

EDITOR'S NOTE:

<u>Compensation Group/Range</u>	2003 Annual Minimum (<u>Step 1</u>)	2003 Annual Maximum (<u>Step 5</u>)	2003 Annual Maximum <u>w/Longevity</u>
16/11	36,026	40,175	45,006
16/10	34,899	39,061	43,758