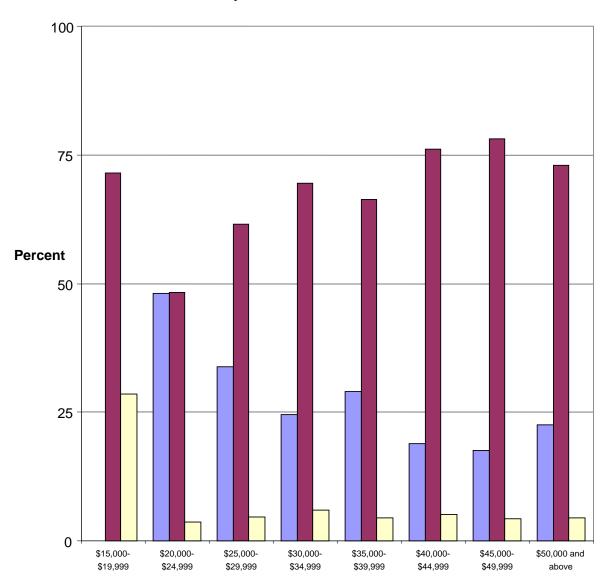
## **APPENDIX C**

## Fair and equitable status by income level

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



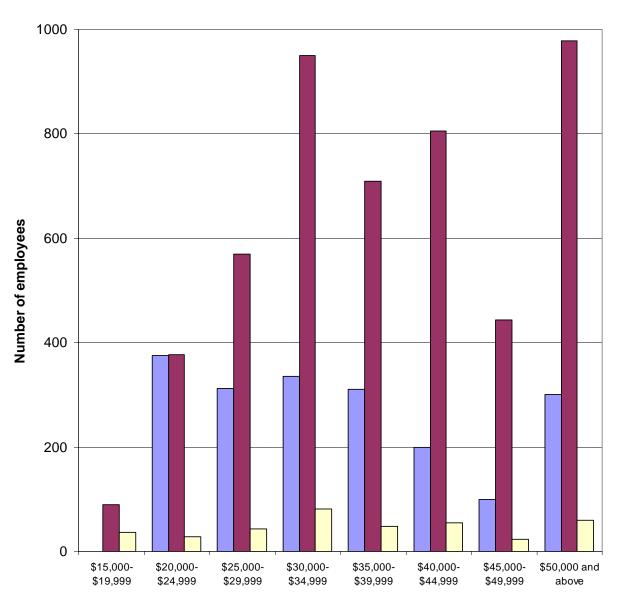
HRD defines the fair and equitable range as benchmark minimum plus 10 percent through benchmark average plus 15 percent.

■ Below fair and equitable range ■ Within fair and equitable range □ Above fair and equitable range

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## Distribution of employees around 2005 fair and equitable range

Number of employees by annual income, December 2005



■ Below fair and equitable range

■ Within fair and equitable range

□ Above fair and equitable range