

EDITOR'S NOTE:

| <u>Compensation Group/Range</u> | <u>2003 Annual Minimum (Step 1)</u> | <u>2003 Annual Maximum (Step 5)</u> | <u>2003 Annual Maximum w/Longevity</u> |
|---------------------------------|-------------------------------------|-------------------------------------|--|
| 16/02                           | \$28,481                            | \$31,177                            | \$34,294                               |
| 16/07                           | \$31,944                            | \$36,026                            | \$39,624                               |