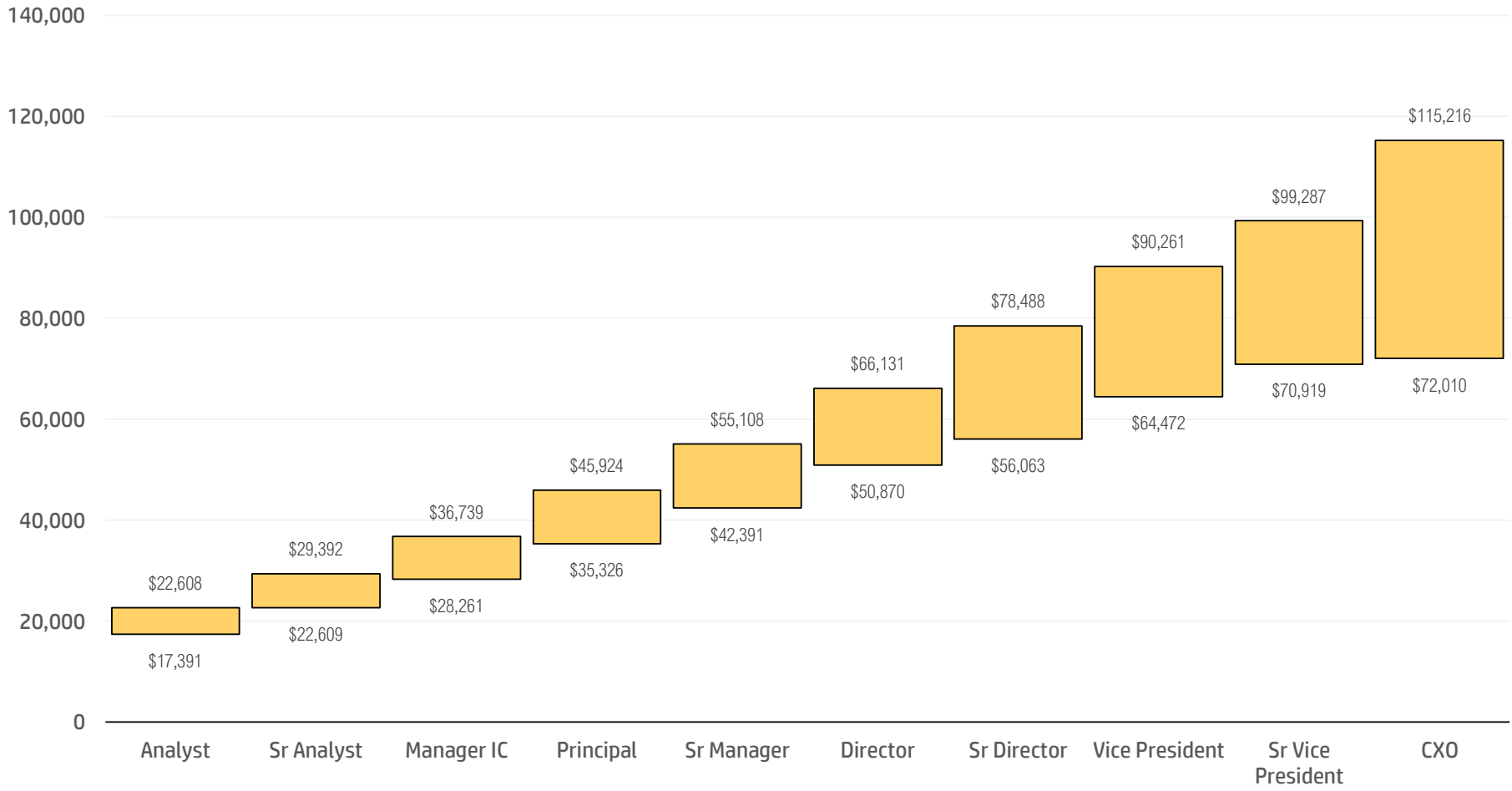


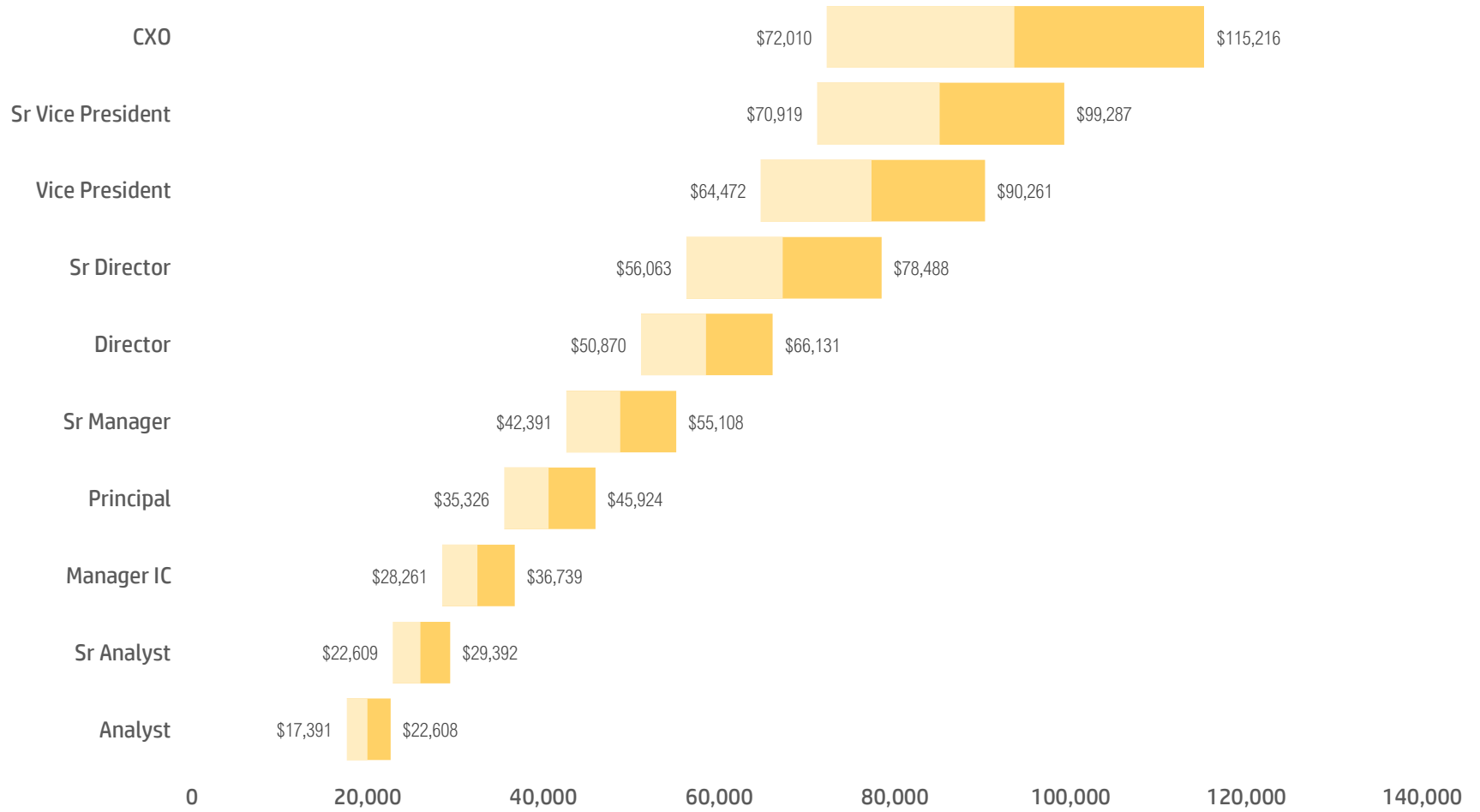
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SALARY RANGES BY GRADE *Vertical Display*



