \$79,448.40 | \$82,851.84 |
| MASTER'S      | A46  | \$44,583.20 | \$47,085.60 | \$49,661.60 | \$52,292.80 | \$55,126.40 | \$57,960.00 | \$60,462.40 | \$62,762.40 | \$65,080.80 | \$67,454.40 | \$70,012.00 | \$73,011.20 |
| DEGREE        | A42  | \$40,706.40 | \$42,991.20 | \$45,343.20 | \$47,745.60 | \$50,332.80 | \$52,920.00 | \$55,204.80 | \$57,304.80 | \$59,421.60 | \$61,588.80 | \$63,924.00 | \$66,662.40 |
| W22-066 (11B) | H    | \$24.23     | \$25.59     | \$26.99     | \$28.42     | \$29.96     | \$31.50     | \$32.86     | \$34.11     | \$35.37     | \$36.66     | \$38.05     | \$39.68     |
| MASTER'S      | A52  | \$52,554.96 | \$55,394.64 | \$58,296.96 | \$61,345.44 | \$64,540.08 | \$67,734.72 | \$70,511.76 | \$73,205.28 | \$76,024.08 | \$78,550.56 | \$81,494.64 | \$84,918.96 |
| PLUS 30       | A46  | \$46,312.80 | \$48,815.20 | \$51,372.80 | \$54,059.20 | \$56,874.40 | \$59,689.60 | \$62,136.80 | \$64,510.40 | \$66,994.40 | \$69,220.80 | \$71,815.20 | \$74,832.80 |
| SEM HRS       | A42  | \$42,285.60 | \$44,570.40 | \$46,905.60 | \$49,358.40 | \$51,928.80 | \$54,499.20 | \$56,733.60 | \$58,900.80 | \$61,168.80 | \$63,201.60 | \$65,570.40 | \$68,325.60 |
| W22-066 (11C) | H    | \$25.17     | \$26.53     | \$27.92     | \$29.38     | \$30.91     | \$32.44     | \$33.77     | \$35.06     | \$36.41     | \$37.62     | \$39.03     | \$40.67     |

A52: 52 Week Schedule

A46: 46 Week Schedule

A42: 42 Week Schedule

**Compensation Plan Section B**

**10/01/2018**

**SALARY SCHEDULE FOR SPECIAL EDUCATION TEACHER HEARING IPRD-E (12)**

|               | Base | Year 1      | Year 2      | Year 3      | Year 4      | Year 5      | Year 6      | Year 7      | Year 8      | Year 9      | Year 10     | Year 11     | Year 12     |
|---------------|------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| EARNED        | A52  | \$50,320.80 | \$53,118.72 | \$55,958.40 | \$59,048.64 | \$62,201.52 | \$65,500.56 | \$68,131.44 | \$70,699.68 | \$73,267.92 | \$76,044.96 | \$78,571.44 | \$81,954.00 |
