Liice	tive 1/21/10			Effectiv	Effective 7/1/10		
Step		Bi-Weekly	Annual	Step	ve //1/10	Bi-Weekly	Annual
1	Upon Promotion	\$3,689.26		1	Upon Promotion	\$3,763.05	\$97,839.30
2	After 1st Yr	\$3,763.06		2	After 1st Yr	\$3,838.32	\$99,796.32
3	After 2nd Yr	\$3,827.02		3	After 2nd Yr		\$101,492.56
4	After 3rd Yr		\$102,209.38	4	After 3rd Yr		\$104,253.50
5	After 4th Yr		\$107,910.66	5	After 4th Yr		\$110,068.92
Effective 7/1/11				Tiee	5/1/12		
		D: Waalde	Ammuol		ve 7/1/12	D: Weekky	Ammal
Step		Bi-Weekly	<u>Annual</u> \$99,796.06	Step 1	Upon Promotion	Bi-Weekly	Annual \$101,043.54
1 2	Upon Promotion After 1st Yr	\$3,838.31 \$3,915.09	*	2	After 1st Yr		
3	After 2nd Yr	\$3,913.09	\$101,792.34 \$103,522.38	3	After 2nd Yr		\$103,064.78 \$104,816.40
4	After 3rd Yr	\$4,089.95	\$105,322.38	4	After 3rd Yr		\$104,810.40
5	After 4th Yr	\$4,089.93	\$112,270.34	5	After 4th Yr		\$107,007.82
3	Aitel 4th 11	\$4,516.09	\$112,270.34	3	Alter 4th 11	\$4,372.07	\$113,073.82
Effective 7/1/13		Effective 7/1/14					
Step		Bi-Weekly	<u>Annual</u>	Step		Bi-Weekly	
1	Upon Promotion	\$3,934.87	\$102,306.62	1	Upon Promotion		\$104,608.40
2	After 1st Yr	\$4,013.58	\$104,353.08	2	After 1st Yr		\$106,701.14
3	After 2nd Yr	\$4,081.79	\$106,126.54	3	After 2nd Yr		\$108,514.38
4	After 3rd Yr	\$4,192.83	\$109,013.58	4	After 3rd Yr		\$111,466.42
5	After 4th Yr	\$4,426.72	\$115,094.72	5	After 4th Yr	\$4,526.32	\$117,684.32
Effective 7/1/15 Effective 7/1/16							
Step		Bi-Weekly	<u>Annual</u>	Step	, , , , , , ,	Bi-Weekly	<u>Annual</u>
1	Upon Promotion		\$106,962.18	1	Upon Promotion		\$109,368.74
2	After 1st Yr		\$109,101.98	2	After 1st Yr		\$111,556.90
3	After 2nd Yr		\$110,956.04	3	After 2nd Yr		\$113,452.56
4	After 3rd Yr		\$113,974.38	4	After 3rd Yr		\$116,538.76
5	After 4th Yr		\$120,332.16	5	After 4th Yr		\$123,039.54
Fee 4: 5/4/45				F.CC42	7/1/10		
Effective 7/1/17 Step		Bi-Weekly	Annual	Step	ve 7/1/18	Bi-Weekly	Annual
<u> 3tep</u> 1	Upon Promotion		\$111,829.64	1	Upon Promotion		\$114,345.92
2	After 1st Yr	\$4,387.19	\$114,066.94	2	After 1st Yr		\$114,543.72
3	After 2nd Yr	\$4,461.74	\$116,005.24	3	After 2nd Yr		
4	After 3rd Yr					\$4.562.13	X11X6153X
		\$4 583 11	\$119 160 86				\$118,615.38 \$121.841.98
5			\$119,160.86 \$125,808.02	4	After 3rd Yr	\$4,686.23	\$121,841.98
5	After 4th Yr		\$119,160.86 \$125,808.02			\$4,686.23 \$4,947.64	\$121,841.98 \$128,638.64
	After 4th Yr			4 5 6	After 3rd Yr After 4th Yr Note 1	\$4,686.23 \$4,947.64	\$121,841.98
