

P-1 DOCTORS RX 35 HOUR PAY PLAN EFFECTIVE 7/1/2004

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7			
RX	1	Annual	\$49,159.00	\$50,561.00	\$51,957.00	\$53,359.00	\$54,757.00	\$56,154.00	\$57,547.00			
		Bi-Wk	\$1,883.49	\$1,937.21	\$1,990.69	\$2,044.41	\$2,097.97	\$2,151.50	\$2,204.87			
		Daily	\$188.35	\$193.73	\$199.07	\$204.45	\$209.80	\$215.15	\$220.49			
		Hourly	\$26.91	\$27.68	\$28.44	\$29.21	\$29.98	\$30.74	\$31.50			
RX	2	Annual	\$50,365.00	\$52,027.00	\$53,686.00	\$55,343.00	\$57,003.00	\$58,666.00	\$60,324.00			
		Bi-Wk	\$1,929.70	\$1,993.38	\$2,056.94	\$2,120.43	\$2,184.03	\$2,247.74	\$2,311.27			
		Daily	\$192.97	\$199.34	\$205.70	\$212.05	\$218.41	\$224.78	\$231.13			
		Hourly	\$27.57	\$28.48	\$29.39	\$30.30	\$31.21	\$32.12	\$33.02			
RX	3	Annual	\$54,017.00	\$55,820.00	\$57,620.00	\$59,428.00	\$61,224.00	\$63,026.00	\$64,827.00			
		Bi-Wk	\$2,069.62	\$2,138.70	\$2,207.67	\$2,276.94	\$2,345.75	\$2,414.79	\$2,483.80			
		Daily	\$206.97	\$213.87	\$220.77	\$227.70	\$234.58	\$241.48	\$248.38			
		Hourly	\$29.57	\$30.56	\$31.54	\$32.53	\$33.52	\$34.50	\$35.49			
RX	4	Annual	\$57,224.00	\$59,094.00	\$60,958.00	\$62,827.00	\$64,695.00	\$66,568.00	\$68,429.00			
		Bi-Wk	\$2,192.50	\$2,264.14	\$2,335.56	\$2,407.17	\$2,478.74	\$2,550.50	\$2,621.81			
		Daily	\$219.25	\$226.42	\$233.56	\$240.72	\$247.88	\$255.05	\$262.19			
		Hourly	\$31.33	\$32.35	\$33.37	\$34.39	\$35.42	\$36.44	\$37.46			
RX	5	Annual	\$80,205.00	\$82,693.00	\$85,177.00	\$87,671.00	\$90,157.00	\$92,644.00	\$95,142.00			
		Bi-Wk	\$3,072.99	\$3,168.32	\$3,263.49	\$3,359.05	\$3,454.30	\$3,549.58	\$3,645.29			
		Daily	\$307.30	\$316.84	\$326.35	\$335.91	\$345.43	\$354.96	\$364.53			
		Hourly	\$43.90	\$45.27	\$46.63	\$47.99	\$49.35	\$50.71	\$52.08			
RX	6	Annual	\$82,964.00	\$85,521.00	\$88,077.00	\$90,642.00	\$93,198.00	\$95,760.00	\$98,314.00			
		Bi-Wk	\$3,178.70	\$3,276.67	\$3,374.60	\$3,472.88	\$3,570.81	\$3,668.97	\$3,766.82			
		Daily	\$317.87	\$327.67	\$337.46	\$347.29	\$357.09	\$366.90	\$376.69			
		Hourly	\$45.41	\$46.81	\$48.21	\$49.62	\$51.02	\$52.42	\$53.82			

