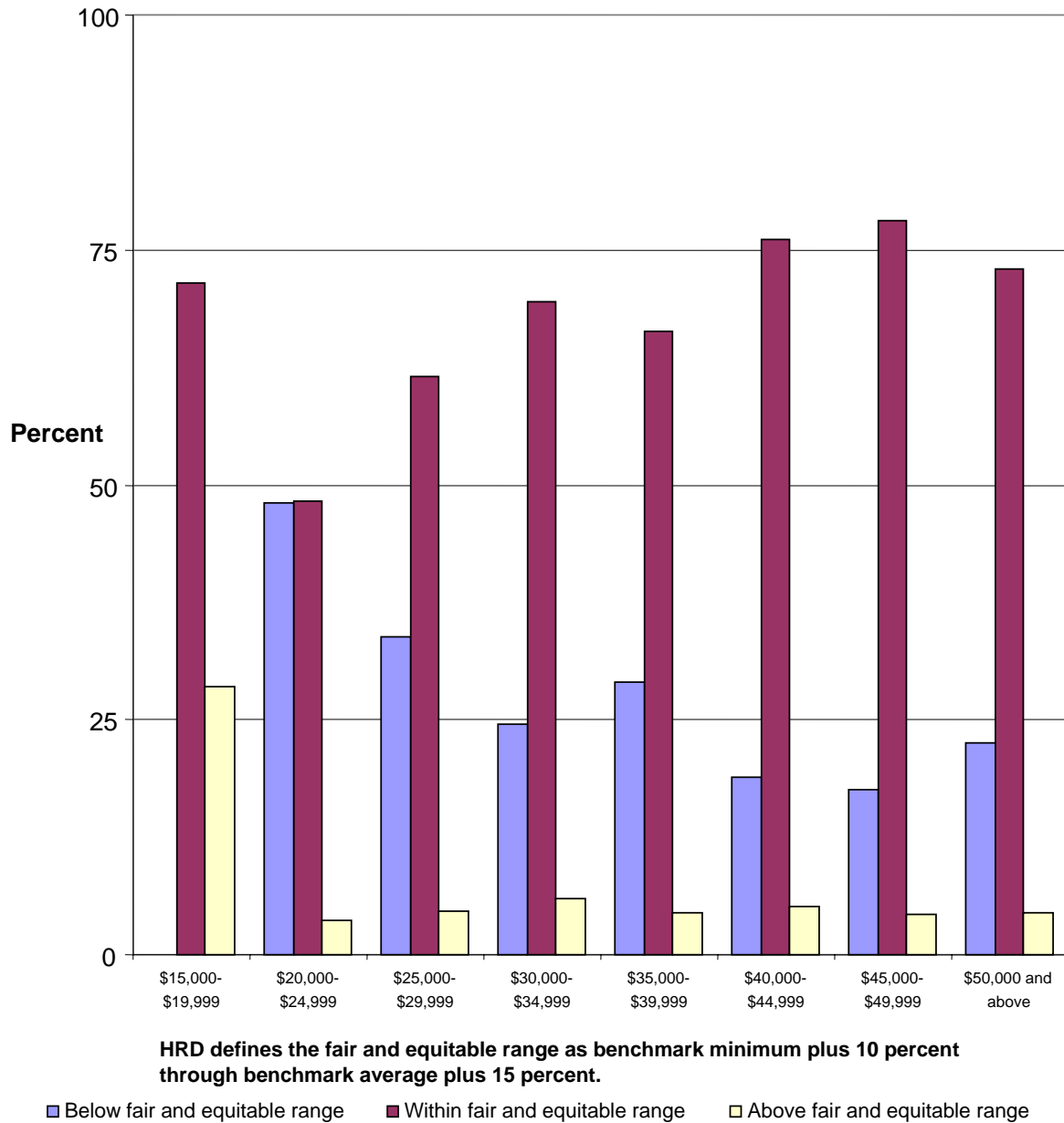


APPENDIX C

Fair and equitable status by income level

Distribution of employees around 2005 market fair and equitable range
By annual income as of December 2005



Distribution of employees around 2005 fair and equitable range

Number of employees by annual income, December 2005

