

**FSN COMPENSATION PLAN
EFFECTIVE SEPTEMBER 28, 2008**

FSN-12																BWW-40	
STEP	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	WGI
BASIC	1,339,239	1,419,593	1,499,947	1,580,301	1,660,655	1,741,009	1,821,363	1,901,717	1,982,071	2,062,425	2,142,779	2,223,133	2,303,487	2,383,841	2,464,195	2,544,549	80,354
MISC. BENEFIT ALL.	564,395	564,395	564,395	564,395	564,395	564,395	564,395	564,395	564,395	564,395	564,395	564,395	564,395	564,395	564,395	564,395	564,395
BONUS	80,354	85,176	89,997	94,818	99,639	104,461	109,282	114,103	118,924	123,746	128,567	133,388	138,209	143,030	147,852	152,673	
MEALS	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	
UTILITIES	133,924	141,959	149,995	158,030	166,066	174,101	182,136	190,172	198,207	206,243	214,278	222,313	230,349	238,384	246,420	254,455	
UCWA	200,886	212,939	224,992	237,045	249,098	261,151	273,204	285,258	297,311	309,364	321,417	333,470	345,523	357,576	369,629	381,682	
TOTAL COMPENSATION	2,325,820	2,431,084	2,536,348	2,641,611	2,746,875	2,852,139	2,957,402	3,062,667	3,167,930	3,273,195	3,378,458	3,483,721	3,588,985	3,694,248	3,799,513	3,904,776	
SUPPL. RET. ALL.	13,392	14,196	14,999	15,803	16,607	17,410	18,214	19,017	19,821	20,624	21,428	22,231	23,035	23,838	24,642	25,445	
GRAND TOTAL	2,339,212	2,445,280	2,551,347	2,657,414	2,763,482	2,869,549	2,975,616	3,081,684	3,187,751	3,293,819	3,399,886	3,505,952	3,612,020	3,718,086	3,824,155	3,930,221	

FSN-11																BWW-40	
STEP	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	WGI
BASIC	936,362	992,544	1,048,726	1,104,908	1,161,090	1,217,272	1,273,454	1,329,636	1,385,818	1,442,000	1,498,182	1,554,364	1,610,546	1,666,728	1,722,910	1,779,092	56,182
MISC. BENEFIT ALL.	564,395	564,395	564,395	564,395	564,395	564,395	564,395	564,395	564,395	564,395	564,395	564,395	564,395	564,395	564,395	564,395	564,395
BONUS	56,182	59,553	62,924	66,294	69,665	73,036	76,407	79,778	83,149	86,520	89,891	93,262	96,633	100,004	103,375	106,746	
MEALS	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	
UTILITIES	93,636	99,254	104,873	110,491	116,109	121,727	127,345	132,964	138,582	144,200	149,818	155,436	161,055	166,673	172,291	177,909	
UCWA	140,454	148,882	157,309	165,736	174,164	182,591	191,018	199,445	207,873	216,300	224,727	233,155	241,582	250,009	258,437	266,864	
TOTAL COMPENSATION	1,798,051	1,871,650	1,945,249	2,018,846	2,092,445	2,166,043	2,239,641	2,313,240	2,386,839	2,460,437	2,534,035	2,607,634	2,681,233	2,754,831	2,828,430	2,902,028	
SUPPL. RET. ALL.	9,364	9,925	10,487	11,049	11,611	12,173	12,735	13,296	13,858	14,420	14,982	15,544	16,105	16,667	17,229	17,791	
GRAND TOTAL	1,807,415	1,881,575	1,955,736	2,029,895	2,104,056	2,178,216	2,252,376	2,326,536	2,400,697	2,474,857	2,549,017	2,623,178	2,697,338	2,771,498	2,845,659	2,919,819	

FSN-10																BWW-40	
STEP	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	WGI
BASIC	619,201	656,353	693,505	730,657	767,809	804,961	842,113	879,265	916,417	953,569	990,721	1,027,873	1,065,025	1,102,177	1,139,329	1,176,481	37,152
MISC. BENEFIT ALL.	564,395	564,395	564,395	564,395	564,395	564,395	564,395	564,395	564,395	564,395	564,395	564,395	564,395	564,395	564,395	564,395	564,395
BONUS	37,152	39,381	41,610	43,839	46,069	48,298	50,527	52,756	54,985	57,214	59,443	61,672	63,902	66,131	68,360	70,589	
MEALS	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	
UTILITIES	61,920	65,635	69,351	73,066	76,781	80,496	84,211	87,927	91,642	95,357	99,072	102,787	106,503	110,218	113,933	117,648	
UCWA	92,880	98,453	104,026	109,599	115,171	120,744	126,317	131,890	137,463	143,035	148,608	154,181	159,754	165,327	170,899	176,472	
TOTAL COMPENSATION	1,382,570	1,431,239	1,479,909	1,528,578	1,577,247	1,625,916	1,674,585	1,723,255	1,771,924	1,820,592	1,869,261	1,917,930	1,966,601	2,015,270	2,063,938	2,112,607	
SUPPL. RET. ALL.	6,192	6,564	6,935	7,307	7,678	8,050	8,421	8,793	9,164	9,536	9,907	10,279	10,650	11,022	11,393	11,765	
GRAND TOTAL	1,388,762	1,437,803	1,486,844	1,535,885	1,584,925	1,633,966	1,683,006	1,732,048	1,781,088	1,830,128	1,879,168	1,928,209	1,977,251	2,026,292	2,075,331	2,124,372	

