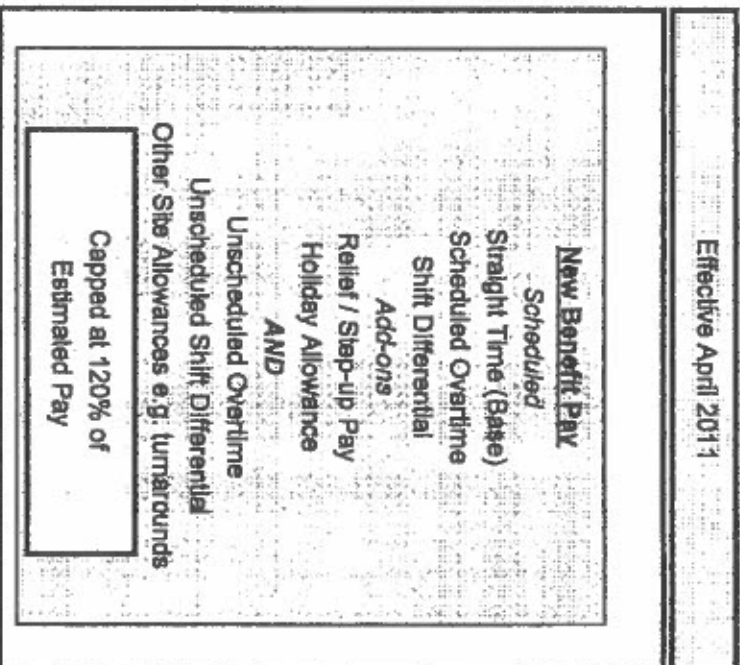
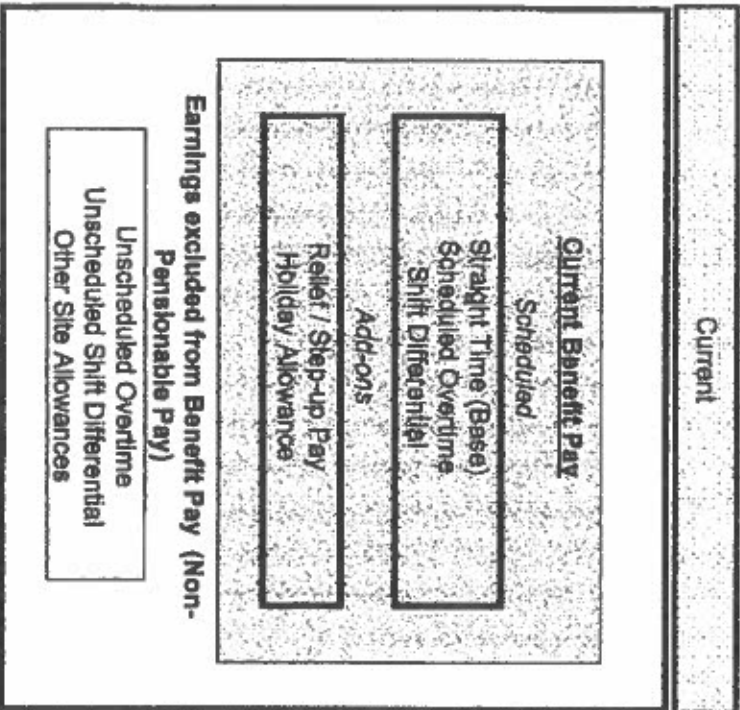


Current & New Definition of Benefit Pay



*120% factor used to recognize shift, holiday and relief pay components. Approximate % of current annual pay.

Shift Pay	2%
Holiday Pay	5%
Relief Pay	8 - 12%
Total	15 - 19%