

RATE SCHED NO. ---	LEAVE PLAN ---	PAY CYC ---	LEAVE TYP ---	RATE EFF DATE ----	REC TYP ---	MAX ACCRU BASE ----	HOURLY RATE -----
001	A	A	SKL	09/89	HR	UNLIM	.046153
			VAC	09/89	HR	4160	.057692
	B		SKL	09/89	HR	UNLIM	.046153
			VAC	09/89	HR	4160	.069231
	C		SKL	09/89	HR	UNLIM	.046153
			VAC	09/89	HR	4160	.080769
	D		SKL	09/89	HR	UNLIM	.046153
			VAC	09/89	HR	4160	.092308
	E		VAC	09/89	HR	4160	.092308
	F		SKL	09/89	HR	UNLIM	.046153
	G		SKL	07/96	HR	UNLIM	.046153
			VAC	07/96	HR	4160	.057692
	H		SKL	07/96	HR	UNLIM	.046153
			VAC	07/96	HR	4160	.069231
	J		SKL	07/96	HR	UNLIM	.046153
			VAC	07/96	HR	4160	.080769
	K		SKL	07/96	HR	UNLIM	.046153
			VAC	07/96	HR	4160	.092308

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RATE SCHED NO.	LEAVE PLAN	PAY CYC	LEAVE TYP	RATE EFF DATE	REC TYP	MAX ACCRU BASE	LEAVE HOURS EARNED	20 DAY MONTH	21 DAY MONTH	22 DAY MONTH	23 DAY MONTH	PERCENT TIME
002	D	M	SKL	09/89	00	UNLIM	00.00	.00- 7.99	.00- 9.99	.00- 10.99	.00- 11.99	.00- 8.99
					01		01.00	8.00- 29.99	10.00- 31.99	11.00- 32.99	12.00- 34.99	9.00- 20.99
					02		02.00	30.00- 49.99	32.00- 52.99	33.00- 54.99	35.00- 57.99	21.00- 32.99
					03		03.00	50.00- 69.99	53.00- 73.99	55.00- 76.99	58.00- 80.99	33.00- 44.99
					04		04.00	70.00- 89.99	74.00- 94.99	77.00- 98.99	81.00-103.99	45.00- 56.99
					05		05.00	90.00-109.99	95.00-115.99	99.00-120.99	104.00-126.99	57.00- 68.99
					06		06.00	110.00-129.99	116.00-136.99	121.00-142.99	127.00-149.99	69.00- 80.99
					07		07.00	130.00-149.99	137.00-157.99	143.00-164.99	150.00-172.99	81.00- 83.99
					08		08.00	150.00-160.99	158.00-168.99	165.00-176.99	173.00-184.99	84.00-100.00
			VAC	09/89	00	24	00.00	.00- 5.99	.00- 5.99	.00- 5.99	.00- 5.99	.00- 4.99
					01		01.00	6.00- 14.99	6.00- 16.99	6.00- 16.99	6.00- 16.99	5.00- 10.99
					02		02.00	15.00- 24.99	17.00- 26.99	17.00- 27.99	17.00- 27.99	11.00- 16.99
					03		03.00	25.00- 34.99	27.00- 37.99	28.00- 38.99	28.00- 39.99	17.00- 22.99
					04		04.00	35.00- 44.99	38.00- 47.99	39.00- 49.99	40.00- 51.99	23.00- 28.99
					05		05.00	45.00- 54.99	48.00- 58.99	50.00- 60.99	52.00- 62.99	29.00- 35.99
					06		06.00	55.00- 64.99	59.00- 68.99	61.00- 71.99	63.00- 74.99	36.00- 41.99
					07		07.00	65.00- 74.99	69.00- 79.99	72.00- 82.99	75.00- 85.99	42.00- 47.99
					08		08.00	75.00- 84.99	80.00- 89.99	83.00- 93.99	86.00- 97.99	48.00- 53.99
					09		09.00	85.00- 94.99	90.00- 99.99	94.00-104.99	98.00-109.99	54.00- 59.99
					10		10.00	95.00-104.99	100.00-110.99	105.00-115.99	110.00-120.99	60.00- 65.99
					11		11.00	105.00-114.99	111.00-120.99	116.00-126.99	121.00-132.99	66.00- 71.99
					12		12.00	115.00-124.99	121.00-131.99	127.00-137.99	133.00-143.99	72.00- 78.99
					13		13.00	125.00-134.99	132.00-141.99	138.00-148.99	144.00-155.99	79.00- 84.99
					14		14.00	135.00-144.99	142.00-152.99	149.00-159.99	156.00-166.99	85.00- 90.99
					15		15.00	145.00-154.99	153.00-162.99	160.00-170.99	167.00-178.99	91.00- 96.99
					16		16.00	155.00-160.00	163.00-168.00	171.00-176.00	179.00-184.00	97.00-100.00
	E		VAC	09/89	00	24	00.00	.00- 5.99	.00- 5.99	.00- 5.99	.00- 5.99	.00- 4.99
					01		01.00	6.00- 14.99	6.00- 16.99	6.00- 16.99	6.00- 16.99	5.00- 10.99
					02		02.00	15.00- 24.99	17.00- 26.99	17.00- 27.99	17.00- 27.99	11.00- 16.99
					03		03.00	25.00- 34.99	27.00- 37.99	28.00- 38.99	28.00- 39.99	17.00- 22.99
					04		04.00	35.00- 44.99	38.00- 47.99	39.00- 49.99	40.00- 51.99	23.00- 28.99
					05		05.00	45.00- 54.99	48.00- 58.99	50.00- 60.99	52.00- 62.99	29.00- 35.99
					06		06.00	55.00- 64.99	59.00- 68.99	61.00- 71.99	63.00- 74.99	36.00- 41.99
					07		07.00	65.00- 74.99	69.00- 79.99	72.00- 82.99	75.00- 85.99	42.00- 47.99
					08		08.00	75.00- 84.99	80.00- 89.99	83.00- 93.99	86.00- 97.99	48.00- 53.99
					09		09.00	85.00- 94.99	90.00- 99.99	94.00-104.99	98.00-109.99	54.00- 59.99
					10		10.00	95.00-104.99	100.00-110.99	105.00-115.99	110.00-120.99	60.00- 65.99
					11		11.00	105.00-114.99	111.00-120.99	116.00-126.99	121.00-132.99	66.00- 71.99
					12		12.00	115.00-124.99	121.00-131.99	127.00-137.99	133.00-143.99	72.00- 78.99
					13		13.00	125.00-134.99	132.00-141.99	138.00-148.99	144.00-155.99	79.00- 84.99
					14		14.00	135.00-144.99	142.00-152.99	149.00-159.99	156.00-166.99	85.00- 90.99
					15		15.00	145.00-154.99	153.00-162.99	160.00-170.99	167.00-178.99	91.00- 96.99
					16		16.00	155.00-160.00	163.00-168.00	171.00-176.00	179.00-184.00	97.00-100.00

