

CHANGE IN TRAINING LEVELS

<u>To B.A.+15</u>	<u>Step</u>	<u>Salary</u>
Jennifer Citarella	8	\$ 42,402
Michael Cundari	9	44,079
Katherine Flannery	14	52,524

To B.A.+30

Donna Cocco	12	49,799
Rachel Klem	7	41,400
Nicholas Norcia	6	39,365
Nancy Thunell	6	39,365

To M.A.

Jill Freedman	11	49,659
Leann Martin	9	46,141

To M.A.+15

Laura Giangeruso	12	53,088
Hillary Hill	Max. 5	74,939

To M.A.+30

Marisa Tusche	8 ½	48,188
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Dated:
January 26, 2004