

2010 - 2011 SALARY GRID

X= 1.40%

	ENTRY ZONE		REFERENCE ZONE				REFERENCE PLUS	EXPECTED DISTRIBUTION
			BELOW MID POINT		ABOVE MID POINT			
EXCEEDED	+3.10%		+2.50%		+0.90%	+2.90%	0% +1.90%	20%
MEET	+1.40%	+2.40%	+1.15%	+1.90%	+0.90%	+1.90%	0% +0.40%	72.50%
PARTIALLY MET	0%	+1.90%	0%	+0.90%	0%		0%	5.00%
NOT MET	0%		0%		0%		0%	2.50%