

Recommended Adjustment to

Structure N1

June 19, 2006

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This document presents our recommended adjustment to the **Structure N1** and contains the following topics:

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The Nature of Our Market Pay Data

The pay surveys, and the nature of their pay data used for our structure recommendation, are summarized below. The denomination used to display pay data in this report is also indicated.

Survey	Effective Date
2003 Anderson-Roberts Pay Survey	5/01/2003
2003 Central States Management Association Pay Survey	1/01/2003
2003 Cooper Consulting Pay Survey	5/01/2003
2003 Laplan-Morris Associates Pay Survey	1/01/2003
2003 Merfin Consulting Pay Survey	3/01/2003
2003 Northeast Employers Association Pay Survey	5/01/2003
2003 Smith Consulting Pay Survey	1/01/2003
2004 Anderson-Roberts Pay Survey	1/01/2004
2004 Central States Management Association Pay Survey	3/01/2004
2004 Cooper Consulting Pay Survey	5/01/2004
2004 Laplan-Morris Associates Pay Survey	5/01/2004
2004 Merfin Consulting Pay Survey	5/01/2004
2004 Northeast Employers Association Pay Survey	1/01/2004
2004 Smith Consulting Pay Survey	1/01/2004
2004 Thomas Consulting Pay Survey	5/01/2004
2005 Anderson-Roberts Pay Survey	3/01/2005
2005 Central States Management Association Pay Survey	5/01/2005
2005 Cooper Consulting Pay Survey	5/01/2005
2005 Laplan-Morris Associates Pay Survey	5/01/2005

2005 Merfin Consulting Pay Survey	1/01/2005
2005 Northeast Employers Association Pay Survey	3/01/2005
2005 Smith Consulting Pay Survey	5/01/2005
2005 Thomas Consulting Pay Survey	3/01/2005
2006 Central States Management Association Pay Survey	1/01/2006
2006 Cooper Consulting Pay Survey	1/01/2006
2006 Laplan-Morris Associates Pay Survey	1/01/2006
2006 Merfin Consulting Pay Survey	1/01/2006
2006 Northeast Employers Association Pay Survey	1/01/2006
2006 Smith Consulting Pay Survey	5/01/2006
2006 Thomas Consulting Pay Survey	1/01/2006

- **Data Field:** Median Salaries
- **Data Cut:** Other = All Participants
- **Market Aging:** 12/31/2006 at an ACGR of 3.5%
- **Pay Denomination:** Annual

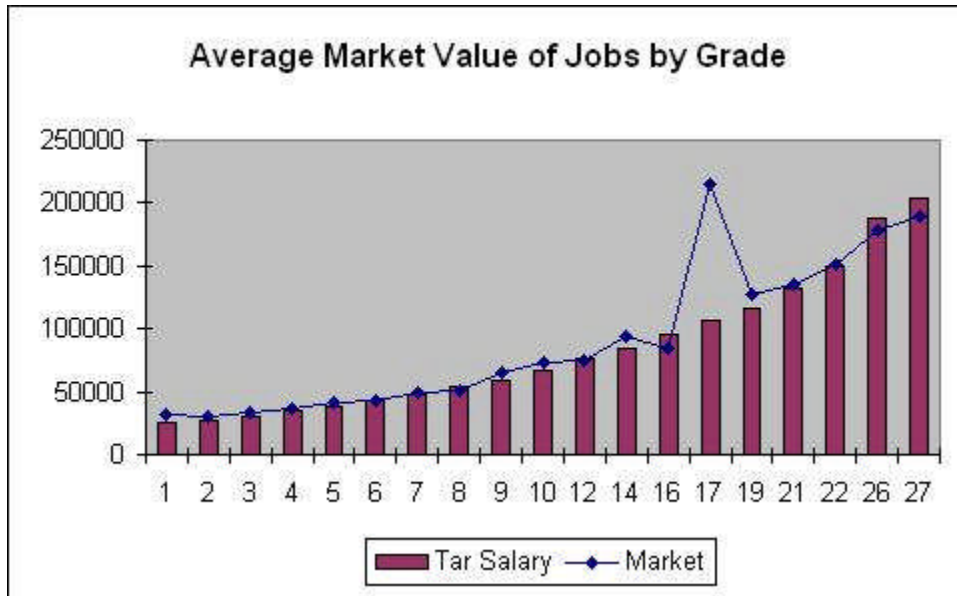
Comparing Our Current Structure to the Market