**FSN COMPENSATION PLAN
EFFECTIVE SEPTEMBER 28, 2008**

FSN-09																BWW-40	
STEP	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	WGI
BASIC	501,117	531,184	561,251	591,318	621,385	651,452	681,519	711,586	741,653	771,720	801,787	831,854	861,921	891,988	922,055	952,122	30,067
MISC. BENEFIT ALL.	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	
BONUS	30,067	31,871	33,675	35,479	37,283	39,087	40,891	42,695	44,499	46,303	48,107	49,911	51,715	53,519	55,323	57,127	
MEALS	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	
UTILITIES	50,112	53,118	56,125	59,132	62,139	65,145	68,152	71,159	74,165	77,172	80,179	83,185	86,192	89,199	92,206	95,212	
UCWA	75,168	79,678	84,188	88,698	93,208	97,718	102,228	106,738	111,248	115,758	120,268	124,778	129,288	133,798	138,308	142,818	
TOTAL COMPENSATION	785,447	824,834	864,222	903,610	942,998	982,385	1,021,773	1,061,161	1,100,548	1,139,936	1,179,324	1,218,711	1,258,099	1,297,487	1,336,875	1,376,262	
SUPPL. RET. ALL.	5,011	5,312	5,613	5,913	6,214	6,515	6,815	7,116	7,417	7,717	8,018	8,319	8,619	8,920	9,221	9,521	
GRAND TOTAL	790,458	830,146	869,835	909,523	949,212	988,900	1,028,588	1,068,277	1,107,965	1,147,653	1,187,342	1,227,030	1,266,718	1,306,407	1,346,096	1,385,783	

FSN-08																BWW-40	
STEP	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	WGI
BASIC	383,928	406,964	430,000	453,036	476,072	499,108	522,144	545,180	568,216	591,252	614,288	637,324	660,360	683,396	706,432	729,468	23,036
MISC. BENEFIT ALL.	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	
BONUS	23,036	24,418	25,800	27,182	28,564	29,946	31,329	32,711	34,093	35,475	36,857	38,239	39,622	41,004	42,386	43,768	
MEALS	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	
UTILITIES	38,393	40,696	43,000	45,304	47,607	49,911	52,214	54,518	56,822	59,125	61,429	63,732	66,036	68,340	70,643	72,947	
UCWA	57,589	61,045	64,500	67,955	71,411	74,866	78,322	81,777	85,232	88,688	92,143	95,599	99,054	102,509	105,965	109,420	
TOTAL COMPENSATION	631,929	662,106	692,283	722,460	752,637	782,814	812,992	843,169	873,346	903,523	933,700	963,877	994,055	1,024,232	1,054,409	1,084,586	
SUPPL. RET. ALL.	3,839	4,070	4,300	4,530	4,761	4,991	5,221	5,452	5,682	5,913	6,143	6,373	6,604	6,834	7,064	7,295	
GRAND TOTAL	635,768	666,176	696,583	726,990	757,398	787,805	818,213	848,621	879,028	909,436	939,843	970,250	1,000,659	1,031,066	1,061,473	1,091,881	

FSN-07																BWW-40	
STEP	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	WGI
BASIC	291,652	309,151	326,650	344,149	361,648	379,147	396,646	414,145	431,644	449,143	466,642	484,141	501,640	519,139	536,638	554,137	17,499
MISC. BENEFIT ALL.	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	
BONUS	17,499	18,549	19,599	20,649	21,699	22,749	23,799	24,849	25,899	26,949	27,999	29,048	30,098	31,148	32,198	33,248	
MEALS	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	
UTILITIES	29,165	30,915	32,665	34,415	36,165	37,915	39,665	41,415	43,164	44,914	46,664	48,414	50,164	51,914	53,664	55,414	
UCWA	43,748	46,373	48,998	51,622	54,247	56,872	59,497	62,122	64,747	67,371	69,996	72,621	75,246	77,871	80,496	83,121	
TOTAL COMPENSATION	511,047	533,971	556,895	579,818	602,742	625,666	648,590	671,514	694,437	717,360	740,284	763,207	786,131	809,055	831,979	854,903	
SUPPL. RET. ALL.	2,917	3,092	3,267	3,441	3,616	3,791	3,966	4,141	4,316	4,491	4,666	4,841	5,016	5,191	5,366	5,541	
GRAND TOTAL	513,964	537,063	560,162	583,259	606,358	629,457	652,556	675,655	698,753	721,851	744,950	768,048	791,147	814,246	837,345	860,444	

