

Temporary Personnel Services
1 Central Colorado Rates

EXHIBIT A 1

Company Name: 22nd Century Staffing, Inc.				
Position	<u>Region 1</u> <u>Hourly Rate</u> <u>Minimum</u>	<u>MU%</u> <u>over</u> <u>Payrate</u>	<u>Region 1</u> <u>Hourly Rate</u> <u>Maximum</u>	<u>MU%</u> <u>over</u> <u>Payrate</u>
1. Administrative Assistant I	\$ 10.31	32.00%	\$ 17.02	32.00%
2. Administrative Assistant II	\$ 11.34	32.00%	\$ 19.28	32.00%
3. Administrative Assistant III	\$ 12.38	32.00%	\$ 27.84	32.00%
4. Data Entry	\$ 11.34	32.00%	\$ 18.56	32.00%
5. Accounting Tech	\$ 12.44	32.00%	\$ 21.40	32.00%
6. Accountant	\$ 15.47	32.00%	\$ 25.52	32.00%
7. Tax Examiner	\$ 14.44	32.00%	\$ 22.43	32.00%
8. General Professional	\$ 15.47	32.00%	\$ 22.43	32.00%
9. Legal Assistant	\$ 10.31	32.00%	\$ 21.53	32.00%
10. Paralegal	\$ 18.45	32.00%	\$ 28.88	32.00%
11. Security Services Officer	\$ 14.44	32.00%	\$ 18.05	32.00%
12. Senior Security Services Officer	\$ 16.50	32.00%	\$ 22.17	32.00%
13. Security Investigator	\$ 18.56	32.00%	\$ 25.27	32.00%
14. Bookstore Clerk	\$ 10.30	32.00%	\$ 15.21	32.00%
15. Cashier	\$ 10.30	32.00%	\$ 15.21	32.00%
16. Parking & Events Attendant	\$ 10.34	32.00%	\$ 15.47	32.00%
17. Mailroom Assistant	\$ 10.34	32.00%	\$ 16.50	32.00%
Document Imaging -				
18. Materials Prepper	\$ 16.50	32.00%	\$ 21.66	32.00%
Document Imaging - Materials				
19. Scanner / Imaging worker	\$ 19.59	32.00%	\$ 25.78	32.00%
20. Utility Worker Under 50 lbs.	\$ 11.16	32.00%	\$ 14.44	32.00%
21. Utility Worker 50 lbs. Or Over	\$ 13.43	32.00%	\$ 16.50	32.00%
22. Grounds Keeper	\$ 9.28	32.00%	\$ 12.30	32.00%
23. Custodian	\$ 8.25	32.00%	\$ 11.34	32.00%
24. Food Services	\$ 8.25	32.00%	\$ 11.34	32.00%
25. Cook	\$ 8.25	32.00%	\$ 11.34	32.00%
26. Cook / Manager	\$ 12.38	32.00%	\$ 17.53	32.00%

