

RCA/RCR Compensation

Well's Arbitration Award Feb 4, 2002

Effective Date	Schedule 1	Schedule 2
11/18/00	\$13.21	\$16.73
02/10/01	\$13.67	\$17.19
11/17/01	\$13.92	\$17.50
05/18/02	\$14.84	\$17.99
11/16/02	\$15.04	\$18.24
11/15/03	\$15.21	\$18.45

- Schedule 1 – Applies to RCA's hired beginning August 24, 1991
- Schedule 2 – Applies to RCA's and RCR's on the rolls prior to August 24, 1991