

EXHIBIT A

Grade	SCH	Minimum	6 mos.	1	2	3	4	5	6	7	8	9	10	11	12	
8	S/M	\$1,126.45	\$1,145.51	\$1,165.44	\$1,216.57	\$1,257.29	\$1,302.35	\$1,347.41	\$1,395.93	\$1,445.32	\$1,494.71	\$1,550.17	\$1,609.96	\$1,671.48	\$1,733.87	
	S/M MTH	\$2,252.90	\$2,291.03	\$2,330.89	\$2,433.13	\$2,514.58	\$2,604.70	\$2,694.82	\$2,791.86	\$2,890.64	\$2,989.43	\$3,100.34	\$3,219.91	\$3,342.96	\$3,467.73	
	S/M ANL	\$27,034.80	\$27,492.31	\$27,970.62	\$29,197.58	\$30,175.00	\$31,256.39	\$32,337.78	\$33,502.36	\$34,687.73	\$35,873.10	\$37,204.04	\$38,688.97	\$40,115.48	\$41,612.80	
	HR	\$13.00	\$13.22	\$13.45	\$14.04	\$14.51	\$15.03	\$15.55	\$16.11	\$16.68	\$17.25	\$17.82	\$18.39	\$18.97	\$19.54	\$20.11
	OTH	\$19.50	\$19.83	\$20.18	\$21.06	\$21.77	\$22.55	\$23.33	\$24.17	\$25.02	\$25.88	\$26.84	\$27.87	\$28.94	\$30.02	\$31.17
9	S/M	\$1,183.64	\$1,203.57	\$1,225.23	\$1,278.95	\$1,323.15	\$1,370.80	\$1,418.46	\$1,469.58	\$1,522.44	\$1,576.16	\$1,634.22	\$1,697.47	\$1,762.46	\$1,829.18	
	S/M MTH	\$2,367.28	\$2,407.14	\$2,450.46	\$2,557.91	\$2,646.29	\$2,741.61	\$2,836.92	\$2,939.17	\$3,044.88	\$3,152.33	\$3,268.44	\$3,394.95	\$3,524.92	\$3,658.36	
	S/M ANL	\$28,407.34	\$28,885.64	\$29,405.54	\$30,694.90	\$31,755.49	\$32,899.27	\$34,043.05	\$35,270.02	\$36,538.57	\$37,827.92	\$39,221.26	\$40,739.36	\$42,299.06	\$43,900.36	
	HR	\$13.66	\$13.89	\$14.14	\$14.76	\$15.27	\$15.82	\$16.37	\$16.96	\$17.57	\$18.19	\$18.86	\$19.59	\$20.34	\$21.11	
	OTH	\$20.49	\$20.84	\$21.21	\$22.14	\$22.91	\$23.73	\$24.56	\$25.44	\$26.36	\$27.29	\$28.29	\$29.39	\$30.51	\$31.67	
10	S/M	\$1,243.43	\$1,265.09	\$1,287.62	\$1,344.81	\$1,391.60	\$1,442.72	\$1,493.85	\$1,547.57	\$1,603.89	\$1,661.95	\$1,722.60	\$1,790.19	\$1,858.64	\$1,929.70	
	S/M MTH	\$2,486.86	\$2,530.18	\$2,575.24	\$2,689.62	\$2,783.20	\$2,885.45	\$2,987.69	\$3,095.14	\$3,207.78	\$3,323.89	\$3,445.20	\$3,580.38	\$3,717.29	\$3,859.39	
	S/M ANL	\$29,842.26	\$30,362.16	\$30,902.86	\$32,275.39	\$33,398.38	\$34,625.34	\$35,852.30	\$37,141.66	\$38,493.40	\$39,886.73	\$41,342.45	\$42,964.54	\$44,607.42	\$46,312.69	
	HR	\$14.35	\$14.60	\$14.86	\$15.52	\$16.06	\$16.65	\$17.24	\$17.86	\$18.51	\$19.18	\$19.88	\$20.66	\$21.45	\$22.27	
	OTH	\$21.53	\$21.90	\$22.29	\$23.28	\$24.09	\$24.98	\$25.86	\$26.79	\$27.77	\$28.77	\$29.82	\$30.99	\$32.18	\$33.41	
