Position	Reason	% M	salary at FY11	Salary at snapshot	Difference	Annualized
34100090	Performance Pay	75%	$ 28.27	$ 33.00	$ 4.73	$ 9,867.24
34100404	Performance Pay	75%	$ 32.29	$ 33.00	$ 0.71	$ 1,484.54
34100307	Performance Pay	76%	$ 12.54	$ 17.00	$ 4.46	$ 9,312.48
34100402	Performance Pay	80%	$ 11.74	$ 12.87	$ 1.13	$ 2,357.84
34100321	Performance Pay	83%	$ 21.15	$ 22.48	$ 1.33	$ 2,777.04
34100016	Performance Pay	87%	$ 11.88	$ 14.09	$ 2.21	$ 4,610.87
34100048	Performance Pay	87%	$ 33.65	$ 37.02	$ 3.37	$ 7,028.53
34100309	Performance Pay	93%	$ 23.90	$ 25.61	$ 1.71	$ 3,567.33
34100323	Performance Pay	98%	$ 20.50	$ 23.00	$ 2.50	$ 5,220.00
34100317	Performance Pay	99%	$ 25.43	$ 26.76	$ 1.33	$ 2,777.04
34100034	Performance Pay	100%	$ 19.23	$ 21.15	$ 1.92	$ 4,016.99
34100054	Performance Pay	100%	$ 25.26	$ 28.85	$ 3.59	$ 7,493.04
34100063	Performance Pay	101%	$ 17.88	$ 20.38	$ 2.49	$ 5,204.04
34100205	Performance Pay	137%	$ 21.00	$ 23.00	$ 2.00	$ 4,176.00
34100049	Performance Pay & Reclassified	90%	$ 32.04	$ 38.75	$ 6.71	$ 14,009.63
34100006	Performance Pay & Reclassified	100%	$ 9.01	$ 11.91	$ 2.90	$ 6,046.01
34100060	Performance Pay & Reclassified	108%	$ 15.88	$ 25.88	$ 9.99	$ 20,868.75
34100044	Reclassified	73%	$ 16.00	$ 22.00	$ 6.00	$ 12,528.00
34100204	Reclassified	74%	$ 11.82	$ 14.75	$ 2.93	$ 6,117.11
34100053	Reclassified	80%	$ 22.00	$ 24.00	$ 2.00	$ 4,183.73
34100057	Reclassified	86%	$ 19.07	$ 17.50	$ (1.57)	$ (3,268.21)
34100091	Reclassified	88%	$ 23.06	$ 27.43	$ 4.36	$ 9,111.86
34100318	Reclassified	100%	$ 15.84	$ 19.23	$ 3.39	$ 7,078.32
34100322	Reclassified	102%	$ 15.97	$ 21.23	$ 5.26	$ 10,982.88
34100002	Competitive Hire	88%	$ 33.65	$ 39.90	$ 6.25	$ 13,050.01
34100008	Competitive Hire	84%	$ 11.50	$ 12.50	$ 1.00	$ 2,088.00
34100028	Competitive Hire	91%	$ 27.40	$ 34.13	$ 6.73	$ 14,053.81
34100043	Competitive Hire	97%	$ 15.66	$ 17.00	$ 1.34	$ 2,797.92
34100045	Competitive Hire	100%	$ 27.40	$ 28.37	$ 0.96	$ 2,007.68
34100056	Competitive Hire	91%	$ 20.53	$ 26.92	$ 6.39	$ 13,342.32
34100087	Competitive Hire	104%	$ 21.63	$ 24.04	$ 2.40	$ 5,019.31
34100208	Competitive Hire	88%	$ 15.00	$ 26.94	$ 11.94	$ 24,930.72

EXHIBIT 4
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34100320	Competitive Hire (didn't exist until 7/1/09- wasn't filled until 5/21/12)	82%	$ -	$ 22.25	$ 22.25	$ 46,458.00
34100324	Competitive Hire (didn't exist until 7/6/11- hired 8/13/11)	91%		$ 18.25	$ 18.25	$ 38,106.00
34100401	Competitive Hire	80%	$ 18.80	$ 25.00	$ 6.20	$ 12,945.60
						$ 332,350.44