Information on our current pay structure is shown in the following table and chart. These table column labels are used:

- #Survs is the number of surveys providing market data.
- %Ees and %Jobs are the percents of our grade employees and jobs covered by one or more surveys.
- %SalVsMkt is the percent by which our actual average salaries (for incumbents on jobs covered by one or more surveys) exceed or fall below the market.
- %InRng is the percent that market pay penetrates our current range. A value below 0 indicates that the market falls below the minimum. A value greater than 100 indicates that the market exceeds our maximum. Values of 0, 50 and 100 indicate that the market equals our minimum, is mid-way between the minimum and maximum, and equals the maximum.
- Tar%Req is the statistically-smoothed percent that our current targets have to be changed to equal the market.

Market Information Relative to Current Structure

GRD	Tar Sal	#Survs	%Ees	%Jobs	Market	%SalVsMkt	%TarVsMkt	%InRng	Tar%Req
1	24,800	11	100	100	32,303	-38.0	-23.2	131.6	12.4
2	26,900	10	100	100	31,017	-14.5	-13.3	92.0	12.3
3	31,000	7	100	100	33,802	-11.2	-8.3	74.6	12.1
4	34,700	50	100	100	36,957	-2.6	-6.1	66.4	11.9
5	37,600	41	100	100	40,938	-15.3	-8.2	72.3	11.7
6	43,400	76	100	100	43,210	-13.6	0.4	48.9	11.5
7	48,100	53	100	100	48,578	-6.8	-1.0	52.3	11.2
8	54,300	43	100	100	50,383	11.3	7.8	33.3	10.9
9	59,600	119	100	100	65,618	-11.5	-9.2	73.3	10.6
10	67,300	47	100	100	73,306	4.6	-8.2	69.4	10.3
11	71,400	0	0	0	0	0.0	0.0	0.0	10.1
12	76,800	90	100	100	74,066	6.4	3.7	42.3	9.8
13	80,000	0	0	0	0	0.0	0.0	0.0	9.6
14	85,100	68	100	100	93,415	-5.8	-8.9	71.2	9.4
15	92,000	0	0	0	0	0.0	0.0	0.0	9.0
16	95,200	44	100	100	83,605	21.3	13.9	25.2	8.9
17	106,500	27	100	100	215,465	-45.9	-50.6	258.7	8.3
18	108,200	0	0	0	0	0.0	0.0	0.0	8.2
19	116,800	10	100	100	127,941	0.1	-8.7	69.5	7.8
20	131,200	0	0	0	0	0.0	0.0	0.0	7.1
21	131,900	15	100	100	135,466	-2.8	-2.6	55.2	7.0
22	149,100	3	100	100	150,840	13.6	-1.2	52.2	6.2
23	160,600	0	0	0	0	0.0	0.0	0.0	5.6
24	166,800	0	0	0	0	0.0	0.0	0.0	5.3
25	187,000	0	0	0	0	0.0	0.0	0.0	4.3
26	188,400	9	100	100	178,949	27.3	5.3	40.8	4.2
27	204,600	3	100	100	189,592	-2.4	7.9	36.6	3.4
28	223,400	0	0	0	0	0.0	0.0	0.0	2.4
29	226,600	0	0	0	0	0.0	0.0	0.0	2.3
30	263,800	0	0	0	0	0.0	0.0	0.0	0.4
31	289,400	0	0	0	0	0.0	0.0	0.0	-0.9



Recommended Structure Adjustment

We recommend the following actions be taken with respect to our current structures:

- Range percent spreads be blended from 45 percent to 65 percent.
- Percent increases in target salaries be blended from 2.5 percent to 8.6 percent.
- Range values be rounded to the closest \$100.

To test the cost and demographic impact of this recommendation, we simulated the treatment of employees under the new structure using the following rules. The columns #BelMin and #AbvMax reflect the number of employees falling below the recommended minimum, or above the recommended maximum, after the simulated pay increase. The columns \$BelMin and \$AbvMax reflect only the portion of simulated resulting salaries falling below the recommended grade minimum and above the grade maximum – and not an employee’s full salary.

- **Employees Below New Minimum:** Brought to new range minimum but nothing more.
- **Employees Within New Range:** Brought to same position-in-range as their position in current range.
- **Employees Above New Maximum:** No increase granted.

