

NP-6 XN 37.5 HOUR PLAN EFFECTIVE 6/25/2004

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
XN	1	Annual	\$20,348.00	\$20,841.00	\$21,332.00	\$21,818.00	\$22,305.00	\$22,797.00	\$23,290.00	\$23,930.00	\$24,570.00	\$25,229.00	\$25,907.00
		Bi-Wk	\$779.62	\$798.51	\$817.32	\$835.94	\$854.60	\$873.45	\$892.34	\$916.86	\$941.38	\$966.63	\$992.61
		Daily	\$77.97	\$79.86	\$81.74	\$83.60	\$85.46	\$87.35	\$89.24	\$91.69	\$94.14	\$96.67	\$99.27
		Hourly	\$10.40	\$10.65	\$10.90	\$11.15	\$11.40	\$11.65	\$11.90	\$12.23	\$12.56	\$12.89	\$13.24
XN	2	Annual	\$21,332.00	\$21,818.00	\$22,305.00	\$22,797.00	\$23,290.00	\$23,775.00	\$24,264.00	\$24,933.00	\$25,599.00	\$26,286.00	\$26,992.00
		Bi-Wk	\$817.32	\$835.94	\$854.60	\$873.45	\$892.34	\$910.92	\$929.66	\$955.29	\$980.81	\$1,007.13	\$1,034.18
		Daily	\$81.74	\$83.60	\$85.46	\$87.35	\$89.24	\$91.10	\$92.97	\$95.53	\$98.09	\$100.72	\$103.42
		Hourly	\$10.90	\$11.15	\$11.40	\$11.65	\$11.90	\$12.15	\$12.40	\$12.74	\$13.08	\$13.43	\$13.79
XN	3	Annual	\$21,818.00	\$22,305.00	\$22,797.00	\$23,290.00	\$23,775.00	\$24,264.00	\$24,753.00	\$25,434.00	\$26,117.00	\$26,818.00	\$27,539.00
		Bi-Wk	\$835.94	\$854.60	\$873.45	\$892.34	\$910.92	\$929.66	\$948.40	\$974.49	\$1,000.66	\$1,027.51	\$1,055.14
		Daily	\$83.60	\$85.46	\$87.35	\$89.24	\$91.10	\$92.97	\$94.84	\$97.45	\$100.07	\$102.76	\$105.52
		Hourly	\$11.15	\$11.40	\$11.65	\$11.90	\$12.15	\$12.40	\$12.65	\$13.00	\$13.35	\$13.71	\$14.07
XN	4	Annual	\$22,513.00	\$23,110.00	\$23,706.00	\$24,299.00	\$24,898.00	\$25,488.00	\$26,083.00	\$26,802.00	\$27,518.00	\$28,254.00	\$29,010.00
		Bi-Wk	\$862.57	\$885.45	\$908.28	\$931.00	\$953.95	\$976.56	\$999.35	\$1,026.90	\$1,054.33	\$1,082.53	\$1,111.50
		Daily	\$86.26	\$88.55	\$90.83	\$93.10	\$95.40	\$97.66	\$99.94	\$102.69	\$105.44	\$108.26	\$111.15
		Hourly	\$11.51	\$11.81	\$12.12	\$12.42	\$12.72	\$13.03	\$13.33	\$13.70	\$14.06	\$14.44	\$14.82
XN	5	Annual	\$23,074.00	\$23,706.00	\$24,333.00	\$24,958.00	\$25,585.00	\$26,217.00	\$26,845.00	\$27,582.00	\$28,322.00	\$29,080.00	\$29,859.00
		Bi-Wk	\$884.07	\$908.28	\$932.30	\$956.25	\$980.27	\$1,004.49	\$1,028.55	\$1,056.79	\$1,085.14	\$1,114.18	\$1,144.03
		Daily	\$88.41	\$90.83	\$93.23	\$95.63	\$98.03	\$100.45	\$102.86	\$105.68	\$108.52	\$111.42	\$114.41
		Hourly	\$11.79	\$12.12	\$12.44	\$12.75	\$13.08	\$13.40	\$13.72	\$14.10	\$14.47	\$14.86	\$15.26
XN	6	Annual	\$23,846.00	\$24,478.00	\$25,107.00	\$25,734.00	\$26,360.00	\$26,988.00	\$27,614.00	\$28,374.00	\$29,133.00	\$29,910.00	\$30,710.00
		Bi-Wk	\$913.64	\$937.86	\$961.96	\$985.98	\$1,009.97	\$1,034.03	\$1,058.01	\$1,087.13	\$1,116.21	\$1,145.98	\$1,176.63