Effec	After 4th Yr tive 7/1/19	\$4,838.77	\$125,808.02	4 5 6 Effecti	After 3rd Yr After 4th Yr	\$4,686.23 \$4,947.64 \$5,130.70	\$121,841.98 \$128,638.64 \$133,398.20
Effec Step	After 4th Yr tive 7/1/19	\$4,838.77 Bi-Weekly	\$125,808.02 <u>Annual</u>	4 5 6 Effecti Step	After 3rd Yr After 4th Yr Note 1	\$4,686.23 \$4,947.64 \$5,130.70 Bi-Weekly	\$121,841.98 \$128,638.64 \$133,398.20 <u>Annual</u>
Effec Step 1	After 4th Yr tive 7/1/19 Upon Promotion	\$4,838.77 <u>Bi-Weekly</u> \$4,496.87	\$125,808.02 <u>Annual</u> \$116,918.62	4 5 6 Effecti Step 1	After 3rd Yr After 4th Yr Note 1 ve 7/1/20 Upon Promotion	\$4,686.23 \$4,947.64 \$5,130.70 Bi-Weekly \$4,609.29	\$121,841.98 \$128,638.64 \$133,398.20 <u>Annual</u> \$119,841.54
Effec Step 1 2	After 4th Yr tive 7/1/19 Upon Promotion After 1st Yr	\$4,838.77 Bi-Weekly \$4,496.87 \$4,586.83	\$125,808.02 <u>Annual</u> \$116,918.62 \$119,257.58	4 5 6 Effecti Step 1 2	After 3rd Yr After 4th Yr Note 1 ve 7/1/20 Upon Promotion After 1st Yr	\$4,686.23 \$4,947.64 \$5,130.70 Bi-Weekly \$4,609.29 \$4,701.50	\$121,841.98 \$128,638.64 \$133,398.20 <u>Annual</u> \$119,841.54 \$122,239.00
Effec <u>Step</u> 1 2 3	After 4th Yr tive 7/1/19 Upon Promotion After 1st Yr After 2nd Yr	\$4,838.77 Bi-Weekly \$4,496.87 \$4,586.83 \$4,664.78	\$125,808.02 Annual \$116,918.62 \$119,257.58 \$121,284.28	4 5 6 Effecti Step 1 2 3	After 3rd Yr After 4th Yr Note 1 ve 7/1/20 Upon Promotion After 1st Yr After 2nd Yr	\$4,686.23 \$4,947.64 \$5,130.70 Bi-Weekly \$4,609.29 \$4,701.50 \$4,781.40	\$121,841.98 \$128,638.64 \$133,398.20 <u>Annual</u> \$119,841.54 \$122,239.00 \$124,316.40
Effec <u>Step</u> 1 2 3 4	After 4th Yr tive 7/1/19 Upon Promotion After 1st Yr After 2nd Yr After 3rd Yr	\$4,838.77 Bi-Weekly \$4,496.87 \$4,586.83 \$4,664.78 \$4,791.67	\$125,808.02 Annual \$116,918.62 \$119,257.58 \$121,284.28 \$124,583.42	4 5 6 Effecti Step 1 2 3 4	After 3rd Yr After 4th Yr Note 1 ve 7/1/20 Upon Promotion After 1st Yr After 2nd Yr After 3rd Yr	\$4,686.23 \$4,947.64 \$5,130.70 Bi-Weekly \$4,609.29 \$4,701.50 \$4,781.40 \$4,911.46	\$121,841.98 \$128,638.64 \$133,398.20 <u>Annual</u> \$119,841.54 \$122,239.00 \$124,316.40 \$127,697.96