Recommended Structure

GRD	Min	Target	%Chg	%Diff	Max	%Spread	#BelMin	#AbvMax	\$BelMin	\$AbvMax
1	20,700	25,400	2.4	0.0	30,100	45.4	0	0	0	0
2	22,500	27,600	2.6	8.7	32,700	45.3	0	29	0	104,019
3	25,900	31,900	2.9	15.6	37,900	46.3	0	8	0	19,439
4	29,000	35,800	3.2	12.2	42,600	46.9	0	29	0	139,813
5	31,300	38,800	3.2	8.4	46,300	47.9	0	12	0	58,232
6	36,200	44,900	3.5	15.7	53,600	48.1	0	0	0	0
7	40,100	49,900	3.7	11.1	59,700	48.9	0	21	0	126,267
8	45,200	56,400	3.9	13.0	67,600	49.6	0	41	0	447,417
9	49,600	62,100	4.2	10.1	74,600	50.4	0	30	0	137,128
10	55,900	70,200	4.3	13.0	84,500	51.2	0	24	0	211,244
11	59,300	74,600	4.5	6.3	89,900	51.6	0	0	0	0
12	63,700	80,400	4.7	7.8	97,100	52.4	0	55	0	470,557
13	66,400	84,000	5.0	4.5	101,600	53.0	0	0	0	0
14	70,600	89,500	5.2	6.5	108,400	53.5	0	20	0	382,695
15	76,200	96,900	5.3	8.3	117,600	54.3	0	0	0	0
16	78,800	100,500	5.6	3.7	122,200	55.1	0	23	0	183,470
17	88,100	112,600	5.7	12.0	137,100	55.6	0	11	0	113,703
18	89,400	114,600	5.9	1.8	139,800	56.4	0	0	0	0
19	96,500	124,000	6.2	8.2	151,500	57.0	0	8	0	111,226
20	108,300	139,500	6.3	12.5	170,700	57.6	0	0	0	0
21	108,900	140,600	6.6	0.8	172,300	58.2	0	1	0	22,700

22	122,900	159,200	6.8	13.2	195,500	59.1	0	10	0	246,772
23	132,300	171,800	7.0	7.9	211,300	59.7	0	0	0	0
24	137,400	178,800	7.2	4.1	220,200	60.3	0	0	0	0
25	153,900	200,800	7.4	12.3	247,700	60.9	0	0	0	0
26	154,900	202,700	7.6	0.9	250,500	61.7	0	0	0	0
27	168,100	220,500	7.8	8.8	272,900	62.3	0	0	0	0
28	183,400	241,200	8.0	9.4	299,000	63.0	0	0	0	0
29	186,000	245,200	8.2	1.7	304,400	63.7	0	0	0	0
30	216,400	286,000	8.4	16.6	355,600	64.3	0	0	0	0
31	237,200	314,300	8.6	9.9	391,400	65.0	0	0	0	0

Impact of Structure Adjustment

The overall dollar and demographic impact of the proposed structure after the simulated pay increases is shown below. A list then follows of employees whose salaries after the simulated pay action are most below and most above, on a percentage basis, their new minimum and maximum. Negative numbers reflect percent below minimum and positive numbers reflect percent above maximum.

Impact of Recommended Structure

	Below Min	In Range	Abv Max	Total
# Ees - Current Structure	371	2,591	429	3,391
# Ees - Test Structure	0	3,069	322	3,391
# Ees - Change	-371	478	-107	0
Below Min/Above Max Dollars - Current Structure	1,754,913		3,645,684	
Below Min/Above Max Dollars - Test Structure	0		2,774,682	
Below Min/Above Max Dollars - Change	-1,754,913		-871,002	
Total Salaries - Current Structure	13,005,987	171,107,797	37,994,984	222,108,768
Total Salaries - Test Structure	0	203,529,666	29,274,982	232,804,648
Total Salaries - \$Change	-13,005,987	32,421,869	-8,720,002	10,695,880
Total Salaries - %Change	-100.0	18.9	-23.0	4.8

Employees Projected Most Above New Maximum (Positive) or Below New Minimum (Negative)