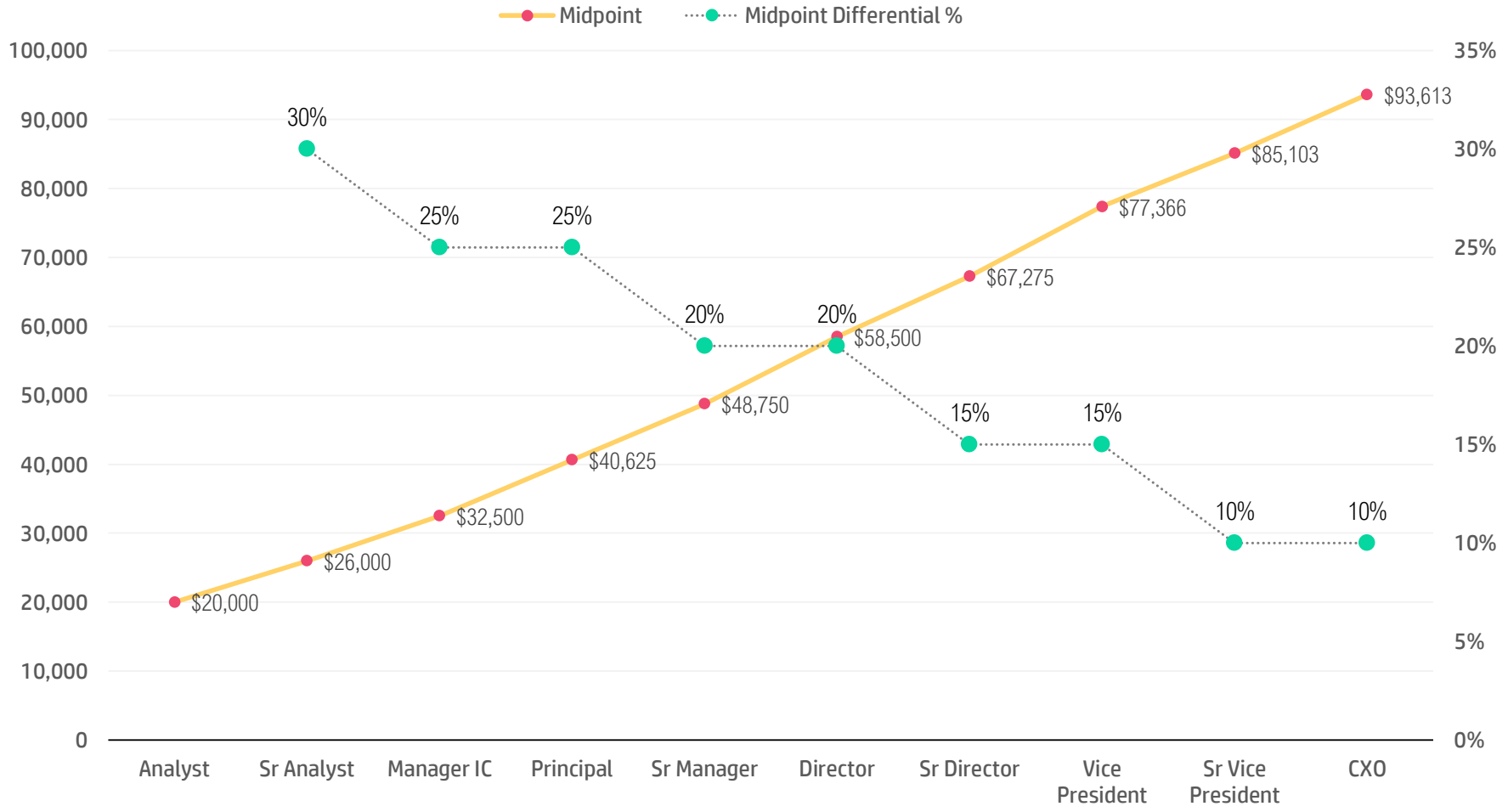
The chart above displays the Minimum and Maximum salary for each Grade