**FSN COMPENSATION PLAN
EFFECTIVE SEPTEMBER 28, 2008**

FSN-06																BWW-40	
STEP	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	WGI
BASIC	210,771	223,417	236,063	248,709	261,355	274,001	286,647	299,293	311,939	324,585	337,231	349,877	362,523	375,169	387,815	400,461	12,646
MISC. BENEFIT ALL.	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	
BONUS	12,646	13,405	14,164	14,923	15,681	16,440	17,199	17,958	18,716	19,475	20,234	20,993	21,751	22,510	23,269	24,028	
MEALS	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	
UTILITIES	21,077	22,342	23,606	24,871	26,136	27,400	28,665	29,929	31,194	32,459	33,723	34,988	36,252	37,517	38,782	40,046	
UCWA	31,616	33,513	35,409	37,306	39,203	41,100	42,997	44,894	46,791	48,688	50,585	52,482	54,378	56,275	58,172	60,069	
TOTAL COMPENSATION	405,093	421,660	438,225	454,792	471,358	487,924	504,491	521,057	537,623	554,190	570,756	587,323	603,887	620,454	637,021	653,587	
SUPPL. RET. ALL.	2,108	2,234	2,361	2,487	2,614	2,740	2,866	2,993	3,119	3,246	3,372	3,499	3,625	3,752	3,878	4,005	
GRAND TOTAL	407,201	423,894	440,586	457,279	473,972	490,664	507,357	524,050	540,742	557,436	574,128	590,822	607,512	624,206	640,899	657,592	

FSN-05																BWW-40	
STEP	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	WGI
BASIC	179,750	190,535	201,320	212,105	222,890	233,675	244,460	255,245	266,030	276,815	287,600	298,385	309,170	319,955	330,740	341,525	10,785
MISC. BENEFIT ALL.	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	
BONUS	10,785	11,432	12,079	12,726	13,373	14,021	14,668	15,315	15,962	16,609	17,256	17,903	18,550	19,197	19,844	20,492	
MEALS	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	
UTILITIES	17,975	19,054	20,132	21,211	22,289	23,368	24,446	25,525	26,603	27,682	28,760	29,839	30,917	31,996	33,074	34,153	
UCWA	26,963	28,580	30,198	31,816	33,434	35,051	36,669	38,287	39,905	41,522	43,140	44,758	46,376	47,993	49,611	51,229	
TOTAL COMPENSATION	364,456	378,584	392,712	406,841	420,969	435,098	449,226	463,355	477,483	491,611	505,739	519,868	533,996	548,124	562,252	576,382	
SUPPL. RET. ALL.	1,798	1,905	2,013	2,121	2,229	2,337	2,445	2,552	2,660	2,768	2,876	2,984	3,092	3,200	3,307	3,415	
GRAND TOTAL	366,254	380,489	394,725	408,962	423,198	437,435	451,671	465,907	480,143	494,379	508,615	522,852	537,088	551,324	565,559	579,797	

FSN-04																BWW-40	
STEP	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	WGI
BASIC	148,463	157,371	166,279	175,187	184,095	193,003	201,911	210,819	219,727	228,635	237,543	246,451	255,359	264,267	273,175	282,083	8,908
MISC. BENEFIT ALL.	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	
BONUS	8,908	9,442	9,977	10,511	11,046	11,580	12,115	12,649	13,184	13,718	14,253	14,787	15,322	15,856	16,391	16,925	
MEALS	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	
UTILITIES	14,846	15,737	16,628	17,519	18,410	19,300	20,191	21,082	21,973	22,864	23,754	24,645	25,536	26,427	27,318	28,208	
UCWA	22,269	23,606	24,942	26,278	27,614	28,950	30,287	31,623	32,959	34,295	35,631	36,968	38,304	39,640	40,976	42,312	
TOTAL COMPENSATION	323,469	335,139	346,809	358,478	370,148	381,816	393,487	405,156	416,826	428,495	440,164	451,834	463,504	475,173	486,843	498,511	
SUPPL. RET. ALL.	1,485	1,574	1,663	1,752	1,841	1,930	2,019	2,108	2,197	2,286	2,375	2,465	2,554	2,643	2,732	2,821	
GRAND TOTAL	324,954	336,713	348,472	360,230	371,989	383,746	395,506	407,264	419,023	430,781	442,539	454,299	466,058	477,816	489,575	501,332	

