

NP-2 TE 37.5 HOUR HIRING RATE PLAN EFFECTIVE 7/1/2002

Plan Group	Period	Step 1
TE	1 Annual	\$18,775.00
	Bi-Wk	\$719.35
	Daily	\$71.94
	Hourly	\$9.60
TE	2 Annual	\$19,494.00
	Bi-Wk	\$746.90
	Daily	\$74.69
	Hourly	\$9.96
TE	3 Annual	\$19,858.00
	Bi-Wk	\$760.85
	Daily	\$76.09
	Hourly	\$10.15
TE	4 Annual	\$20,376.00
	Bi-Wk	\$780.69
	Daily	\$78.07
	Hourly	\$10.41
TE	5 Annual	\$20,790.00
	Bi-Wk	\$796.56
	Daily	\$79.66
	Hourly	\$10.63
TE	6 Annual	\$21,359.00
	Bi-Wk	\$818.36
	Daily	\$81.84
	Hourly	\$10.92
TE	7 Annual	\$21,876.00
	Bi-Wk	\$838.17
	Daily	\$83.82
	Hourly	\$11.18
TE	8 Annual	\$23,216.00
	Bi-Wk	\$889.51
	Daily	\$88.96
	Hourly	\$11.87
TE	9 Annual	\$23,805.00
	Bi-Wk	\$912.07
	Daily	\$91.21
	Hourly	\$12.17

NP-2 TE 37.5 HOUR HIRING RATE PLAN EFFECTIVE 7/1/2002

Plan Group	Period	Step 1
TE	10 Annual	\$24,487.00
	Bi-Wk	\$938.20
	Daily	\$93.82
	Hourly	\$12.51
TE	11 Annual	\$25,168.00
	Bi-Wk	\$964.30
	Daily	\$96.43
	Hourly	\$12.86
TE	12 Annual	\$25,899.00
	Bi-Wk	\$992.30
	Daily	\$99.23
	Hourly	\$13.24