

**Koker Goodwin & Associates**  
**Annual Compensation Plan by Employee**

Prepared on: 6/3/2008

For Fiscal Year Ending 12/31/2008 Version 1

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Sort Field	Last Increase Date	Next Increase Date	Grade	Current Hourly Rate	Current Annual Salary	Current Compa Ratio	P R	P L	Rank	Merit %	Mo. Since Last Inc.	Adj. Merit %	O v r	Merit Increase Base Salary Percent	Lump Sum Amount	Projected Hourly Rate	Projected Annual Salary	Projected Compa-Ratio	2008 Payroll Expense		
BIMo1	Black, Monica			Salary	Human Resources			VP Of Human Resources													
BIMo2	01/01/2007	01/01/2008	15		\$125,000.00	109.8%	5	3	0	0.50%	12	0.00%		0.50%	\$625.00	0.00%	\$0.00	\$0.00	\$125,625	110.4%	\$125,625
DoNo1	Dolan, Nora			Salary	Human Resources			Human Resources Manager													
DoNo2	03/08/2007	03/08/2008	12		\$71,000.00	99.3%	3	3	0	3.50%	12	0.00%		3.50%	\$2,485.00	0.00%	\$0.00	\$0.00	\$73,485	102.8%	\$73,071
GeSh1	George, Shirley I			Salary	Human Resources			Employment Manager													
GeSh2	07/19/2007	07/19/2008	13		\$73,250.00	89.0%	1	3	0	6.50%	12	0.00%		6.50%	\$4,761.25	0.00%	\$0.00	\$0.00	\$78,011	94.8%	\$75,234
JeJe1	Jeffries, Jerry			Salary	Human Resources			Trainer													
JeJe2	05/31/2007	05/31/2008	9		\$52,375.00	108.5%	4	3	0	2.00%	12	0.00%		2.00%	\$1,047.50	0.00%	\$0.00	\$0.00	\$53,423	110.7%	\$52,986
LeKa1	Le, Kahn			Hourly	Human Resources			Payroll & Benefits Administrator													
LeKa2	02/01/2007	02/01/2008	6	16.30	\$33,904.00	99.9%	3	3	0	3.50%	12	0.00%		3.50%	\$1,185.60	0.00%	\$0.00	\$16.87	\$35,090	103.4%	\$34,991
LeMi1	LeDente, Mike J			Salary	Human Resources			Benefits Manager													
LeMi2	07/17/2007	07/17/2008	12		\$67,215.00	94.0%	2	3	0	5.00%	12	0.00%		5.00%	\$3,360.75	0.00%	\$0.00	\$0.00	\$70,576	98.7%	\$68,615
MaLu1	Martinez, Luana E			Hourly	Human Resources			Receptionist													
MaLu2	04/16/2007	04/16/2008	4	12.40	\$25,792.00	93.8%	2	3	0	5.00%	12	0.00%		5.00%	\$1,289.60	0.00%	\$0.00	\$13.02	\$27,082	98.5%	\$26,652
McTo1	McPherson, Tom			Salary	Human Resources			Training Manager													
McTo2	01/04/2008	01/04/2009	12		\$61,415.00	85.9%	1	3	0	6.50%	0	0.00%		0.00%	\$0.00	0.00%	\$0.00	\$0.00	\$61,415	85.9%	\$61,415
MoRo1	Moses, Rochelle			Hourly	Human Resources			Administrative Assistant													
MoRo2	03/27/2007	03/27/2008	6	15.95	\$33,176.00	97.7%	3	3	0	3.50%	12	0.00%		3.50%	\$1,164.80	0.00%	\$0.00	\$16.51	\$34,341	101.2%	\$34,050
ShMa1	Shogren, Marc D			Hourly	Human Resources			Benefits Specialist													
ShMa2	07/09/2007	07/09/2008	7	16.90	\$35,152.00	92.5%	2	3	0	5.00%	12	0.00%		5.00%	\$1,747.20	0.00%	\$0.00	\$17.74	\$36,899	97.1%	\$36,026
WeJa1	Wells, Janet J			Salary	Human Resources			Trainer													
WeJa2	06/15/2007	06/15/2008	9		\$44,100.60	91.4%	2	3	0	5.00%	12	0.00%		5.00%	\$2,205.03	0.00%	\$0.00	\$0.00	\$46,306	95.9%	\$45,387
WeMa1	Wesley, Marvin L			Hourly	Human Resources			Benefits Specialist													
WeMa2	05/24/2007	05/24/2008	7	21.35	\$44,408.00	116.8%	5	3	0	0.50%	12	0.00%		0.50%	\$228.80	0.00%	\$0.00	\$21.46	\$44,637	117.4%	\$44,541

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					\$ 666,787.60	98.3%									3.01%	\$20,100.53	0.00%	\$0.00		\$686,888	101.2%	\$678,592