EDITOR'S NOTE:

Compensation Group/Range	2003 Annual Minimum (<u>Step 1</u>)	2003 Annual Maximum (<u>Step 5</u>)	2003 Annual Maximum w/Longevity
15/09	\$37,509	\$43,834	\$49,088
15/11	\$39,878	\$47,578	\$53,300