NAME	Title	Grade	Proj Pay	%Diff
Ajazha,Wapia N	General Maintenance Repair Worker	5	66,099	42.8
Akbejpov,Nugd Afn	Computer Operator	4	47,665	11.9
Ampgidapf Pj,Wobv S	Network Planning Analyst	10	90,385	7.0
Ascefo,Zioma C	Credit And Collection Clerk	2	35,838	9.6
Auhx,Gedytes T	Network Planning Analyst	14	132,115	21.9
Awafon-Kixfades,Dogve C	Network Planning Analyst	14	142,559	31.5
Ayustzes,Xeqfres A	Pc Maintenance Technician	8	102,219	51.2
Bacagapfcanz,Jaxekm	Project (client Srv) Mgr	19	163,044	7.6
Bawjic,Cinhial M	Project/program (admin) Mgr	17	152,903	11.5
Bayajes,Jxial L	Pc Maintenance Technician	5	60,000	29.6
Beay,Xaweb R	Information Systems Help Desk Coordinator	7	63,423	6.2
Bee,Mann H	Generic Systems/applications Programmer	12	102,172	5.2
Behi,Foteww A	Generic Systems/applications Programmer	12	104,419	7.5
Bikkiaxc,Bwecc B	Network Planning Analyst	10	94,042	11.3

Bowiaq,Hibcanj S	Generic Systems/applications Programmer	12	102,302	5.4
BtQajiel Ks,Qowess E	Network Planning Analyst	14	131,442	21.3
Bufmev,Zonp Cpasdey	Project (client Srv) Mgr	22	250,000	27.9
Cazpilap,Zaud F	Network Planning Analyst	10	92,938	10.0
Cefgfem,Vapix N	Network Control Technician	9	80,000	7.2
Cumqlexoy,Javzic M	Pc Maintenance Technician	8	95,090	40.7
Cvea,Meliv V	Pc Maintenance Technician	8	74,458	10.1
Dagzeyto,Miba M	Computer Operator	4	51,310	20.4
Danhe,Labzelce Y	Generic Systems/applications Programmer	9	80,340	7.7
Dcwijciaqlos,Afvel C	Project (client Srv) Mgr	19	168,343	11.1
Deihdiyqj,Jajrevh	Marketing Mgr	19	163,200	7.7
Didboh,Pervt Agv	Credit And Collection Clerk	2	35,306	8.0
Dosayq,Apfveh A	Computer Operator	4	51,510	20.9
Dtossigle,Fewmi E	Project (client Srv) Mgr	16	144,201	18.0
Dugeyau,Lemsim L	Generic Systems/applications Programmer	9	81,992	9.9
Eknem,Wawir L	Generic Systems/applications Programmer	16	128,698	5.3
Epextoy,Ybcgpipe V	Pc Maintenance	8	81,660	20.8

	Technician			
Fbaypej,Dwogam F	Network Control Technician	9	81,119	8.7
Fest,Becin L	Web Technical Developer	12	114,537	18.0
Ffajet,Vafoy	Desktop Systems Mgr	9	79,018	5.9
Ffisq,Qazib T	Generic Systems/applications Programmer	9	79,652	6.8
Fipmoc,Soulcay E	Network Planning Analyst	14	145,194	33.9
Fojacejji,Gozeziqo	Network Planning Analyst	10	90,000	6.5
Fooh,Pavrewb N	Desktop Systems Mgr	9	90,228	20.9
Fueamz,Tviam P	Pc Maintenance Technician	8	107,687	59.3
Fuseryiopxu,Eyig	Generic Systems/applications Programmer	12	104,040	7.1
Gafue,Sejvdes A	Pc Maintenance Technician	8	75,690	12.0
Gahixe,Enis S	Credit And Collection Manager	14	155,250	43.2
Gap,Siohed	Pc Maintenance Technician	8	80,995	19.8
Gedia,Neyrav F	Generic Systems/applications Programmer	12	108,410	11.6
Gfexaqc,Fitowcc G	Pc Maintenance Technician	8	75,429	11.6
Gfipf,Glevjn Rijfiwg	Project/program (admin) Mgr	17	145,000	5.8

