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Timothy W. Fitzgerald  
SPOKANE COUNTY CLERK

SUPERIOR COURT, STATE OF WASHINGTON  
COUNTY OF SPOKANE

Christina Martin, Jason Longoria, Charles  
Arnold, John Sager, Darrel Nash, Erik  
Thomas, Darin Foster, and Luis Gonzalez  
on behalf of themselves and all others  
similarly situated,

Plaintiffs,

vs.

The State of Washington, the Washington  
State Patrol, Jeffrey DeVere, Jay  
Cabezuela, Timothy Winchell, and John  
Batiste,

Defendants.

Case No.: 14-2-00016-7

**SETTLEMENT AGREEMENT**

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## I. INTRODUCTION

This lawsuit, *Martin v. State of Washington, et. al.*, was brought by Christina Martin, Jason Longoria, Charles Arnold, Darrel Nash, Erik Thomas, Darin Foster, and Luis Gonzales ("Plaintiffs") on behalf of themselves and others similarly situated, asserting claims for relief under the Uniformed Services Employment and Reemployment Rights Act ("USERRA"), 38 U.S.C. § 4301 *et seq.*, and 42 U.S.C. § 1983 for violations in connection with Defendants, The State of Washington, the Washington State Patrol ("WSP"), Jeffrey DeVere, Jay Cabezuela, Timothy Winchell, and John Batiste's (collectively, "Defendants"): (a) failure to apply RCW 41.04.010(1)-(3) preference points to qualified veterans in the WSP's hiring and promotional processes; (b) failure to treat military-related leave as continuous employment; and (c) failure to count legislatively-mandated military leave, RCW 38.40.060, in a manner consistent with Washington state law and USERRA.

In the interest of resolving this dispute between the Plaintiffs and Defendants (collectively, "Parties") without the expense, delay, and risk of further litigation of the collective and individual issues raised in the above-captioned action, and in reliance upon the representations, mutual promises, covenants, and obligations set out in this Settlement Agreement, and for good and valuable consideration also set out in this Settlement Agreement, the Parties, through their undersigned counsel of record, hereby stipulate and agree as follows.

## II. DEFINITIONS

A. "Agreement" is this Settlement Agreement.

B. "Agreement in Principle" is the Agreement in Principle that the Parties executed on December 21, 2016.

C. "Applicant Class Member" is a person who applied for a position as a

1 commissioned employee before January 1, 2013, but was never hired or employed by the WSP  
2 as a commissioned employee.

3 **D.** "Case" is the action titled *Martin v. The State of Washington, et al.*, Spokane  
4 County Superior Court, Cause No. 14-2-00016-7.

5 **E.** "Claim" means a submission that a Class Member was subject to Defendants'  
6 failure to apply Veterans' Preference and/or count Statutory Military Leave, and damages  
7 associated with (a) delay in hire as a result of Defendants' failure to apply Veterans' Preference  
8 in the WSP hiring process; (b) delay in promotion as a result of Defendants' failure to apply  
9 Veteran's Preference in the WSP promotional process; (c) improper calculation of Statutory  
10 Military Leave; and/or (d) non-hire as a result of Defendants' failure to apply Veterans'  
11 Preference.

12 **F.** "Class" means the Class defined in Section IV of this Settlement, or a substantially  
13 similar definition approved by the Court that is consistent with the terms of Section IV.

14 **G.** "Class Counsel" means Crotty & Son Law Firm, PLLC, 905 W. Riverside Ave.,  
15 Suite 409, Spokane, WA 99201, the Law Office of Thomas G. Jarrard LLC, 1020 N. Washington  
16 Street, Spokane, WA 99201, Outten & Golden LLP, 601 Massachusetts Ave. NW, 2nd Floor  
17 West, Washington, DC 20001, and Block & Leviton LLP, 155 Federal Street, Suite 400, Boston,  
18 MA 02110.

19 **H.** "Class Member" means any individual who satisfies the definition of the Class  
20 defined in Section IV or satisfies a substantially similar class definition approved by the Court.

21 **I.** "Class Representatives" means the Plaintiffs appointed by the Court pursuant to  
22 Rule 23 of the Washington Rules of Civil Procedure as representatives of the Class.

23 **J.** "Challenge" means a submission by (1) a person not previously identified as a  
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1 Class Member seeking to establish his or her membership in the Class; (2) an Employee Class  
2 Member challenging the data provided by Defendants to Class Counsel used to calculate Class  
3 Members' damages for purposes of allocating the Settlement Fund; or (3) an Employee Class  
4 Member to contest Defendants' calculation of the Class Member's hiring or promotion date.

5 **K.** "Challenge Decision" means the determination by either the Settlement  
6 Administrator or the Special Master on a Class Member's Challenge after reviewing a Class  
7 Member's Challenge and Defendants' Response.

8 **L.** "Challenge Process" means the process by which the Settlement Administrator or  
9 the Special Master will rule on a Class Member's Challenge.

10 **M.** "Court," unless otherwise specified or clear from the context, means the Superior  
11 Court, State of Washington, County of Spokane.

