

**CONF**  
**Confidential**  
**1/01/08 - 6/30/08**

Range (Row)	Step (Col)				Longevity 10+ yrs +3%			Longevity 17+ yrs +6%		
		Annual	Monthly*	Hourly*	Annual	Monthly	Hourly	Annual	Monthly	Hourly
10	1	57,568.32	4,797.36	29.41	59,295.37	4,941.28	30.29	61,022.42	5,085.20	31.17
10	2	60,023.64	5,001.97	30.66	61,824.35	5,152.03	31.58	63,625.06	5,302.09	32.50
10	3	62,601.72	5,216.81	31.98	64,479.77	5,373.31	32.94	66,357.82	5,529.82	33.90
10	4	65,308.68	5,442.39	33.36	67,267.94	5,605.66	34.36	69,227.20	5,768.93	35.36
10	5	68,151.24	5,679.27	34.82	70,195.78	5,849.65	35.86	72,240.31	6,020.03	36.91
12	1	63,325.20	5,277.10	32.35	65,224.96	5,435.41	33.32	67,124.71	5,593.73	34.29
12	2	66,026.04	5,502.17	33.73	68,006.82	5,667.24	34.74	69,987.60	5,832.30	35.75
12	3	68,861.88	5,738.49	35.18	70,927.74	5,910.64	36.24	72,993.59	6,082.80	37.29
12	4	71,839.56	5,986.63	36.70	73,994.75	6,166.23	37.80	76,149.93	6,345.83	38.90
12	5	74,966.40	6,247.20	38.30	77,215.39	6,434.62	39.45	79,464.38	6,622.03	40.60