P-1 DOCTORS RX 35 HOUR PAY PLAN EFFECTIVE 7/1/2004

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7			
RX	7	Annual	\$85,897.00	\$88,527.00	\$91,158.00	\$93,786.00	\$96,412.00	\$99,043.00	\$101,667.00			
		Bi-Wk	\$3,291.08	\$3,391.84	\$3,492.65	\$3,593.34	\$3,693.95	\$3,794.76	\$3,895.29			
		Daily	\$329.11	\$339.19	\$349.27	\$359.34	\$369.40	\$379.48	\$389.53			
		Hourly	\$47.02	\$48.46	\$49.90	\$51.34	\$52.78	\$54.22	\$55.65			
RX	8	Annual	\$88,952.00	\$91,647.00	\$94,341.00	\$97,037.00	\$99,729.00	\$102,426.00	\$105,120.00			
		Bi-Wk	\$3,408.13	\$3,511.38	\$3,614.60	\$3,717.90	\$3,821.04	\$3,924.37	\$4,027.59			
		Daily	\$340.82	\$351.14	\$361.46	\$371.79	\$382.11	\$392.44	\$402.76			
		Hourly	\$48.69	\$50.17	\$51.64	\$53.12	\$54.59	\$56.07	\$57.54			
RX	9	Annual	\$92,167.00	\$94,924.00	\$97,696.00	\$100,457.00	\$103,225.00	\$105,987.00	\$108,751.00			
		Bi-Wk	\$3,531.31	\$3,636.94	\$3,743.15	\$3,848.93	\$3,954.99	\$4,060.81	\$4,166.71			
		Daily	\$353.14	\$363.70	\$374.32	\$384.90	\$395.50	\$406.09	\$416.68			
		Hourly	\$50.45	\$51.96	\$53.48	\$54.99	\$56.50	\$58.02	\$59.53			
RX	10	Annual	\$95,508.00	\$98,347.00	\$101,185.00	\$104,025.00	\$106,867.00	\$109,707.00	\$112,548.00			
		Bi-Wk	\$3,659.32	\$3,768.09	\$3,876.82	\$3,985.64	\$4,094.53	\$4,203.34	\$4,312.19			
		Daily	\$365.94	\$376.81	\$387.69	\$398.57	\$409.46	\$420.34	\$431.22			
		Hourly	\$52.28	\$53.83	\$55.39	\$56.94	\$58.50	\$60.05	\$61.61			
RX	11	Annual	\$98,969.00	\$101,871.00	\$104,782.00	\$107,688.00	\$110,592.00	\$113,505.00	\$116,414.00			
		Bi-Wk	\$3,791.92	\$3,903.11	\$4,014.64	\$4,125.98	\$4,237.25	\$4,348.86	\$4,460.31			
		Daily	\$379.20	\$390.32	\$401.47	\$412.60	\$423.73	\$434.89	\$446.04			
		Hourly	\$54.18	\$55.76	\$57.36	\$58.95	\$60.54	\$62.13	\$63.72			
RX	12	Annual	\$102,601.00	\$105,578.00	\$108,553.00	\$111,527.00	\$114,506.00	\$117,481.00	\$120,453.00			
		Bi-Wk	\$3,931.08	\$4,045.14	\$4,159.12	\$4,273.07	\$4,387.21	\$4,501.19	\$4,615.06			
		Daily	\$393.11	\$404.52	\$415.92	\$427.31	\$438.73	\$450.12	\$461.51			
		Hourly	\$56.16	\$57.79	\$59.42	\$61.05	\$62.68	\$64.31	\$65.93			

