

P-1 DENTIST DY 37.5 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
DY	5	Annual	\$85,934.00	\$88,600.00	\$91,261.00	\$93,933.00	\$96,597.00	\$99,261.00	\$101,938.00	\$104,686.00	\$107,510.00
		Bi-Wk	\$3,292.50	\$3,394.64	\$3,496.60	\$3,598.97	\$3,701.04	\$3,803.11	\$3,905.68	\$4,010.96	\$4,119.16
		Daily	\$329.25	\$339.47	\$349.66	\$359.90	\$370.11	\$380.32	\$390.57	\$401.10	\$411.92
		Hourly	\$43.90	\$45.27	\$46.63	\$47.99	\$49.35	\$50.71	\$52.08	\$53.48	\$54.93
DY	9	Annual	\$98,750.00	\$101,704.00	\$104,674.00	\$107,632.00	\$110,598.00	\$113,557.00	\$116,519.00	\$119,558.00	\$122,676.00
		Bi-Wk	\$3,783.53	\$3,896.71	\$4,010.50	\$4,123.84	\$4,237.48	\$4,350.85	\$4,464.33	\$4,580.77	\$4,700.23
		Daily	\$378.36	\$389.68	\$401.05	\$412.39	\$423.75	\$435.09	\$446.44	\$458.08	\$470.03
		Hourly	\$50.45	\$51.96	\$53.48	\$54.99	\$56.50	\$58.02	\$59.53	\$61.08	\$62.67

P-1 DENTIST DY 37.5 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
DY	5	Annual	\$88,513.00	\$91,258.00	\$87,750.00	\$96,751.00	\$99,495.00	\$102,239.00	\$104,997.00	\$107,827.00	\$110,736.00
		Bi-Wk	\$3,391.31	\$3,496.48	\$3,362.10	\$3,706.94	\$3,812.07	\$3,917.21	\$4,022.88	\$4,131.31	\$4,242.76
		Daily	\$339.14	\$349.65	\$336.21	\$370.70	\$381.21	\$391.73	\$402.29	\$413.14	\$424.28
		Hourly	\$45.22	\$46.62	\$48.03	\$49.43	\$50.83	\$52.23	\$53.64	\$55.09	\$56.58
DY	9	Annual	\$101,713.00	\$104,756.00	\$107,815.00	\$110,861.00	\$113,916.00	\$116,964.00	\$120,014.00	\$123,145.00	\$126,357.00
		Bi-Wk	\$3,897.05	\$4,013.64	\$4,130.85	\$4,247.55	\$4,364.60	\$4,481.38	\$4,598.25	\$4,718.20	\$4,841.27
		Daily	\$389.71	\$401.37	\$413.09	\$424.76	\$436.46	\$448.14	\$459.83	\$471.82	\$484.13
		Hourly	\$51.97	\$53.52	\$55.08	\$56.64	\$58.20	\$59.76	\$61.31	\$62.91	\$64.56

P-1 DENTIST DY 37.5 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
DY	5	Annual	\$91,169.00	\$93,996.00	\$96,819.00	\$99,654.00	\$102,480.00	\$105,307.00	\$108,147.00	\$111,062.00	\$114,059.00
		Bi-Wk	\$3,493.07	\$3,601.38	\$3,709.55	\$3,818.17	\$3,926.44	\$4,034.76	\$4,143.57	\$4,255.25	\$4,370.08
		Daily	\$349.31	\$360.14	\$370.96	\$381.82	\$392.65	\$403.48	\$414.36	\$425.53	\$437.01
		Hourly	\$46.58	\$48.02	\$49.47	\$50.91	\$52.36	\$53.80	\$55.25	\$56.74	\$58.27
DY	9	Annual	\$104,765.00	\$107,899.00	\$111,050.00	\$114,187.00	\$117,334.00	\$120,473.00	\$123,616.00	\$126,840.00	\$130,148.00
		Bi-Wk	\$4,013.99	\$4,134.07	\$4,254.79	\$4,374.99	\$4,495.56	\$4,615.83	\$4,736.25	\$4,859.78	\$4,986.52
		Daily	\$401.40	\$413.41	\$425.48	\$437.50	\$449.56	\$461.59	\$473.63	\$485.98	\$498.66
		Hourly	\$53.52	\$55.13	\$56.74	\$58.34	\$59.95	\$61.55	\$63.15	\$64.80	\$66.49

P-1 DENTIST DY 37.5 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
DY	5	Annual	\$93,905.00	\$96,816.00	\$99,724.00	\$102,644.00	\$105,555.00	\$108,467.00	\$111,392.00	\$114,394.00	\$117,480.00
		Bi-Wk	\$3,597.90	\$3,709.43	\$3,820.85	\$3,932.73	\$4,044.26	\$4,155.83	\$4,267.90	\$4,382.92	\$4,501.15
		Daily	\$359.79	\$370.95	\$382.09	\$393.28	\$404.43	\$415.59	\$426.79	\$438.30	\$450.12
		Hourly	\$47.98	\$49.46	\$50.95	\$52.44	\$53.93	\$55.42	\$56.91	\$58.44	\$60.02
DY	9	Annual	\$107,908.00	\$111,136.00	\$114,382.00	\$117,613.00	\$120,855.00	\$124,088.00	\$127,325.00	\$130,645.00	\$134,053.00
		Bi-Wk	\$4,134.41	\$4,258.09	\$4,382.46	\$4,506.25	\$4,630.46	\$4,754.33	\$4,878.36	\$5,005.56	\$5,136.14
		Daily	\$413.45	\$425.81	\$438.25	\$450.63	\$463.05	\$475.44	\$487.84	\$500.56	\$513.62
		Hourly	\$55.13	\$56.78	\$58.44	\$60.09	\$61.74	\$63.40	\$65.05	\$66.75	\$68.49