

PAY POOL CONTROL POINT TABLE FOR 2008 PERFORMANCE CYCLE

Pay Schedule	Minimum	Maximum	1 st Control Point	2 nd Control Point
YA1	\$26,008	\$62,593	\$42,924	\$52,514
YA2	\$39,407	\$89,217	\$63,532	\$76,150
YA3	\$77,018	\$130,211	\$107,001	\$125,870
Pay Schedule	Minimum	Maximum	1 st Control Point	2 nd Control Point
YB1	\$16,880	\$38,060	\$27,592	\$34,651
YB2	\$32,217	\$56,973	\$42,924	\$52,514
YB3	\$47,679	\$75,025	\$52,514	\$63,532
Pay Schedule	Minimum	Maximum	1 st Control Point	2 nd Control Point
YC1	\$32,217	\$62,593	\$42,924	\$52,514
YC2	\$57,146	\$110,691	\$78,944	\$93,284
YC3	\$80,302	\$130,211	\$107,001	\$125,870
Pay Schedule	Minimum	Maximum	1 st Control Point	2 nd Control Point
YP1	\$16,880	\$62,593	\$42,924	\$52,514
Pay Schedule	Minimum	Maximum	1 st Control Point	2 nd Control Point
YD1	\$26,008	\$62,593	\$42,924	\$52,514
YD2	\$39,407	\$89,217	\$63,532	\$76,150
YD3	\$77,018	\$130,211	\$107,001	\$125,870
Pay Schedule	Minimum	Maximum	1 st Control Point	2 nd Control Point
YE1	\$16,880	\$38,060	\$27,592	\$34,651
YE2	\$32,217	\$56,973	\$42,924	\$52,514
YE3	\$47,679	\$75,025	\$52,514	\$63,532
Pay Schedule	Minimum	Maximum	1 st Control Point	2 nd Control Point
YF1	\$32,217	\$62,593	\$42,924	\$52,514
YF2	\$57,146	\$110,691	\$78,944	\$93,284
YF3	\$77,018	\$130,211	\$107,001	\$125,870