

EXHIBIT

Year	PILOT Amount
1 \$	50,634
2 \$	50,634
3 \$	52,679
4 \$	53,733
5 \$	54,807
6 \$	55,904
7 \$	57,022
8 \$	58,162
9 \$	59,325
10 \$	60,512

**PROPOSED PILOT BENEFITS ARE FOR DISCUSSION
PURPOSES ONLY AND HAVE NOT BEEN APPROVED BY**

01/18/2018