

New Jersey Institute of Technology
 Non-Aligned Performance Pay Program
 Effective July 1, 2005

| Band | Base | | Cap | | | | |
|------|-----------|----------|-----------|-----------|-----------|-----------|-----------|
| EX 1 | \$133,120 | | \$242,341 | | | | |
| EX 2 | \$120,686 | | \$218,287 | | | | |
| EX 3 | \$108,252 | | \$194,527 | | | | |
| EX 4 | \$98,158 | | \$175,235 | | | | |
| Band | Level 1 | | Level 2 | | | Level 3 | |
| 5 | \$88,065 | \$96,050 | \$96,051 | \$116,067 | \$136,082 | \$136,084 | \$156,183 |
| 6 | \$79,726 | \$86,926 | \$86,927 | \$104,702 | \$122,476 | \$122,477 | \$140,456 |
| 7 | \$71,388 | \$77,807 | \$77,808 | \$93,434 | \$109,059 | \$109,060 | \$124,928 |
| 8 | \$64,805 | \$70,640 | \$70,641 | \$84,527 | \$98,413 | \$98,415 | \$112,647 |
| 9 | \$58,222 | \$63,438 | \$63,439 | \$75,662 | \$87,887 | \$87,888 | \$100,521 |
| 10 | \$52,809 | \$57,516 | \$57,517 | \$68,389 | \$79,260 | \$79,261 | \$90,556 |
| 11 | \$47,396 | \$51,621 | \$51,622 | \$61,162 | \$70,702 | \$70,703 | \$80,717 |
| 12 | \$42,861 | \$46,659 | \$46,661 | \$55,103 | \$63,544 | \$63,545 | \$72,490 |
| 13 | \$38,327 | \$41,703 | \$41,704 | \$49,095 | \$56,487 | \$56,488 | \$64,372 |
| 14 | \$34,816 | \$37,879 | \$37,881 | \$44,435 | \$50,989 | \$50,990 | \$58,065 |
| 15 | \$31,305 | \$34,041 | \$34,042 | \$39,808 | \$45,572 | \$45,573 | \$51,842 |
| 16 | \$27,647 | \$30,048 | \$30,049 | \$35,019 | \$39,991 | \$39,992 | \$45,461 |