	1	Bi-Wk	\$1,883.49	\$1,937.21	\$1,990.69	\$2,044.41	\$2,097.97	\$2,151.50	\$2,204.87			
	2	Bi-Wk	\$1,929.70	\$1,993.38	\$2,056.94	\$2,120.43	\$2,184.03	\$2,247.74	\$2,311.27			
	3	Bi-Wk	\$2,069.62	\$2,138.70	\$2,207.67	\$2,276.94	\$2,345.75	\$2,414.79	\$2,483.80			
	4	Bi-Wk	\$2,192.50	\$2,264.14	\$2,335.56	\$2,407.17	\$2,478.74	\$2,550.50	\$2,621.81			
	5	Bi-Wk	\$3,072.99	\$3,168.32	\$3,263.49	\$3,359.05	\$3,454.30	\$3,549.58	\$3,645.29			
	6	Bi-Wk	\$3,178.70	\$3,276.67	\$3,374.60	\$3,472.88	\$3,570.81	\$3,668.97	\$3,766.82			
	7	Bi-Wk	\$3,291.08	\$3,391.84	\$3,492.65	\$3,593.34	\$3,693.95	\$3,794.76	\$3,895.29			
	8	Bi-Wk	\$3,408.13	\$3,511.38	\$3,614.60	\$3,717.90	\$3,821.04	\$3,924.37	\$4,027.59			
	9	Bi-Wk	\$3,531.31	\$3,636.94	\$3,743.15	\$3,848.93	\$3,954.99	\$4,060.81	\$4,166.71			
	10	Bi-Wk	\$3,659.32	\$3,768.09	\$3,876.82	\$3,985.64	\$4,094.53	\$4,203.34	\$4,312.19			
	11	Bi-Wk	\$3,791.92	\$3,903.11	\$4,014.64	\$4,125.98	\$4,237.25	\$4,348.86	\$4,460.31			
	12	Bi-Wk	\$3,931.08	\$4,045.14	\$4,159.12	\$4,273.07	\$4,387.21	\$4,501.19	\$4,615.06			
	1	2	3	4	5	6	7	8	9	10	11	12
	Bi-Wk	Bi-Wk	Bi-Wk	Bi-Wk	Bi-Wk	Bi-Wk	Bi-Wk	Bi-Wk	Bi-Wk	Bi-Wk	Bi-Wk	Bi-Wk
	1883.49	1929.7	2069.62	2192.5	3072.99	3178.7	3291.08	3408.13	3531.31	3659.32	3791.92	3931.08
	1937.21	1993.38	2138.7	2264.14	3168.32	3276.67	3391.84	3511.38	3636.94	3768.09	3903.11	4045.14
	1990.69	2056.94	2207.67	2335.56	3263.49	3374.6	3492.65	3614.6	3743.15	3876.82	4014.64	4159.12
	2044.41	2120.43	2276.94	2407.17	3359.05	3472.88	3593.34	3717.9	3848.93	3985.64	4125.98	4273.07
	2097.97	2184.03	2345.75	2478.74	3454.3	3570.81	3693.95	3821.04	3954.99	4094.53	4237.25	4387.21
	2151.5	2247.74	2414.79	2550.5	3549.58	3668.97	3794.76	3924.37	4060.81	4203.34	4348.86	4501.19
	2204.87	2311.27	2483.8	2621.81	3645.29	3766.82	3895.29	4027.59	4166.71	4312.19	4460.31	4615.06

