

ENGINEERING & SCIENTIFIC CONFIDENTIAL CN 40-Hours Salary Plan Effective 8/26/2013

<u>Plan</u>	<u>Group</u>	<u>Period</u>	<u>Minimum</u>	<u>Maximum</u>
CN	11	Annual	\$35,784.00	\$45,965.00
		Bi-Wk	\$1,371.04	\$1,761.12
		Daily	\$137.11	\$176.12
		Hourly	\$17.14	\$22.02
CN	12	Annual	\$36,943.00	\$47,576.00
		Bi-Wk	\$1,415.45	\$1,822.84
		Daily	\$141.55	\$182.29
		Hourly	\$17.70	\$22.79
CN	13	Annual	\$39,025.00	\$51,658.00
		Bi-Wk	\$1,495.22	\$1,979.24
		Daily	\$149.53	\$197.93
		Hourly	\$18.70	\$24.75
CN	14	Annual	\$40,853.00	\$53,954.00
		Bi-Wk	\$1,565.25	\$2,067.21
		Daily	\$156.53	\$206.73
		Hourly	\$19.57	\$25.85
CN	15	Annual	\$42,817.00	\$56,366.00
		Bi-Wk	\$1,640.50	\$2,159.62
		Daily	\$164.05	\$215.97
		Hourly	\$20.51	\$27.00
CN	16	Annual	\$44,899.00	\$58,918.00
		Bi-Wk	\$1,720.27	\$2,257.40
		Daily	\$172.03	\$225.74
		Hourly	\$21.51	\$28.22

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CN	17	Annual	\$47,120.00	\$61,618.00
		Bi-Wk	\$1,805.37	\$2,360.85
		Daily	\$180.54	\$236.09
		Hourly	\$22.57	\$29.52
CN	18	Annual	\$49,500.00	\$64,456.00
		Bi-Wk	\$1,896.56	\$2,469.58
		Daily	\$189.66	\$246.96
		Hourly	\$23.71	\$30.87
CN	19	Annual	\$51,937.00	\$67,415.00
		Bi-Wk	\$1,989.93	\$2,582.96
		Daily	\$199.00	\$258.30
		Hourly	\$24.88	\$32.29
CN	20	Annual	\$54,586.00	\$70,539.00
		Bi-Wk	\$2,091.42	\$2,702.65
		Daily	\$209.15	\$270.27
		Hourly	\$26.15	\$33.79
CN	21	Annual	\$57,273.00	\$73,781.00
		Bi-Wk	\$2,194.37	\$2,826.86
		Daily	\$219.44	\$282.69
		Hourly	\$27.43	\$35.34
CN	22	Annual	\$58,845.00	\$77,676.00
		Bi-Wk	\$2,254.60	\$2,976.10
		Daily	\$225.46	\$297.61
		Hourly	\$28.19	\$37.21

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CN	23	Annual	\$61,631.00	\$81,279.00
		Bi-Wk	\$2,361.35	\$3,114.14
		Daily	\$236.14	\$311.42
		Hourly	\$29.52	\$38.93
CN	24	Annual	\$64,594.00	\$85,100.00
		Bi-Wk	\$2,474.87	\$3,260.54
		Daily	\$247.49	\$326.06
		Hourly	\$30.94	\$40.76
CN	25	Annual	\$67,751.00	\$89,074.00
		Bi-Wk	\$2,595.83	\$3,412.80
		Daily	\$259.59	\$341.28
		Hourly	\$32.45	\$42.66
CN	26	Annual	\$71,088.00	\$93,266.00
		Bi-Wk	\$2,723.68	\$3,573.41
		Daily	\$272.37	\$357.35
		Hourly	\$34.05	\$44.67
CN	27	Annual	\$74,611.00	\$97,657.00
		Bi-Wk	\$2,858.66	\$3,741.65
		Daily	\$285.87	\$374.17
		Hourly	\$35.74	\$46.78
CN	28	Annual	\$78,381.00	\$102,319.00
		Bi-Wk	\$3,003.11	\$3,920.27
		Daily	\$300.32	\$392.03
		Hourly	\$37.54	\$49.01

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CN	29	Annual	\$79,133.00	\$104,917.00
		Bi-Wk	\$3,031.92	\$4,019.81
		Daily	\$303.20	\$401.99
		Hourly	\$37.90	\$50.25
CN	30	Annual	\$82,310.00	\$108,917.00
		Bi-Wk	\$3,153.64	\$4,173.07
		Daily	\$315.37	\$417.31
		Hourly	\$39.43	\$52.17
CN	31	Annual	\$85,613.00	\$113,075.00
		Bi-Wk	\$3,280.20	\$4,332.38
		Daily	\$328.02	\$433.24
		Hourly	\$41.01	\$54.16
CN	32	Annual	\$89,047.00	\$117,360.00
		Bi-Wk	\$3,411.77	\$4,496.56
		Daily	\$341.18	\$449.66
		Hourly	\$42.65	\$56.21
CN	33	Annual	\$92,629.00	\$121,826.00
		Bi-Wk	\$3,549.01	\$4,667.67
		Daily	\$354.91	\$466.77
		Hourly	\$44.37	\$58.35
CN	34	Annual	\$96,443.00	\$126,529.00
		Bi-Wk	\$3,695.14	\$4,847.86
		Daily	\$369.52	\$484.79
		Hourly	\$46.19	\$60.60

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CN	35	Annual	\$100,407.00	\$131,387.00
		Bi-Wk	\$3,847.02	\$5,033.99
		Daily	\$384.71	\$503.40
		Hourly	\$48.09	\$62.93
CN	36	Annual	\$104,583.00	\$136,484.00
		Bi-Wk	\$4,007.02	\$5,229.28
		Daily	\$400.71	\$522.93
		Hourly	\$50.09	\$65.37
CN	37	Annual	\$108,922.00	\$141,824.00
		Bi-Wk	\$4,173.26	\$5,433.87
		Daily	\$417.33	\$543.39
		Hourly	\$52.17	\$67.93
CN	38	Annual	\$113,418.00	\$147,247.00
		Bi-Wk	\$4,345.52	\$5,641.65
		Daily	\$434.56	\$564.17
		Hourly	\$54.32	\$70.53
CN	39	Annual	\$118,136.00	\$152,945.00
		Bi-Wk	\$4,526.29	\$5,859.97
		Daily	\$452.63	\$586.00
		Hourly	\$56.58	\$73.25
CN	40	Annual	\$123,059.00	\$158,805.00
		Bi-Wk	\$4,714.91	\$6,084.49
		Daily	\$471.50	\$608.45
		Hourly	\$58.94	\$76.06

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CN	41	Annual	\$128,201.00	\$164,993.00
		Bi-Wk	\$4,911.92	\$6,321.58
		Daily	\$491.20	\$632.16
		Hourly	\$61.40	\$79.02
CN	42	Annual	\$133,544.00	\$171,367.00
		Bi-Wk	\$5,116.63	\$6,565.79
		Daily	\$511.67	\$656.58
		Hourly	\$63.96	\$82.08
CN	43	Annual	\$139,220.00	\$178,032.00
		Bi-Wk	\$5,334.10	\$6,821.15
		Daily	\$533.41	\$682.12
		Hourly	\$66.68	\$85.27