

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>
20/09	\$31,922	\$35,891	\$40,196
20/11	\$33,866	\$37,907	\$42,458