**FSN COMPENSATION PLAN
EFFECTIVE SEPTEMBER 28, 2008**

FSN-03																BWW-40	
STEP	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	WGI
BASIC	113,256	120,051	126,846	133,641	140,436	147,231	154,026	160,821	167,616	174,411	181,206	188,001	194,796	201,591	208,386	215,181	6,795
MISC. BENEFIT ALL.	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	
BONUS	6,795	7,203	7,611	8,018	8,426	8,834	9,242	9,649	10,057	10,465	10,872	11,280	11,688	12,095	12,503	12,911	
MEALS	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	
UTILITIES	11,326	12,005	12,685	13,364	14,044	14,723	15,403	16,082	16,762	17,441	18,121	18,800	19,480	20,159	20,839	21,518	
UCWA	16,988	18,008	19,027	20,046	21,065	22,085	23,104	24,123	25,142	26,162	27,181	28,200	29,219	30,239	31,258	32,277	
TOTAL COMPENSATION	277,348	286,250	295,152	304,052	312,954	321,856	330,758	339,658	348,560	357,462	366,363	375,264	384,166	393,067	401,969	410,870	
SUPPL. RET. ALL.	1,133	1,201	1,268	1,336	1,404	1,472	1,540	1,608	1,676	1,744	1,812	1,880	1,948	2,016	2,084	2,152	
GRAND TOTAL	278,481	287,451	296,420	305,388	314,358	323,328	332,298	341,266	350,236	359,206	368,175	377,144	386,114	395,083	404,053	413,022	

FSN-02																BWW-40	
STEP	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	WGI
BASIC	72,813	77,182	81,551	85,920	90,289	94,658	99,027	103,396	107,765	112,134	116,503	120,872	125,241	129,610	133,979	138,348	4,369
MISC. BENEFIT ALL.	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	
BONUS	4,369	4,631	4,893	5,155	5,417	5,679	5,942	6,204	6,466	6,728	6,990	7,252	7,514	7,777	8,039	8,301	
MEALS	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	
UTILITIES	7,281	7,718	8,155	8,592	9,029	9,466	9,903	10,340	10,777	11,213	11,650	12,087	12,524	12,961	13,398	13,835	
UCWA	10,922	11,577	12,233	12,888	13,543	14,199	14,854	15,509	16,165	16,820	17,475	18,131	18,786	19,442	20,097	20,752	
TOTAL COMPENSATION	224,368	230,091	235,815	241,538	247,261	252,985	258,709	264,432	270,156	275,878	281,601	287,325	293,048	298,773	304,496	310,219	
SUPPL. RET. ALL.	728	772	816	859	903	947	990	1,034	1,078	1,121	1,165	1,209	1,252	1,296	1,340	1,383	
GRAND TOTAL	225,096	230,863	236,631	242,397	248,164	253,932	259,699	265,466	271,234	276,999	282,766	288,534	294,300	300,069	305,836	311,602	

FSN-01																BWW-40	
STEP	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	WGI
BASIC	43,528	46,140	48,752	51,364	53,976	56,588	59,200	61,812	64,424	67,036	69,648	72,260	74,872	77,484	80,096	82,708	2,612
MISC. BENEFIT ALL.	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	
BONUS	2,612	2,768	2,925	3,082	3,239	3,395	3,552	3,709	3,865	4,022	4,179	4,336	4,492	4,649	4,806	4,962	
MEALS	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	7,022	
UTILITIES	4,353	4,614	4,875	5,136	5,398	5,659	5,920	6,181	6,442	6,704	6,965	7,226	7,487	7,748	8,010	8,271	
UCWA	6,529	6,921	7,313	7,705	8,096	8,488	8,880	9,272	9,664	10,055	10,447	10,839	11,231	11,623	12,014	12,406	
TOTAL COMPENSATION	186,005	189,426	192,848	196,270	199,692	203,113	206,535	209,957	213,378	216,800	220,222	223,644	227,065	230,487	233,909	237,330	
SUPPL. RET. ALL.	435	461	488	514	540	566	592	618	644	670	696	723	749	775	801	827	
GRAND TOTAL	186,440	189,887	193,336	196,784	200,232	203,679	207,127	210,575	214,022	217,470	220,918	224,367	227,814	231,262	234,710	238,157	

