

Biodiesel Consolidated Projected Pay Grades - USA (Confidential)
Effective 07/01/2010

Job Grade	Pay Class	Position Title	Hourly Min	Hourly Mid	Hourly Max	Salaried Min	Salaried Mid	Salaried Max	Estimated OT %	Estimated OT \$	Profit Share %	Profit Share \$	Bonus * Target %	Bonus * Target \$	Annual Comp	Qty Corp	Qty Iowa	Qty Florida	Qty Georgia	Qty Ohio	Qty Total
195	SE	VP - Operations				\$ 146,708	\$ 157,750	\$ 168,793					45%	\$ 70,988	\$ 228,738	1					1
195	SE	VP - Chief Financial Officer				\$ 146,708	\$ 157,750	\$ 168,793					45%	\$ 70,988	\$ 228,738	1					1
190	SE	VP - Sales				\$ 125,969	\$ 135,450	\$ 144,932					45%	\$ 60,953	\$ 196,403	1					1
190	SE	VP - Risk Analysis				\$ 125,969	\$ 135,450	\$ 144,932					45%	\$ 60,953	\$ 196,403	1					1
185	SE	GM - Biodiesel Plant				\$ 119,319	\$ 128,300	\$ 137,281					75%	\$ 96,225	\$ 224,525		1	1	1	1	4
180	SE	GM - Bioproducts Plant				\$ 88,068	\$ 94,697	\$ 101,326					50%	\$ 47,349	\$ 142,046		1	1	1	1	4
175	SE	Dir - Business Development				\$ 79,716	\$ 85,716	\$ 91,716					33%	\$ 28,286	\$ 114,002	1					1
175	SE	Dir - Cust Satisfaction & Excellence				\$ 79,716	\$ 85,716	\$ 91,716					33%	\$ 28,286	\$ 114,002	1					1
175	SE	Dir - R&D Biodiesel				\$ 79,716	\$ 85,716	\$ 91,716					33%	\$ 28,286	\$ 114,002	1					1
175	SE	Dir - Human Resources				\$ 79,716	\$ 85,716	\$ 91,716					33%	\$ 28,286	\$ 114,002	1					1
175	SE	Dir - Bioproducts R&D				\$ 79,716	\$ 85,716	\$ 91,716					33%	\$ 28,286	\$ 114,002	1					1
175	SE	Dir - Maint & EHS				\$ 79,716	\$ 85,716	\$ 91,716					33%	\$ 28,286	\$ 114,002	1					1
175	SE	Dir - Biodiesel Sales				\$ 79,716	\$ 85,716	\$ 91,716					33%	\$ 28,286	\$ 114,002		1	1	1	1	4
170	SE	Mgr - Bioproduct Sales				\$ 76,811	\$ 82,593	\$ 88,375					25%	\$ 20,648	\$ 103,241		1	1	1	1	4
170	SE	Mgr - Excellence				\$ 76,811	\$ 82,593	\$ 88,375					25%	\$ 20,648	\$ 103,241		1	1	1	1	4
170	SE	Mgr - Business Development				\$ 76,811	\$ 82,593	\$ 88,375					25%	\$ 20,648	\$ 103,241		1	1	1	1	4
170	SE	Mgr - Procurement				\$ 76,811	\$ 82,593	\$ 88,375					25%	\$ 20,648	\$ 103,241		1	1	1	1	4
170	SE	Mgr - Human Resources				\$ 76,811	\$ 82,593	\$ 88,375					25%	\$ 20,648	\$ 103,241		1	1	1	1	4
170	SE	Mgr - Accounting				\$ 76,811	\$ 82,593	\$ 88,375					25%	\$ 20,648	\$ 103,241		1	1	1	1	4
170	SE	Mgr - Sales				\$ 76,811	\$ 82,593	\$ 88,375					25%	\$ 20,648	\$ 103,241		1	1	1	1	4
		Sub Total On Roll				\$ 76,811	\$ 82,593	\$ 88,375					25%	\$ 20,648	\$ 103,241	10	10	10	10	10	50
																* Excludes any discretionary bonus award.					