| BACHELOR'S    | A46  | \$44,344.00 | \$46,809.60 | \$49,312.00 | \$52,035.20 | \$54,813.60 | \$57,720.80 | \$60,039.20 | \$62,302.40 | \$64,565.60 | \$67,012.80 | \$69,239.20 | \$72,220.00 |
| DEGREE        | A42  | \$40,488.00 | \$42,739.20 | \$45,024.00 | \$47,510.40 | \$50,047.20 | \$52,701.60 | \$54,818.40 | \$56,884.80 | \$58,951.20 | \$61,185.60 | \$63,218.40 | \$65,940.00 |
| W22-082 (12A) | H    | \$24.10     | \$25.44     | \$26.80     | \$28.28     | \$29.79     | \$31.37     | \$32.63     | \$33.86     | \$35.09     | \$36.42     | \$37.63     | \$39.25     |
| EARNED        | A52  | \$52,930.80 | \$55,979.28 | \$58,986.00 | \$62,138.88 | \$65,521.44 | \$68,862.24 | \$71,806.32 | \$74,562.48 | \$77,318.64 | \$80,033.04 | \$83,165.04 | \$86,735.52 |
| MASTER'S      | A46  | \$46,644.00 | \$49,330.40 | \$51,980.00 | \$54,758.40 | \$57,739.20 | \$60,683.20 | \$63,277.60 | \$65,706.40 | \$68,135.20 | \$70,527.20 | \$73,287.20 | \$76,433.60 |
| DEGREE        | A42  | \$42,588.00 | \$45,040.80 | \$47,460.00 | \$49,996.80 | \$52,718.40 | \$55,406.40 | \$57,775.20 | \$59,992.80 | \$62,210.40 | \$64,394.40 | \$66,914.40 | \$69,787.20 |
| W22-082 (12B) | H    | \$25.35     | \$26.81     | \$28.25     | \$29.76     | \$31.38     | \$32.98     | \$34.39     | \$35.71     | \$37.03     | \$38.33     | \$39.83     | \$41.54     |
| MASTER'S      | A52  | \$54,977.04 | \$57,942.00 | \$60,969.60 | \$64,226.88 | \$67,505.04 | \$70,845.84 | \$73,810.80 | \$76,629.60 | \$79,594.56 | \$82,204.56 | \$85,273.92 | \$88,927.92 |
| PLUS 30       | A46  | \$48,447.20 | \$51,060.00 | \$53,728.00 | \$56,598.40 | \$59,487.20 | \$62,431.20 | \$65,044.00 | \$67,528.00 | \$70,140.80 | \$72,440.80 | \$75,145.60 | \$78,365.60 |
| SEM HRS       | A42  | \$44,234.40 | \$46,620.00 | \$49,056.00 | \$51,676.80 | \$54,314.40 | \$57,002.40 | \$59,388.00 | \$61,656.00 | \$64,041.60 | \$66,141.60 | \$68,611.20 | \$71,551.20 |
| W22-082 (12C) | H    | \$26.33     | \$27.75     | \$29.20     | \$30.76     | \$32.33     | \$33.93     | \$35.35     | \$36.70     | \$38.12     | \$39.37     | \$40.84     | \$42.59     |

