

P-1 DENTIST DZ 40 HOUR PAY PLAN EFFECTIVE 10/28/2005

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
DZ	5	Annual	\$91,662.00	\$94,506.00	\$97,345.00	\$100,195.00	\$103,036.00	\$105,878.00	\$108,733.00	\$111,665.00	\$114,677.00
		Bi-Wk	\$3,511.96	\$3,620.92	\$3,729.70	\$3,838.89	\$3,947.74	\$4,056.63	\$4,166.02	\$4,278.36	\$4,393.76
		Daily	\$351.20	\$362.10	\$372.97	\$383.89	\$394.78	\$405.67	\$416.61	\$427.84	\$439.38
		Hourly	\$43.90	\$45.27	\$46.63	\$47.99	\$49.35	\$50.71	\$52.08	\$53.48	\$54.93
DZ	9	Annual	\$105,333.00	\$108,484.00	\$111,652.00	\$114,807.00	\$117,971.00	\$121,127.00	\$124,286.00	\$127,528.00	\$130,854.00
		Bi-Wk	\$4,035.75	\$4,156.48	\$4,277.86	\$4,398.74	\$4,519.97	\$4,640.89	\$4,761.92	\$4,886.14	\$5,013.57
		Daily	\$403.58	\$415.65	\$427.79	\$439.88	\$452.00	\$464.09	\$476.20	\$488.62	\$501.36
		Hourly	\$50.45	\$51.96	\$53.48	\$54.99	\$56.50	\$58.02	\$59.53	\$61.08	\$62.67

P-1 DENTIST DZ 40 HOUR PAY PLAN EFFECTIVE 7/1/2006

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
DZ	5	Annual	\$94,412.00	\$97,342.00	\$100,266.00	\$103,201.00	\$106,128.00	\$109,055.00	\$111,995.00	\$115,015.00	\$118,118.00
		Bi-Wk	\$3,617.32	\$3,729.58	\$3,841.61	\$3,954.07	\$4,066.21	\$4,178.36	\$4,291.00	\$4,406.71	\$4,525.60
		Daily	\$361.74	\$372.96	\$384.17	\$395.41	\$406.63	\$417.84	\$429.10	\$440.68	\$452.56
		Hourly	\$45.22	\$46.62	\$48.03	\$49.43	\$50.83	\$52.23	\$53.64	\$55.09	\$56.57
DZ	9	Annual	\$108,493.00	\$111,739.00	\$115,002.00	\$118,252.00	\$121,511.00	\$124,761.00	\$128,015.00	\$131,354.00	\$134,780.00
		Bi-Wk	\$4,156.82	\$4,281.19	\$4,406.21	\$4,530.73	\$4,655.60	\$4,780.12	\$4,904.79	\$5,032.73	\$5,163.99
		Daily	\$415.69	\$428.12	\$440.63	\$453.08	\$465.56	\$478.02	\$490.48	\$503.28	\$516.40
		Hourly	\$51.97	\$53.52	\$55.08	\$56.64	\$58.20	\$59.76	\$61.31	\$62.91	\$64.55

P-1 DENTIST DZ 40 HOUR PAY PLAN EFFECTIVE 6/22/2007

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
DZ	5	Annual	\$97,245.00	\$100,263.00	\$103,274.00	\$106,298.00	\$109,312.00	\$112,327.00	\$115,355.00	\$118,466.00	\$121,662.00
		Bi-Wk	\$3,725.87	\$3,841.50	\$3,956.86	\$4,072.73	\$4,188.20	\$4,303.72	\$4,419.74	\$4,538.93	\$4,661.38
		Daily	\$372.59	\$384.15	\$395.69	\$407.28	\$418.82	\$430.38	\$441.98	\$453.90	\$466.14
		Hourly	\$46.58	\$48.02	\$49.47	\$50.91	\$52.36	\$53.80	\$55.25	\$56.74	\$58.27
DZ	9	Annual	\$111,748.00	\$115,092.00	\$118,453.00	\$121,800.00	\$125,157.00	\$128,504.00	\$131,856.00	\$135,295.00	\$138,824.00
		Bi-Wk	\$4,281.54	\$4,409.66	\$4,538.43	\$4,666.67	\$4,795.29	\$4,923.53	\$5,051.96	\$5,183.72	\$5,318.93
		Daily	\$428.16	\$440.97	\$453.85	\$466.67	\$479.53	\$492.36	\$505.20	\$518.38	\$531.90
		Hourly	\$53.52	\$55.13	\$56.74	\$58.34	\$59.95	\$61.55	\$63.15	\$64.80	\$66.49

P-1 DENTIST DZ 40 HOUR PAY PLAN EFFECTIVE 6/20/2008

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
DZ	5	Annual	\$100,163.00	\$103,271.00	\$106,373.00	\$109,487.00	\$112,592.00	\$115,697.00	\$118,816.00	\$122,020.00	\$125,312.00
		Bi-Wk	\$3,837.67	\$3,956.75	\$4,075.60	\$4,194.91	\$4,313.87	\$4,432.84	\$4,552.34	\$4,675.10	\$4,801.23
		Daily	\$383.77	\$395.68	\$407.56	\$419.50	\$431.39	\$443.29	\$455.24	\$467.51	\$480.13
		Hourly	\$47.98	\$49.46	\$50.95	\$52.44	\$53.93	\$55.42	\$56.91	\$58.44	\$60.02
DZ	9	Annual	\$115,101.00	\$118,545.00	\$122,007.00	\$125,454.00	\$128,912.00	\$132,360.00	\$135,812.00	\$139,354.00	\$142,989.00
		Bi-Wk	\$4,410.00	\$4,541.96	\$4,674.60	\$4,806.67	\$4,939.16	\$5,071.27	\$5,203.53	\$5,339.24	\$5,478.51
		Daily	\$441.00	\$454.20	\$467.46	\$480.67	\$493.92	\$507.13	\$520.36	\$533.93	\$547.86
		Hourly	\$55.13	\$56.78	\$58.44	\$60.09	\$61.74	\$63.40	\$65.05	\$66.75	\$68.49