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RATE SCHED NO. ---	LEAVE PLAN ---	PAY CYC ---	LEAVE TYP ---	RATE EFF DATE ----	REC TYP ---	MAX ACCRU BASE ----	HOURLY RATE -----
003	A	A	SKL	07/96	HR	UNLIM	.046153
			VAC	07/96	HR	4854	.057692
	B		SKL	07/96	HR	UNLIM	.046153
			VAC	07/96	HR	4854	.069231
	C		SKL	07/96	HR	UNLIM	.046153
			VAC	07/96	HR	4854	.080769
	D		SKL	07/96	HR	UNLIM	.046153
			VAC	07/96	HR	4854	.092308
	G		SKL	07/96	HR	UNLIM	.046153
			VAC	07/96	HR	4854	.057692
	H		SKL	07/96	HR	UNLIM	.046153
			VAC	07/96	HR	4854	.069231
	J		SKL	07/96	HR	UNLIM	.046153
			VAC	07/96	HR	4854	.080769
	K		SKL	07/96	HR	UNLIM	.046153
			VAC	07/96	HR	4854	.092308

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056	A	A	SKL	04/05	HR	UNLIM	.046027
			VAC	04/05	HR	5840	.057534
	B		SKL	04/05	HR	UNLIM	.046027
			VAC	04/05	HR	5840	.069863
	C		SKL	04/05	HR	UNLIM	.046027
			VAC	04/05	HR	5840	.082191
	D		SKL	04/05	HR	UNLIM	.046027
			VAC	04/05	HR	5840	.090410
	G		SKL	04/05	HR	UNLIM	.046027
			VAC	04/05	HR	5840	.057534
	H		SKL	04/05	HR	UNLIM	.046027
			VAC	04/05	HR	5840	.069863
	J		SKL	04/05	HR	UNLIM	.046027
			VAC	04/05	HR	5840	.082191
	K		SKL	04/05	HR	UNLIM	.046027
			VAC	04/05	HR	5840	.090410