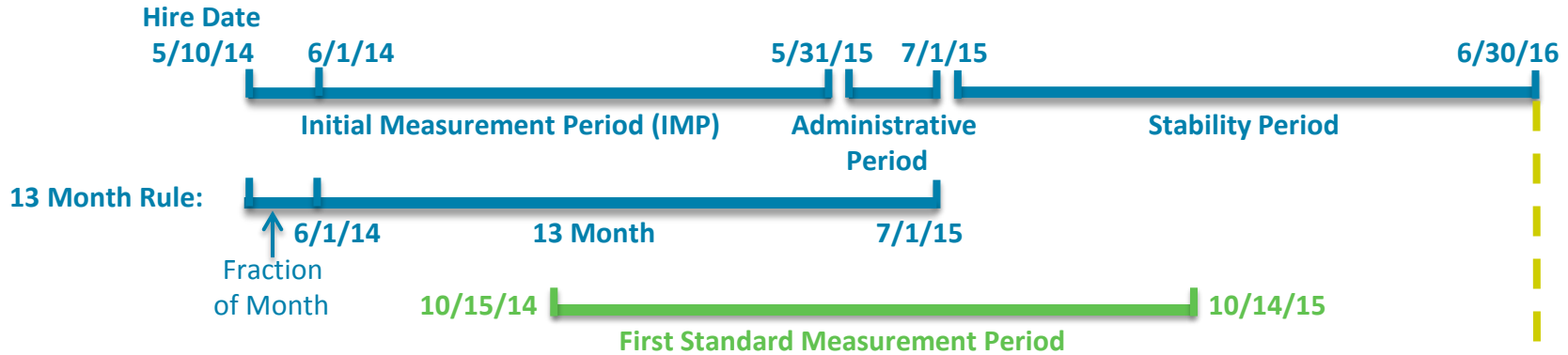


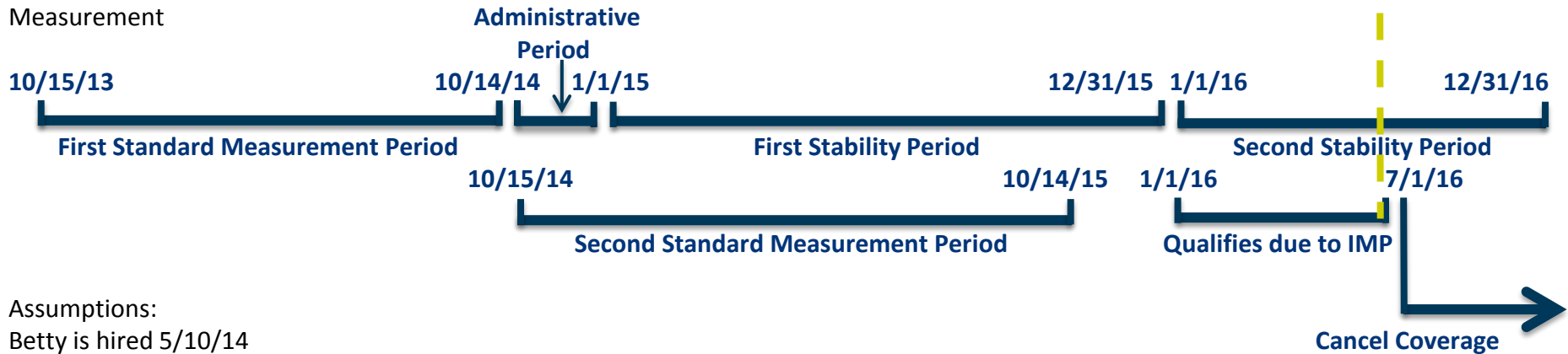
New Hire

Initial Measurement



Ongoing Employees

Standard Measurement



Assumptions:

Betty is hired 5/10/14

Betty works in average 30 hrs/wk during her IMP (6/1/14 – 5/31/15)

Betty works an average 28 hrs/wk during her first SMP (10/15/14 – 10/14/15)