Effec <u>Step</u> 1 2 3 4 5	After 4th Yr tive 7/1/19 Upon Promotion After 1st Yr After 2nd Yr After 3rd Yr After 4th Yr	\$4,838.77 Bi-Weekly \$4,496.87 \$4,586.83 \$4,664.78 \$4,791.67 \$5,058.96	\$125,808.02 Annual \$116,918.62 \$119,257.58 \$121,284.28 \$124,583.42 \$131,532.96	4 5 6 Effecti Step 1 2 3 4 5	After 3rd Yr After 4th Yr Note 1 ve 7/1/20 Upon Promotion After 1st Yr After 2nd Yr After 3rd Yr After 4th Yr	\$4,686.23 \$4,947.64 \$5,130.70 Bi-Weekly \$4,609.29 \$4,701.50 \$4,781.40 \$4,911.46 \$5,185.43	\$121,841.98 \$128,638.64 \$133,398.20 <u>Annual</u> \$119,841.54 \$122,239.00 \$124,316.40 \$127,697.96 \$134,821.18
Effec <u>Step</u> 1 2 3 4	After 4th Yr tive 7/1/19 Upon Promotion After 1st Yr After 2nd Yr After 3rd Yr	\$4,838.77 Bi-Weekly \$4,496.87 \$4,586.83 \$4,664.78 \$4,791.67 \$5,058.96	\$125,808.02 Annual \$116,918.62 \$119,257.58 \$121,284.28 \$124,583.42	4 5 6 Effecti Step 1 2 3 4	After 3rd Yr After 4th Yr Note 1 ve 7/1/20 Upon Promotion After 1st Yr After 2nd Yr After 3rd Yr	\$4,686.23 \$4,947.64 \$5,130.70 Bi-Weekly \$4,609.29 \$4,701.50 \$4,781.40 \$4,911.46 \$5,185.43	\$121,841.98 \$128,638.64 \$133,398.20 <u>Annual</u> \$119,841.54 \$122,239.00 \$124,316.40 \$127,697.96
Effec <u>Step</u> 1 2 3 4 5 6	After 4th Yr tive 7/1/19 Upon Promotion After 1st Yr After 2nd Yr After 3rd Yr After 4th Yr	\$4,838.77 Bi-Weekly \$4,496.87 \$4,586.83 \$4,664.78 \$4,791.67 \$5,058.96	\$125,808.02 Annual \$116,918.62 \$119,257.58 \$121,284.28 \$124,583.42 \$131,532.96	4 5 6 Effecti Step 1 2 3 4 5	After 3rd Yr After 4th Yr Note 1 ve 7/1/20 Upon Promotion After 1st Yr After 2nd Yr After 3rd Yr After 4th Yr	\$4,686.23 \$4,947.64 \$5,130.70 Bi-Weekly \$4,609.29 \$4,701.50 \$4,781.40 \$4,911.46 \$5,185.43	\$121,841.98 \$128,638.64 \$133,398.20 <u>Annual</u> \$119,841.54 \$122,239.00 \$124,316.40 \$127,697.96 \$134,821.18
Effec <u>Step</u> 1 2 3 4 5 6	After 4th Yr tive 7/1/19 Upon Promotion After 1st Yr After 2nd Yr After 3rd Yr After 4th Yr Note 1	\$4,838.77 Bi-Weekly \$4,496.87 \$4,586.83 \$4,664.78 \$4,791.67 \$5,058.96 \$5,246.14 Bi-Weekly	\$125,808.02 Annual \$116,918.62 \$119,257.58 \$121,284.28 \$124,583.42 \$131,532.96 \$136,399.64 Annual	4 5 6 Effecti Step 1 2 3 4 5	After 3rd Yr After 4th Yr Note 1 ve 7/1/20 Upon Promotion After 1st Yr After 2nd Yr After 3rd Yr After 4th Yr	\$4,686.23 \$4,947.64 \$5,130.70 Bi-Weekly \$4,609.29 \$4,701.50 \$4,781.40 \$4,911.46 \$5,185.43	\$121,841.98 \$128,638.64 \$133,398.20 <u>Annual</u> \$119,841.54 \$122,239.00 \$124,316.40 \$127,697.96 \$134,821.18