11	S/M	\$1,306.68	\$1,329.21	\$1,353.47	\$1,414.13	\$1,464.39	\$1,518.11	\$1,573.56	\$1,629.89	\$1,688.81	\$1,752.06	\$1,815.32	\$1,888.10	\$1,960.89	\$2,035.41	
	S/M MTH	\$2,613.36	\$2,658.42	\$2,706.95	\$2,828.26	\$2,928.77	\$3,036.22	\$3,147.13	\$3,259.77	\$3,377.62	\$3,504.13	\$3,630.64	\$3,776.21	\$3,921.78	\$4,070.82	
	S/M ANL	\$31,360.37	\$31,901.06	\$32,483.35	\$33,939.07	\$35,145.24	\$36,434.59	\$37,765.54	\$39,117.28	\$40,531.40	\$42,049.51	\$43,567.62	\$45,314.48	\$47,061.35	\$48,849.80	
	HR	\$15.08	\$15.34	\$15.62	\$16.32	\$16.90	\$17.52	\$18.16	\$18.81	\$19.49	\$20.22	\$21.05	\$21.79	\$22.63	\$23.49	
	OTH	\$22.62	\$23.01	\$23.43	\$24.48	\$25.35	\$26.28	\$27.24	\$28.22	\$29.24	\$30.33	\$31.43	\$32.69	\$33.95	\$35.24	
12	S/M	\$1,372.54	\$1,396.80	\$1,422.79	\$1,486.91	\$1,541.50	\$1,596.96	\$1,656.75	\$1,716.54	\$1,778.92	\$1,847.38	\$1,914.10	\$1,991.22	\$2,067.47	\$2,147.19	
	S/M MTH	\$2,745.07	\$2,793.60	\$2,845.59	\$2,973.83	\$3,083.01	\$3,193.92	\$3,313.50	\$3,433.07	\$3,557.85	\$3,694.76	\$3,828.20	\$3,982.43	\$4,134.94	\$4,294.37	
	S/M ANL	\$32,940.86	\$33,523.15	\$34,147.03	\$35,685.94	\$36,996.08	\$38,327.03	\$39,761.95	\$41,196.88	\$42,694.19	\$44,337.07	\$45,938.36	\$47,789.21	\$49,619.26	\$51,523.49	
	HR	\$15.84	\$16.12	\$16.42	\$17.16	\$17.79	\$18.43	\$19.12	\$19.81	\$20.53	\$21.32	\$22.09	\$22.98	\$23.86	\$24.78	
	OTH	\$23.76	\$24.18	\$24.63	\$25.74	\$26.69	\$27.65	\$28.68	\$29.72	\$30.80	\$31.98	\$33.14	\$34.47	\$35.79	\$37.17	
13	S/M	\$1,497.31	\$1,523.31	\$1,551.90	\$1,622.95	\$1,687.74	\$1,743.40	\$1,809.25	\$1,874.24	\$1,946.16	\$2,018.08	\$2,094.33	\$2,176.65	\$2,261.57	\$2,349.08	
	S/M MTH	\$2,994.62	\$3,046.61	\$3,103.80	\$3,245.91	\$3,365.49	\$3,486.80	\$3,618.50	\$3,748.48	\$3,889.32	\$4,036.16	\$4,188.66	\$4,353.30	\$4,523.13	\$4,698.16	
	S/M ANL	\$35,935.49	\$36,559.37	\$37,245.64	\$38,950.91	\$40,385.83	\$41,841.55	\$43,422.05	\$44,981.75	\$46,707.82	\$48,433.88	\$50,263.93	\$52,239.55	\$54,277.56	\$56,377.96	
	HR	\$17.28	\$17.58	\$17.91	\$18.73	\$19.42	\$20.12	\$20.88	\$21.63	\$22.46	\$23.29	\$24.17	\$25.12	\$26.10	\$27.11	
	OTH	\$25.92	\$26.37	\$26.87	\$28.10	\$29.13	\$30.18	\$31.32	\$32.45	\$33.69	\$34.94	\$36.26	\$37.68	\$39.15	\$40.67	

14	S/M	\$1,694.22	\$1,663.68	\$1,694.87	\$1,771.99	\$1,836.98	\$1,906.30	\$1,975.62	\$2,050.14	\$2,125.52	\$2,206.11	\$2,290.16	\$2,381.14	\$2,473.86	\$2,569.17