A52: 52 Week Schedule

A46: 46 Week Schedule

A42: 42 Week Schedule

**Compensation Plan Section B**

**10/01/2018**

**SALARY SCHEDULE FOR TRADES INSTRUCTOR-E (P11)**

|               | Base | Year 1      | Year 2      | Year 3      | Year 4      | Year 5      | Year 6      | Year 7      | Year 8      | Year 9      | Year 10     | Year 11     | Year 12     |
|---------------|------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| NON DEGREE    | A52  | \$45,476.64 | \$47,836.08 | \$50,216.40 | \$52,951.68 | \$56,021.04 | \$58,902.48 | \$61,428.96 | \$63,934.56 | \$66,690.72 | \$69,071.04 | \$71,597.52 | \$74,792.16 |
| & VOC CERT    | A46  | \$40,075.20 | \$42,154.40 | \$44,252.00 | \$46,662.40 | \$49,367.20 | \$51,906.40 | \$54,132.80 | \$56,340.80 | \$58,769.60 | \$60,867.20 | \$63,093.60 | \$65,908.80 |
| W22-067 (11A) | H    | \$21.78     | \$22.91     | \$24.05     | \$25.36     | \$26.83     | \$28.21     | \$29.42     | \$30.62     | \$31.94     | \$33.08     | \$34.29     | \$35.82     |
| 60 SEM HRS    | A52  | \$46,165.68 | \$48,838.32 | \$51,490.08 | \$54,371.52 | \$57,503.52 | \$60,468.48 | \$62,911.44 | \$65,187.36 | \$68,110.56 | \$70,574.40 | \$73,059.12 | \$76,295.52 |
| & VOC CERT    | A46  | \$40,682.40 | \$43,037.60 | \$45,374.40 | \$47,913.60 | \$50,673.60 | \$53,286.40 | \$55,439.20 | \$57,444.80 | \$60,020.80 | \$62,192.00 | \$64,381.60 | \$67,233.60 |
| W22-067 (11B) | H    | \$22.11     | \$23.39     | \$24.66     | \$26.04     | \$27.54     | \$28.96     | \$30.13     | \$31.22     | \$32.62     | \$33.80     | \$34.99     | \$36.54     |
| EARNED BACH   | A52  | \$47,669.04 | \$50,341.68 | \$52,951.68 | \$55,958.40 | \$58,965.12 | \$61,992.72 | \$64,519.20 | \$66,983.04 | \$69,530.40 | \$72,161.28 | \$74,562.48 | \$77,610.96 |
| DEGREE        | A46  | \$42,007.20 | \$44,362.40 | \$46,662.40 | \$49,312.00 | \$51,961.60 | \$54,629.60 | \$56,856.00 | \$59,027.20 | \$61,272.00 | \$63,590.40 | \$65,706.40 | \$68,392.80 |
| & VOC CERT    | H    | \$22.83     | \$24.11     | \$25.36     | \$26.80     | \$28.24     | \$29.69     | \$30.90     | \$32.08     | \$33.30     | \$34.56     | \$35.71     | \$37.17     |
| W22-067 (11C) |      |             |             |             |             |             |             |             |             |             |             |             |             |
| EARNED MAST   | A52  | \$50,237.28 | \$52,951.68 | \$55,686.96 | \$58,902.48 | \$61,992.72 | \$65,312.64 | \$68,047.92 | \$70,657.92 | \$73,309.68 | \$76,044.96 | \$79,030.80 | \$82,288.08 |
| DEGREE        | A46  | \$44,270.40 | \$46,662.40 | \$49,072.80 | \$51,906.40 | \$54,629.60 | \$57,555.20 | \$59,965.60 | \$62,265.60 | \$64,602.40 | \$67,012.80 | \$69,644.00 | \$72,514.40 |
| & VOC CERT    | H    | \$24.06     | \$25.36     | \$26.67     | \$28.21     | \$29.69     | \$31.28     | \$32.59     | \$33.84     | \$35.11     | \$36.42     | \$37.85     | \$39.41     |
| W22-067 (11D) |      |             |             |             |             |             |             |             |             |             |             |             |             |
| EARNED MAST   | A52  | \$51,678.00 | \$54,747.36 | \$57,816.72 | \$60,823.44 | \$64,101.60 | \$67,087.44 | \$70,052.40 | \$72,683.28 | \$75,543.84 | \$78,132.96 | \$80,951.76 | \$84,376.08 |
| & 30 SEM HRS  | A46  | \$45,540.00 | \$48,244.80 | \$50,949.60 | \$53,599.20 | \$56,488.00 | \$59,119.20 | \$61,732.00 | \$64,050.40 | \$66,571.20 | \$68,852.80 | \$71,336.80 | \$74,354.40 |
| & VOC CERT    | H    | \$24.75     | \$26.22     | \$27.69     | \$29.13     | \$30.70     | \$32.13     | \$33.55     | \$34.81     | \$36.18     | \$37.42     | \$38.77     | \$40.41     |
| W22-067 (11E) |      |             |             |             |             |             |             |             |             |             |             |             |             |