		Daily	\$91.37	\$93.79	\$96.20	\$98.60	\$101.00	\$103.41	\$105.81	\$108.72	\$111.63	\$114.60	\$117.67
		Hourly	\$12.19	\$12.51	\$12.83	\$13.15	\$13.47	\$13.79	\$14.11	\$14.50	\$14.89	\$15.28	\$15.69
XN	7	Annual	\$24,543.00	\$25,169.00	\$25,805.00	\$26,429.00	\$27,054.00	\$27,682.00	\$28,310.00	\$29,088.00	\$29,863.00	\$30,663.00	\$31,483.00
		Bi-Wk	\$940.35	\$964.33	\$988.70	\$1,012.61	\$1,036.56	\$1,060.62	\$1,084.68	\$1,114.49	\$1,144.18	\$1,174.83	\$1,206.25
		Daily	\$94.04	\$96.44	\$98.87	\$101.27	\$103.66	\$106.07	\$108.47	\$111.45	\$114.42	\$117.49	\$120.63
		Hourly	\$12.54	\$12.86	\$13.19	\$13.51	\$13.83	\$14.15	\$14.47	\$14.86	\$15.26	\$15.67	\$16.09
XN	8	Annual	\$26,360.00	\$27,128.00	\$27,898.00	\$28,665.00	\$29,440.00	\$30,205.00	\$30,977.00	\$31,826.00	\$32,679.00	\$33,557.00	\$34,458.00
		Bi-Wk	\$1,009.97	\$1,039.39	\$1,068.89	\$1,098.28	\$1,127.97	\$1,157.28	\$1,186.86	\$1,219.39	\$1,252.07	\$1,285.71	\$1,320.23
		Daily	\$101.00	\$103.94	\$106.89	\$109.83	\$112.80	\$115.73	\$118.69	\$121.94	\$125.21	\$128.58	\$132.03
		Hourly	\$13.47	\$13.86	\$14.26	\$14.65	\$15.04	\$15.44	\$15.83	\$16.26	\$16.70	\$17.15	\$17.61
XN	9	Annual	\$27,162.00	\$27,964.00	\$28,763.00	\$29,572.00	\$30,372.00	\$31,170.00	\$31,978.00	\$32,856.00	\$33,735.00	\$34,640.00	\$35,569.00
		Bi-Wk	\$1,040.69	\$1,071.42	\$1,102.04	\$1,133.03	\$1,163.68	\$1,194.26	\$1,225.22	\$1,258.86	\$1,292.53	\$1,327.21	\$1,362.80
		Daily	\$104.07	\$107.15	\$110.21	\$113.31	\$116.37	\$119.43	\$122.53	\$125.89	\$129.26	\$132.73	\$136.28
		Hourly	\$13.88	\$14.29	\$14.70	\$15.11	\$15.52	\$15.93	\$16.34	\$16.79	\$17.24	\$17.70	\$18.18

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XN	10	Annual	\$28,026.00	\$28,865.00	\$29,703.00	\$30,550.00	\$31,385.00	\$32,238.00	\$33,120.00	\$34,030.00	\$34,942.00	\$35,878.00	\$36,840.00
		Bi-Wk	\$1,073.80	\$1,105.94	\$1,138.05	\$1,170.50	\$1,202.50	\$1,235.18	\$1,268.97	\$1,303.84	\$1,338.78	\$1,374.64	\$1,411.50
		Daily	\$107.38	\$110.60	\$113.81	\$117.05	\$120.25	\$123.52	\$126.90	\$130.39	\$133.88	\$137.47	\$141.15
		Hourly	\$14.32	\$14.75	\$15.18	\$15.61	\$16.04	\$16.47	\$16.92	\$17.39	\$17.86	\$18.33	\$18.82
XN	11	Annual	\$28,905.00	\$29,780.00	\$30,662.00	\$31,534.00	\$32,432.00	\$33,348.00	\$34,268.00	\$35,210.00	\$36,150.00	\$37,118.00	\$38,112.00
		Bi-Wk	\$1,107.48	\$1,141.00	\$1,174.79	\$1,208.20	\$1,242.61	\$1,277.71	\$1,312.96	\$1,349.05	\$1,385.06	\$1,422.15	\$1,460.23
		Daily	\$110.75	\$114.10	\$117.48	\$120.82	\$124.27	\$127.78	\$131.30	\$134.91	\$138.51	\$142.22	\$146.03
		Hourly	\$14.77	\$15.22	\$15.67	\$16.11	\$16.57	\$17.04	\$17.51	\$17.99	\$18.47	\$18.97	\$19.47