P-1 DOCTORS RX 35 HOUR PAY PLAN EFFECTIVE 7/1/2006

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
RX	1	Annual	\$50,634.00	\$52,078.00	\$53,516.00	\$54,960.00	\$56,400.00	\$57,840.00	\$59,274.00
		Bi-Wk	\$1,940.00	\$1,995.33	\$2,050.43	\$2,105.75	\$2,160.92	\$2,216.10	\$2,271.04
		Daily	\$194.00	\$199.54	\$205.05	\$210.58	\$216.10	\$221.61	\$227.11
		Hourly	\$27.72	\$28.51	\$29.30	\$30.09	\$30.88	\$31.66	\$32.45
RX	2	Annual	\$51,877.00	\$53,588.00	\$55,297.00	\$57,004.00	\$58,714.00	\$60,426.00	\$62,134.00
		Bi-Wk	\$1,987.63	\$2,053.19	\$2,118.66	\$2,184.07	\$2,249.58	\$2,315.18	\$2,380.62
		Daily	\$198.77	\$205.32	\$211.87	\$218.41	\$224.96	\$231.52	\$238.07
		Hourly	\$28.40	\$29.34	\$30.27	\$31.21	\$32.14	\$33.08	\$34.01
RX	3	Annual	\$55,637.00	\$57,495.00	\$59,349.00	\$61,211.00	\$63,062.00	\$64,917.00	\$66,773.00
		Bi-Wk	\$2,131.69	\$2,202.88	\$2,273.91	\$2,345.25	\$2,416.17	\$2,487.25	\$2,558.36
		Daily	\$213.17	\$220.29	\$227.40	\$234.53	\$241.62	\$248.73	\$255.84
		Hourly	\$30.46	\$31.47	\$32.49	\$33.51	\$34.52	\$35.54	\$36.55
RX	4	Annual	\$58,940.00	\$60,868.00	\$62,787.00	\$64,713.00	\$66,637.00	\$68,565.00	\$70,483.00
		Bi-Wk	\$2,258.24	\$2,332.11	\$2,405.64	\$2,479.43	\$2,553.15	\$2,627.02	\$2,700.50
		Daily	\$225.83	\$233.22	\$240.57	\$247.95	\$255.32	\$262.71	\$270.05
		Hourly	\$32.27	\$33.32	\$34.37	\$35.43	\$36.48	\$37.53	\$38.58
RX	5	Annual	\$82,611.00	\$85,175.00	\$87,733.00	\$90,301.00	\$92,862.00	\$95,424.00	\$97,996.00
		Bi-Wk	\$3,165.18	\$3,263.41	\$3,361.42	\$3,459.81	\$3,557.94	\$3,656.10	\$3,754.64
		Daily	\$316.52	\$326.35	\$336.15	\$345.99	\$355.80	\$365.61	\$375.47
		Hourly	\$45.22	\$46.63	\$48.03	\$49.43	\$50.83	\$52.23	\$53.64
RX	6	Annual	\$85,454.00	\$88,088.00	\$90,720.00	\$93,361.00	\$95,994.00	\$98,633.00	\$101,263.00
		Bi-Wk	\$3,274.10	\$3,375.02	\$3,475.87	\$3,577.05	\$3,677.94	\$3,779.05	\$3,879.81
		Daily	\$327.41	\$337.51	\$347.59	\$357.71	\$367.80	\$377.91	\$387.99
		Hourly	\$46.78	\$48.22	\$49.66	\$51.11	\$52.55	\$53.99	\$55.43

