

NP-2 TE 37.5 HOUR HIRING RATE PLAN EFFECTIVE 7/1/2004

Plan	Group	Period	Step 1
TE	1	Annual	\$19,919.00
		Bi-Wk	\$763.19
		Daily	\$76.32
		Hourly	\$10.18
TE	2	Annual	\$20,682.00
		Bi-Wk	\$792.42
		Daily	\$79.25
		Hourly	\$10.57
TE	3	Annual	\$21,068.00
		Bi-Wk	\$807.21
		Daily	\$80.73
		Hourly	\$10.77
TE	4	Annual	\$21,618.00
		Bi-Wk	\$828.28
		Daily	\$82.83
		Hourly	\$11.05
TE	5	Annual	\$22,057.00
		Bi-Wk	\$845.10
		Daily	\$84.51
		Hourly	\$11.27
TE	6	Annual	\$22,661.00
		Bi-Wk	\$868.24
		Daily	\$86.83
		Hourly	\$11.58
TE	7	Annual	\$23,210.00
		Bi-Wk	\$889.28
		Daily	\$88.93
		Hourly	\$11.86
TE	8	Annual	\$24,631.00
		Bi-Wk	\$943.72
		Daily	\$94.38
		Hourly	\$12.59
TE	9	Annual	\$25,256.00
		Bi-Wk	\$967.67
		Daily	\$96.77
		Hourly	\$12.91

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Plan	Group	Period	Step 1
TE	10	Annual	\$25,979.00
		Bi-Wk	\$995.37
		Daily	\$99.54
		Hourly	\$13.28
TE	11	Annual	\$26,702.00
		Bi-Wk	\$1,023.07
		Daily	\$102.31
		Hourly	\$13.65
TE	12	Annual	\$27,477.00
		Bi-Wk	\$1,052.76
		Daily	\$105.28
		Hourly	\$14.04