SALARY TABLE 2001-EX

RATES OF PAY FOR THE EXECUTIVE SCHEDULE (EX)

Effective January 2001

| | ANNUAL RATE |
|-----------|----------------|
| Level I | \$161,200 |
| Level II | 145,100 |
| Level III | 133,700 |
| Level IV | 125,700 |
| Level V | 117,600 |