**FSN COMPENSATION PLAN
EFFECTIVE SEPTEMBER 28, 2008**

FSN-12																BWW-48	
STEP	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	WGI
BASIC	1,607,087	1,703,512	1,799,937	1,896,362	1,992,787	2,089,212	2,185,637	2,282,062	2,378,487	2,474,912	2,571,337	2,667,762	2,764,187	2,860,612	2,957,037	3,053,462	96,425
MISC. BENEFIT ALL.	564,395	564,395	564,395	564,395	564,395	564,395	564,395	564,395	564,395	564,395	564,395	564,395	564,395	564,395	564,395	564,395	564,395
BONUS	96,425	102,211	107,996	113,782	119,567	125,353	131,138	136,924	142,709	148,495	154,280	160,066	165,851	171,637	177,422	183,208	
MEALS	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	
UTILITIES	160,709	170,351	179,994	189,636	199,279	208,921	218,564	228,206	237,849	247,491	257,134	266,776	276,419	286,061	295,704	305,346	
UCWA	241,063	255,527	269,991	284,454	298,918	313,382	327,846	342,309	356,773	371,237	385,701	400,164	414,628	429,092	443,556	458,019	
TOTAL COMPENSATION	2,678,105	2,804,422	2,930,739	3,057,055	3,183,372	3,309,689	3,436,006	3,562,322	3,688,639	3,814,956	3,941,273	4,067,589	4,193,906	4,320,223	4,446,540	4,572,856	
SUPPL. RET. ALL.	16,071	17,035	17,999	18,964	19,928	20,892	21,856	22,821	23,785	24,749	25,713	26,678	27,642	28,606	29,570	30,535	
GRAND TOTAL	2,694,176	2,821,457	2,948,738	3,076,019	3,203,300	3,330,581	3,457,862	3,585,143	3,712,424	3,839,705	3,966,986	4,094,267	4,221,548	4,348,829	4,476,110	4,603,391	

FSN-11																BWW-48	
STEP	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	WGI
BASIC	1,123,634	1,191,052	1,258,470	1,325,888	1,393,306	1,460,724	1,528,142	1,595,560	1,662,978	1,730,396	1,797,814	1,865,232	1,932,650	2,000,068	2,067,486	2,134,904	67,418
MISC. BENEFIT ALL.	564,395	564,395	564,395	564,395	564,395	564,395	564,395	564,395	564,395	564,395	564,395	564,395	564,395	564,395	564,395	564,395	564,395
BONUS	67,418	71,463	75,508	79,553	83,598	87,643	91,689	95,734	99,779	103,824	107,869	111,914	115,959	120,004	124,049	128,094	
MEALS	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	
UTILITIES	112,363	119,105	125,847	132,589	139,331	146,072	152,814	159,556	166,298	173,040	179,781	186,523	193,265	200,007	206,749	213,490	
UCWA	168,545	178,658	188,771	198,883	208,996	219,109	229,221	239,334	249,447	259,559	269,672	279,785	289,898	300,010	310,123	320,236	
TOTAL COMPENSATION	2,044,781	2,133,099	2,221,417	2,309,734	2,398,052	2,486,369	2,574,687	2,663,005	2,751,323	2,839,640	2,927,957	3,016,275	3,104,593	3,192,910	3,281,228	3,369,545	
SUPPL. RET. ALL.	11,236	11,911	12,585	13,259	13,933	14,607	15,281	15,956	16,630	17,304	17,978	18,652	19,327	20,001	20,675	21,349	
GRAND TOTAL	2,056,017	2,145,010	2,234,002	2,322,993	2,411,985	2,500,976	2,589,968	2,678,961	2,767,953	2,856,944	2,945,935	3,034,927	3,123,920	3,212,911	3,301,903	3,390,894	

FSN-10																BWW-48	
STEP	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	WGI
BASIC	743,041	787,623	832,205	876,787	921,369	965,951	1,010,533	1,055,115	1,099,697	1,144,279	1,188,861	1,233,443	1,278,025	1,322,607	1,367,189	1,411,771	44,582
MISC. BENEFIT ALL.	564,395	564,395	564,395	564,395	564,395	564,395	564,395	564,395	564,395	564,395	564,395	564,395	564,395	564,395	564,395	564,395	564,395
BONUS	44,582	47,257	49,932	52,607	55,282	57,957	60,632	63,307	65,982	68,657	71,332	74,007	76,682	79,356	82,031	84,706	
MEALS	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	
UTILITIES	74,304	78,762	83,221	87,679	92,137	96,595	101,053	105,512	109,970	114,428	118,886	123,344	127,803	132,261	136,719	141,177	
UCWA	111,456	118,143	124,831	131,518	138,205	144,893	151,580	158,267	164,955	171,642	178,329	185,016	191,704	198,391	205,078	211,766	
TOTAL COMPENSATION	1,546,204	1,604,606	1,663,010	1,721,412	1,779,814	1,838,217	1,896,619	1,955,022	2,013,425	2,071,827	2,130,229	2,188,631	2,247,035	2,305,436	2,363,838	2,422,241	
SUPPL. RET. ALL.	7,430	7,876	8,322	8,768	9,214	9,660	10,105	10,551	10,997	11,443	11,889	12,334	12,780	13,226	13,672	14,118	
GRAND TOTAL	1,553,634	1,612,482	1,671,332	1,730,180	1,789,028	1,847,877	1,906,724	1,965,573	2,024,422	2,083,270	2,142,118	2,200,965	2,259,815	2,318,662	2,377,510	2,436,359	