12 **N.** "Defendants" means the State of Washington, the Washington State Patrol, Jeffrey  
13 DeVere, Jay Cabezuela, Timothy Winchell, and John Batiste.

14 **O.** "Defendants' Response" means the Defendant Challenge Representative's  
15 response to a Class Member's Challenge.

16 **P.** "DRS Contribution" means the monies that The State of Washington/Washington  
17 State Patrol will contribute, or cause to be contributed, to the Class Members' Department of  
18 Retirement Systems ("DRS") accounts as part of the relief provided by Defendants under this  
19 Settlement.

20 **Q.** "Effective Date of the Settlement Agreement" or "Effective Date" means the date  
21 upon which, if the Agreement is not voided as set forth herein, an order providing Final Approval  
22 of this Agreement under Civil Rule 23 becomes non-appealable, or, in the event of any appeals,  
23 the date of final resolution of all appeals and all amounts have been paid into the Settlement Fund.

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1 When this Agreement refers to the date on which the Agreement becomes "Effective," such date  
2 is the Effective Date.

3 R. "Employee Class Members" means persons who were employed by the WSP as a  
4 commissioned employee any time prior to January 1, 2013.

5 S. "Escrow Account(s)" means the account(s) established pursuant to an escrow  
6 deposit agreement among the Parties and an Escrow Agent into which the \$13 million Cash  
7 Settlement Amount is deposited by Defendants.

8 T. "Escrow Agent" means the person or entity designated by Defendants and Lead  
9 Class Counsel to hold the Settlement Fund.

10 U. "Estimated DRS Contribution Amount" means the amount, if any, specified by  
11 DRS, to be contributed to the retirement accounts of class members whose hire date(s) and/or  
12 promotion date(s) are revised.

13 V. "Fairness Hearing" means a hearing, on a date established by the Court, in which  
14 the Court will hear from Counsel for the Parties and Class Members about whether to approve  
15 the Settlement Agreement.

16 W. "Final Approval Date" means the date upon which the Court enters an order  
17 granting Final Approval of the Settlement Agreement.

18 X. "Final Approval of the Settlement Agreement" or "Final Approval" means the  
19 Court's decision that the resolution of this Case, as reflected in the Settlement Agreement, is fair,  
20 adequate, and reasonable pursuant to the provisions of Civil Rule 23.

21 Y. "Final Judgment" means a judgment as defined in Washington Civil Rule 54.

22 Z. "Lead Class Counsel" means collectively R. Joseph Barton of Block & Leviton  
23 LLP and Peter Romer-Friedman of Outten & Golden, PLLC.

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1       **AA.**    “Litigation” or “Lawsuit” means the lawsuit titled *Christina Martin et al v. State*  
2 *of Washington, et. al.* Case No. 14-2-00016-7 which was commenced on January 3, 2014, in  
3 Spokane County Superior Court, Spokane, Washington.

4       **BB.**    “Long Term Military Leave” means military leave in excess of fourteen (14) days.

5       **CC.**    “Net Settlement Fund” means the Settlement Fund minus any Court-approved  
6 amounts deducted for attorneys’ fees and expenses, any Service Awards, and taxes and costs.

7       **DD.**    “Notice” means the Notice of Proposed Class Action Settlement and Fairness  
8 Hearing and Proposed Plan of Allocation document to be proposed by the Parties and approved  
9 by the Court, in accordance with Section V of this Agreement.

10       **EE.**    “Notice Mailing Date” means the date the Notice Packets are mailed to the Class  
11 Members and/or sent via electronic communication.

12       **FF.**    “Notice Packet” means the packet of materials that consists of the Notice of  
13 Proposed Class Action Settlement and Fairness Hearing and the Proposed Plan of Allocation, and  
14 a Personalized Worksheet for each Claim and any materials ordered or approved by the Court.

15       **GG.**    “Parties” means the Plaintiffs in this case and Defendants in this case.

16       **HH.**    “Personalized Worksheet” means a statement that describes the personnel data that  
17 was used in the potential damage calculation for each separate Claim, including: (1) delay in hire;  
18 (2) delay in promotion; and/or (3) Statutory Military Leave damages.

19       **II.**    “Plaintiffs’ Counsel” means Matthew Crotty of the Crotty & Son Law Firm,  
20 PLLC, Thomas Jarrard of the Law Office of Thomas G. Jarrard, PLLC, Peter Romer-Friedman  
21 of Outten & Golden, PLLC, and R. Joseph Barton of Block & Leviton LLP.

22       **JJ.**    “Proposed Plan of Allocation” means the plan to be submitted by Class Counsel  
23 to the Court as the recommended method of determining each Class Member's allocation of the  
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1 Net Settlement Fund, distributing such allocations to the Class Members, and distributing funds,  
2 if any, remaining after all monies have been distributed to the Class.

3 **KK.** "Publication Notice" means Notice and associated materials approved by the  
4 Court that will be posted on a website established by the Notice Administrator.

