

PAY RATES COLOMBIAN EMPLOYEES														In Col Pesos	
40hours per week/80 hours per pay period - BASIC SALARY															
Effective: 3/15/09, PP#6 - All grades increased 4%															
Authorization cable: 09 STATE 22208															
Basic rates are stated in Colombian Pesos. Salaries are paid in Colombian pesos.															
FSN	Initial Values	Concept Description	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
FSN-01	Step 1	9,892,344													
	Step 13	15,827,748													
	WGI	494,617													
	Basic Rate		9,892,344	10,386,961	10,881,578	11,376,195	11,870,812	12,365,429	12,860,046	13,354,663	13,849,280	14,343,897	14,838,514	15,333,131	15,827,748
FSN-02	Step 1	12,002,366													
	Step 13	19,203,782													
	WGI	600,118													
	Basic Rate		12,002,366	12,602,484	13,202,602	13,802,720	14,402,838	15,002,956	15,603,074	16,203,192	16,803,310	17,403,428	18,003,546	18,603,664	19,203,782
FSN-03	Step 1	15,797,185													
	Step 13	25,275,493													
	WGI	789,859													
	Basic Rate		15,797,185	16,587,044	17,376,903	18,166,762	18,956,621	19,746,480	20,536,339	21,326,198	22,116,057	22,905,916	23,695,775	24,485,634	25,275,493
FSN-04	Step 1	17,785,604													
	Step 13	28,456,964													
	WGI	889,280													
	Basic Rate		17,785,604	18,674,884	19,564,164	20,453,444	21,342,724	22,232,004	23,121,284	24,010,564	24,899,844	25,789,124	26,678,404	27,567,684	28,456,964
FSN-05	Step 1	20,485,963													
	Step 13	32,777,539													
	WGI	1,024,298													
	Basic Rate		20,485,963	21,510,261	22,534,559	23,558,857	24,583,155	25,607,453	26,631,751	27,656,049	28,680,347	29,704,645	30,728,943	31,753,241	32,777,539
FSN-06	Step 1	23,968,577													
	Step 13	38,349,725													
	WGI	1,198,429													
	Basic Rate		23,968,577	25,167,006	26,365,435	27,563,864	28,762,293	29,960,722	31,159,151	32,357,580	33,556,009	34,754,438	35,952,867	37,151,296	38,349,725
FSN-07	Step 1	30,205,115													
	Step 13	49,838,435													
	WGI	1,636,110													
	Basic Rate		30,205,115	31,841,225	33,477,335	35,113,445	36,749,555	38,385,665	40,021,775	41,657,885	43,293,995	44,930,105	46,566,215	48,202,325	49,838,435
FSN-08	Step 1	37,799,628													
	Step 13	62,369,388													
	WGI	2,047,480													
	Basic Rate		37,799,628	39,847,108	41,894,588	43,942,068	45,989,548	48,037,028	50,084,508	52,131,988	54,179,468	56,226,948	58,274,428	60,321,908	62,369,388
FSN-09	Step 1	51,635,625													
	Step 13	85,198,785													
	WGI	2,796,930													
	Basic Rate		51,635,625	54,432,555	57,229,485	60,026,415	62,823,345	65,620,275	68,417,205	71,214,135	74,011,065	76,807,995	79,604,925	82,401,855	85,198,785
FSN-10	Step 1	67,600,650													
	Step 13	111,541,074													
	WGI	3,661,702													
	Basic Rate		67,600,650	71,262,352	74,924,054	78,585,756	82,247,458	85,909,160	89,570,862	93,232,564	96,894,266	100,555,968	104,217,670	107,879,372	111,541,074
FSN-11	Step 1	83,997,023													
	Step 13	138,595,091													
	WGI	4,549,839													
	Basic Rate		83,997,023	88,546,862	93,096,701	97,646,540	102,196,379	106,746,218	111,296,057	115,845,896	120,395,735	124,945,574	129,495,413	134,045,252	138,595,091
FSN-12	Step 1	118,598,224													
	Step 13	195,687,064													
	WGI	6,424,070													
	Basic Rate		118,598,224	125,022,294	131,446,364	137,870,434	144,294,504	150,718,574	157,142,644	163,566,714	169,990,784	176,414,854	182,838,924	189,262,994	195,687,064