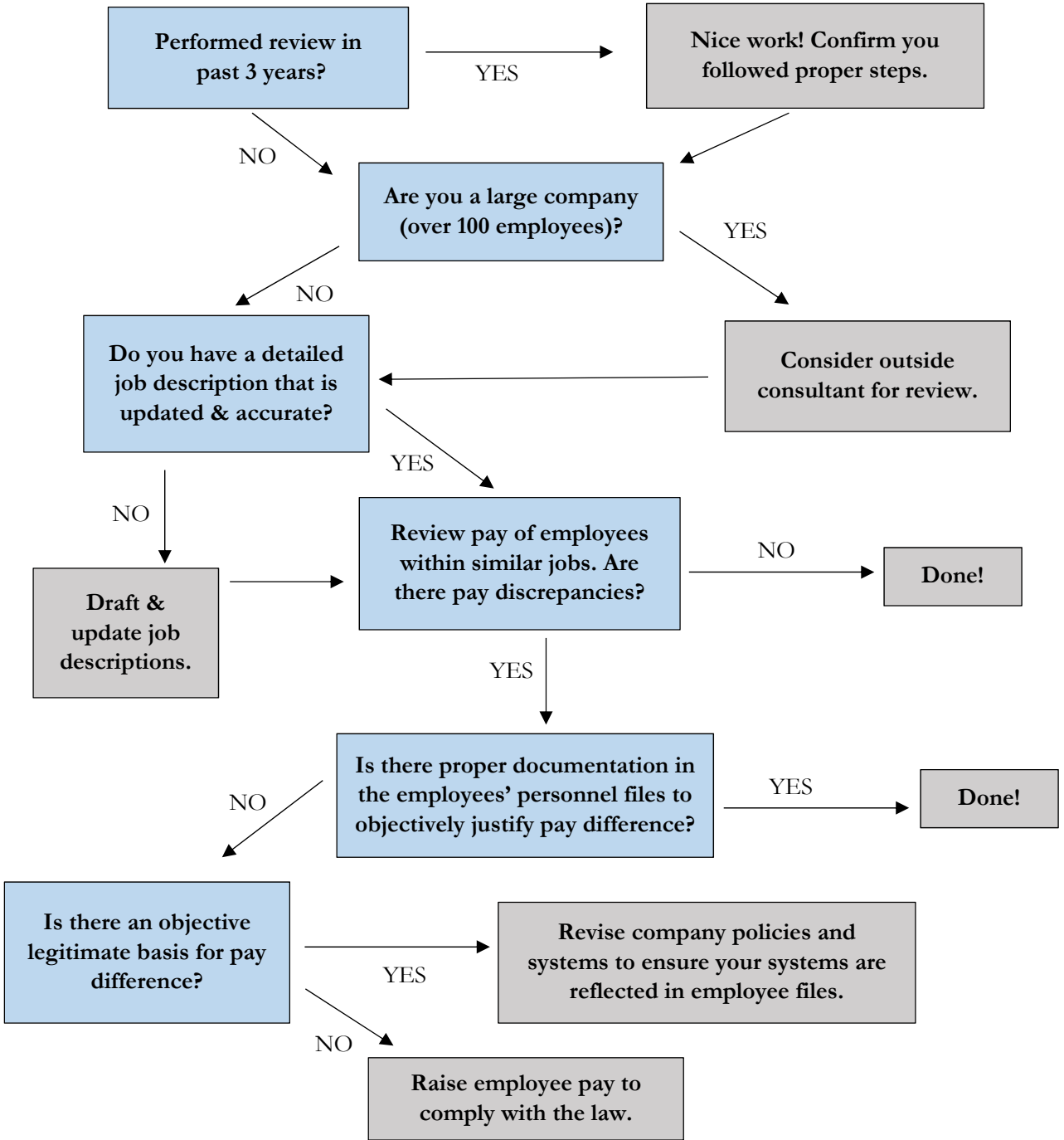


Pay Equity Flow Chart





Sample Pay Equity Handbook Update

Company strives to ensure all employees are paid fairly and reasonably based on a variety of factors relating to their position, job performance, and experience. From time to time, employees performing work of comparable character may have different compensation levels. Any such difference will be based on Company's objective processes for evaluating an employee's work and potential. Company will review the following factors when making pay decisions: seniority, merit, quantity or quality of work, workplace location, necessary travel, education, training, experience, or any combination of those factors. Any employee who believes they are not being compensated fairly in light of the above factors is highly encouraged to discuss the matter with a manager or supervisor to obtain additional clarification.