



NEW EMPLOYEE PERFORMANCE INCREASE CHART

Transition

HIRE DATE	PI EFFECTIVE DATE	PERCENT INCREASE
Before 4/25/00	11/25/00	3.25% if "Meets" or better rating
4/25/00 through 9/24/00		
4/25/00 - 5/9/00	12/10/00	
5/10/00 - 5/24/00	12/25/00	
5/25/00 - 6/9/00	1/10/01	
6/10/00 - 6/24/00	1/25/01	
6/25/00 - 7/9/00	2/10/01	3.25% if successfully completes probation
7/10/00 - 7/24/00	2/25/01	
7/25/00 - 8/9/00	3/10/01	
8/10/00 - 8/24/00	3/25/01	
8/25/00 - 9/9/00	4/10/01	
9/10/00 - 9/24/00	4/25/01	
9/25/00 through 10/24/00	11/25/01	100% of established rate for "Contributor" or "Extraordinary Contributor" (not eligible for increase in 2000)

New Process

HIRE DATE	PI EFFECTIVE DATE	PERCENT INCREASE
10/25/00 through 1/24/01	11/25/01	100% of established rate for "Contributor" or "Extraordinary Contributor"
1/25/01 through 4/24/01	11/25/01	0 or 75% of established rate for "Contributor"
4/25/01 through 7/24/01	11/25/01	0 or 50% of established rate for "Contributor"
7/25/01 through 10/24/01	11/25/01	0 or 25% of established rate for "Contributor"

Repeat new process shown above for each subsequent year.