P-1 DOCTORS RX 35 HOUR PAY PLAN EFFECTIVE 7/1/2006

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
RX	7	Annual	\$88,475.00	\$91,183.00	\$93,893.00	\$96,600.00	\$99,305.00	\$102,015.00	\$104,717.00
		Bi-Wk	\$3,389.85	\$3,493.61	\$3,597.44	\$3,701.15	\$3,804.79	\$3,908.63	\$4,012.15
		Daily	\$338.99	\$349.37	\$359.75	\$370.12	\$380.48	\$390.87	\$401.22
		Hourly	\$48.43	\$49.91	\$51.40	\$52.88	\$54.36	\$55.84	\$57.32
RX	8	Annual	\$91,621.00	\$94,397.00	\$97,172.00	\$99,948.00	\$102,721.00	\$105,499.00	\$108,275.00
		Bi-Wk	\$3,510.39	\$3,616.75	\$3,723.07	\$3,829.43	\$3,935.68	\$4,042.11	\$4,148.47
		Daily	\$351.04	\$361.68	\$372.31	\$382.95	\$393.57	\$404.22	\$414.85
		Hourly	\$50.15	\$51.67	\$53.19	\$54.71	\$56.23	\$57.75	\$59.27
RX	9	Annual	\$94,932.00	\$97,772.00	\$100,627.00	\$103,471.00	\$106,323.00	\$109,166.00	\$112,014.00
		Bi-Wk	\$3,637.25	\$3,746.06	\$3,855.45	\$3,964.41	\$4,073.68	\$4,182.61	\$4,291.73
		Daily	\$363.73	\$374.61	\$385.55	\$396.45	\$407.37	\$418.27	\$429.18
		Hourly	\$51.97	\$53.52	\$55.08	\$56.64	\$58.20	\$59.76	\$61.32
RX	10	Annual	\$98,373.00	\$101,297.00	\$104,221.00	\$107,146.00	\$110,073.00	\$112,999.00	\$115,925.00
		Bi-Wk	\$3,769.09	\$3,881.12	\$3,993.15	\$4,105.22	\$4,217.36	\$4,329.47	\$4,441.58
		Daily	\$376.91	\$388.12	\$399.32	\$410.53	\$421.74	\$432.95	\$444.16
		Hourly	\$53.85	\$55.45	\$57.05	\$58.65	\$60.25	\$61.85	\$63.46
RX	11	Annual	\$101,939.00	\$104,927.00	\$107,926.00	\$110,919.00	\$113,910.00	\$116,911.00	\$119,907.00
		Bi-Wk	\$3,905.71	\$4,020.20	\$4,135.10	\$4,249.78	\$4,364.37	\$4,479.35	\$4,594.14
		Daily	\$390.58	\$402.02	\$413.51	\$424.98	\$436.44	\$447.94	\$459.42
		Hourly	\$55.80	\$57.44	\$59.08	\$60.72	\$62.35	\$64.00	\$65.64
RX	12	Annual	\$105,679.00	\$108,745.00	\$111,810.00	\$114,873.00	\$117,942.00	\$121,005.00	\$124,067.00
		Bi-Wk	\$4,049.01	\$4,166.48	\$4,283.91	\$4,401.27	\$4,518.86	\$4,636.21	\$4,753.53
		Daily	\$404.91	\$416.65	\$428.40	\$440.13	\$451.89	\$463.63	\$475.36
		Hourly	\$57.85	\$59.53	\$61.20	\$62.88	\$64.56	\$66.24	\$67.91

P-1 DOCTORS RX 35 HOUR PAY PLAN EFFECTIVE 6/22/2007

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
RX	1	Annual	\$52,154.00	\$53,641.00	\$55,122.00	\$56,609.00	\$58,093.00	\$59,576.00	\$61,053.00
		Bi-Wk	\$1,998.24	\$2,055.22	\$2,111.96	\$2,168.93	\$2,225.79	\$2,282.61	\$2,339.20
		Daily	\$199.83	\$205.53	\$211.20	\$216.90	\$222.58	\$228.27	\$233.92
		Hourly	\$28.55	\$29.37	\$30.18	\$30.99	\$31.80	\$32.61	\$33.42
RX	2	Annual	\$53,433.00	\$55,196.00	\$56,956.00	\$58,715.00	\$60,476.00	\$62,239.00	\$63,999.00
		Bi-Wk	\$2,047.25	\$2,114.79	\$2,182.23	\$2,249.62	\$2,317.09	\$2,384.64	\$2,452.07
		Daily	\$204.73	\$211.48	\$218.23	\$224.97	\$231.71	\$238.47	\$245.21
		Hourly	\$29.25	\$30.22	\$31.18	\$32.14	\$33.11	\$34.07	\$35.03
RX	3	Annual	\$57,307.00	\$59,220.00	\$61,130.00	\$63,048.00	\$64,954.00	\$66,864.00	\$68,776.00
		Bi-Wk	\$2,195.68	\$2,268.97	\$2,342.15	\$2,415.64	\$2,488.66	\$2,561.84	\$2,635.10
		Daily	\$219.57	\$226.90	\$234.22	\$241.57	\$248.87	\$256.19	\$263.51
		Hourly	\$31.37	\$32.42	\$33.46	\$34.51	\$35.56	\$36.60	\$37.65
RX	4	Annual	\$60,709.00	\$62,694.00	\$64,671.00	\$66,654.00	\$68,636.00	\$70,623.00	\$72,597.00
		Bi-Wk	\$2,326.02	\$2,402.07	\$2,477.82	\$2,553.80	\$2,629.74	\$2,705.87	\$2,781.50
		Daily	\$232.61	\$240.21	\$247.79	\$255.38	\$262.98	\$270.59	\$278.15
		Hourly	\$33.23	\$34.32	\$35.40	\$36.49	\$37.57	\$38.66	\$39.74
RX	5	Annual	\$85,090.00	\$87,731.00	\$90,365.00	\$93,011.00	\$95,648.00	\$98,287.00	\$100,936.00
		Bi-Wk	\$3,260.16	\$3,361.35	\$3,462.27	\$3,563.64	\$3,664.68	\$3,765.79	\$3,867.28
		Daily	\$326.02	\$336.14	\$346.23	\$356.37	\$366.47	\$376.58	\$386.73
		Hourly	\$46.58	\$48.02	\$49.47	\$50.91	\$52.36	\$53.80	\$55.25
RX	6	Annual	\$88,018.00	\$90,731.00	\$93,442.00	\$96,162.00	\$98,875.00	\$101,592.00	\$104,301.00
		Bi-Wk	\$3,372.34	\$3,476.29	\$3,580.16	\$3,684.37	\$3,788.32	\$3,892.42	\$3,996.21
		Daily	\$337.24	\$347.63	\$358.02	\$368.44	\$378.84	\$389.25	\$399.63
		Hourly	\$48.18	\$49.67	\$51.15	\$52.64	\$54.12	\$55.61	\$57.09