145	NE	Supv - Maint & EHS	\$ 25.39	\$ 27.30	\$ 29.21				12.5%	\$ 7,099	6.25%	\$ 3,549			\$ 67,439		1	1	1	1	4
145	NE	Supv - Plant Operations	\$ 25.39	\$ 27.30	\$ 29.21				12.5%	\$ 7,098	6.25%	\$ 3,549			\$ 67,431		9	9	9	9	36
135	NE	Supv - QA & Customer Excellence	\$ 21.31	\$ 22.91	\$ 24.52				2.5%	\$ 1,192	6.25%	\$ 2,979			\$ 51,834		1	1	1	1	4
135	NE	Supv - Fueling	\$ 21.31	\$ 22.91	\$ 24.52				2.5%	\$ 1,192	6.25%	\$ 2,979			\$ 51,834		2	2	2	2	8
135	NE	Supv - Traffic	\$ 21.31	\$ 22.91	\$ 24.52				2.5%	\$ 1,192	6.25%	\$ 2,979			\$ 51,834		1	1	1	1	4
130	NE	Staff - Exec Admin Asst	\$ 19.39	\$ 20.84	\$ 22.30				22.5%	\$ 9,755	6.25%	\$ 2,710			\$ 55,823	1					1
125	NE	Staff - Office Mgr	\$ 17.76	\$ 19.10	\$ 20.44				2.5%	\$ 993	6.25%	\$ 2,483			\$ 43,204		1	1	1	1	4
125	NE	Sales - Fuel	\$ 17.76	\$ 19.10	\$ 20.43				2.5%	\$ 993	6.25%	\$ 2,482			\$ 43,195		4	4	4	4	16
125	NE	Sales - Bioproducts	\$ 17.76	\$ 19.10	\$ 20.43				2.5%	\$ 993	6.25%	\$ 2,482			\$ 43,195		3	3	3	3	12
		Sub Total On Roll														1	22	22	22	22	89
120	HR	Tech - Fuel Station	\$ 22.83	\$ 24.55	\$ 26.27				12.5%	\$ 6,383	6.25%	\$ 3,192			\$ 60,639		6	6	6	6	24
120	HR	Tech - Elect	\$ 22.83	\$ 24.55	\$ 26.27				12.5%	\$ 6,383	6.25%	\$ 3,192			\$ 60,639		3	3	3	3	12
120	HR	Tech - Boiler	\$ 22.83	\$ 24.55	\$ 26.27				12.5%	\$ 6,383	6.25%	\$ 3,192			\$ 60,639		4	4	4	4	16
120	HR	Tech - Maint (Shift 1A/B)	\$ 22.83	\$ 24.55	\$ 26.27				12.5%	\$ 6,383	6.25%	\$ 3,192			\$ 60,639		4	4	4	4	16
120	HR	Tech - Maint (Shift 2A/B)	\$ 22.83	\$ 24.55	\$ 26.27				12.5%	\$ 6,383	6.25%	\$ 3,192			\$ 60,639		4	4	4	4	16
120	HR	Tech - Truck or Semi Driver	\$ 22.83	\$ 24.55	\$ 26.27				5.0%	\$ 2,553	6.25%	\$ 3,192			\$ 56,809		16	11	11	14	52
115	HR	Oper - Plant (Shift 1A)	\$ 21.40	\$ 23.01	\$ 24.62				12.5%	\$ 5,982	6.25%	\$ 2,991			\$ 56,830		16	16	16	16	64
115	HR	Oper - Plant (Shift 1B)	\$ 21.40	\$ 23.01	\$ 24.62				12.5%	\$ 5,982	6.25%	\$ 2,991			\$ 56,830		16	16	16	16	64
115	HR	Oper - Plant (Shift 2A)	\$ 21.40	\$ 23.01	\$ 24.62				12.5%	\$ 5,982	6.25%	\$ 2,991			\$ 56,830		16	16	16	16	64
115	HR	Oper - Plant (Shift 2B)	\$ 21.40	\$ 23.01	\$ 24.62				12.5%	\$ 5,982	6.25%	\$ 2,991			\$ 56,830		16	16	16	16	64
115	HR	Oper - Load/Unload	\$ 21.40	\$ 23.01	\$ 24.62				2.5%	\$ 1,196	6.25%	\$ 2,991			\$ 52,044		9	9	9	9	36
115	HR	Oper - Abs Coverage	\$ 21.40	\$ 23.01	\$ 24.62				2.5%	\$ 1,196	6.25%	\$ 2,991			\$ 52,044		4	4	4	4	16
115	HR	Oper - Railcar Mover	\$ 21.40	\$ 23.01	\$ 24.62				2.5%	\$ 1,196	6.25%	\$ 2,991			\$ 52,044		6	3	3	6	18