Go,Ccorq T	Pc Maintenance Technician	8	76,628	13.4
Gobefxezq,Xalpi C	Project (client Srv) Mgr	22	229,908	17.6
Gojhem,Geya	Credit And Collection Clerk	2	38,549	17.9
Gojl,Iveye M	Generic Systems/applications Programmer	12	106,997	10.2
Gtoxo,Girpagr Y	Pc Maintenance Technician	8	77,997	15.4
Habvoyaj,Afyhea	Credit And Collection Clerk	2	41,542	27.0
Hacek,Slkizyiwe J	Credit And Collection Clerk	2	35,610	8.9
Hafacriljnam,Pfigyxag	Network Planning Analyst	14	133,757	23.4
Hamm,Dajtwwc K	Secretary	4	44,990	5.6
Hhua,Eruamro T	Information Systems Help Desk Coordinator	7	71,158	19.2
Hiksiz,Yigiyak E	Computer Operator	4	46,667	9.5
Hiritodi,Qagsef H	Computer Operator	4	48,578	14.0
Hogy,Pyolat B	Network Planning Analyst	10	99,989	18.3
Ihabpa,Gowio	Credit And Collection Clerk	3	42,432	12.0
Ilrhap,Hrekec Z	Project (client Srv) Mgr	22	233,052	19.2
Jecpatemr,Galmia	Employee Training Specialist	9	81,600	9.4
Jfofg,Wiqa K	Computer Operator	4	48,954	14.9
Jheehew Wp,Ronedw Z	Generic Systems/applications	12	104,138	7.2

	Programmer			
Jodho,Royekz V	Network Planning Analyst	10	93,194	10.3
Jpafhevoc,Vatix K	Pc Maintenance Technician	8	101,421	50.0
Jqazvili,Sawov B	Generic Systems/applications Programmer	12	105,704	8.9
Jryla,Qexmk	Generic Systems/applications Programmer	9	82,500	10.6
Jubned,Bikjaeb B	Network Planning Analyst	14	115,710	6.7
Kacef,Amu	Computer Operator	4	47,812	12.2
Kafeda,Yjivi	Generic Systems/applications Programmer	12	102,311	5.4
Kejagez,Vatmw V	Information Systems Help Desk Coordinator	7	64,350	7.8
Keseot,Xatfez A	Credit And Collection Clerk	3	44,428	17.2
Kocdab,Xefeb R	Generic Systems/applications Programmer	12	110,201	13.5
Kojhalho,Xahiatqa K	Computer Operator	4	51,117	20.0
Koskamr,Hitha	Secretary	5	52,000	12.3
Kuipa,Jorf H	Desktop Systems Mgr	9	81,364	9.1
Kvezlh,Mauxe X	Information Systems Help Desk Coordinator	7	73,791	23.6
Lahrawx,Siqxaj R	Project (client Srv) Mgr	22	219,694	12.4
Laqoof,Tagha	Generic Systems/applications	12	103,020	6.1

	Programmer			
Larbnf,Nauq R	Pc Maintenance Technician	8	84,819	25.5
Lawgmag,Ziconpl T	Network Planning Analyst	10	93,626	10.8
Leazouq,Lohzie T	Computer Operations Supervisor	12	113,029	16.4
Lee,Paycala	Computer Operator	4	47,884	12.4
Lgiggoce,Zilbiaf C	Generic Systems/applications Programmer	12	104,788	7.9
Liax,Qoc	Generic Systems/applications Programmer	12	112,500	15.9
Lizabyi,Vogf A	Generic Systems/applications Programmer	12	109,782	13.1
Loncibzox,Levary R	Credit And Collection Clerk	2	35,360	8.1
Ma,Epik	Pc Maintenance Technician	8	85,925	27.1
Maivwe,Bubad A	Business Analyst	8	71,441	5.7
Maukes,Qayia N	Credit And Collection Clerk	3	40,877	7.9
Mbvaxf,Lolely H	Pc Maintenance Technician	8	81,001	19.8
MeDoho,Midqanv	Credit And Collection Manager	14	175,560	62.0
Meawv,Nsesb N	Marketing Mgr	22	250,000	27.9
Mne,Tiybiax J	Data Security Analyst - Assoc	8	86,000	27.2