Temporary Personnel Services 2 Southeast Colorado Rates

Company Name: 22nd Century Staffing, Inc.					
Position		Region 2 Hourly Rate Minimum	MU% over Payrate	Region 2 Hourly Rate Maximum	MU% over Payrate
1. Administrative Assistant I		\$ 10.31	32.00%	\$ 17.02	32.00%
2. Administrative Assistant II		\$ 11.34	32.00%	\$ 19.28	32.00%
3. Administrative Assistant III		\$ 12.38	32.00%	\$ 27.84	32.00%
4. Data Entry		\$ 11.34	32.00%	\$ 18.56	32.00%
5. Accounting Tech		\$ 12.44	32.00%	\$ 21.40	32.00%
6. Accountant		\$ 15.47	32.00%	\$ 25.52	32.00%
7. Tax Examiner		\$ 14.44	32.00%	\$ 22.43	32.00%
8. General Professional		\$ 15.47	32.00%	\$ 22.43	32.00%
9. Legal Assistant		\$ 10.31	32.00%	\$ 21.53	32.00%
10. Paralegal		\$ 18.45	32.00%	\$ 28.88	32.00%
11. Security Services Officer		\$ 14.44	32.00%	\$ 18.05	32.00%
12. Senior Security Services Officer		\$ 16.50	32.00%	\$ 22.17	32.00%
13. Security Investigator		\$ 18.56	32.00%	\$ 25.27	32.00%
14. Bookstore Clerk		\$ 10.30	32.00%	\$ 15.21	32.00%
15. Cashier		\$ 10.30	32.00%	\$ 15.21	32.00%
16. Parking & Events Attendant		\$ 10.34	32.00%	\$ 15.47	32.00%
17. Mailroom Assistant		\$ 10.34	32.00%	\$ 16.50	32.00%
Document Imaging -					
18. Materials Prepper		\$ 16.50	32.00%	\$ 21.66	32.00%
Document Imaging - Materials					
19. Scanner / Imaging worker		\$ 19.59	32.00%	\$ 25.78	32.00%
20. Utility Worker Under 50 lbs.		\$ 11.16	32.00%	\$ 14.44	32.00%
21. Utility Worker 50 lbs. Or Over		\$ 13.43	32.00%	\$ 16.50	32.00%
22. Grounds Keeper		\$ 9.28	32.00%	\$ 12.30	32.00%
23. Custodian		\$ 8.25	32.00%	\$ 11.34	32.00%
24. Food Services		\$ 8.25	32.00%	\$ 11.34	32.00%
25. Cook		\$ 8.25	32.00%	\$ 11.34	32.00%
26. Cook / Manager		\$ 12.38	32.00%	\$ 17.53	32.00%

Temporary Personnel Services

3 Northwest Colorado Rates

<u>Company Name: 22nd Century Staffing, Inc.</u>				
<u>Position</u>	<u>Region 3 Hourly Rate Minimum</u>	<u>MU% over Payrate</u>	<u>Region 3 Hourly Rate Maximum</u>	<u>MU% over Payrate</u>
1. Administrative Assistant I	\$ 10.31	32.00%	\$ 17.02	32.00%
2. Administrative Assistant II	\$ 11.34	32.00%	\$ 19.28	32.00%
3. Administrative Assistant III	\$ 12.38	32.00%	\$ 27.84	32.00%
4. Data Entry	\$ 11.34	32.00%	\$ 18.56	32.00%
5. Accounting Tech	\$ 12.44	32.00%	\$ 21.40	32.00%
6. Accountant	\$ 15.47	32.00%	\$ 25.52	32.00%
7. Tax Examiner	\$ 14.44	32.00%	\$ 22.43	32.00%
8. General Professional	\$ 15.47	32.00%	\$ 22.43	32.00%
9. Legal Assistant	\$ 10.31	32.00%	\$ 21.53	32.00%
10. Paralegal	\$ 18.45	32.00%	\$ 28.88	32.00%
11. Security Services Officer	\$ 14.44	32.00%	\$ 18.05	32.00%
12. Senior Security Services Officer	\$ 16.50	32.00%	\$ 22.17	32.00%
13. Security Investigator	\$ 18.56	32.00%	\$ 25.27	32.00%
14. Bookstore Clerk	\$ 10.30	32.00%	\$ 15.21	32.00%
15. Cashier	\$ 10.30	32.00%	\$ 15.21	32.00%
16. Parking & Events Attendant	\$ 10.34	32.00%	\$ 15.47	32.00%
17. Mailroom Assistant	\$ 10.34	32.00%	\$ 16.50	32.00%
18. Document Imaging - Materials Prepper	\$ 16.50	32.00%	\$ 21.66	32.00%
19. Document Imaging - Materials Scanner / Imaging worker	\$ 19.59	32.00%	\$ 25.78	32.00%
20. Utility Worker Under 50 lbs.	\$ 11.16	32.00%	\$ 14.44	32.00%
21. Utility Worker 50 lbs. Or Over	\$ 13.43	32.00%	\$ 16.50	32.00%
22. Grounds Keeper	\$ 9.28	32.00%	\$ 12.30	32.00%
23. Custodian	\$ 8.25	32.00%	\$ 11.34	32.00%
24. Food Services	\$ 8.25	32.00%	\$ 11.34	32.00%
25. Cook	\$ 8.25	32.00%	\$ 11.34	32.00%
26. Cook / Manager	\$ 12.38	32.00%	\$ 17.53	32.00%

