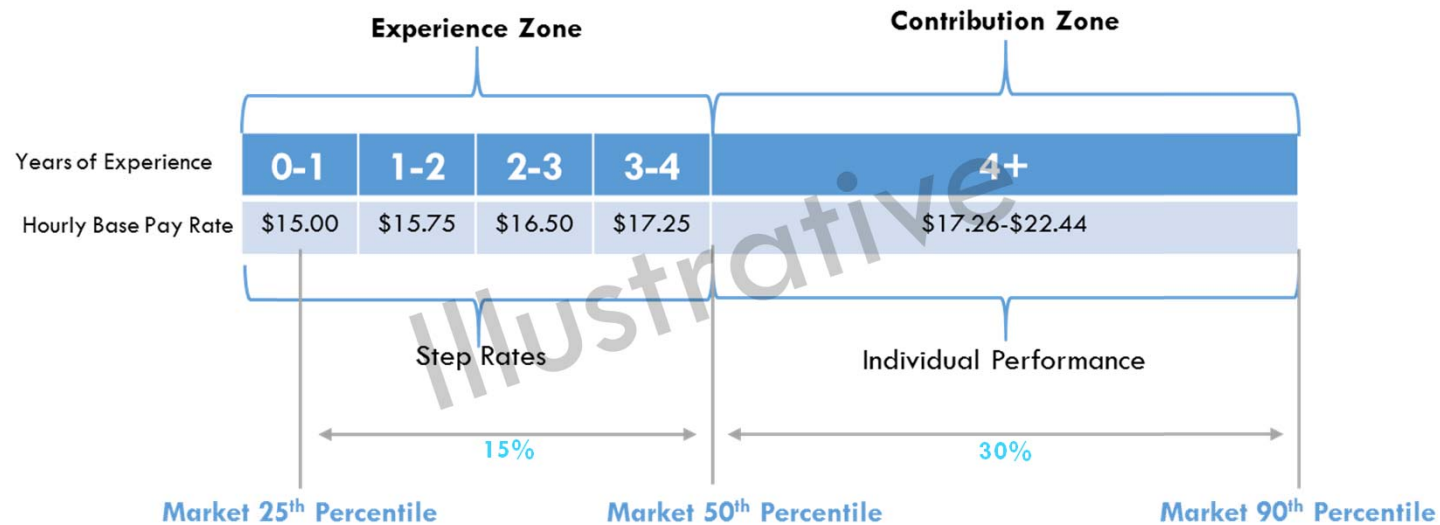


Performance and Experience Based Pay Progression



Employees paid at the top of the **Experience Zone** are expected to possess all of the skills and experience required to fulfill the core responsibilities of the job, and demonstrate full competence in the performance of the job.

Employees in the **Contribution Zone** will be eligible for – but not guaranteed – pay increases based in part on the degree to which they *make extraordinary individual contributions to the success of the organization and customers.*