P-1 DOCTORS RX 35 HOUR PAY PLAN EFFECTIVE 6/22/2007

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
RX	7	Annual	\$91,130.00	\$93,919.00	\$96,711.00	\$99,498.00	\$102,284.00	\$105,076.00	\$107,859.00
		Bi-Wk	\$3,491.58	\$3,598.43	\$3,705.41	\$3,812.19	\$3,918.93	\$4,025.91	\$4,132.53
		Daily	\$349.16	\$359.85	\$370.55	\$381.22	\$391.90	\$402.60	\$413.26
		Hourly	\$49.88	\$51.41	\$52.94	\$54.46	\$55.99	\$57.52	\$59.04
RX	8	Annual	\$94,370.00	\$97,230.00	\$100,087.00	\$102,947.00	\$105,803.00	\$108,665.00	\$111,524.00
		Bi-Wk	\$3,615.71	\$3,725.29	\$3,834.76	\$3,944.33	\$4,053.76	\$4,163.41	\$4,272.96
		Daily	\$361.58	\$372.53	\$383.48	\$394.44	\$405.38	\$416.35	\$427.30
		Hourly	\$51.66	\$53.22	\$54.79	\$56.35	\$57.92	\$59.48	\$61.05
RX	9	Annual	\$97,780.00	\$100,706.00	\$103,647.00	\$106,575.00	\$109,513.00	\$112,441.00	\$115,374.00
		Bi-Wk	\$3,746.37	\$3,858.47	\$3,971.15	\$4,083.34	\$4,195.91	\$4,308.09	\$4,420.46
		Daily	\$374.64	\$385.85	\$397.12	\$408.34	\$419.60	\$430.81	\$442.05
		Hourly	\$53.52	\$55.13	\$56.74	\$58.34	\$59.95	\$61.55	\$63.15
RX	10	Annual	\$101,325.00	\$104,337.00	\$107,348.00	\$110,361.00	\$113,375.00	\$116,389.00	\$119,403.00
		Bi-Wk	\$3,882.19	\$3,997.59	\$4,112.96	\$4,228.40	\$4,343.87	\$4,459.35	\$4,574.83
		Daily	\$388.22	\$399.76	\$411.30	\$422.84	\$434.39	\$445.94	\$457.49
		Hourly	\$55.46	\$57.11	\$58.76	\$60.41	\$62.06	\$63.71	\$65.36
RX	11	Annual	\$104,998.00	\$108,075.00	\$111,164.00	\$114,247.00	\$117,327.00	\$120,419.00	\$123,505.00
		Bi-Wk	\$4,022.92	\$4,140.81	\$4,259.16	\$4,377.28	\$4,495.29	\$4,613.76	\$4,732.00
		Daily	\$402.30	\$414.09	\$425.92	\$437.73	\$449.53	\$461.38	\$473.20
		Hourly	\$57.48	\$59.16	\$60.85	\$62.54	\$64.22	\$65.92	\$67.60
RX	12	Annual	\$108,850.00	\$112,008.00	\$115,164.00	\$118,320.00	\$121,480.00	\$124,635.00	\$127,789.00
		Bi-Wk	\$4,170.50	\$4,291.50	\$4,412.42	\$4,533.34	\$4,654.41	\$4,775.29	\$4,896.14
		Daily	\$417.05	\$429.15	\$441.25	\$453.34	\$465.45	\$477.53	\$489.62
		Hourly	\$59.58	\$61.31	\$63.04	\$64.77	\$66.50	\$68.22	\$69.95