Effec <u>Step</u> 1 2 3 4 5 6	After 4th Yr tive 7/1/19 Upon Promotion After 1st Yr After 2nd Yr After 3rd Yr After 4th Yr Note 1 tive 7/1/21 Upon Promotion	\$4,838.77 Bi-Weekly \$4,496.87 \$4,586.83 \$4,664.78 \$4,791.67 \$5,058.96 \$5,246.14 Bi-Weekly	\$125,808.02 Annual \$116,918.62 \$119,257.58 \$121,284.28 \$124,583.42 \$131,532.96 \$136,399.64	4 5 6 Effecti Step 1 2 3 4 5	After 3rd Yr After 4th Yr Note 1 ve 7/1/20 Upon Promotion After 1st Yr After 2nd Yr After 3rd Yr After 4th Yr	\$4,686.23 \$4,947.64 \$5,130.70 Bi-Weekly \$4,609.29 \$4,701.50 \$4,781.40 \$4,911.46 \$5,185.43	\$121,841.98 \$128,638.64 \$133,398.20 <u>Annual</u> \$119,841.54 \$122,239.00 \$124,316.40 \$127,697.96 \$134,821.18
Effec <u>Step</u> 1 2 3 4 5 6 Effec <u>Step</u> 1 2	After 4th Yr tive 7/1/19 Upon Promotion After 1st Yr After 2nd Yr After 3rd Yr After 4th Yr Note 1 tive 7/1/21 Upon Promotion After 1st Yr	\$4,838.77 Bi-Weekly \$4,496.87 \$4,586.83 \$4,664.78 \$4,791.67 \$5,058.96 \$5,246.14 Bi-Weekly \$4,747.57 \$4,842.55	\$125,808.02 Annual \$116,918.62 \$119,257.58 \$121,284.28 \$124,583.42 \$131,532.96 \$136,399.64 Annual \$123,436.82 \$125,906.30	4 5 6 Effecti Step 1 2 3 4 5	After 3rd Yr After 4th Yr Note 1 ve 7/1/20 Upon Promotion After 1st Yr After 2nd Yr After 3rd Yr After 4th Yr	\$4,686.23 \$4,947.64 \$5,130.70 Bi-Weekly \$4,609.29 \$4,701.50 \$4,781.40 \$4,911.46 \$5,185.43	\$121,841.98 \$128,638.64 \$133,398.20 <u>Annual</u> \$119,841.54 \$122,239.00 \$124,316.40 \$127,697.96 \$134,821.18
Effec <u>Step</u> 1 2 3 4 5 6 Effec <u>Step</u> 1 2 3	After 4th Yr tive 7/1/19 Upon Promotion After 1st Yr After 2nd Yr After 3rd Yr After 4th Yr Note 1 tive 7/1/21 Upon Promotion After 1st Yr After 2nd Yr	\$4,838.77 Bi-Weekly \$4,496.87 \$4,586.83 \$4,664.78 \$4,791.67 \$5,058.96 \$5,246.14 Bi-Weekly \$4,747.57 \$4,842.55 \$4,924.84	\$125,808.02 Annual \$116,918.62 \$119,257.58 \$121,284.28 \$124,583.42 \$131,532.96 \$136,399.64 Annual \$123,436.82 \$125,906.30 \$128,045.84	4 5 6 Effecti Step 1 2 3 4 5	After 3rd Yr After 4th Yr Note 1 ve 7/1/20 Upon Promotion After 1st Yr After 2nd Yr After 3rd Yr After 4th Yr	\$4,686.23 \$4,947.64 \$5,130.70 Bi-Weekly \$4,609.29 \$4,701.50 \$4,781.40 \$4,911.46 \$5,185.43	\$121,841.98 \$128,638.64 \$133,398.20 <u>Annual</u> \$119,841.54 \$122,239.00 \$124,316.40 \$127,697.96 \$134,821.18
