| Position | Salary Grade | Salary Range (annual) | |
|---------------------------------|-----------------|-----------------------|---------|
| Chief Executive Officer | Contract | 325,000 | |
| Chief Operating Officer | 15 | 142,272 | 227,640 |
| Chief Information Officer | 14 | 128,148 | 205,032 |
| Chief Financial Officer | 13 | 115,092 | 184,152 |
| Chief Claims Officer | 12 | 109,608 | 175,368 |
| Chief Investment Officer | 12 | 109,608 | 175,368 |
| Risk Mngr / Pool Administrator | 11 | 93,492 | 140,244 |
| Employee Benefits Manager | 11 | 93,492 | 140,244 |
| Loss Prevention Manager | 11 | 93,492 | 140,244 |
| WC Claims Manager | 10 | 86,616 | 129,924 |
| Controller | 10 | 86,616 | 129,924 |
| Excess Liability Claims Manager | 10 | 86,616 | 129,924 |
| Sr. Human Resources Specialist | 9-S | 78,216 | 113,412 |
| Supervising Sr. I.T. Specialist | 9-S | 78,216 | 113,412 |
| Sr. Loss Prevention Specialist | 9 | 73,116 | 106,020 |
| Sr. I.T. Specialist | 9 | 73,116 | 106,020 |
| Sr. Liability Claims Specialist | 8 | 69,720 | 101,100 |
| Sr. WC Claims Specialist | 8 | 69,720 | 101,100 |
| Administrative Analyst | 8 | 69,720 | 101,100 |
| Data Analyst | 8 | 69,720 | 101,100 |
| Senior Accountant | 8 | 69,720 | 101,100 |
| Liability Claims Specialist | 7 | 60,888 | 85,248 |
| Loss Prevention Specialist | 6 | 53,724 | 75,216 |
| WC Claims Specialist | 6 | 53,724 | 75,216 |
| Administrative Specialist | 6 | 53,724 | 75,216 |
| Information Tech Specialist | 5 | 51,276 | 71,784 |
| Employee Benefits Specialist | 5 | 51,276 | 71,784 |
| Meeting Planner | 4 | 48,384 | 67,740 |
| Executive Secretary | 4 | 48,384 | 67,740 |
| Liability Claims Assistant | 3 | 43,296 | 60,612 |
| WC Claims Assistant | 3 | 43,296 | 60,612 |
| Loss Data Assistant | 3 | 43,296 | 60,612 |
| Accounting Technician | 2 | 38,688 | 54,168 |
| Clerical Assistant - Claims | 1 | 35,688 | 46,392 |
| Clerical Assistant - Admin | 1 | 35,688 | 46,392 |

| Position | Salary Grade | Salary Range (annual) | |
|---------------------------|-----------------|-----------------------|--------|
| Clerical Assistant - I.T. | 1 | 35,688 | 46,392 |
| Clerical Assistant - LP | 1 | 35,688 | 46,392 |
| Secretary / Receptionist | 1 | 35,688 | 46,392 |

Adopted by the Board of Directors on June 6, 2014

Mariano Street

CFO