	O S/M MTH	\$3,268.44	\$3,327.36	\$3,389.75	\$3,543.99	\$3,612.60	\$3,951.24	\$4,100.28	\$4,251.05	\$4,412.22	\$4,580.32	\$4,762.28	\$4,947.72	\$5,138.35	\$5,333.35
	O S/M ANL	\$39,221.26	\$39,928.32	\$40,676.98	\$42,527.82	\$44,087.52	\$45,751.20	\$47,414.88	\$49,203.34	\$51,012.59	\$52,946.62	\$54,963.83	\$57,147.41	\$59,372.58	\$61,660.14
	O HR	\$18.86	\$19.20	\$19.56	\$20.45	\$21.20	\$22.00	\$22.80	\$23.66	\$24.53	\$25.46	\$26.43	\$27.48	\$28.55	\$29.65
	O OTH	\$28.29	\$28.80	\$29.34	\$30.68	\$31.80	\$33.00	\$34.20	\$35.49	\$36.80	\$38.19	\$39.65	\$41.22	\$42.83	\$44.48
	O HR MTH	\$3,268.44	\$3,327.36	\$3,389.75	\$3,543.99	\$3,612.60	\$3,951.24	\$4,100.28	\$4,251.05	\$4,412.22	\$4,580.32	\$4,762.28	\$4,947.72	\$5,138.35	\$5,333.35
	O HR ANL	\$39,221.26	\$39,928.32	\$40,676.98	\$42,527.82	\$44,087.52	\$45,751.20	\$47,414.88	\$49,203.34	\$51,012.59	\$52,946.62	\$54,963.83	\$57,147.41	\$59,372.58	\$61,660.14
15	S/M	\$1,783.26	\$1,817.05	\$1,850.84	\$1,936.63	\$2,007.68	\$2,083.07	\$2,161.05	\$2,242.50	\$2,325.69	\$2,414.07	\$2,505.05	\$2,608.17	\$2,707.81	\$2,813.53
	O S/M MTH	\$3,566.51	\$3,634.10	\$3,701.69	\$3,873.26	\$4,015.36	\$4,166.13	\$4,322.10	\$4,485.00	\$4,651.37	\$4,828.14	\$5,010.10	\$5,216.33	\$5,415.63	\$5,627.05
	O S/M ANL	\$42,798.17	\$43,609.21	\$44,420.26	\$46,479.06	\$48,184.33	\$49,993.58	\$51,865.22	\$53,820.05	\$55,816.46	\$57,937.66	\$60,121.24	\$62,595.96	\$64,987.50	\$67,524.61
	O HR	\$20.58	\$20.97	\$21.36	\$22.35	\$23.17	\$24.04	\$24.94	\$25.88	\$26.84	\$27.86	\$28.91	\$30.10	\$31.25	\$32.47
	O OTH	\$30.87	\$31.46	\$32.04	\$33.53	\$34.76	\$36.06	\$37.41	\$38.82	\$40.26	\$41.79	\$43.37	\$45.15	\$46.88	\$48.71
	O HR MTH	\$3,566.51	\$3,634.10	\$3,701.69	\$3,873.26	\$4,015.36	\$4,166.13	\$4,322.10	\$4,485.00	\$4,651.37	\$4,828.14	\$5,010.10	\$5,216.33	\$5,415.63	\$5,627.05
	O HR ANL	\$42,798.17	\$43,609.21	\$44,420.26	\$46,479.06	\$48,184.33	\$49,993.58	\$51,865.22	\$53,820.05	\$55,816.46	\$57,937.66	\$60,121.24	\$62,595.96	\$64,987.50	\$67,524.61
16	S/M	\$1,949.63	\$1,986.02	\$2,022.41	\$2,116.86	\$2,197.44	\$2,278.03	\$2,364.68	\$2,453.93	\$2,546.64	\$2,642.83	\$2,743.34	\$2,855.98	\$2,966.03	\$3,082.14