Effec <u>Step</u> 1 2 3 4 5 6 Effec <u>Step</u> 1 2 3 4 4 5 6	After 4th Yr tive 7/1/19 Upon Promotion After 1st Yr After 2nd Yr After 3rd Yr After 4th Yr Note 1 tive 7/1/21 Upon Promotion After 1st Yr After 2nd Yr After 2nd Yr After 3rd Yr	\$4,838.77 Bi-Weekly \$4,496.87 \$4,586.83 \$4,664.78 \$4,791.67 \$5,058.96 \$5,246.14 Bi-Weekly \$4,747.57 \$4,842.55 \$4,924.84 \$5,058.80	\$125,808.02 Annual \$116,918.62 \$119,257.58 \$121,284.28 \$124,583.42 \$131,532.96 \$136,399.64 Annual \$123,436.82 \$125,906.30 \$128,045.84 \$131,528.80	4 5 6 Effecti Step 1 2 3 4 5	After 3rd Yr After 4th Yr Note 1 ve 7/1/20 Upon Promotion After 1st Yr After 2nd Yr After 3rd Yr After 4th Yr	\$4,686.23 \$4,947.64 \$5,130.70 Bi-Weekly \$4,609.29 \$4,701.50 \$4,781.40 \$4,911.46 \$5,185.43	\$121,841.98 \$128,638.64 \$133,398.20 <u>Annual</u> \$119,841.54 \$122,239.00 \$124,316.40 \$127,697.96 \$134,821.18
Effec <u>Step</u> 1 2 3 4 5 6 Effec <u>Step</u> 1 2 3 4 5 6	After 4th Yr tive 7/1/19 Upon Promotion After 1st Yr After 2nd Yr After 3rd Yr After 4th Yr Note 1 tive 7/1/21 Upon Promotion After 1st Yr After 2nd Yr After 2nd Yr After 3rd Yr After 3rd Yr After 4th Yr	\$4,838.77 Bi-Weekly \$4,496.87 \$4,586.83 \$4,664.78 \$4,791.67 \$5,058.96 \$5,246.14 Bi-Weekly \$4,747.57 \$4,842.55 \$4,924.84 \$5,058.80 \$5,340.99	\$125,808.02 Annual \$116,918.62 \$119,257.58 \$121,284.28 \$124,583.42 \$131,532.96 \$136,399.64 Annual \$123,436.82 \$125,906.30 \$128,045.84 \$131,528.80 \$138,865.74	4 5 6 Effecti Step 1 2 3 4 5	After 3rd Yr After 4th Yr Note 1 ve 7/1/20 Upon Promotion After 1st Yr After 2nd Yr After 3rd Yr After 4th Yr	\$4,686.23 \$4,947.64 \$5,130.70 Bi-Weekly \$4,609.29 \$4,701.50 \$4,781.40 \$4,911.46 \$5,185.43	\$121,841.98 \$128,638.64 \$133,398.20 <u>Annual</u> \$119,841.54 \$122,239.00 \$124,316.40 \$127,697.96 \$134,821.18
Effec <u>Step</u> 1 2 3 4 5 6 Effec <u>Step</u> 1 2 3 4 4 5 6	After 4th Yr tive 7/1/19 Upon Promotion After 1st Yr After 2nd Yr After 3rd Yr After 4th Yr Note 1 tive 7/1/21 Upon Promotion After 1st Yr After 2nd Yr After 2nd Yr After 3rd Yr	\$4,838.77 Bi-Weekly \$4,496.87 \$4,586.83 \$4,664.78 \$4,791.67 \$5,058.96 \$5,246.14 Bi-Weekly \$4,747.57 \$4,842.55 \$4,924.84 \$5,058.80 \$5,340.99	\$125,808.02 Annual \$116,918.62 \$119,257.58 \$121,284.28 \$124,583.42 \$131,532.96 \$136,399.64 Annual \$123,436.82 \$125,906.30 \$128,045.84 \$131,528.80	4 5 6 Effecti Step 1 2 3 4 5	After 3rd Yr After 4th Yr Note 1 ve 7/1/20 Upon Promotion After 1st Yr After 2nd Yr After 3rd Yr After 4th Yr	\$4,686.23 \$4,947.64 \$5,130.70 Bi-Weekly \$4,609.29 \$4,701.50 \$4,781.40 \$4,911.46 \$5,185.43	\$121,841.98 \$128,638.64 \$133,398.20 <u>Annual</u> \$119,841.54 \$122,239.00 \$124,316.40 \$127,697.96 \$134,821.18