

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>
20/06	\$29,607	\$32,756	\$37,258
20/11	\$33,866	\$37,907	\$41,704