107	HR	Clerk - Accounting	\$ 15.08	\$ 16.21	\$ 17.34				2.5%	\$ 843	6.25%	\$ 2,107			\$ 36,667	4	2	2	2	2	12
107	HR	Clerk - Hum Res	\$ 15.08	\$ 16.21	\$ 17.34				2.5%	\$ 843	6.25%	\$ 2,107			\$ 36,667	2	1	1	1	1	6
105	HR	Clerk - R&D	\$ 13.41	\$ 14.42	\$ 15.43				2.5%	\$ 750	6.25%	\$ 1,875			\$ 32,618	2	1	1	1	1	6
105	HR	Clerk - Lab	\$ 13.41	\$ 14.42	\$ 15.43				2.5%	\$ 750	6.25%	\$ 1,875			\$ 32,618		4	4	4	4	16
105	HR	Clerk - Traffic	\$ 13.41	\$ 14.42	\$ 15.43				2.5%	\$ 750	6.25%	\$ 1,875			\$ 32,618		2	1	1	2	6
105	HR	Clerk - Office	\$ 13.41	\$ 14.42	\$ 15.43				2.5%	\$ 750	6.25%	\$ 1,875			\$ 32,618	2	2	2	2	2	10
102	HR	Oper - Grnds/Janitor	\$ 13.41	\$ 14.42	\$ 15.43				2.5%	\$ 750	6.25%	\$ 1,875			\$ 32,618		2	2	2	2	8
		Sub Total On Roll														10	134	125	125	132	526
		Total On Roll														21	166	157	157	164	665

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Effective 07/01/2010

Job Grade	Pay Class	Position Title	Corp			Iowa			Florida			Georgia			Ohio			Total		
			Payroll	Fringe	Total	Payroll	Fringe	Total	Payroll	Fringe	Total	Payroll	Fringe	Total	Payroll	Fringe	Total	Payroll	Fringe	Total
195	SE	VP - Operations	\$ 228,738	\$ 24,908	\$ 253,646	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 228,738	\$ 24,908	\$ 253,646
195	SE	VP - Chief Financial Officer	\$ 228,738	\$ 24,908	\$ 253,646	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 228,738	\$ 24,908	\$ 253,646
190	SE	VP - Sales	\$ 196,403	\$ 24,908	\$ 221,311	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 196,403	\$ 24,908	\$ 221,311
190	SE	VP - Risk Analysis	\$ 196,403	\$ 24,908	\$ 221,311	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 196,403	\$ 24,908	\$ 221,311
185	SE	GM - Biodiesel Plant	\$ -	\$ -	\$ -	\$ 224,525	\$ 24,908	\$ 249,433	\$ 224,525	\$ 24,908	\$ 249,433	\$ 224,525	\$ 24,908	\$ 249,433	\$ 224,525	\$ 24,908	\$ 249,433	\$ 898,100	\$ 99,634	\$ 997,734
180	SE	GM - Bioproducts Plant	\$ -	\$ -	\$ -	\$ 142,046	\$ 24,908	\$ 166,954	\$ 142,046	\$ 24,908	\$ 166,954	\$ 142,046	\$ 24,908	\$ 166,954	\$ 142,046	\$ 24,908	\$ 166,954	\$ 568,182	\$ 99,634	\$ 667,816
175	SE	Dir - Business Development	\$ 114,002	\$ 24,908	\$ 138,911	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 114,002	\$ 24,908	\$ 138,911
175	SE	Dir - Cust Satisfaction & Excellence	\$ 114,002	\$ 24,908	\$ 138,911	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 114,002	\$ 24,908	\$ 138,911
175	SE	Dir - R&D Biodiesel	\$ 114,002	\$ 24,908	\$ 138,911	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 114,002	\$ 24,908	\$ 138,911