XN	12	Annual	\$29,837.00	\$30,754.00	\$31,659.00	\$32,600.00	\$33,546.00	\$34,509.00	\$35,463.00	\$36,438.00	\$37,412.00	\$38,412.00	\$39,440.00
		Bi-Wk	\$1,143.19	\$1,178.32	\$1,212.99	\$1,249.05	\$1,285.29	\$1,322.19	\$1,358.74	\$1,396.10	\$1,433.41	\$1,471.73	\$1,511.12
		Daily	\$114.32	\$117.84	\$121.30	\$124.91	\$128.53	\$132.22	\$135.88	\$139.61	\$143.35	\$147.18	\$151.12
		Hourly	\$15.25	\$15.72	\$16.18	\$16.66	\$17.14	\$17.63	\$18.12	\$18.62	\$19.12	\$19.63	\$20.15
XN	13	Annual	\$31,505.00	\$32,662.00	\$33,820.00	\$34,986.00	\$36,149.00	\$37,312.00	\$38,480.00	\$39,536.00	\$40,595.00	\$41,681.00	\$42,798.00
		Bi-Wk	\$1,207.09	\$1,251.42	\$1,295.79	\$1,340.46	\$1,385.02	\$1,429.58	\$1,474.33	\$1,514.79	\$1,555.37	\$1,596.98	\$1,639.78
		Daily	\$120.71	\$125.15	\$129.58	\$134.05	\$138.51	\$142.96	\$147.44	\$151.48	\$155.54	\$159.70	\$163.98
		Hourly	\$16.10	\$16.69	\$17.28	\$17.88	\$18.47	\$19.07	\$19.66	\$20.20	\$20.74	\$21.30	\$21.87
XN	14	Annual	\$32,967.00	\$34,175.00	\$35,377.00	\$36,575.00	\$37,775.00	\$38,976.00	\$40,178.00	\$41,280.00	\$42,388.00	\$43,526.00	\$44,695.00
		Bi-Wk	\$1,263.11	\$1,309.39	\$1,355.45	\$1,401.35	\$1,447.32	\$1,493.34	\$1,539.39	\$1,581.61	\$1,624.07	\$1,667.67	\$1,712.46
		Daily	\$126.32	\$130.94	\$135.55	\$140.14	\$144.74	\$149.34	\$153.94	\$158.17	\$162.41	\$166.77	\$171.25
		Hourly	\$16.85	\$17.46	\$18.08	\$18.69	\$19.30	\$19.92	\$20.53	\$21.09	\$21.66	\$22.24	\$22.84
XN	15	Annual	\$34,543.00	\$35,778.00	\$37,014.00	\$38,247.00	\$39,488.00	\$40,731.00	\$41,961.00	\$43,116.00	\$44,271.00	\$45,457.00	\$46,675.00
		Bi-Wk	\$1,323.49	\$1,370.81	\$1,418.17	\$1,465.41	\$1,512.96	\$1,560.58	\$1,607.71	\$1,651.96	\$1,696.21	\$1,741.65	\$1,788.32
		Daily	\$132.35	\$137.09	\$141.82	\$146.55	\$151.30	\$156.06	\$160.78	\$165.20	\$169.63	\$174.17	\$178.84
		Hourly	\$17.65	\$18.28	\$18.91	\$19.54	\$20.18	\$20.81	\$21.44	\$22.03	\$22.62	\$23.23	\$23.85
XN	16	Annual	\$36,210.00	\$37,482.00	\$38,758.00	\$40,032.00	\$41,304.00	\$42,580.00	\$43,849.00	\$45,053.00	\$46,260.00	\$47,500.00	\$48,774.00
		Bi-Wk	\$1,387.36	\$1,436.10	\$1,484.99	\$1,533.80	\$1,582.53	\$1,631.42	\$1,680.04	\$1,726.17	\$1,772.42	\$1,819.93	\$1,868.74
		Daily	\$138.74	\$143.61	\$148.50	\$153.38	\$158.26	\$163.15	\$168.01	\$172.62	\$177.25	\$182.00	\$186.88
		Hourly	\$18.50	\$19.15	\$19.80	\$20.46	\$21.11	\$21.76	\$22.41	\$23.02	\$23.64	\$24.27	\$24.92
XN	17	Annual	\$37,989.00	\$39,305.00	\$40,613.00	\$41,923.00	\$43,233.00	\$44,540.00	\$45,850.00	\$47,110.00	\$48,372.00	\$49,669.00	\$51,000.00