Mt Hpaiw,Zaux A	Network Planning Analyst	14	134,165	23.8
Mubao,Bjamisew F	Credit And Collection Clerk	2	39,520	20.9
Mxutep,Adjh G	Pc Maintenance Technician	5	49,889	7.8
MyNaptr,Evaiqe A	Information Systems Help Desk Coordinator	7	69,917	17.1
Najc,Wase	Generic Systems/applications Programmer	12	106,038	9.2
Nawyunoy,Zofedv S	Credit And Collection Manager	14	117,875	8.7
Naxqavgo,Sapic H	Systems Administrator - Sr	12	105,660	8.8
Nje,Varep E	Project (client Srv) Mgr	19	164,989	8.9
Nosaco,Lapzavome A	Network Control Technician	7	73,755	23.5
Nozvekdi,Kexxexx V	Pc Maintenance Technician	8	72,453	7.2
O'Veene Fb,Wevix Q	Computer Operator	4	45,190	6.1
Ogixhayg,Fasiy Ahpec	General Maintenance Repair Worker	5	49,801	7.6
Oluoka,Yekjofy E	Pc Maintenance Technician	8	79,804	18.1
Ovjiv,Lamixa	Credit And Collection Clerk	2	38,825	18.7
Oxgetnee,Vafvej	General Maintenance Repair Worker	5	53,640	15.9
Padbeb,Momc Z	Budget/finance Mgr	21	195,000	13.2
Paqhisjo,Fuhb Q	Credit And Collection	3	40,296	6.3

	Clerk			
Pawqoxa,Awsnotm Q	Network Planning Analyst	14	122,244	12.8
Pedehba,Cxac	Generic Systems/applications Programmer	16	136,581	11.8
Pei,Uc Ta	Network Planning Analyst	10	101,719	20.4
Peibx,Bapn C	Generic Systems/applications Programmer	16	129,629	6.1
Pejaqqiag,Heokte N	Generic Systems/applications Programmer	12	106,420	9.6
Pihwokf,Jaqiw	Desktop Systems Mgr	9	80,749	8.2
Poktivued,Popm	Generic Systems/applications Programmer	16	130,000	6.4
Pumjio,Winza I	Generic Systems/applications Programmer	9	80,534	8.0
Pwitf,Cefqa A	Computer Operator	4	44,905	5.4
Pzivq,Adgiar	Network Planning Analyst	10	90,201	6.7
Qapdovbci,Bamng	Credit And Collection Clerk	2	42,016	28.5
QeMadna,Ceqey A	Network Planning Analyst	14	126,824	17.0
Qekph,Yrupe A	Desktop Systems Mgr	9	78,521	5.3
Qelxeisa,Ekrawq	Systems Administrator - Sr	12	103,230	6.3
Qeqaije,LP	Network Planning	10	96,445	14.1

	Analyst			
Qocq, Nomezc V	Generic Systems/applications Programmer	12	110,027	13.3
Qosb, Adcol G	Computer Operator	4	49,560	16.3
Qqau, Cadbss P	Generic Systems/applications Programmer	12	102,406	5.5
Qsuley, Guv X	Pc Maintenance Technician	8	86,095	27.4
Qtal, Tfazg K	Pc Maintenance Technician	8	89,295	32.1
Qvaq, Su-Pweujb	Tax Accountant	9	84,296	13.0
Qwpaq, Jixjacw Q	Generic Systems/applications Programmer	12	107,844	11.1
Qxunmecajg Tr, Xokenp J	Generic Systems/applications Programmer	16	133,645	9.4
Rapxed, Gfetoyn C	Generic Systems/applications Programmer	12	107,687	10.9
Rciwfiq, Madvyeb Z	Project (client Srv) Mgr	19	192,890	27.3
Rejxh, Noceqz W	Project/program (admin) Mgr	17	151,040	10.2
Retbitqyof, Caccj	Database Manager	17	145,000	5.8
Rgiq, Yauf S	Computer Operations Supervisor	12	103,486	6.6
RiCirbo, Rotawe	Information Systems Help Desk Coordinator	7	66,136	10.8
Roxqebmazc, Vanec N	Computer Operations Supervisor	12	110,000	13.3

RyGogefr,Dopelh A	Credit And Collection Clerk	2	49,493	51.4
Sagd,Yaxey	Business Analyst	7	70,390	17.9
Seteo,Kisyaec B	Computer Operator	4	50,082	17.6
Shhkacg,Heokhe W	Qc Analyst - Int	10	91,938	8.8
Sholr,Todit P	Employee Training Specialist	9	86,378	15.8
Sicogofa,Cwivyip P	Computer Operator	4	46,818	9.9
Suexss,Tauc F	Desktop Systems Mgr	12	126,300	30.1
Taqacaqa,Hamija	Project/program (admin) Mgr	17	151,536	10.5
Tceew,Fircaeb A	Network Planning Analyst	10	95,337	12.8
Tcenas,Bantw L	Accounting Clerk	4	51,249	20.3
Terkpeb,Raid B	Information Systems Help Desk Coordinator	7	65,795	10.2
Teydafepaj,Spizijalakarab	Generic Systems/applications Programmer	16	134,018	9.7
Ticxianp,Panmp D	Network Planning Analyst	14	121,276	11.9
Tlad,Hpaxq D	Network Systems Mgr	14	122,793	13.3
Tosab,Wizjaf G	Pc Maintenance Technician	8	81,762	21.0
Vamv,Bqatrej D	Information Systems Help Desk Coordinator	7	86,241	44.5
Varshonapzcat,Bsiravca	Generic Systems/applications Programmer	12	110,775	14.1
Vavawisaj,Kiwaytq J	Generic Systems/applications	16	128,698	5.3

