

Exhibit B- Pay Grades											
Company C	PAYGRADE	Code	Minimum	Mid Range	Maximum	Grade Period	Use Mid Range	Auto Calc Mid Range	Status	Currency Code	
	PAYGRADE	H1	\$ 16.90	\$ 21.12	\$ 25.34	H	Y	N	Y	USD	
	PAYGRADE	H2	\$ 18.59	\$ 23.23	\$ 27.88	H	Y	N	Y	USD	
	PAYGRADE	H3	\$ 20.44	\$ 25.55	\$ 30.67	H	Y	N	Y	USD	
	PAYGRADE	H4	\$ 22.49	\$ 28.11	\$ 33.73	H	Y	N	Y	USD	
	PAYGRADE	H5	\$ 24.74	\$ 30.92	\$ 37.11	H	Y	N	Y	USD	
	PAYGRADE	H6	\$ 27.21	\$ 34.01	\$ 40.82	H	Y	N	Y	USD	
	PAYGRADE	H7	\$ 29.93	\$ 37.42	\$ 44.90	H	Y	N	Y	USD	
	PAYGRADE	S1	\$ 56,599.00	\$ 70,749.00	\$ 84,906.00	A	Y	N	Y	USD	
	PAYGRADE	S10	\$ 166,601.00	\$ 216,581.00	\$ 266,561.00	A	Y	N	Y	USD	
	PAYGRADE	S11	\$ 199,921.00	\$ 259,897.00	\$ 319,848.00	A	Y	N	Y	USD	
	PAYGRADE	S12	\$ 239,905.00	\$ 311,877.00	\$ 383,848.00	A	Y	N	Y	USD	
	PAYGRADE	S2	\$ 62,259.00	\$ 77,824.00	\$ 93,389.00	A	Y	N	Y	USD	
	PAYGRADE	S3	\$ 68,485.00	\$ 85,606.00	\$ 102,728.00	A	Y	N	Y	USD	
	PAYGRADE	S4	\$ 75,334.00	\$ 94,167.00	\$ 113,000.00	A	Y	N	Y	USD	
	PAYGRADE	S5	\$ 82,867.00	\$ 103,584.00	\$ 124,300.00	A	Y	N	Y	USD	
	PAYGRADE	S6	\$ 91,154.00	\$ 113,942.00	\$ 136,730.00	A	Y	N	Y	USD	
	PAYGRADE	S7	\$ 100,269.00	\$ 125,336.00	\$ 150,404.00	A	Y	N	Y	USD	
	PAYGRADE	S8	\$ 115,695.00	\$ 150,404.00	\$ 185,112.00	A	Y	N	Y	USD	
	PAYGRADE	S9	\$ 138,834.00	\$ 180,484.00	\$ 222,134.00	A	Y	N	Y	USD	