P-1 DOCTORS RX 35 HOUR PAY PLAN EFFECTIVE 6/20/2008

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
RX	1	Annual	\$53,719.00	\$55,251.00	\$56,776.00	\$58,308.00	\$59,836.00	\$61,363.00	\$62,885.00
		Bi-Wk	\$2,058.20	\$2,116.90	\$2,175.33	\$2,234.03	\$2,292.57	\$2,351.08	\$2,409.39
		Daily	\$205.82	\$211.69	\$217.54	\$223.41	\$229.26	\$235.11	\$240.94
		Hourly	\$29.41	\$30.25	\$31.08	\$31.92	\$32.76	\$33.59	\$34.42
RX	2	Annual	\$55,036.00	\$56,853.00	\$58,665.00	\$60,477.00	\$62,291.00	\$64,106.00	\$65,919.00
		Bi-Wk	\$2,108.66	\$2,178.28	\$2,247.71	\$2,317.13	\$2,386.63	\$2,456.17	\$2,525.64
		Daily	\$210.87	\$217.83	\$224.78	\$231.72	\$238.67	\$245.62	\$252.57
		Hourly	\$30.13	\$31.12	\$32.12	\$33.11	\$34.10	\$35.09	\$36.09
RX	3	Annual	\$59,026.00	\$60,998.00	\$62,964.00	\$64,939.00	\$66,903.00	\$68,871.00	\$70,840.00
		Bi-Wk	\$2,261.54	\$2,337.09	\$2,412.42	\$2,488.09	\$2,563.34	\$2,638.74	\$2,714.18
		Daily	\$226.16	\$233.71	\$241.25	\$248.81	\$256.34	\$263.88	\$271.42
		Hourly	\$32.31	\$33.39	\$34.47	\$35.55	\$36.62	\$37.70	\$38.78
RX	4	Annual	\$62,531.00	\$64,575.00	\$66,612.00	\$68,655.00	\$70,696.00	\$72,742.00	\$74,776.00
		Bi-Wk	\$2,395.83	\$2,474.14	\$2,552.19	\$2,630.46	\$2,708.66	\$2,787.05	\$2,864.99
		Daily	\$239.59	\$247.42	\$255.22	\$263.05	\$270.87	\$278.71	\$286.50
		Hourly	\$34.23	\$35.35	\$36.46	\$37.58	\$38.70	\$39.82	\$40.93
RX	5	Annual	\$87,643.00	\$90,363.00	\$93,077.00	\$95,802.00	\$98,518.00	\$101,235.00	\$103,964.00
		Bi-Wk	\$3,357.97	\$3,462.19	\$3,566.17	\$3,670.58	\$3,774.64	\$3,878.74	\$3,983.30
		Daily	\$335.80	\$346.22	\$356.62	\$367.06	\$377.47	\$387.88	\$398.33
		Hourly	\$47.98	\$49.46	\$50.95	\$52.44	\$53.93	\$55.42	\$56.91
RX	6	Annual	\$90,658.00	\$93,453.00	\$96,245.00	\$99,047.00	\$101,841.00	\$104,641.00	\$107,431.00
		Bi-Wk	\$3,473.49	\$3,580.58	\$3,687.55	\$3,794.91	\$3,901.96	\$4,009.24	\$4,116.14
		Daily	\$347.35	\$358.06	\$368.76	\$379.50	\$390.20	\$400.93	\$411.62
		Hourly	\$49.63	\$51.16	\$52.68	\$54.22	\$55.75	\$57.28	\$58.81

