

**LONGEVITY AWARDS POLICY**

(Management Confidential Employees hired prior to December 31, 2006)

Longevity awards shall be approved as follows:

20-24 Years of Service	\$1,000/Annual
25-29 Years of Service	\$1,250/Annual
30-34 Years of Service	\$1,500/Annual
35-39 Years of Service	\$1,750/Annual
Over 40 Years of Service	\$2,000/Annual

Longevity awards shall be made upon the above initial dates as a lump sum annual payment to the affected employee. The amount shall not be added to the employee's annual compensation.

(Management Confidential Employees hired after December 31, 2006)

No longevity awards shall be made to any Management Confidential employees hired after December 31, 2006.