SALARY RANGES BY GRADE *Horizontal Display*



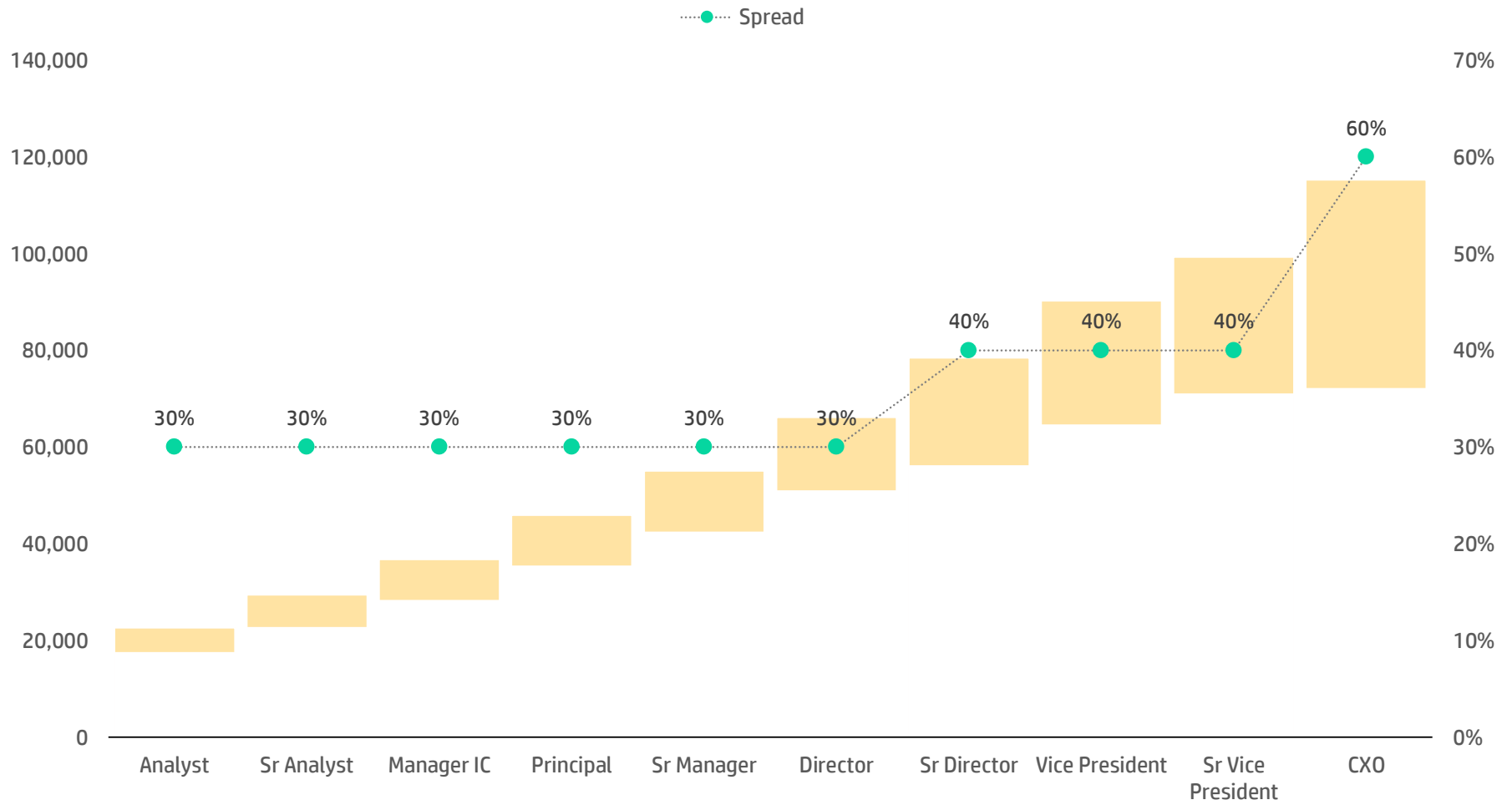
The chart above displays the Minimum and Maximum salary for each Grade