P-1 DOCTORS RX 35 HOUR PAY PLAN EFFECTIVE 6/20/2008

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
RX	7	Annual	\$93,864.00	\$96,738.00	\$99,612.00	\$102,484.00	\$105,353.00	\$108,228.00	\$111,096.00
		Bi-Wk	\$3,596.33	\$3,706.44	\$3,816.56	\$3,926.60	\$4,036.52	\$4,146.67	\$4,256.56
		Daily	\$359.64	\$370.65	\$381.66	\$392.66	\$403.66	\$414.67	\$425.66
		Hourly	\$51.38	\$52.95	\$54.53	\$56.10	\$57.67	\$59.24	\$60.81
RX	8	Annual	\$97,202.00	\$100,147.00	\$103,090.00	\$106,036.00	\$108,977.00	\$111,925.00	\$114,870.00
		Bi-Wk	\$3,724.22	\$3,837.05	\$3,949.81	\$4,062.69	\$4,175.37	\$4,288.32	\$4,401.15
		Daily	\$372.43	\$383.71	\$394.99	\$406.27	\$417.54	\$428.84	\$440.12
		Hourly	\$53.21	\$54.82	\$56.43	\$58.04	\$59.65	\$61.27	\$62.88
RX	9	Annual	\$100,714.00	\$103,727.00	\$106,757.00	\$109,773.00	\$112,798.00	\$115,815.00	\$118,836.00
		Bi-Wk	\$3,858.78	\$3,974.22	\$4,090.31	\$4,205.87	\$4,321.77	\$4,437.36	\$4,553.11
		Daily	\$385.88	\$397.43	\$409.04	\$420.59	\$432.18	\$443.74	\$455.32
		Hourly	\$55.13	\$56.78	\$58.44	\$60.09	\$61.74	\$63.40	\$65.05
RX	10	Annual	\$104,364.00	\$107,468.00	\$110,569.00	\$113,672.00	\$116,777.00	\$119,882.00	\$122,985.00
		Bi-Wk	\$3,998.63	\$4,117.55	\$4,236.37	\$4,355.25	\$4,474.22	\$4,593.19	\$4,712.07
		Daily	\$399.87	\$411.76	\$423.64	\$435.53	\$447.43	\$459.32	\$471.21
		Hourly	\$57.13	\$58.83	\$60.52	\$62.22	\$63.92	\$65.62	\$67.32
RX	11	Annual	\$108,148.00	\$111,318.00	\$114,499.00	\$117,675.00	\$120,848.00	\$124,032.00	\$127,211.00
		Bi-Wk	\$4,143.61	\$4,265.06	\$4,386.94	\$4,508.63	\$4,630.20	\$4,752.19	\$4,873.99
		Daily	\$414.37	\$426.51	\$438.70	\$450.87	\$463.02	\$475.22	\$487.40
		Hourly	\$59.20	\$60.93	\$62.68	\$64.41	\$66.15	\$67.89	\$69.63
RX	12	Annual	\$112,116.00	\$115,369.00	\$118,620.00	\$121,870.00	\$125,125.00	\$128,375.00	\$131,623.00
		Bi-Wk	\$4,295.64	\$4,420.27	\$4,544.83	\$4,669.35	\$4,794.07	\$4,918.59	\$5,043.03
		Daily	\$429.57	\$442.03	\$454.49	\$466.94	\$479.41	\$491.86	\$504.31
		Hourly	\$61.37	\$63.15	\$64.93	\$66.71	\$68.49	\$70.27	\$72.05