		Bi-Wk	\$1,455.52	\$1,505.94	\$1,556.06	\$1,606.25	\$1,656.44	\$1,706.52	\$1,756.71	\$1,804.99	\$1,853.34	\$1,903.03	\$1,954.03
		Daily	\$145.56	\$150.60	\$155.61	\$160.63	\$165.65	\$170.66	\$175.68	\$180.50	\$185.34	\$190.31	\$195.41
		Hourly	\$19.41	\$20.08	\$20.75	\$21.42	\$22.09	\$22.76	\$23.43	\$24.07	\$24.72	\$25.38	\$26.06
XN	18	Annual	\$39,897.00	\$41,234.00	\$42,580.00	\$43,920.00	\$45,262.00	\$46,609.00	\$47,948.00	\$49,267.00	\$50,587.00	\$51,943.00	\$53,336.00
		Bi-Wk	\$1,528.63	\$1,579.85	\$1,631.42	\$1,682.76	\$1,734.18	\$1,785.79	\$1,837.09	\$1,887.63	\$1,938.20	\$1,990.16	\$2,043.53
		Daily	\$152.87	\$157.99	\$163.15	\$168.28	\$173.42	\$178.58	\$183.71	\$188.77	\$193.82	\$199.02	\$204.36
		Hourly	\$20.39	\$21.07	\$21.76	\$22.44	\$23.13	\$23.82	\$24.50	\$25.17	\$25.85	\$26.54	\$27.25

NP-6 XN 37.5 HOUR PLAN EFFECTIVE 6/25/2004

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XN	19	Annual	\$41,843.00	\$43,233.00	\$44,612.00	\$45,998.00	\$47,375.00	\$48,760.00	\$50,138.00	\$51,517.00	\$52,895.00	\$54,310.00	\$55,764.00
		Bi-Wk	\$1,603.19	\$1,656.44	\$1,709.28	\$1,762.38	\$1,815.14	\$1,868.20	\$1,921.00	\$1,973.84	\$2,026.63	\$2,080.85	\$2,136.56
		Daily	\$160.32	\$165.65	\$170.93	\$176.24	\$181.52	\$186.82	\$192.10	\$197.39	\$202.67	\$208.09	\$213.66
		Hourly	\$21.38	\$22.09	\$22.80	\$23.50	\$24.21	\$24.91	\$25.62	\$26.32	\$27.03	\$27.75	\$28.49
XN	20	Annual	\$43,963.00	\$45,378.00	\$46,795.00	\$48,205.00	\$49,623.00	\$51,037.00	\$52,458.00	\$53,898.00	\$55,340.00	\$56,822.00	\$58,344.00
		Bi-Wk	\$1,684.41	\$1,738.63	\$1,792.92	\$1,846.94	\$1,901.27	\$1,955.45	\$2,009.89	\$2,065.06	\$2,120.31	\$2,177.09	\$2,235.41
		Daily	\$168.45	\$173.87	\$179.30	\$184.70	\$190.13	\$195.55	\$200.99	\$206.51	\$212.04	\$217.71	\$223.55
		Hourly	\$22.46	\$23.19	\$23.91	\$24.63	\$25.36	\$26.08	\$26.80	\$27.54	\$28.28	\$29.03	\$29.81
XN	21	Annual	\$46,120.00	\$47,578.00	\$49,030.00	\$50,487.00	\$51,941.00	\$53,391.00	\$54,847.00	\$56,354.00	\$57,863.00	\$59,411.00	\$61,001.00
		Bi-Wk	\$1,767.05	\$1,822.92	\$1,878.55	\$1,934.37	\$1,990.08	\$2,045.64	\$2,101.42	\$2,159.16	\$2,216.98	\$2,276.29	\$2,337.21
		Daily	\$176.71	\$182.30	\$187.86	\$193.44	\$199.01	\$204.57	\$210.15	\$215.92	\$221.70	\$227.63	\$233.73
		Hourly	\$23.57	\$24.31	\$25.05	\$25.80	\$26.54	\$27.28	\$28.02	\$28.79	\$29.56	\$30.36	\$31.17
XN	22	Annual	\$47,375.00	\$49,101.00	\$50,828.00	\$52,551.00	\$54,283.00	\$56,005.00	\$57,731.00	\$59,319.00	\$60,907.00	\$62,538.00	\$64,212.00
		Bi-Wk	\$1,815.14	\$1,881.27	\$1,947.44	\$2,013.45	\$2,079.81	\$2,145.79	\$2,211.92	\$2,272.76	\$2,333.61	\$2,396.10	\$2,460.23
		Daily	\$181.52	\$188.13	\$194.75	\$201.35	\$207.99	\$214.58	\$221.20	\$227.28	\$233.37	\$239.61	\$246.03