	O S/M MTH	\$3,899.25	\$3,972.04	\$4,044.82	\$4,233.72	\$4,394.89	\$4,556.06	\$4,729.36	\$4,907.86	\$5,093.29	\$5,285.65	\$5,486.68	\$5,711.97	\$5,932.06	\$6,164.28
	O S/M ANL	\$46,791.00	\$47,664.43	\$48,537.86	\$50,804.63	\$52,738.66	\$54,672.68	\$56,752.28	\$58,894.27	\$61,119.44	\$63,427.80	\$65,840.14	\$68,543.62	\$71,184.71	\$73,971.37
	O HR	\$22.50	\$22.92	\$23.34	\$24.43	\$25.36	\$26.29	\$27.29	\$28.32	\$29.39	\$30.50	\$31.66	\$32.96	\$34.23	\$35.57
	O OTH	\$33.75	\$34.38	\$35.01	\$36.65	\$38.04	\$39.44	\$40.94	\$42.48	\$44.09	\$45.75	\$47.49	\$49.44	\$51.35	\$53.36
	O HR MTH	\$3,899.25	\$3,972.04	\$4,044.82	\$4,233.72	\$4,394.89	\$4,556.06	\$4,729.36	\$4,907.86	\$5,093.29	\$5,285.65	\$5,486.68	\$5,711.97	\$5,932.06	\$6,164.28
	O HR ANL	\$46,791.00	\$47,664.43	\$48,537.86	\$50,804.63	\$52,738.66	\$54,672.68	\$56,752.28	\$58,894.27	\$61,119.44	\$63,427.80	\$65,840.14	\$68,543.62	\$71,184.71	\$73,971.37
17	S/M	\$2,129.86	\$2,171.45	\$2,212.17	\$2,316.15	\$2,403.67	\$2,493.79	\$2,589.10	\$2,687.02	\$2,789.26	\$2,894.98	\$3,005.02	\$3,128.93	\$3,250.24	\$3,376.75
	O S/M MTH	\$4,259.71	\$4,342.90	\$4,424.35	\$4,632.31	\$4,807.34	\$4,987.57	\$5,178.20	\$5,374.03	\$5,578.53	\$5,789.95	\$6,010.04	\$6,257.86	\$6,500.48	\$6,753.01
	O S/M ANL	\$51,116.57	\$52,114.78	\$53,092.19	\$55,587.71	\$57,688.10	\$59,850.89	\$62,138.45	\$64,488.40	\$66,942.32	\$69,479.44	\$72,120.53	\$75,094.36	\$78,005.80	\$81,042.01
	O HR	\$24.58	\$25.06	\$25.53	\$26.73	\$27.74	\$28.78	\$29.88	\$31.01	\$32.19	\$33.41	\$34.68	\$36.11	\$37.51	\$38.97
	O OTH	\$36.87	\$37.59	\$38.30	\$40.10	\$41.61	\$43.17	\$44.82	\$46.52	\$48.29	\$50.12	\$52.02	\$54.17	\$56.27	\$58.46
	O HR MTH	\$4,259.71	\$4,342.90	\$4,424.35	\$4,632.31	\$4,807.34	\$4,987.57	\$5,178.20	\$5,374.03	\$5,578.53	\$5,789.95	\$6,010.04	\$6,257.86	\$6,500.48	\$6,753.01
	O HR ANL	\$51,116.57	\$52,114.78	\$53,092.19	\$55,587.71	\$57,688.10	\$59,850.89	\$62,138.45	\$64,488.40	\$66,942.32	\$69,479.44	\$72,120.53	\$75,094.36	\$78,005.80	\$81,042.01
18	S/M	\$2,330.02	\$2,374.21	\$2,419.27	\$2,535.38	\$2,628.96	\$2,729.48	\$2,834.32	\$2,941.77	\$3,053.55	\$3,170.52	\$3,292.70	\$3,429.61	\$3,563.91	\$3,702.55
	O S/M MTH	\$4,660.04	\$4,748.42	\$4,838.54	\$5,070.76	\$5,257.92	\$5,458.95	\$5,668.64	\$5,883.54	\$6,107.09	\$6,341.05	\$6,585.40	\$6,859.21	\$7,127.83	\$7,405.11
