

**Exhibit 'A'**  
**EMPLOYEE COMPENSATION AND PERFORMANCE**  
**MANAGEMENT**

**SVEA ADMINISTRATIVE SALARY RANGES & BENEFITS**

Salary Ranges:

- SVEA General Manager - \$ 76,000 - \$110,413
- SVEA Office/Accounting Manager - \$ 39,806- \$ 59,615
- SVEA ADC/Restriction Comp. Manager - \$ 31,602 - \$ 48,140
- SVEA Operations Manager - \$ 45,560 - \$ 69,406

Benefits for Full-time Administrative Employees Include:

- Paid medical, dental and prescription insurance coverage (after six months of continuous employment).
- Six percent (6%) of employee's salary paid to the SVEA 401(k) Plan & Trust (after one year of continuous employment).
- Vacation as follows: Two weeks after one year; three weeks after 4 years.
- Sick days: Five days per year after one year.
- Holidays: Eleven paid holidays per year (All Federal holidays plus the day after Thanksgiving).