

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>
16/02	\$28,481	\$31,117	\$34,294
19/07	\$34,498	\$39,042	\$42,952