

Effective: January 1, 2009
Newco Corporation
Focus: Site - Headquarters

PAY DISCREPANCY DETAIL

CONFIDENTIAL

Job Title with Pay Discrepancy	Total Employees	Male Mean	Female Mean	HSP Mean	WHT Mean	BLK Mean	NHI Mean	ASN Mean	AMI Mean	TWO+ Mean	Minority Mean
Business Counsel Export	6	\$88,852	\$72,406	\$75,367	\$79,563					\$73,709	\$74,538
Amount and Percent* Below Male or White Mean:			\$16,446 22.7%	\$4,196 5.6%						\$5,854 7.9%	\$5,025 6.7%

Job Title	Employees	Race	Sex	Pay	Years of Service	Work Department	Work Location
Grace, George G.		WHT	M	\$105,070	4.5	Department 12	Zahl Loc.
Adirondack, Gloria W.		WHT	F	\$82,265	6.2	Department 11	Stahl Loc.
Carbonado, Yolanda N.		HSP	F	\$75,367	3.9	Department 23	Stahl Loc.
Lago, Aaniah G.		TWO	F	\$73,709	6.1	Department 5	Main Offices
Gurabo, George C.		WHT	M	\$72,634	4.2	Department 20	Zahl Loc.
Nabb, Rachel X.		WHT	F	\$58,282	4.6	Department 12	Zahl Loc.

Job Title with Pay Discrepancy	Total Employees	Male Mean	Female Mean	HSP Mean	WHT Mean	BLK Mean	NHI Mean	ASN Mean	AMI Mean	TWO+ Mean	Minority Mean
Business Counsel Leader	5	\$74,033	\$72,197		\$80,579	\$72,235		\$71,955		\$59,309	\$67,833
Amount and Percent* Below Male or White Mean:			\$1,836 2.5%			\$8,344 11.6%		\$8,624 12.0%		\$21,270 35.9%	\$12,746 18.8%

Job Title	Employees	Race	Sex	Pay	Years of Service	Work Department	Work Location
Matoaca, Linda Q.		WHT	F	\$85,046	2.6	Department 2	Sheldahl Loc.
Eldorado, Raymond I.		WHT	M	\$76,111	6.2	Department 27	Stahl Loc.
Cammack, Victoria Q.		BLK	F	\$72,235	2.3	Department 15	Stahl Loc.
Santiago, Blaine A.		ASN	M	\$71,955	5.9	Department 9	Main Offices
Crabb, Aaniah X.		TWO	F	\$59,309	2.6	Department 10	Sheldahl Loc.

* "Make Whole Percentage": percentage pay increase required for protected mean pay to equal unprotected mean pay.