**FSN COMPENSATION PLAN
EFFECTIVE SEPTEMBER 28, 2008**

FSN-9																BWW-48	
STEP	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	WGI
BASIC	601,340	637,420	673,500	709,580	745,660	781,740	817,820	853,900	889,980	926,060	962,140	998,220	1,034,300	1,070,380	1,106,460	1,142,540	36,080
MISC. BENEFIT ALL.	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	
BONUS	36,080	38,245	40,410	42,575	44,740	46,904	49,069	51,234	53,399	55,564	57,728	59,893	62,058	64,223	66,388	68,552	
MEALS	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	
UTILITIES	60,134	63,742	67,350	70,958	74,566	78,174	81,782	85,390	88,998	92,606	96,214	99,822	103,430	107,038	110,646	114,254	
UCWA	90,201	95,613	101,025	106,437	111,849	117,261	122,673	128,085	133,497	138,909	144,321	149,733	155,145	160,557	165,969	171,381	
TOTAL COMPENSATION	918,142	965,407	1,012,672	1,059,937	1,107,202	1,154,466	1,201,731	1,248,996	1,296,261	1,343,526	1,390,790	1,438,055	1,485,320	1,532,585	1,579,850	1,627,114	
SUPPL. RET. ALL.	6,013	6,374	6,735	7,096	7,457	7,817	8,178	8,539	8,900	9,261	9,621	9,982	10,343	10,704	11,065	11,425	
GRAND TOTAL	924,155	971,781	1,019,407	1,067,033	1,114,659	1,162,283	1,209,909	1,257,535	1,305,161	1,352,787	1,400,411	1,448,037	1,495,663	1,543,289	1,590,915	1,638,539	

FSN-8																BWW-48	
STEP	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	WGI
BASIC	460,714	488,357	516,000	543,643	571,286	598,929	626,572	654,215	681,858	709,501	737,144	764,787	792,430	820,073	847,716	875,359	27,643
MISC. BENEFIT ALL.	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	
BONUS	27,643	29,301	30,960	32,619	34,277	35,936	37,594	39,253	40,911	42,570	44,229	45,887	47,546	49,204	50,863	52,522	
MEALS	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	
UTILITIES	46,071	48,836	51,600	54,364	57,129	59,893	62,657	65,422	68,186	70,950	73,714	76,479	79,243	82,007	84,772	87,536	
UCWA	69,107	73,254	77,400	81,546	85,693	89,839	93,986	98,132	102,279	106,425	110,572	114,718	118,865	123,011	127,157	131,304	
TOTAL COMPENSATION	733,922	770,135	806,347	842,559	878,772	914,984	951,196	987,409	1,023,621	1,059,833	1,096,046	1,132,258	1,168,471	1,204,682	1,240,895	1,277,108	
SUPPL. RET. ALL.	4,607	4,884	5,160	5,436	5,713	5,989	6,266	6,542	6,819	7,095	7,371	7,648	7,924	8,201	8,477	8,754	
GRAND TOTAL	738,529	775,019	811,507	847,995	884,485	920,973	957,462	993,951	1,030,440	1,066,928	1,103,417	1,139,906	1,176,395	1,212,883	1,249,372	1,285,862	

FSN-7																BWW-48	
STEP	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	WGI
BASIC	349,982	370,981	391,980	412,979	433,978	454,977	475,976	496,975	517,974	538,973	559,972	580,971	601,970	622,969	643,968	664,967	20,999
MISC. BENEFIT ALL.	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	
BONUS	20,999	22,259	23,519	24,779	26,039	27,299	28,559	29,819	31,078	32,338	33,598	34,858	36,118	37,378	38,638	39,898	
MEALS	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	
UTILITIES	34,998	37,098	39,198	41,298	43,398	45,498	47,598	49,698	51,797	53,897	55,997	58,097	60,197	62,297	64,397	66,497	
UCWA	52,497	55,647	58,797	61,947	65,097	68,247	71,396	74,546	77,696	80,846	83,996	87,146	90,296	93,446	96,596	99,745	
TOTAL COMPENSATION	588,863	616,372	643,881	671,390	698,899	726,408	753,916	781,425	808,932	836,441	863,950	891,459	918,968	946,476	973,985	1,001,494	
SUPPL. RET. ALL.	3,500	3,710	3,920	4,130	4,340	4,550	4,760	4,970	5,180	5,390	5,600	5,810	6,020	6,230	6,440	6,650	
GRAND TOTAL	592,363	620,082	647,801	675,520	703,239	730,958	758,676	786,395	814,112	841,831	869,550	897,269	924,988	952,706	980,425	1,008,144	