175	SE	Dir - Human Resources	\$ 114,002	\$ 24,908	\$ 138,911	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 114,002	\$ 24,908	\$ 138,911
175	SE	Dir - Bioproducts R&D	\$ 114,002	\$ 24,908	\$ 138,911	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 114,002	\$ 24,908	\$ 138,911
175	SE	Dir - Maint & EHS	\$ 114,002	\$ 24,908	\$ 138,911	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 114,002	\$ 24,908	\$ 138,911
175	SE	Dir - Biodiesel Sales	\$ -	\$ -	\$ -	\$ 114,002	\$ 24,908	\$ 138,911	\$ 114,002	\$ 24,908	\$ 138,911	\$ 114,002	\$ 24,908	\$ 138,911	\$ 114,002	\$ 24,908	\$ 138,911	\$ 456,009	\$ 99,634	\$ 555,643
170	SE	Mgr - Bioproduct Sales	\$ -	\$ -	\$ -	\$ 103,241	\$ 24,908	\$ 128,150	\$ 103,241	\$ 24,908	\$ 128,150	\$ 103,241	\$ 24,908	\$ 128,150	\$ 103,241	\$ 24,908	\$ 128,150	\$ 412,965	\$ 99,634	\$ 512,599
170	SE	Mgr - Excellence	\$ -	\$ -	\$ -	\$ 103,241	\$ 24,908	\$ 128,150	\$ 103,241	\$ 24,908	\$ 128,150	\$ 103,241	\$ 24,908	\$ 128,150	\$ 103,241	\$ 24,908	\$ 128,150	\$ 412,965	\$ 99,634	\$ 512,599
170	SE	Mgr - Business Development	\$ -	\$ -	\$ -	\$ 103,241	\$ 24,908	\$ 128,150	\$ 103,241	\$ 24,908	\$ 128,150	\$ 103,241	\$ 24,908	\$ 128,150	\$ 103,241	\$ 24,908	\$ 128,150	\$ 412,965	\$ 99,634	\$ 512,599
170	SE	Mgr - Procurement	\$ -	\$ -	\$ -	\$ 103,241	\$ 24,908	\$ 128,150	\$ 103,241	\$ 24,908	\$ 128,150	\$ 103,241	\$ 24,908	\$ 128,150	\$ 103,241	\$ 24,908	\$ 128,150	\$ 412,965	\$ 99,634	\$ 512,599
170	SE	Mgr - Human Resources	\$ -	\$ -	\$ -	\$ 103,241	\$ 24,908	\$ 128,150	\$ 103,241	\$ 24,908	\$ 128,150	\$ 103,241	\$ 24,908	\$ 128,150	\$ 103,241	\$ 24,908	\$ 128,150	\$ 412,965	\$ 99,634	\$ 512,599
170	SE	Mgr - Accounting	\$ -	\$ -	\$ -	\$ 103,241	\$ 24,908	\$ 128,150	\$ 103,241	\$ 24,908	\$ 128,150	\$ 103,241	\$ 24,908	\$ 128,150	\$ 103,241	\$ 24,908	\$ 128,150	\$ 412,965	\$ 99,634	\$ 512,599
170	SE	Mgr - Sales	\$ -	\$ -	\$ -	\$ 103,241	\$ 24,908	\$ 128,150	\$ 103,241	\$ 24,908	\$ 128,150	\$ 103,241	\$ 24,908	\$ 128,150	\$ 103,241	\$ 24,908	\$ 128,150	\$ 412,965	\$ 99,634	\$ 512,599
		Sub Total	\$ 1,534,294	\$ 249,084	\$ 1,783,378	\$ 1,203,262	\$ 249,084	\$ 1,452,346	\$ 1,203,262	\$ 249,084	\$ 1,452,346	\$ 1,203,262	\$ 249,084	\$ 1,452,346	\$ 1,203,262	\$ 249,084	\$ 1,452,346	\$ 6,347,340	\$ 1,245,420	\$ 7,592,760
145	NE	Supv - Maint & EHS	\$ -	\$ -	\$ -	\$ 67,439	\$ 24,908	\$ 92,348	\$ 67,439	\$ 24,908	\$ 92,348	\$ 67,439	\$ 24,908	\$ 92,348	\$ 67,439	\$ 24,908	\$ 92,348	\$ 269,757	\$ 99,634	\$ 369,390
145	NE	Supv - Plant Operations	\$ -	\$ -	\$ -	\$ 606,879	\$ 224,176	\$ 831,055	\$ 606,879	\$ 224,176	\$ 831,055	\$ 606,879	\$ 224,176	\$ 831,055	\$ 606,879	\$ 224,176	\$ 831,055	\$ 2,427,516	\$ 896,702	\$ 3,324,218