A52: 52 Week Schedule

A46: 46 Week Schedule

**Compensation Plan Section B**

10/01/2018

**SALARY SCHEDULE FOR TRADES INSTRUCTOR-A (12)**

|               | Base | Year 1      | Year 2      | Year 3      | Year 4      | Year 5      | Year 6      | Year 7      | Year 8      | Year 9      | Year 10     | Year 11     | Year 12     |
|---------------|------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| NON DEGREE    | A52  | \$48,044.88 | \$50,592.24 | \$53,139.60 | \$56,125.44 | \$59,111.28 | \$62,138.88 | \$64,581.84 | \$67,087.44 | \$69,864.48 | \$72,390.96 | \$74,771.28 | \$77,965.92 |
| & VOC CERT    | A46  | \$42,338.40 | \$44,583.20 | \$46,828.00 | \$49,459.20 | \$52,090.40 | \$54,758.40 | \$56,911.20 | \$59,119.20 | \$61,566.40 | \$63,792.80 | \$65,890.40 | \$68,705.60 |
| W22-068 (12A) | H    | \$23.01     | \$24.23     | \$25.45     | \$26.88     | \$28.31     | \$29.76     | \$30.93     | \$32.13     | \$33.46     | \$34.67     | \$35.81     | \$37.34     |
| 60 SEM HRS    | A52  | \$49,172.40 | \$51,865.92 | \$54,601.20 | \$57,670.56 | \$60,572.88 | \$63,642.24 | \$65,980.80 | \$68,736.96 | \$71,305.20 | \$73,769.04 | \$76,316.40 | \$79,511.04 |
| & VOC CERT    | A46  | \$43,332.00 | \$45,705.60 | \$48,116.00 | \$50,820.80 | \$53,378.40 | \$56,083.20 | \$58,144.00 | \$60,572.80 | \$62,836.00 | \$65,007.20 | \$67,252.00 | \$70,067.20 |
| W22-068 (12B) | H    | \$23.55     | \$24.84     | \$26.15     | \$27.62     | \$29.01     | \$30.48     | \$31.60     | \$32.92     | \$34.15     | \$35.33     | \$36.55     | \$38.08     |
| EARNED BACH   | A52  | \$50,446.08 | \$53,244.00 | \$56,083.68 | \$59,048.64 | \$62,138.88 | \$65,250.00 | \$67,860.00 | \$70,094.16 | \$72,683.28 | \$75,314.16 | \$77,736.24 | \$80,951.76 |
| DEGREE        | A46  | \$44,454.40 | \$46,920.00 | \$49,422.40 | \$52,035.20 | \$54,758.40 | \$57,500.00 | \$59,800.00 | \$61,768.80 | \$64,050.40 | \$66,368.80 | \$68,503.20 | \$71,336.80 |
| & VOC CERT    | H    | \$24.16     | \$25.50     | \$26.86     | \$28.28     | \$29.76     | \$31.25     | \$32.50     | \$33.57     | \$34.81     | \$36.07     | \$37.23     | \$38.77     |
| W22-068 (12C) |      |             |             |             |             |             |             |             |             |             |             |             |             |
| EARNED MAST   | A52  | \$52,951.68 | \$55,958.40 | \$58,902.48 | \$61,992.72 | \$65,250.00 | \$68,486.40 | \$71,221.68 | \$73,810.80 | \$76,608.72 | \$79,385.76 | \$82,037.52 | \$85,587.12 |
| DEGREE        | A46  | \$46,662.40 | \$49,312.00 | \$51,906.40 | \$54,629.60 | \$57,500.00 | \$60,352.00 | \$62,762.40 | \$65,044.00 | \$67,509.60 | \$69,956.80 | \$72,293.60 | \$75,421.60 |
| & VOC CERT    | H    | \$25.36     | \$26.80     | \$28.21     | \$29.69     | \$31.25     | \$32.80     | \$34.11     | \$35.35     | \$36.69     | \$38.02     | \$39.29     | \$40.99     |
| W22-068 (12D) |      |             |             |             |             |             |             |             |             |             |             |             |             |
| EARNED MAST   | A52  | \$54,810.00 | \$57,816.72 | \$60,823.44 | \$64,080.72 | \$67,150.08 | \$70,282.08 | \$73,226.16 | \$75,961.44 | \$78,550.56 | \$81,327.60 | \$84,062.88 | \$87,654.24 |
| & 30 SEM HRS  | A46  | \$48,300.00 | \$50,949.60 | \$53,599.20 | \$56,469.60 | \$59,174.40 | \$61,934.40 | \$64,528.80 | \$66,939.20 | \$69,220.80 | \$71,668.00 | \$74,078.40 | \$77,243.20 |
| & VOC CERT    | H    | \$26.25     | \$27.69     | \$29.13     | \$30.69     | \$32.16     | \$33.66     | \$35.07     | \$36.38     | \$37.62     | \$38.95     | \$40.26     | \$41.98     |
| W22-068 (12E) |      |             |             |             |             |             |             |             |             |             |             |             |             |