**FSN COMPENSATION PLAN
EFFECTIVE SEPTEMBER 28, 2008**

FSN-6																BWW-48	
STEP	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	WGI
BASIC	252,925	268,100	283,275	298,450	313,625	328,800	343,975	359,150	374,325	389,500	404,675	419,850	435,025	450,200	465,375	480,550	15,175
MISC. BENEFIT ALL.	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	
BONUS	15,176	16,086	16,997	17,907	18,818	19,728	20,639	21,549	22,460	23,370	24,281	25,191	26,102	27,012	27,923	28,833	
MEALS	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	
UTILITIES	25,293	26,810	28,328	29,845	31,363	32,880	34,398	35,915	37,433	38,950	40,468	41,985	43,503	45,020	46,538	48,055	
UCWA	37,939	40,215	42,491	44,768	47,044	49,320	51,596	53,873	56,149	58,425	60,701	62,978	65,254	67,530	69,806	72,083	
TOTAL COMPENSATION	461,720	481,598	501,478	521,357	541,237	561,115	580,995	600,874	620,754	640,632	660,512	680,391	700,271	720,149	740,029	759,908	
SUPPL. RET. ALL.	2,529	2,681	2,833	2,985	3,136	3,288	3,440	3,592	3,743	3,895	4,047	4,199	4,350	4,502	4,654	4,806	
GRAND TOTAL	464,249	484,279	504,311	524,342	544,373	564,403	584,435	604,466	624,497	644,527	664,559	684,590	704,621	724,651	744,683	764,714	

FSN-5																BWW-48	
STEP	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	WGI
BASIC	215,700	228,642	241,584	254,526	267,468	280,410	293,352	306,294	319,236	332,178	345,120	358,062	371,004	383,946	396,888	409,830	12,942
MISC. BENEFIT ALL.	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	
BONUS	12,942	13,719	14,495	15,272	16,048	16,825	17,601	18,378	19,154	19,931	20,707	21,484	22,260	23,037	23,813	24,590	
MEALS	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	
UTILITIES	21,570	22,864	24,158	25,453	26,747	28,041	29,335	30,629	31,924	33,218	34,512	35,806	37,100	38,395	39,689	40,983	
UCWA	32,355	34,296	36,238	38,179	40,120	42,062	44,003	45,944	47,885	49,827	51,768	53,709	55,651	57,592	59,533	61,475	
TOTAL COMPENSATION	412,954	429,908	446,862	463,817	480,770	497,725	514,678	531,632	548,586	565,541	582,494	599,448	616,402	633,357	650,310	667,265	
SUPPL. RET. ALL.	2,157	2,286	2,416	2,545	2,675	2,804	2,934	3,063	3,192	3,322	3,451	3,581	3,710	3,839	3,969	4,098	
GRAND TOTAL	415,111	432,194	449,278	466,362	483,445	500,529	517,612	534,695	551,778	568,863	585,945	603,029	620,112	637,196	654,279	671,363	

FSN-4																BWW-48	
STEP	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	WGI
BASIC	178,156	188,846	199,536	210,226	220,916	231,606	242,296	252,986	263,676	274,366	285,056	295,746	306,436	317,126	327,816	338,506	10,690
MISC. BENEFIT ALL.	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	
BONUS	10,689	11,331	11,972	12,614	13,255	13,896	14,538	15,179	15,821	16,462	17,103	17,745	18,386	19,028	19,669	20,310	
MEALS	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	
UTILITIES	17,816	18,885	19,954	21,023	22,092	23,161	24,230	25,299	26,368	27,437	28,506	29,575	30,644	31,713	32,782	33,851	
UCWA	26,723	28,327	29,930	31,534	33,137	34,741	36,344	37,948	39,551	41,155	42,758	44,362	45,965	47,569	49,172	50,776	
TOTAL COMPENSATION	363,771	377,776	391,779	405,784	419,787	433,791	447,795	461,799	475,803	489,807	503,810	517,815	531,818	545,823	559,826	573,830	
SUPPL. RET. ALL.	1,782	1,888	1,995	2,102	2,209	2,316	2,423	2,530	2,637	2,744	2,851	2,957	3,064	3,171	3,278	3,385	
GRAND TOTAL	365,553	379,664	393,774	407,886	421,996	436,107	450,218	464,329	478,440	492,551	506,661	520,772	534,882	548,994	563,104	577,215	