135	NE	Supv - QA & Customer Excellence	\$ -	\$ -	\$ -	\$ 51,834	\$ 24,908	\$ 76,742	\$ 51,834	\$ 24,908	\$ 76,742	\$ 51,834	\$ 24,908	\$ 76,742	\$ 51,834	\$ 24,908	\$ 76,742	\$ 207,334	\$ 99,634	\$ 306,968
135	NE	Supv - Fueling	\$ -	\$ -	\$ -	\$ 103,667	\$ 49,817	\$ 153,484	\$ 103,667	\$ 49,817	\$ 153,484	\$ 103,667	\$ 49,817	\$ 153,484	\$ 103,667	\$ 49,817	\$ 153,484	\$ 414,668	\$ 199,267	\$ 613,935
135	NE	Supv - Traffic	\$ -	\$ -	\$ -	\$ 51,834	\$ 24,908	\$ 76,742	\$ 51,834	\$ 24,908	\$ 76,742	\$ 51,834	\$ 24,908	\$ 76,742	\$ 51,834	\$ 24,908	\$ 76,742	\$ 207,334	\$ 99,634	\$ 306,968
130	NE	Staff - Exec Admin Asst	\$ 55,823	\$ 24,908	\$ 80,731	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 55,823	\$ 24,908	\$ 80,731
125	NE	Staff - Office Mgr	\$ -	\$ -	\$ -	\$ 43,204	\$ 24,908	\$ 68,113	\$ 43,204	\$ 24,908	\$ 68,113	\$ 43,204	\$ 24,908	\$ 68,113	\$ 43,204	\$ 24,908	\$ 68,113	\$ 172,817	\$ 99,634	\$ 272,450
125	NE	Sales - Fuel	\$ -	\$ -	\$ -	\$ 172,778	\$ 99,634	\$ 272,412	\$ 172,778	\$ 99,634	\$ 272,412	\$ 172,778	\$ 99,634	\$ 272,412	\$ 172,778	\$ 99,634	\$ 272,412	\$ 691,113	\$ 398,534	\$ 1,089,648
125	NE	Sales - Bioproducts	\$ -	\$ -	\$ -	\$ 129,584	\$ 74,725	\$ 204,309	\$ 129,584	\$ 74,725	\$ 204,309	\$ 129,584	\$ 74,725	\$ 204,309	\$ 129,584	\$ 74,725	\$ 204,309	\$ 518,335	\$ 298,901	\$ 817,236
		Sub Total	\$ 55,823	\$ 24,908	\$ 80,731	\$ 1,227,218	\$ 547,985	\$ 1,775,203	\$ 1,227,218	\$ 547,985	\$ 1,775,203	\$ 1,227,218	\$ 547,985	\$ 1,775,203	\$ 1,227,218	\$ 547,985	\$ 1,775,203	\$ 4,964,697	\$ 2,216,848	\$ 7,181,544
120	HR	Tech - Fuel Station	\$ -	\$ -	\$ -	\$ 363,834	\$ 149,450	\$ 513,284	\$ 363,834	\$ 149,450	\$ 513,284	\$ 363,834	\$ 149,450	\$ 513,284	\$ 363,834	\$ 149,450	\$ 513,284	\$ 1,455,336	\$ 597,802	\$ 2,053,137
120	HR	Tech - Elect	\$ -	\$ -	\$ -	\$ 181,917	\$ 74,725	\$ 256,642	\$ 181,917	\$ 74,725	\$ 256,642	\$ 181,917	\$ 74,725	\$ 256,642	\$ 181,917	\$ 74,725	\$ 256,642	\$ 569,802	\$ 232,901	\$ 802,703
120	HR	Tech - Boiler	\$ -	\$ -	\$ -	\$ 242,556	\$ 99,634	\$ 342,190	\$ 242,556	\$ 99,634	\$ 342,190	\$ 242,556	\$ 99,634	\$ 342,190	\$ 242,556	\$ 99,634	\$ 342,190	\$ 870,224	\$ 398,534	\$ 1,268,758
120	HR	Tech - Maint (Shift 1A/B)	\$ -	\$ -	\$ -	\$ 242,556	\$ 99,634	\$ 342,190	\$ 242,556	\$ 99,634	\$ 342,190	\$ 242,556	\$ 99,634	\$ 342,190	\$ 242,556	\$ 99,634	\$ 342,190	\$ 870,224	\$ 398,534	\$ 1,268,758
120	HR	Tech - Maint (Shift 2A/B)	\$ -	\$ -	\$ -	\$ 242,556	\$ 99,634	\$ 342,190	\$ 242,556	\$ 99,634	\$ 342,190	\$ 242,556	\$ 99,634	\$ 342,190	\$ 242,556	\$ 99,634	\$ 342,190	\$ 870,224	\$ 398,534	\$ 1,268,758