		Hourly	\$24.21	\$25.09	\$25.97	\$26.85	\$27.74	\$28.62	\$29.50	\$30.31	\$31.12	\$31.95	\$32.81
XN	23	Annual	\$49,605.00	\$51,408.00	\$53,201.00	\$55,001.00	\$56,799.00	\$58,598.00	\$60,398.00	\$62,059.00	\$63,719.00	\$65,426.00	\$67,179.00
		Bi-Wk	\$1,900.58	\$1,969.66	\$2,038.36	\$2,107.32	\$2,176.21	\$2,245.14	\$2,314.10	\$2,377.74	\$2,441.35	\$2,506.75	\$2,573.91
		Daily	\$190.06	\$196.97	\$203.84	\$210.74	\$217.63	\$224.52	\$231.41	\$237.78	\$244.14	\$250.68	\$257.40
		Hourly	\$25.35	\$26.27	\$27.18	\$28.10	\$29.02	\$29.94	\$30.86	\$31.71	\$32.56	\$33.43	\$34.32
XN	24	Annual	\$51,980.00	\$53,855.00	\$55,733.00	\$57,608.00	\$59,480.00	\$61,357.00	\$63,231.00	\$64,967.00	\$66,707.00	\$68,493.00	\$70,327.00
		Bi-Wk	\$1,991.58	\$2,063.41	\$2,135.37	\$2,207.21	\$2,278.93	\$2,350.85	\$2,422.65	\$2,489.16	\$2,555.83	\$2,624.26	\$2,694.53
		Daily	\$199.16	\$206.35	\$213.54	\$220.73	\$227.90	\$235.09	\$242.27	\$248.92	\$255.59	\$262.43	\$269.46
		Hourly	\$26.56	\$27.52	\$28.48	\$29.43	\$30.39	\$31.35	\$32.31	\$33.19	\$34.08	\$35.00	\$35.93
XN	25	Annual	\$54,510.00	\$56,453.00	\$58,395.00	\$60,337.00	\$62,283.00	\$64,226.00	\$66,169.00	\$67,988.00	\$69,807.00	\$71,675.00	\$73,593.00
		Bi-Wk	\$2,088.51	\$2,162.96	\$2,237.36	\$2,311.77	\$2,386.33	\$2,460.77	\$2,535.22	\$2,604.91	\$2,674.60	\$2,746.17	\$2,819.66
		Daily	\$208.86	\$216.30	\$223.74	\$231.18	\$238.64	\$246.08	\$253.53	\$260.50	\$267.46	\$274.62	\$281.97
		Hourly	\$27.85	\$28.84	\$29.84	\$30.83	\$31.82	\$32.82	\$33.81	\$34.74	\$35.67	\$36.62	\$37.60
XN	26	Annual	\$57,185.00	\$59,190.00	\$61,209.00	\$63,231.00	\$65,247.00	\$67,254.00	\$69,270.00	\$71,177.00	\$73,083.00	\$75,041.00	\$77,052.00
		Bi-Wk	\$2,191.00	\$2,267.82	\$2,345.18	\$2,422.65	\$2,499.89	\$2,576.79	\$2,654.03	\$2,727.09	\$2,800.12	\$2,875.14	\$2,952.19
		Daily	\$219.10	\$226.79	\$234.52	\$242.27	\$249.99	\$257.68	\$265.41	\$272.71	\$280.02	\$287.52	\$295.22
		Hourly	\$29.22	\$30.24	\$31.27	\$32.31	\$33.34	\$34.36	\$35.39	\$36.37	\$37.34	\$38.34	\$39.37
XN	27	Annual	\$60,005.00	\$62,094.00	\$64,183.00	\$66,259.00	\$68,347.00	\$70,433.00	\$72,519.00	\$74,515.00	\$76,508.00	\$78,555.00	\$80,659.00
		Bi-Wk	\$2,299.05	\$2,379.09	\$2,459.12	\$2,538.66	\$2,618.66	\$2,698.59	\$2,778.51	\$2,854.99	\$2,931.35	\$3,009.78	\$3,090.39
		Daily	\$229.91	\$237.91	\$245.92	\$253.87	\$261.87	\$269.86	\$277.86	\$285.50	\$293.14	\$300.98	\$309.04
		Hourly	\$30.66	\$31.73	\$32.79	\$33.85	\$34.92	\$35.99	\$37.05	\$38.07	\$39.09	\$40.14	\$41.21

NP-6 XN 37.5 HOUR PLAN EFFECTIVE 6/25/2004

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