Temporary Personnel Services
4 Northeast Colorado Rates

Company Name: 22nd Century Staffing, Inc.					
Position		<u>Region 4</u> <u>Hourly Rate</u> <u>Minimum</u>	<u>MU%</u> <u>over</u> <u>Payrate</u>	<u>Region 4</u> <u>Hourly Rate</u> <u>Maximum</u>	<u>MU%</u> <u>over</u> <u>Payrate</u>
1. Administrative Assistant I		\$ 10.31	32.00%	\$ 17.02	32.00%
2. Administrative Assistant II		\$ 11.34	32.00%	\$ 19.28	32.00%
3. Administrative Assistant III		\$ 12.38	32.00%	\$ 27.84	32.00%
4. Data Entry		\$ 11.34	32.00%	\$ 18.56	32.00%
5. Accounting Tech		\$ 12.44	32.00%	\$ 21.40	32.00%
6. Accountant		\$ 15.47	32.00%	\$ 25.52	32.00%
7. Tax Examiner		\$ 14.44	32.00%	\$ 22.43	32.00%
8. General Professional		\$ 15.47	32.00%	\$ 22.43	32.00%
9. Legal Assistant		\$ 10.31	32.00%	\$ 21.53	32.00%
10. Paralegal		\$ 18.45	32.00%	\$ 28.88	32.00%
11. Security Services Officer		\$ 14.44	32.00%	\$ 18.05	32.00%
12. Senior Security Services Officer		\$ 16.50	32.00%	\$ 22.17	32.00%
13. Security Investigator		\$ 18.56	32.00%	\$ 25.27	32.00%
14. Bookstore Clerk		\$ 10.30	32.00%	\$ 15.21	32.00%
15. Cashier		\$ 10.30	32.00%	\$ 15.21	32.00%
16. Parking & Events Attendant		\$ 10.34	32.00%	\$ 15.47	32.00%
17. Mailroom Assistant		\$ 10.34	32.00%	\$ 16.50	32.00%
Document Imaging -					
18. Materials Prepper		\$ 16.50	32.00%	\$ 21.66	32.00%
Document Imaging - Materials					
19. Scanner / Imaging worker		\$ 19.59	32.00%	\$ 25.78	32.00%
20. Utility Worker Under 50 lbs.		\$ 11.16	32.00%	\$ 14.44	32.00%
21. Utility Worker 50 lbs. Or Over		\$ 13.43	32.00%	\$ 16.50	32.00%
22. Grounds Keeper		\$ 9.28	32.00%	\$ 12.30	32.00%
23. Custodian		\$ 8.25	32.00%	\$ 11.34	32.00%
24. Food Services		\$ 8.25	32.00%	\$ 11.34	32.00%
25. Cook		\$ 8.25	32.00%	\$ 11.34	32.00%
26. Cook / Manager		\$ 12.38	32.00%	\$ 17.53	32.00%

Temporary Personnel Services
5 Southwest Colorado Rates

Company Name: 22nd Century Staffing, Inc.					
Position	Region 5 Hourly Rate Minimum	MU% over Payrate	Region 5 Hourly Rate Maximum	MU% over Payrate	
1. Administrative Assistant I	\$ 10.31	32.00%	\$ 17.02	32.00%	
2. Administrative Assistant II	\$ 11.34	32.00%	\$ 19.28	32.00%	
3. Administrative Assistant III	\$ 12.38	32.00%	\$ 27.84	32.00%	
4. Data Entry	\$ 11.34	32.00%	\$ 18.56	32.00%	
5. Accounting Tech	\$ 12.44	32.00%	\$ 21.40	32.00%	
6. Accountant	\$ 15.47	32.00%	\$ 25.52	32.00%	
7. Tax Examiner	\$ 14.44	32.00%	\$ 22.43	32.00%	
8. General Professional	\$ 15.47	32.00%	\$ 22.43	32.00%	
9. Legal Assistant	\$ 10.31	32.00%	\$ 21.53	32.00%	
10. Paralegal	\$ 18.45	32.00%	\$ 28.88	32.00%	
11. Security Services Officer	\$ 14.44	32.00%	\$ 18.05	32.00%	
12. Senior Security Services Officer	\$ 16.50	32.00%	\$ 22.17	32.00%	
13. Security Investigator	\$ 18.56	32.00%	\$ 25.27	32.00%	
14. Bookstore Clerk	\$ 10.30	32.00%	\$ 15.21	32.00%	
15. Cashier	\$ 10.30	32.00%	\$ 15.21	32.00%	
16. Parking & Events Attendant	\$ 10.34	32.00%	\$ 15.47	32.00%	
17. Mailroom Assistant	\$ 10.34	32.00%	\$ 16.50	32.00%	
Document Imaging -					
18. Materials Prepper	\$ 16.50	32.00%	\$ 21.66	32.00%	
Document Imaging - Materials					
19. Scanner / Imaging worker	\$ 19.59	32.00%	\$ 25.78	32.00%	
20. Utility Worker Under 50 lbs.	\$ 11.16	32.00%	\$ 14.44	32.00%	
21. Utility Worker 50 lbs. Or Over	\$ 13.43	32.00%	\$ 16.50	32.00%	
22. Grounds Keeper	\$ 9.28	32.00%	\$ 12.30	32.00%	
23. Custodian	\$ 8.25	32.00%	\$ 11.34	32.00%	
24. Food Services	\$ 8.25	32.00%	\$ 11.34	32.00%	
25. Cook	\$ 8.25	32.00%	\$ 11.34	32.00%	
26. Cook / Manager	\$ 12.38	32.00%	\$ 17.53	32.00%	