120	HR	Tech - Truck or Semi Driver	\$ -	\$ -	\$ -	\$ 908,939	\$ 273,992	\$ 1,182,932	\$ 908,939	\$ 273,992	\$ 1,182,932	\$ 908,939	\$ 273,992	\$ 1,182,932	\$ 908,939	\$ 273,992	\$ 1,182,932	\$ 3,544,816	\$ 1,414,939	\$ 4,959,755
115	HR	Oper - Plant (Shift 1A)	\$ -	\$ -	\$ -	\$ 909,278	\$ 398,534	\$ 1,307,813	\$ 909,278	\$ 398,534	\$ 1,307,813	\$ 909,278	\$ 398,534	\$ 1,307,813	\$ 909,278	\$ 398,534	\$ 1,307,813	\$ 3,637,113	\$ 1,594,138	\$ 5,231,250
115	HR	Oper - Plant (Shift 1B)	\$ -	\$ -	\$ -	\$ 909,278	\$ 398,534	\$ 1,307,813	\$ 909,278	\$ 398,534	\$ 1,307,813	\$ 909,278	\$ 398,534	\$ 1,307,813	\$ 909,278	\$ 398,534	\$ 1,307,813	\$ 3,637,113	\$ 1,594,138	\$ 5,231,250
115	HR	Oper - Plant (Shift 2A)	\$ -	\$ -	\$ -	\$ 909,278	\$ 398,534	\$ 1,307,813	\$ 909,278	\$ 398,534	\$ 1,307,813	\$ 909,278	\$ 398,534	\$ 1,307,813	\$ 909,278	\$ 398,534	\$ 1,307,813	\$ 3,637,113	\$ 1,594,138	\$ 5,231,250
115	HR	Oper - Plant (Shift 2B)	\$ -	\$ -	\$ -	\$ 909,278	\$ 398,534	\$ 1,307,813	\$ 909,278	\$ 398,534	\$ 1,307,813	\$ 909,278	\$ 398,534	\$ 1,307,813	\$ 909,278	\$ 398,534	\$ 1,307,813	\$ 3,637,113	\$ 1,594,138	\$ 5,231,250
115	HR	Oper - Load/Unload	\$ -	\$ -	\$ -	\$ 468,398	\$ 224,176	\$ 692,573	\$ 468,398	\$ 224,176	\$ 692,573	\$ 468,398	\$ 224,176	\$ 692,573	\$ 468,398	\$ 224,176	\$ 692,573	\$ 1,873,592	\$ 896,702	\$ 2,770,294
115	HR	Oper - Abs Coverage	\$ -	\$ -	\$ -	\$ 208,177	\$ 99,634	\$ 307,810	\$ 208,177	\$ 99,634	\$ 307,810	\$ 208,177	\$ 99,634	\$ 307,810	\$ 208,177	\$ 99,634	\$ 307,810	\$ 613,534	\$ 313,242	\$ 926,776
115	HR	Oper - Railcar Mover	\$ -	\$ -	\$ -	\$ 312,265	\$ 74,725	\$ 386,990	\$ 312,265	\$ 74,725	\$ 386,990	\$ 312,265	\$ 74,725	\$ 386,990	\$ 312,265	\$ 74,725	\$ 386,990	\$ 1,039,255	\$ 518,335	\$ 1,557,590
107	HR	Clerk - Accounting	\$ 146,668	\$ 99,634	\$ 246,302	\$ 73,334	\$ 49,817	\$ 123,151	\$ 73,334	\$ 49,817	\$ 123,151	\$ 73,334	\$ 49,817	\$ 123,151	\$ 73,334	\$ 49,817	\$ 123,151	\$ 440,004	\$ 298,901	\$ 738,905
107	HR	Clerk - Hum Res	\$ 73,334	\$ 49,817	\$ 123,151	\$ 36,667	\$ 24,908	\$ 61,575	\$ 36,667	\$ 24,908	\$ 61,575	\$ 36,667	\$ 24,908	\$ 61,575	\$ 36,667	\$ 24,908	\$ 61,575	\$ 220,002	\$ 149,450	\$ 369,452
105	HR	Clerk - R&D	\$ 65,236	\$ 49,817	\$ 115,053	\$ 32,618	\$ 24,908	\$ 57,526	\$ 32,618	\$ 24,908	\$ 57,526	\$ 32,618	\$ 24,908	\$ 57,526	\$ 32,618	\$ 24,908	\$ 57,526	\$ 195,708	\$ 149,450	\$ 345,158
105	HR	Clerk - Lab	\$ -	\$ -	\$ -	\$ 130,472	\$ 99,634	\$ 230,106	\$ 130,472	\$ 99,634	\$ 2									