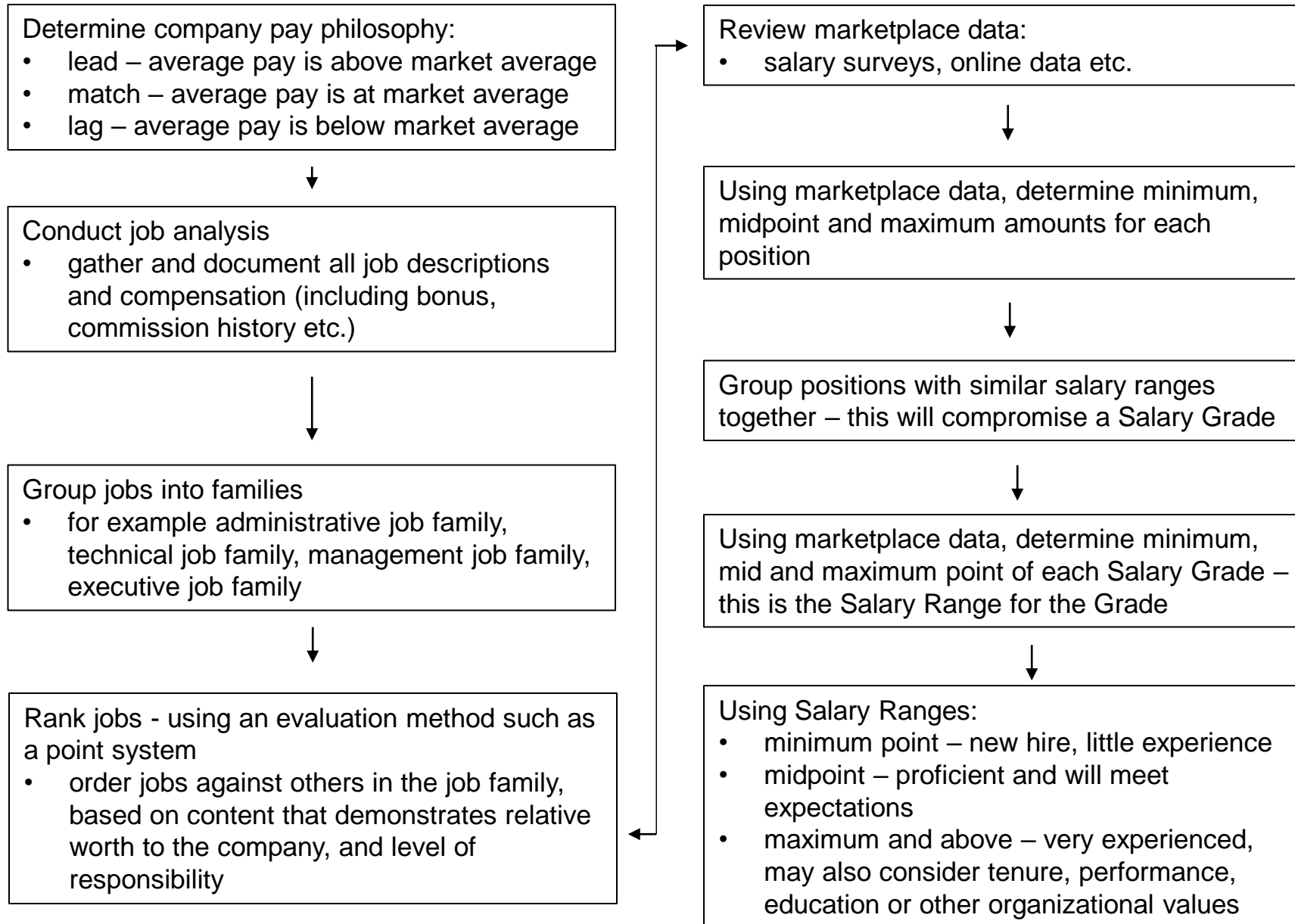


HOW TO DETERMINE COMPENSATION



Important Note:
Carefully consider pay equity issues. If there are inequities, determine why – if there is a pattern of inequity between gender, race or other protected categories, you may be in violation of state and federal law.