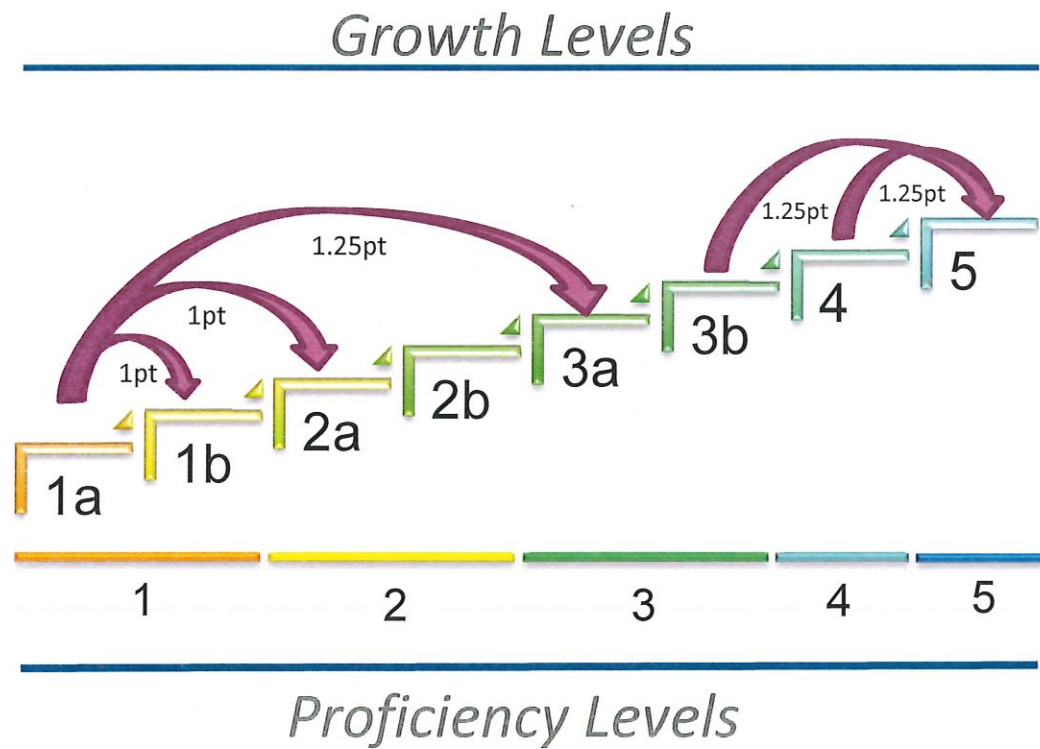


Calculation of Growth



Earning Growth Points:

- Moving 1 *Growth** level = 1 pt
- Moving 2 *Proficiency** levels = 1.25 pts
- Moving from any lower level to level 5 = 1.25 pts
- Staying at level 5 = 1.25 pts