A52: 52 Week Schedule

A46: 46 Week Schedule

**Compensation Plan Section B**

**10/01/2018**

**SALARY SCHEDULE FOR TRADES INSTRUCTOR-A (12)**

|                | Base | Year 1      | Year 2      | Year 3      | Year 4      | Year 5      | Year 6      | Year 7      | Year 8      | Year 9      | Year 10     | Year 11     | Year 12     |
|----------------|------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| NON DEGREE     | A52  | \$46,061.28 | \$48,587.76 | \$51,114.24 | \$53,912.16 | \$56,793.60 | \$59,779.44 | \$62,138.88 | \$64,519.20 | \$67,087.44 | \$69,593.04 | \$71,827.20 | \$74,980.08 |
| & VOC CERT     | A46  | \$40,590.40 | \$42,816.80 | \$45,043.20 | \$47,508.80 | \$50,048.00 | \$52,679.20 | \$54,758.40 | \$56,856.00 | \$59,119.20 | \$61,327.20 | \$63,296.00 | \$66,074.40 |
| NERE-222 (12A) | H    | \$22.06     | \$23.27     | \$24.48     | \$25.82     | \$27.20     | \$28.63     | \$29.76     | \$30.90     | \$32.13     | \$33.33     | \$34.40     | \$35.91     |
| 60 SEM HRS     | A52  | \$47,126.16 | \$49,861.44 | \$52,617.60 | \$55,415.52 | \$58,234.32 | \$61,157.52 | \$63,433.44 | \$65,959.92 | \$68,549.04 | \$70,929.36 | \$73,309.68 | \$76,525.20 |
| & VOC CERT     | A46  | \$41,528.80 | \$43,939.20 | \$46,368.00 | \$48,833.60 | \$51,317.60 | \$53,893.60 | \$55,899.20 | \$58,125.60 | \$60,407.20 | \$62,504.80 | \$64,602.40 | \$67,436.00 |
| NERE-222 (12B) | H    | \$22.57     | \$23.88     | \$25.20     | \$26.54     | \$27.89     | \$29.29     | \$30.38     | \$31.59     | \$32.83     | \$33.97     | \$35.11     | \$36.65     |

A52: 52 Week Schedule

A46: 46 Week Schedule

**Compensation Plan Section B**

**10/01/2018**

**SALARY SCHEDULE FOR BLIND REHAB INSTRUCTOR E (P11)**

|                          | Base | Year 1      | Year 2      | Year 3      | Year 4      | Year 5      | Year 6      | Year 7      | Year 8      | Year 9      | Year 10     | Year 11     | Year 12     |
|--------------------------|------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| EARNED                   | A52  | \$47,669.04 | \$50,341.68 | \$52,951.68 | \$55,958.40 | \$58,965.12 | \$61,992.72 | \$64,519.20 | \$66,983.04 | \$69,530.40 | \$72,161.28 | \$74,562.48 | \$77,610.96 |
| BACHELOR'S               | A46  | \$42,007.20 | \$44,362.40 | \$46,662.40 | \$49,312.00 | \$51,961.60 | \$54,629.60 | \$56,856.00 | \$59,027.20 | \$61,272.00 | \$63,590.40 | \$65,706.40 | \$68,392.80 |
| DEGREE<br>W22-069 (11A)  | H    | \$22.83     | \$24.11     | \$25.36     | \$26.80     | \$28.24     | \$29.69     | \$30.90     | \$32.08     | \$33.30     | \$34.56     | \$35.71     | \$37.17     |
| EARNED                   | A52  | \$50,237.28 | \$52,951.68 | \$55,686.96 | \$58,902.48 | \$61,992.72 | \$65,312.64 | \$68,047.92 | \$70,657.92 | \$73,309.68 | \$76,044.96 | \$79,030.80 | \$82,288.08 |
| MASTER'S                 | A46  | \$44,270.40 | \$46,662.40 | \$49,072.80 | \$51,906.40 | \$54,629.60 | \$57,555.20 | \$59,965.60 | \$62,265.60 | \$64,602.40 | \$67,012.80 | \$69,644.00 | \$72,514.40 |
| DEGREE<br>W22-069 (11B)  | H    | \$24.06     | \$25.36     | \$26.67     | \$28.21     | \$29.69     | \$31.28     | \$32.59     | \$33.84     | \$35.11     | \$36.42     | \$37.85     | \$39.41     |
| MASTER'S                 | A52  | \$51,678.00 | \$54,747.36 | \$57,816.72 | \$60,823.44 | \$64,101.60 | \$67,087.44 | \$70,052.40 | \$72,683.28 | \$75,543.84 | \$78,132.96 | \$80,951.76 | \$84,376.08 |
| PLUS 30                  | A46  | \$45,540.00 | \$48,244.80 | \$50,949.60 | \$53,599.20 | \$56,488.00 | \$59,119.20 | \$61,732.00 | \$64,050.40 | \$66,571.20 | \$68,852.80 | \$71,336.80 | \$74,354.40 |
| SEM HRS<br>W22-069 (11C) | H    | \$24.75     | \$26.22     | \$27.69     | \$29.13     | \$30.70     | \$32.13     | \$33.55     | \$34.81     | \$36.18     | \$37.42     | \$38.77     | \$40.41     |

A52: 52 Week Schedule

A46: 46 Week Schedule