**FSN COMPENSATION PLAN
EFFECTIVE SEPTEMBER 28, 2008**

BWW-48

FSN-3																	
STEP	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	WGI
BASIC	135,907	144,061	152,215	160,369	168,523	176,677	184,831	192,985	201,139	209,293	217,447	225,601	233,755	241,909	250,063	258,217	8,154
MISC. BENEFIT ALL.	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	
BONUS	8,154	8,644	9,133	9,622	10,111	10,601	11,090	11,579	12,068	12,558	13,047	13,536	14,025	14,515	15,004	15,493	
MEALS	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	
UTILITIES	13,591	14,406	15,222	16,037	16,852	17,668	18,483	19,299	20,114	20,929	21,745	22,560	23,376	24,191	25,006	25,822	
UCWA	20,386	21,609	22,832	24,055	25,278	26,502	27,725	28,948	30,171	31,394	32,617	33,840	35,063	36,286	37,509	38,733	
TOTAL COMPENSATION	308,425	319,107	329,789	340,470	351,151	361,835	372,516	383,198	393,879	404,561	415,243	425,924	436,606	447,288	457,969	468,652	
=====																	
SUPPL. RET. ALL.	1,359	1,441	1,522	1,604	1,685	1,767	1,848	1,930	2,011	2,093	2,174	2,256	2,338	2,419	2,501	2,582	
GRAND TOTAL	309,784	320,548	331,311	342,074	352,836	363,602	374,364	385,128	395,890	406,654	417,417	428,180	438,944	449,707	460,470	471,234	

FSN-2																	
STEP	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	WGI
BASIC	87,376	92,619	97,862	103,105	108,348	113,591	118,834	124,077	129,320	134,563	139,806	145,049	150,292	155,535	160,778	166,021	5,243
MISC. BENEFIT ALL.	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	
BONUS	5,243	5,557	5,872	6,186	6,501	6,815	7,130	7,445	7,759	8,074	8,388	8,703	9,018	9,332	9,647	9,961	
MEALS	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	
UTILITIES	8,738	9,262	9,786	10,311	10,835	11,359	11,883	12,408	12,932	13,456	13,981	14,505	15,029	15,554	16,078	16,602	
UCWA	13,106	13,893	14,679	15,466	16,252	17,039	17,825	18,612	19,398	20,184	20,971	21,757	22,544	23,330	24,117	24,903	
TOTAL COMPENSATION	244,850	251,718	258,586	265,455	272,323	279,191	286,059	292,929	299,796	306,664	313,533	320,401	327,270	334,138	341,007	347,874	
=====																	
SUPPL. RET. ALL.	874	926	979	1,031	1,083	1,136	1,188	1,241	1,293	1,346	1,398	1,450	1,503	1,555	1,608	1,660	
GRAND TOTAL	245,724	252,644	259,565	266,486	273,406	280,327	287,247	294,170	301,089	308,010	314,931	321,851	328,773	335,693	342,615	349,534	

FSN-1																	
STEP	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	WGI
BASIC	52,234	55,368	58,502	61,636	64,770	67,904	71,038	74,172	77,306	80,440	83,574	86,708	89,842	92,976	96,110	99,244	3,134
MISC. BENEFIT ALL.	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	121,961	
BONUS	3,134	3,322	3,510	3,698	3,886	4,074	4,262	4,450	4,638	4,826	5,014	5,202	5,391	5,579	5,767	5,955	
MEALS	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	8,426	
UTILITIES	5,223	5,537	5,850	6,164	6,477	6,790	7,104	7,417	7,731	8,044	8,357	8,671	8,984	9,298	9,611	9,924	
UCWA	7,835	8,305	8,775	9,245	9,716	10,186	10,656	11,126	11,596	12,066	12,536	13,006	13,476	13,946	14,417	14,887	
TOTAL COMPENSATION	198,813	202,919	207,024	211,130	215,236	219,341	223,447	227,552	231,658	235,763	239,868	243,974	248,080	252,186	256,292	260,397	
=====																	
SUPPL. RET. ALL.	522	554	585	616	648	679	710	742	773	804	836	867	898	930	961	992	
GRAND TOTAL	199,335	203,473	207,609	211,746	215,884	220,020	224,157	228,294	232,431	236,567	240,704	244,841	248,978	253,116	257,253	261,389	