XN	28	Annual	\$63,024.00	\$65,180.00	\$67,341.00	\$69,501.00	\$71,654.00	\$73,810.00	\$75,966.00	\$78,053.00	\$80,142.00	\$82,288.00	\$84,492.00
		Bi-Wk	\$2,414.72	\$2,497.32	\$2,580.12	\$2,662.88	\$2,745.37	\$2,827.97	\$2,910.58	\$2,990.54	\$3,070.58	\$3,152.80	\$3,237.25
		Daily	\$241.48	\$249.74	\$258.02	\$266.29	\$274.54	\$282.80	\$291.06	\$299.06	\$307.06	\$315.28	\$323.73
		Hourly	\$32.20	\$33.30	\$34.41	\$35.51	\$36.61	\$37.71	\$38.81	\$39.88	\$40.95	\$42.04	\$43.17
XN	29	Annual	\$63,630.00	\$66,004.00	\$68,387.00	\$70,765.00	\$73,140.00	\$75,517.00	\$77,893.00	\$80,034.00	\$82,178.00	\$84,379.00	\$86,639.00
		Bi-Wk	\$2,437.94	\$2,528.89	\$2,620.20	\$2,711.31	\$2,802.30	\$2,893.38	\$2,984.41	\$3,066.44	\$3,148.59	\$3,232.92	\$3,319.51
		Daily	\$243.80	\$252.89	\$262.02	\$271.14	\$280.23	\$289.34	\$298.45	\$306.65	\$314.86	\$323.30	\$331.96
		Hourly	\$32.51	\$33.72	\$34.94	\$36.16	\$37.37	\$38.58	\$39.80	\$40.89	\$41.99	\$43.11	\$44.27
XN	30	Annual	\$66,169.00	\$68,617.00	\$71,063.00	\$73,508.00	\$75,957.00	\$78,403.00	\$80,853.00	\$83,076.00	\$85,297.00	\$87,578.00	\$89,920.00
		Bi-Wk	\$2,535.22	\$2,629.01	\$2,722.73	\$2,816.40	\$2,910.23	\$3,003.95	\$3,097.82	\$3,182.99	\$3,268.09	\$3,355.48	\$3,445.22
		Daily	\$253.53	\$262.91	\$272.28	\$281.64	\$291.03	\$300.40	\$309.79	\$318.30	\$326.81	\$335.55	\$344.53
		Hourly	\$33.81	\$35.06	\$36.31	\$37.56	\$38.81	\$40.06	\$41.31	\$42.44	\$43.58	\$44.74	\$45.94
XN	31	Annual	\$71,239.00	\$73,844.00	\$76,453.00	\$79,059.00	\$81,668.00	\$84,277.00	\$86,889.00	\$89,278.00	\$91,668.00	\$94,121.00	\$96,641.00
		Bi-Wk	\$2,729.47	\$2,829.28	\$2,929.24	\$3,029.09	\$3,129.05	\$3,229.01	\$3,329.09	\$3,420.62	\$3,512.19	\$3,606.17	\$3,702.73
		Daily	\$272.95	\$282.93	\$292.93	\$302.91	\$312.91	\$322.91	\$332.91	\$342.07	\$351.22	\$360.62	\$370.28
		Hourly	\$36.40	\$37.73	\$39.06	\$40.39	\$41.73	\$43.06	\$44.39	\$45.61	\$46.83	\$48.09	\$49.37
XN	32	Annual	\$74,082.00	\$76,757.00	\$79,438.00	\$82,117.00	\$84,802.00	\$87,482.00	\$90,164.00	\$92,642.00	\$95,122.00	\$97,669.00	\$100,284.00
		Bi-Wk	\$2,838.40	\$2,940.89	\$3,043.61	\$3,146.25	\$3,249.12	\$3,351.81	\$3,454.56	\$3,549.51	\$3,644.53	\$3,742.11	\$3,842.30
		Daily	\$283.84	\$294.09	\$304.37	\$314.63	\$324.92	\$335.19	\$345.46	\$354.96	\$364.46	\$374.22	\$384.23
		Hourly	\$37.85	\$39.22	\$40.59	\$41.95	\$43.33	\$44.70	\$46.07	\$47.33	\$48.60	\$49.90	\$51.24
XN	33	Annual	\$77,051.00	\$79,806.00	\$82,560.00	\$85,318.00	\$88,067.00	\$90,824.00	\$93,582.00	\$96,157.00	\$98,730.00	\$101,373.00	\$104,085.00
