

Current Pay Plan				
Minimum	Midpoint	Maximum	Range Spread	Midpoint Progression
\$ 47,476.00	\$ 57,388.24	\$ 68,355.46	44%	-
\$ 51,064.00	\$ 63,127.79	\$ 75,191.58	47%	10.0%
\$ 56,434.98	\$ 69,768.09	\$ 83,101.20	47%	10.5%
\$ 62,666.03	\$ 77,470.74	\$ 92,275.46	47%	11.0%
\$ 69,910.05	\$ 86,426.49	\$ 102,942.94	47%	11.6%
\$ 80,473.74	\$ 92,736.80	\$ 104,999.86	30%	7.3%
\$ 84,999.82	\$ 97,952.71	\$ 110,905.60	30%	5.6%
\$ 95,500.08	\$ 112,243.15	\$ 128,986.21	35%	14.6%
\$ 110,500.00	\$ 127,482.27	\$ 144,464.53	31%	13.6%
\$ 26,807.04	\$ 33,139.87	\$ 39,742.58	48%	-
\$ 28,843.98	\$ 35,658.27	\$ 42,472.56	47%	7.6%
\$ 31,123.04	\$ 38,475.53	\$ 45,828.02	47%	7.9%
\$ 33,674.99	\$ 41,630.58	\$ 49,586.16	47%	8.2%
\$ 36,537.07	\$ 45,169.18	\$ 53,801.28	47%	8.5%
\$ 39,751.92	\$ 49,143.54	\$ 58,535.15	47%	8.8%
\$ 43,448.91	\$ 53,714.34	\$ 63,979.76	47%	9.3%
\$ 47,620.98	\$ 58,871.18	\$ 70,121.38	47%	9.6%
\$ 52,335.09	\$ 64,699.02	\$ 77,062.96	47%	9.9%

Proposed Pay Plan - At Market				
Proposed Minimum	Proposed Midpoint	Proposed Maximum	Range Spread	Midpoint Progression
\$48,188.14	\$60,235.18	\$72,282.21	50.0%	-
\$51,561.31	\$64,451.64	\$77,341.96	50.0%	7.0%
\$55,170.60	\$68,963.25	\$82,755.90	50.0%	7.0%
\$59,032.54	\$73,790.68	\$88,548.82	50.0%	7.0%
\$63,164.82	\$78,956.03	\$94,747.23	50.0%	7.0%
\$67,586.36	\$84,482.95	\$101,379.54	50.0%	7.0%
\$72,317.40	\$90,396.76	\$108,476.11	50.0%	7.0%
\$77,379.62	\$96,724.53	\$116,069.43	50.0%	7.0%
\$82,796.20	\$103,495.25	\$124,194.29	50.0%	7.0%
\$88,591.93	\$110,739.91	\$132,887.89	50.0%	7.0%
\$95,679.28	\$119,599.11	\$143,518.93	50.0%	8.0%
\$103,333.63	\$129,167.03	\$155,000.44	50.0%	8.0%
\$111,600.32	\$139,500.40	\$167,400.48	50.0%	8.0%
\$120,528.34	\$150,660.43	\$180,792.51	50.0%	8.0%
\$130,170.61	\$162,713.26	\$195,255.91	50.0%	8.0%
\$27,611.25	\$34,514.06	\$41,416.88	50.0%	-
\$29,544.04	\$36,930.05	\$44,316.06	50.0%	7.0%
\$31,612.12	\$39,515.15	\$47,418.18	50.0%	7.0%
\$33,824.97	\$42,281.21	\$50,737.46	50.0%	7.0%
\$36,192.72	\$45,240.90	\$54,289.08	50.0%	7.0%
\$38,726.21	\$48,407.76	\$58,089.31	50.0%	7.0%
\$41,437.04	\$51,796.30	\$62,155.56	50.0%	7.0%
\$44,337.64	\$55,422.04	\$66,506.45	50.0%	7.0%
\$47,884.65	\$59,855.81	\$71,826.97	50.0%	8.0%
\$51,715.42	\$64,644.27	\$77,573.13	50.0%	8.0%
\$55,852.65	\$69,815.81	\$83,778.98	50.0%	8.0%

Proposed Pay Plan - 3% Above Market				
Proposed Minimum	Proposed Midpoint	Proposed Maximum	Range Spread	Midpoint Progression
\$49,849.80	\$62,312.25	\$74,774.70	50.0%	-
\$53,339.29	\$66,674.11	\$80,008.93	50.0%	7.0%
\$57,073.04	\$71,341.30	\$85,609.55	50.0%	7.0%
\$61,068.15	\$76,335.19	\$91,602.22	50.0%	7.0%
\$65,342.92	\$81,678.65	\$98,014.38	50.0%	7.0%
\$69,916.92	\$87,396.15	\$104,875.38	50.0%	7.0%
\$74,811.11	\$93,513.88	\$112,216.66	50.0%	7.0%
\$80,047.89	\$100,059.86	\$120,071.83	50.0%	7.0%
\$85,651.24	\$107,064.05	\$128,476.86	50.0%	7.0%
\$91,646.82	\$114,558.53	\$137,470.24	50.0%	7.0%
\$98,978.57	\$123,723.21	\$148,467.85	50.0%	8.0%
\$106,896.86	\$133,621.07	\$160,345.28	50.0%	8.0%
\$115,448.60	\$144,310.76	\$173,172.91	50.0%	8.0%
\$124,684.49	\$155,855.62	\$187,026.74	50.0%	8.0%
\$134,659.25	\$168,324.06	\$201,988.88	50.0%	8.0%
\$28,147.39	\$35,184.24	\$42,221.09	50.0%	-
\$30,117.71	\$37,647.14	\$45,176.56	50.0%	7.0%
\$32,225.95	\$40,282.44	\$48,338.92	50.0%	7.0%
\$34,481.77	\$43,102.21	\$51,722.65	50.0%	7.0%
\$36,895.49	\$46,119.36	\$55,343.23	50.0%	7.0%
\$39,478.17	\$49,347.72	\$59,217.26	50.0%	7.0%
\$42,241.65	\$52,802.06	\$63,362.47	50.0%	7.0%
\$45,198.56	\$56,498.20	\$67,797.84	50.0%	7.0%
\$48,814.45	\$61,018.06	\$73,221.67	50.0%	8.0%
\$52,719.60	\$65,899.50	\$79,079.40	50.0%	8.0%
\$56,937.17	\$71,171.46	\$85,405.75	50.0%	8.0%