SP PAY PLAN EFFECTIVE 6/27/2003

PLAN	GROUP	PERIOD	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11
SP	1	Annual	$42,810	$44,233	$45,660	$47,085	$48,545	$49,931	$51,341	$52,784	$54,206	$55,926	$61,800
		Biweekly	$1,640.23	$1,694.76	$1,749.43	$1,804.03	$1,859.97	$1,913.07	$1,967.09	$2,022.38	$2,076.86	$2,142.76	$2,367.82
		Daily	$164.03	$169.48	$174.95	$180.41	$186.00	$191.31	$196.71	$202.24	$207.69	$214.28	$236.79
		Hourly	$20.51	$21.19	$21.87	$22.56	$23.25	$23.92	$24.59	$25.28	$25.97	$26.79	$29.60
SP	3	Annual							$60,453	$62,283	$64,110	$67,256	$69,123
		Biweekly							$2,316.21	$2,386.33	$2,456.33	$2,576.86	$2,648.40
		Daily							$231.63	$238.64	$245.64	$257.69	$264.84
		Hourly							$28.96	$29.83	$30.71	$32.22	$33.11
SP	4	Annual							$64,097	$65,986	$67,879	$71,166	$73,100
		Biweekly							$2,455.83	$2,528.20	$2,600.73	$2,726.67	$2,800.77
		Daily							$245.59	$252.82	$260.08	$272.67	$280.08
		Hourly							$30.70	$31.61	$32.51	$34.09	$35.01
	Trainee	Annual	$34,142										