		Bi-Wk	\$2,952.15	\$3,057.71	\$3,163.22	\$3,268.89	\$3,374.22	\$3,479.85	\$3,585.52	\$3,684.18	\$3,782.76	\$3,884.03	\$3,987.94
		Daily	\$295.22	\$305.78	\$316.33	\$326.89	\$337.43	\$347.99	\$358.56	\$368.42	\$378.28	\$388.41	\$398.80
		Hourly	\$39.37	\$40.77	\$42.18	\$43.59	\$44.99	\$46.40	\$47.81	\$49.13	\$50.44	\$51.79	\$53.18
XN	34	Annual	\$80,217.00	\$83,039.00	\$85,873.00	\$88,703.00	\$91,532.00	\$94,363.00	\$97,191.00	\$99,862.00	\$102,536.00	\$105,282.00	\$108,102.00
		Bi-Wk	\$3,073.45	\$3,181.58	\$3,290.16	\$3,398.59	\$3,506.98	\$3,615.45	\$3,723.80	\$3,826.14	\$3,928.59	\$4,033.80	\$4,141.84
		Daily	\$307.35	\$318.16	\$329.02	\$339.86	\$350.70	\$361.55	\$372.38	\$382.62	\$392.86	\$403.38	\$414.19
		Hourly	\$40.98	\$42.43	\$43.87	\$45.32	\$46.76	\$48.21	\$49.66	\$51.02	\$52.39	\$53.79	\$55.23
XN	35	Annual	\$83,497.00	\$86,400.00	\$89,299.00	\$92,203.00	\$95,106.00	\$98,004.00	\$100,910.00	\$103,683.00	\$106,461.00	\$109,314.00	\$112,244.00
		Bi-Wk	\$3,199.12	\$3,310.35	\$3,421.42	\$3,532.69	\$3,643.91	\$3,754.95	\$3,866.29	\$3,972.53	\$4,078.97	\$4,188.28	\$4,300.54
		Daily	\$319.92	\$331.04	\$342.15	\$353.27	\$364.40	\$375.50	\$386.63	\$397.26	\$407.90	\$418.83	\$430.06
		Hourly	\$42.66	\$44.14	\$45.62	\$47.11	\$48.59	\$50.07	\$51.56	\$52.97	\$54.39	\$55.85	\$57.35
XN	36	Annual	\$86,958.00	\$89,936.00	\$92,913.00	\$95,889.00	\$98,869.00	\$101,843.00	\$104,818.00	\$107,700.00	\$110,582.00	\$113,541.00	\$116,579.00
		Bi-Wk	\$3,331.73	\$3,445.83	\$3,559.89	\$3,673.91	\$3,788.09	\$3,902.04	\$4,016.02	\$4,126.44	\$4,236.86	\$4,350.23	\$4,466.63
		Daily	\$333.18	\$344.59	\$355.99	\$367.40	\$378.81	\$390.21	\$401.61	\$412.65	\$423.69	\$435.03	\$446.67
		Hourly	\$44.43	\$45.95	\$47.47	\$48.99	\$50.51	\$52.03	\$53.55	\$55.02	\$56.50	\$58.01	\$59.56

NP-6 XN 37.5 HOUR PLAN EFFECTIVE 6/25/2004

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
XN	37	Annual	\$90,293.00	\$93,349.00	\$96,408.00	\$99,467.00	\$102,529.00	\$105,587.00	\$108,643.00	\$111,630.00	\$114,617.00	\$117,683.00	\$120,832.00
		Bi-Wk	\$3,459.51	\$3,576.60	\$3,693.80	\$3,811.00	\$3,928.32	\$4,045.48	\$4,162.57	\$4,277.02	\$4,391.46	\$4,508.93	\$4,629.58
		Daily	\$345.96	\$357.66	\$369.38	\$381.10	\$392.84	\$404.55	\$416.26	\$427.71	\$439.15	\$450.90	\$462.96
		Hourly	\$46.13	\$47.69	\$49.26	\$50.82	\$52.38	\$53.94	\$55.51	\$57.03	\$58.56	\$60.12	\$61.73
XN	38	Annual	\$94,022.00	\$97,149.00	\$100,283.00	\$103,412.00	\$106,542.00	\$109,670.00	\$112,803.00	\$115,902.00	\$119,005.00	\$122,189.00	\$125,459.00
		Bi-Wk	\$3,602.38	\$3,722.19	\$3,842.27	\$3,962.15	\$4,082.07	\$4,201.92	\$4,321.96	\$4,440.69	\$4,559.58	\$4,681.58	\$4,806.86