SALARY MIDPOINTS & PROGRESSION



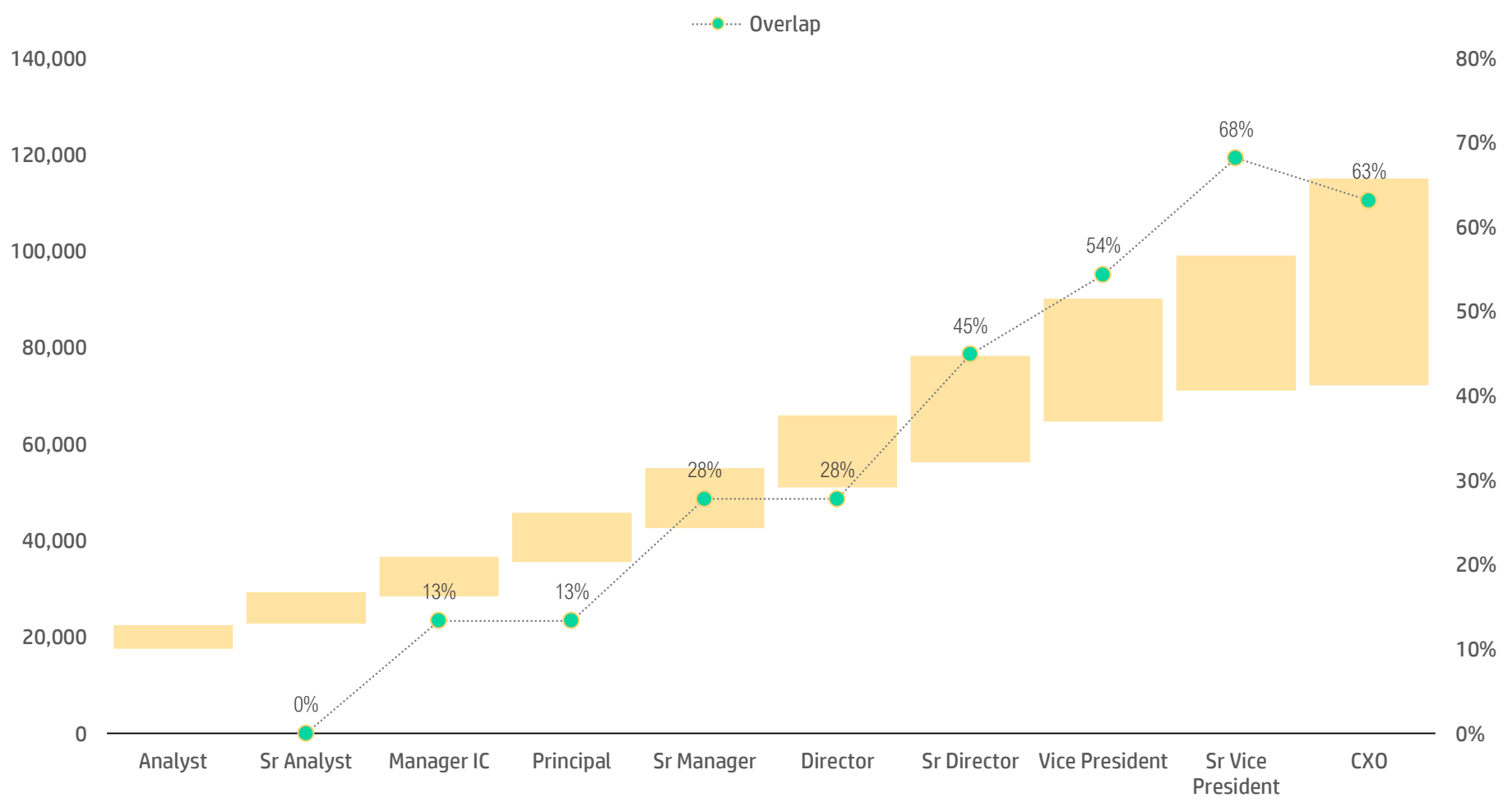
The chart above displays the Midpoints of each grade in yellow line and Midpoint Differential % for each grade in Green circles.

SALARY GRADES - SPREAD



The chart above displays the salary range of each grade in yellow bar or column Green circles represent the Spread % for each grade.

SALARY GRADES - OVERLAP



The chart above displays the salary range of each grade in yellow bar or column Green circles represent the Overlap % for each grade.