

| 2011-12 COMPENSATION SCHEDULE<br>GRANT (JULY - JUNE) |                          |                        |           |
|------------------------------------------------------|--------------------------|------------------------|-----------|
| PAY DATE                                             | PAY PERIOD<br>START DATE | PAY PERIOD<br>END DATE | DAYS PAID |
| 07/07/11                                             | 07/01/11                 | 07/01/11               | 1         |
| 07/21/11                                             | 07/02/11                 | 07/15/11               | 10        |
| 08/04/11                                             | 07/16/11                 | 07/29/11               | 10        |
| 08/18/11                                             | 07/30/11                 | 08/12/11               | 10        |
| 09/01/11                                             | 08/13/11                 | 08/26/11               | 10        |
| 09/15/11                                             | 08/27/11                 | 09/09/11               | 10        |
| 09/29/11                                             | 09/10/11                 | 09/23/11               | 10        |
| 10/13/11                                             | 09/24/11                 | 10/07/11               | 10        |
| 10/27/11                                             | 10/08/11                 | 10/21/11               | 10        |
| 11/10/11                                             | 10/22/11                 | 11/04/11               | 10        |
| 11/22/11                                             | 11/05/11                 | 11/18/11               | 10        |
| 12/08/11                                             | 11/19/11                 | 12/02/11               | 10        |
| 12/22/11                                             | 12/03/11                 | 12/16/11               | 10        |
| 01/05/12                                             | 12/17/11                 | 12/30/11               | 10        |
| 01/19/12                                             | 12/31/11                 | 01/13/12               | 10        |
| 02/02/12                                             | 01/14/12                 | 01/27/12               | 10        |
| 02/16/12                                             | 01/28/12                 | 02/10/12               | 10        |
| 03/01/12                                             | 02/11/12                 | 02/24/12               | 10        |
| 03/15/12                                             | 02/25/12                 | 03/09/12               | 10        |
| 03/29/12                                             | 03/10/12                 | 03/23/12               | 10        |
| 04/12/12                                             | 03/24/12                 | 04/06/12               | 10        |
| 04/26/12                                             | 04/07/12                 | 04/20/12               | 10        |
| 05/10/12                                             | 04/21/12                 | 05/04/12               | 10        |
| 05/24/12                                             | 05/05/12                 | 05/18/12               | 10        |
| 06/07/12                                             | 05/19/12                 | 06/01/12               | 10        |
| 06/21/12                                             | 06/02/12                 | 06/15/12               | 10        |
| 07/05/12                                             | 06/16/12                 | 06/29/12               | 10        |