		Daily	\$360.24	\$372.22	\$384.23	\$396.22	\$408.21	\$420.20	\$432.20	\$444.07	\$455.96	\$468.16	\$480.69
		Hourly	\$48.04	\$49.63	\$51.24	\$52.83	\$54.43	\$56.03	\$57.63	\$59.21	\$60.80	\$62.43	\$64.10
XN	39	Annual	\$97,930.00	\$101,135.00	\$104,339.00	\$107,552.00	\$110,753.00	\$113,954.00	\$117,163.00	\$120,382.00	\$123,608.00	\$126,922.00	\$130,325.00
		Bi-Wk	\$3,752.11	\$3,874.91	\$3,997.67	\$4,120.77	\$4,243.41	\$4,366.06	\$4,489.01	\$4,612.34	\$4,735.94	\$4,862.92	\$4,993.30
		Daily	\$375.22	\$387.50	\$399.77	\$412.08	\$424.35	\$436.61	\$448.91	\$461.24	\$473.60	\$486.30	\$499.33
		Hourly	\$50.03	\$51.67	\$53.31	\$54.95	\$56.58	\$58.22	\$59.86	\$61.50	\$63.15	\$64.84	\$66.58
XN	40	Annual	\$102,012.00	\$105,284.00	\$108,562.00	\$111,831.00	\$115,105.00	\$118,379.00	\$121,654.00	\$124,998.00	\$128,345.00	\$131,784.00	\$135,317.00
		Bi-Wk	\$3,908.51	\$4,033.87	\$4,159.47	\$4,284.72	\$4,410.16	\$4,535.60	\$4,661.08	\$4,789.20	\$4,917.44	\$5,049.20	\$5,184.56
		Daily	\$390.86	\$403.39	\$415.95	\$428.48	\$441.02	\$453.56	\$466.11	\$478.92	\$491.75	\$504.92	\$518.46
		Hourly	\$52.12	\$53.79	\$55.46	\$57.13	\$58.81	\$60.48	\$62.15	\$63.86	\$65.57	\$67.33	\$69.13
XN	41	Annual	\$106,280.00	\$109,631.00	\$112,983.00	\$116,337.00	\$119,691.00	\$123,040.00	\$126,389.00	\$129,867.00	\$133,343.00	\$136,913.00	\$140,579.00
		Bi-Wk	\$4,072.04	\$4,200.43	\$4,328.86	\$4,457.36	\$4,585.87	\$4,714.18	\$4,842.50	\$4,975.75	\$5,108.93	\$5,245.71	\$5,386.17
		Daily	\$407.21	\$420.05	\$432.89	\$445.74	\$458.59	\$471.42	\$484.25	\$497.58	\$510.90	\$524.58	\$538.62
		Hourly	\$54.30	\$56.01	\$57.72	\$59.44	\$61.15	\$62.86	\$64.57	\$66.35	\$68.12	\$69.95	\$71.82
XN	42	Annual	\$110,708.00	\$114,141.00	\$117,570.00	\$120,985.00	\$124,418.00	\$127,845.00	\$131,275.00	\$134,886.00	\$138,494.00	\$142,200.00	\$146,006.00
		Bi-Wk	\$4,241.69	\$4,373.22	\$4,504.60	\$4,635.45	\$4,766.98	\$4,898.28	\$5,029.70	\$5,168.05	\$5,306.29	\$5,448.28	\$5,594.10
		Daily	\$424.17	\$437.33	\$450.46	\$463.55	\$476.70	\$489.83	\$502.97	\$516.81	\$530.63	\$544.83	\$559.41
		Hourly	\$56.56	\$58.31	\$60.07	\$61.81	\$63.56	\$65.32	\$67.07	\$68.91	\$70.76	\$72.65	\$74.59
XN	43	Annual	\$115,408.00	\$118,904.00	\$122,403.00	\$125,893.00	\$129,394.00	\$132,883.00	\$136,375.00	\$140,129.00	\$143,878.00	\$147,727.00	\$151,679.00
		Bi-Wk	\$4,421.77	\$4,555.71	\$4,689.78	\$4,823.49	\$4,957.63	\$5,091.31	\$5,225.10	\$5,368.93	\$5,512.57	\$5,660.04	\$5,811.46
		Daily	\$442.18	\$455.58	\$468.98	\$482.35	\$495.77	\$509.14	\$522.51	\$536.90	\$551.26	\$566.01	\$581.15
		Hourly	\$58.96	\$60.75	\$62.54	\$64.32	\$66.11	\$67.89	\$69.67	\$71.59	\$73.51	\$75.47	\$77.49