	O S/M ANL	\$55,920.44	\$56,981.04	\$58,062.43	\$60,849.10	\$63,095.06	\$65,507.40	\$68,023.72	\$70,602.42	\$73,285.10	\$76,092.56	\$79,024.80	\$82,310.57	\$85,533.95	\$88,861.31
	O HR	\$26.89	\$27.40	\$27.92	\$29.26	\$30.34	\$31.50	\$32.71	\$33.95	\$35.24	\$36.59	\$38.00	\$39.58	\$41.13	\$42.73
	O OTH	\$40.34	\$41.10	\$41.88	\$43.89	\$45.51	\$47.25	\$49.07	\$50.93	\$52.86	\$54.89	\$57.00	\$59.37	\$61.70	\$64.10
	O HR MTH	\$4,660.04	\$4,748.42	\$4,838.54	\$5,070.76	\$5,257.92	\$5,458.95	\$5,668.64	\$5,883.54	\$6,107.09	\$6,341.05	\$6,585.40	\$6,859.21	\$7,127.83	\$7,405.11
	O HR ANL	\$55,920.44	\$56,981.04	\$58,062.43	\$60,849.10	\$63,095.06	\$65,507.40	\$68,023.72	\$70,602.42	\$73,285.10	\$76,092.56	\$79,024.80	\$82,310.57	\$85,533.95	\$88,861.31
19	S/M	\$2,551.84	\$2,600.37	\$2,649.76	\$2,774.53	\$2,880.25	\$2,991.16	\$3,105.54	\$3,223.38	\$3,346.42	\$3,475.53	\$3,608.97	\$3,759.74	\$3,906.18	\$4,055.55
	O S/M MTH	\$5,103.69	\$5,200.73	\$5,299.51	\$5,549.07	\$5,760.49	\$5,982.32	\$6,211.07	\$6,446.76	\$6,692.85	\$6,951.06	\$7,217.95	\$7,519.49	\$7,812.36	\$8,113.11
	O S/M ANL	\$61,244.42	\$62,408.80	\$63,594.17	\$66,588.79	\$69,125.90	\$71,787.79	\$74,532.86	\$77,361.12	\$80,314.15	\$83,412.76	\$86,615.34	\$90,233.84	\$93,748.37	\$97,429.26
	O HR	\$29.45	\$30.01	\$30.58	\$32.02	\$33.24	\$34.52	\$35.84	\$37.20	\$38.62	\$40.11	\$41.65	\$43.39	\$45.08	\$46.85
	O OTH	\$44.18	\$45.02	\$45.87	\$48.03	\$49.86	\$51.78	\$53.76	\$55.80	\$57.93	\$60.17	\$62.48	\$65.09	\$67.62	\$70.28
	O HR MTH	\$5,103.69	\$5,200.73	\$5,299.51	\$5,549.07	\$5,760.49	\$5,982.32	\$6,211.07	\$6,446.76	\$6,692.85	\$6,951.06	\$7,217.95	\$7,519.49	\$7,812.36	\$8,113.11
	O HR ANL	\$61,244.42	\$62,408.80	\$63,594.17	\$66,588.79	\$69,125.90	\$71,787.79	\$74,532.86	\$77,361.12	\$80,314.15	\$83,412.76	\$86,615.34	\$90,233.84	\$93,748.37	\$97,429.26
20	S/M	\$2,794.46	\$2,848.19	\$2,901.04	\$3,040.55	\$3,156.66	\$3,277.10	\$3,401.88	\$3,533.59	\$3,669.63	\$3,810.00	\$3,957.31	\$4,124.54	\$4,283.98	\$4,453.81
	O S/M MTH	\$5,588.93	\$5,696.37	\$5,802.08	\$6,081.10	\$6,313.32	\$6,554.21	\$6,803.76	\$7,067.17	\$7,339.26	\$7,620.00	\$7,914.61	\$8,249.08	\$8,567.95	\$8,907.62
	O S/M ANL	\$67,067.10	\$68,356.45	\$69,625.01	\$72,973.16	\$75,759.83	\$78,650.47	\$81,645.10	\$84,806.09	\$88,071.06	\$91,440.01	\$94,975.33	\$98,988.96	\$102,815.42	\$106,891.44

