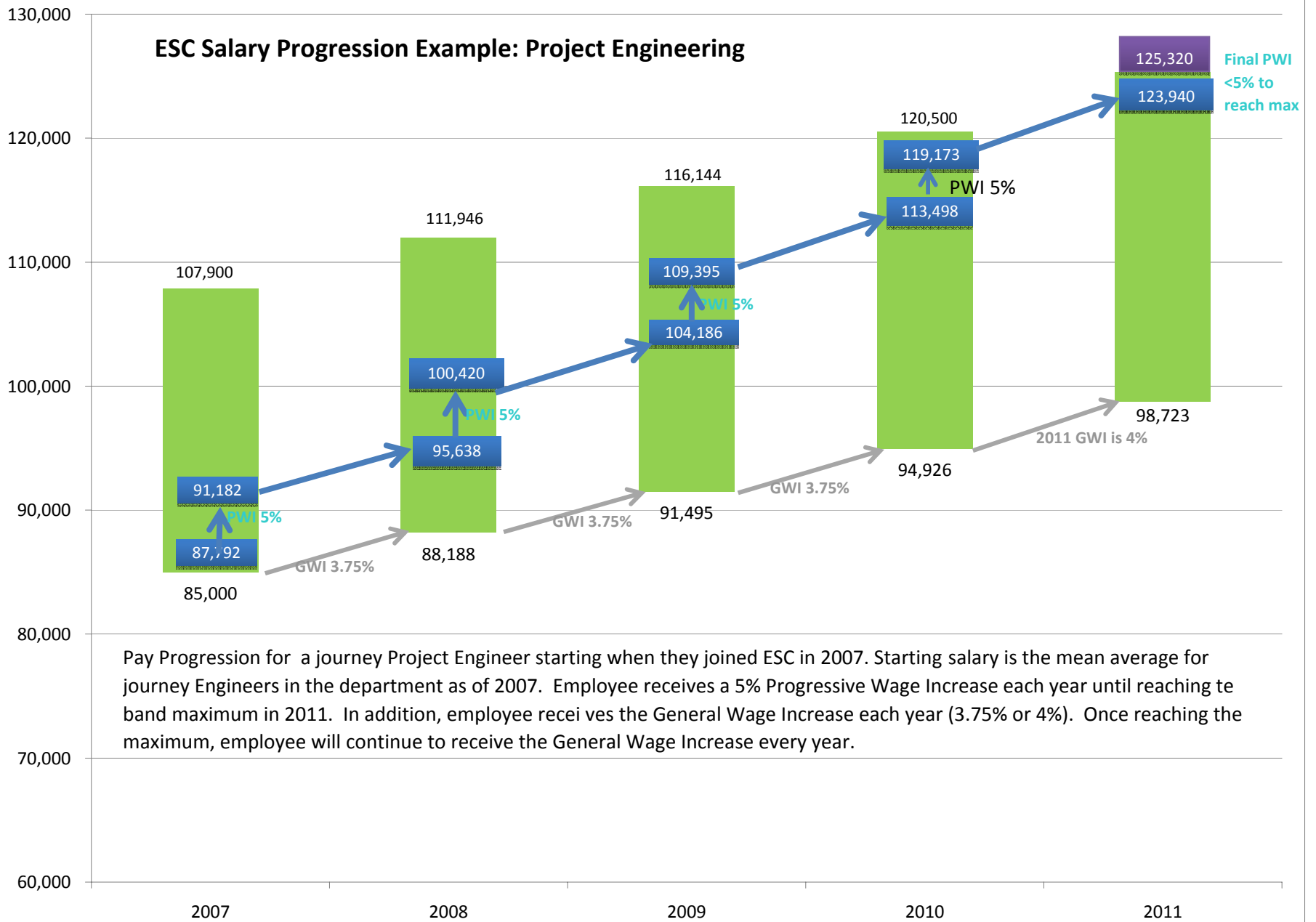


ESC Salary Progression Example: Project Engineering



Pay Progression for a journey Project Engineer starting when they joined ESC in 2007. Starting salary is the mean average for journey Engineers in the department as of 2007. Employee receives a 5% Progressive Wage Increase each year until reaching the band maximum in 2011. In addition, employee receives the General Wage Increase each year (3.75% or 4%). Once reaching the maximum, employee will continue to receive the General Wage Increase every year.