	Programmer			
Vbizr,Fauf Z	Pc Maintenance Technician	8	77,156	14.1
Vcoo,Lee Jek	Generic Systems/applications Programmer	16	128,544	5.2
Vifd,Zmeqsoybh A	Credit And Collection Clerk	2	35,715	9.2
Vuerulio,Majjs S	Generic Systems/applications Programmer	16	144,733	18.4
Vukhen,Badfia A	Credit And Collection Clerk	2	35,882	9.7
Wabe,Tadkut Y	Computer Operator	4	45,360	6.5
Wanh,Golyia M	Generic Systems/applications Programmer	12	136,721	40.8
Wanmebq,Jouig	Generic Systems/applications Programmer	12	106,238	9.4
Wauphas Sh,Voqezh T	Applications Programming Manager	17	175,049	27.7
Waxgdos,Nezrie T	Credit And Collection Clerk	2	37,556	14.9
Wdeebc,Witonbt L	Generic Systems/applications Programmer	12	106,106	9.3
Wemoxje,Lazev Z	Computer Operator	4	52,484	23.2
Wenfiwk,Qeqbb N	Generic Systems/applications Programmer	12	103,651	6.7
Wewewh,Corehp	Computer Operator	4	59,495	39.7

Wloqwih,Qita S	Claims Clerk	2	45,385	38.8
Wmakpov,Rikpxec E	Pc Maintenance Technician	8	76,156	12.7
Wogy,Quy A	Project (client Srv) Mgr	19	161,700	6.7
Wsazizd,Lephesxe X	Systems Administrator - Sr	12	105,855	9.0
Wu,Jimpk	Pc Maintenance Technician	8	98,012	45.0
Xahb,Bmia	Credit And Collection Clerk	2	36,604	11.9
Xazrzit,Zouit H	Network Planning Analyst	10	89,556	6.0
Xoohwaxm,Feqcadhe G	Network Planning Analyst	10	109,281	29.3
Xpaw,Hovelp Z	Computer Operator	4	46,016	8.0
Xuhmaj,Xewraj P	Generic Systems/applications Programmer	12	107,000	10.2
Xuhpujq,Yumkech A	Generic Systems/applications Programmer	16	130,642	6.9
Yanvyax,Teigi A	Pc Maintenance Technician	8	89,470	32.4
Yarsio,Scebes W	Generic Systems/applications Programmer	12	109,650	12.9
Yasbihex,Akzwes Y	Pc Maintenance Technician	8	71,322	5.5
Yazdivek,Tidalvo	Credit And Collection Clerk	2	34,599	5.8
Ybab,Qizmewz C	Generic Systems/applications	12	110,125	13.4

	Programmer			
Yes,Dzecz H	Generic Systems/applications Programmer	12	110,326	13.6
Yitnjax,Xtace X	Network Control Supervisor	10	131,869	56.1
Yqouz,Baud Z	Generic Systems/applications Programmer	16	141,834	16.1
Ysosn,Yehhie	Generic Systems/applications Programmer	12	102,498	5.6
Yuskem,Tayyh	Generic Systems/applications Programmer	9	81,600	9.4
Zakwerdain,Rokw Z	Network Planning Analyst	14	121,631	12.2
Zipzic,Wawaqie	Accounting Clerk	4	51,521	20.9
Zonfebn,Bimnerke X	Generic Systems/applications Programmer	12	104,708	7.8
Zovsijl,Xadll A	Project (client Srv) Mgr	22	215,000	10.0
Zowvaq,Diga F	Project (client Srv) Mgr	16	128,775	5.4
Zsuwhez,Vvxex	Network Planning Analyst	10	85,371	1.0