

| Position | Salary Grade | Salary Range (annual) | |
|--------------------------------------|--------------|-----------------------|---------|
| Chief Executive Officer | Contract | 333,000 | |
| Chief Operating Officer | 15 | 160,056 | 256,092 |
| Chief Information Officer | 14 | 130,716 | 209,148 |
| Chief Financial Officer | 14 | 130,716 | 209,148 |
| Chief Claims Officer | 14 | 130,716 | 209,148 |
| Chief Member Services Officer | 14 | 130,716 | 209,148 |
| Data Manager | 13 | 122,400 | 183,600 |
| Risk Mngr / Pool Administrator | 12 | 111,504 | 167,256 |
| Employee Benefits Manager | 12 | 111,504 | 167,256 |
| Loss Prevention Manager | 12 | 111,504 | 167,256 |
| Member Services Manager | 12 | 111,504 | 167,256 |
| WC Claims Manager | 11 | 103,296 | 154,944 |
| Controller | 11 | 103,296 | 154,944 |
| Excess Liability Claims Manager | 11 | 103,296 | 154,944 |
| Human Resources Manager | 11 | 103,296 | 154,944 |
| Supervising Sr. I.T. Specialist | 10 | 85,776 | 124,380 |
| Sr. Loss Prevention Specialist | 9 | 74,580 | 108,144 |
| Sr. I.T. Specialist - Claims | 9 | 74,580 | 108,144 |
| Sr. I.T. Specialist - Web | 9 | 74,580 | 108,144 |
| Sr. I.T. Specialist | 9 | 74,580 | 108,144 |
| Sr. Member Services Specialist | 9 | 74,580 | 108,144 |
| Sr. Liability Claims Specialist | 8 | 71,112 | 103,116 |
| Sr. WC Claims Specialist | 8 | 71,112 | 103,116 |
| Administrative Analyst | 8 | 71,112 | 103,116 |
| Senior Accountant | 8 | 71,112 | 103,116 |
| Data Analyst | 8 | 71,112 | 103,116 |
| Liability Claims Specialist | 7 | 62,112 | 86,952 |
| Loss Prevention Specialist | 6 | 54,792 | 76,704 |
| WC Claims Specialist | 6 | 54,792 | 76,704 |
| Administrative Specialist | 6 | 54,792 | 76,704 |
| Information Tech Specialist | 5 | 52,296 | 73,212 |
| Information Tech Specialist - Claims | 5 | 52,296 | 73,212 |
| Employee Benefits Specialist | 5 | 52,296 | 73,212 |
| Meeting Planner | 4 | 49,356 | 69,096 |
| Executive Secretary | 4 | 49,356 | 69,096 |
| Liability Claims Assistant | 3 | 44,160 | 61,824 |
| WC Claims Assistant | 3 | 44,160 | 61,824 |
| Accounting Technician | 2 | 39,456 | 55,236 |
| Clerical Assistant - Claims | 1 | 36,396 | 47,316 |
| Clerical Assistant - Admin | 1 | 36,396 | 47,316 |
| Clerical Assistant - I.T. | 1 | 36,396 | 47,316 |
| Clerical Assistant - LP | 1 | 36,396 | 47,316 |
| Secretary / Receptionist | 1 | 36,396 | 47,316 |

Adopted by the Board of Directors on June 5, 2015.

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