Temporary Personnel Services
6 Denver Metro Rates

Company Name: 22nd Century Staffing, Inc.					
Position	<u>Region 6</u> <u>Hourly Rate</u> <u>Minimum</u>	<u>MU%</u> <u>over</u> <u>Payrate</u>	<u>Region 6</u> <u>Hourly Rate</u> <u>Maximum</u>	<u>MU%</u> <u>over</u> <u>Payrate</u>	
1. Administrative Assistant I	\$ 10.31	32.00%	\$ 17.02	32.00%	
2. Administrative Assistant II	\$ 11.34	32.00%	\$ 19.28	32.00%	
3. Administrative Assistant III	\$ 12.38	32.00%	\$ 27.84	32.00%	
4. Data Entry	\$ 11.34	32.00%	\$ 18.56	32.00%	
5. Accounting Tech	\$ 12.44	32.00%	\$ 21.40	32.00%	
6. Accountant	\$ 15.47	32.00%	\$ 25.52	32.00%	
7. Tax Examiner	\$ 14.44	32.00%	\$ 22.43	32.00%	
8. General Professional	\$ 15.47	32.00%	\$ 22.43	32.00%	
9. Legal Assistant	\$ 10.31	32.00%	\$ 21.53	32.00%	
10. Paralegal	\$ 18.45	32.00%	\$ 28.88	32.00%	
11. Security Services Officer	\$ 14.44	32.00%	\$ 18.05	32.00%	
12. Senior Security Services Officer	\$ 16.50	32.00%	\$ 22.17	32.00%	
13. Security Investigator	\$ 18.56	32.00%	\$ 25.27	32.00%	
14. Bookstore Clerk	\$ 10.30	32.00%	\$ 15.21	32.00%	
15. Cashier	\$ 10.30	32.00%	\$ 15.21	32.00%	
16. Parking & Events Attendant	\$ 10.34	32.00%	\$ 15.47	32.00%	
17. Mailroom Assistant	\$ 10.34	32.00%	\$ 16.50	32.00%	
Document Imaging -					
18. Materials Prepper	\$ 16.50	32.00%	\$ 21.66	32.00%	
Document Imaging - Materials					
19. Scanner / Imaging worker	\$ 19.59	32.00%	\$ 25.78	32.00%	
20. Utility Worker Under 50 lbs.	\$ 11.16	32.00%	\$ 14.44	32.00%	
21. Utility Worker 50 lbs. Or Over	\$ 13.43	32.00%	\$ 16.50	32.00%	
22. Grounds Keeper	\$ 9.28	32.00%	\$ 12.30	32.00%	
23. Custodian	\$ 8.25	32.00%	\$ 11.34	32.00%	
24. Food Services	\$ 8.25	32.00%	\$ 11.34	32.00%	
25. Cook	\$ 8.25	32.00%	\$ 11.34	32.00%	
26. Cook / Manager	\$ 12.38	32.00%	\$ 17.53	32.00%	