5 **LL.** "Qualified Settlement Fund" means any portion of the Settlement Fund that  
6 qualifies as a Qualified Settlement Fund pursuant to Treas. Reg. § 1.468B-1.

7 **MM.** "Second Amended Complaint" is the operative complaint in this lawsuit that was  
8 filed January 9, 2015.

9 **NN.** "Service Award" means a monetary award to one or more of the Class  
10 Representatives for their services rendered and/or expenses incurred in pursuing the Case and  
11 negotiating the Settlement on behalf of the Class.

12 **OO.** "Settlement Fund" means the \$13 million Cash Settlement Amount, plus any  
13 earnings or interest accrued while in escrow.

14 **PP.** "Settlement Administrator" means the company chosen by Class Counsel and  
15 appointed by the Court to perform the administrative functions required by this Settlement  
16 Agreement to allocate and distribute the Net Settlement Fund to the Class Members.

17 **QQ.** "Settlement Agreement" or "Settlement" means this Settlement Agreement.

18 **RR.** "Statutory Military Leave" means the paid leave granted to qualified members of  
19 the reserve components of the United States Armed Services under RCW 38.40.060.

20 **SS.** "Defendants' Counsel" means Robert W. Ferguson, Attorney General by and  
21 through Jarold P. Cartwright, Senior Counsel and Jason Brown, Assistant Attorney General.

22 **TT.** "USERRA" means the federal Uniformed Services Employment and  
23 Reemployment Rights Act of 1994, as amended.

UU. "Veteran's Preference" means the hiring and/or promotional examination preference established in RCW 41.04.010(1)-(3).

VV. "WSP" means the Washington State Patrol.

### III. RECITALS

1. On January 3, 2014, Plaintiffs commenced this Litigation by filing a Complaint alleging that Defendants violated USERRA by depriving members of the Class varied benefits of employment including, *inter alia*, Veterans' Preference in the hiring/promotional process as well as by violating USERRA's benefits statute, 38 U.S.C. § 4316(a) by failing to treat military related absences as continued employment for the purpose of USERRA. Plaintiffs further alleged that Defendants' failure to apply Veterans' Preference constituted a violation of the United States Constitution under 42 U.S.C. § 1983. Plaintiffs amended the complaint on January 13, 2014, to add a USERRA claim based on Defendants' improper calculation of Statutory Military Leave.

2. Plaintiffs' Complaint sought, among other things, a declaration that the Defendants' acts alleged in the Amended Complaint violated USERRA 38 U.S.C. §§ 4311, 4316, as well as the Fourteenth Amendment of the U.S. Constitution under 42 U.S.C. § 1983, an order enjoining Defendants from engaging in the conduct as described in the Amended Complaint, and an order requiring Defendants to backdate seniority and/or hire dates consistent with RCW 41.04, et. seq. Plaintiffs filed the Case as a putative class action pursuant to Rule 23 of the Washington Rules of Civil Procedure and alleged that the Case is maintainable as a class action under Rule 23(a) and Rule 23(b)(1), Rule 23(b)(2), or Rule 23(b)(3).

3. On January 23, 2014, Defendants moved to dismiss the Complaint under CR 12(b)(6). Oral argument on Defendants' motion occurred on February 28, 2014, whereupon the Spokane County Superior Court orally denied Defendants' motion to dismiss and, on March 19,



1 2014, the Court entered a written order memorializing its February 28, 2014, bench ruling.

2 4. On April 4, 2014, the Court issued a Civil Case Scheduling Order that, *inter alia*,  
3 set the trial date for September 14, 2015. Thereafter the Parties entered into (and the Court  
4 approved) numerous stipulations staying the majority of the dates set out in the Civil Case  
5 Scheduling Order so as to allow the Parties time to conduct extensive discovery and explore early  
6 resolution of the case.

7 5. On January 9, 2015, Plaintiffs filed the Second Amended Complaint.

8 6. On September 18, 2015, the Court entered an Order that approved notices to be  
9 transmitted to putative class members and approved the appointment of Plaintiffs' Counsel as  
10 interim class counsel for the putative class.

11 7. Between April 4, 2014, and September 6, 2016, the Parties engaged in discovery  
12 on both liability and damages for the purpose of exploring settlement and developed  
13 methodologies for calculating the damages of Class Members. After obtaining data, documents,  
14 and other information from Defendants relevant to each individual Class Member's potential  
15 damage calculation, Class Counsel engaged an economist to calculate the damages of Class  
16 Members pursuant to the above-referenced methodologies. Defendants engaged their own  
17 economist to calculate the damages of the Class Members.

18 8. After those calculations were completed, the Parties engaged in a mediation before  
19 mediators William F. Etter and James McDevitt in Spokane, Washington on September 7, 2016.  
20 After several follow-up communications and conversations, the Parties reached an oral agreement  
21 as to the essential terms of a settlement on September 22, 2016. Thereafter, the Parties'  
22 memorialized that oral understanding and negotiated the written terms of a 13-page written  
23 Settlement Agreement in Principle which was fully-executed on December 21, 2016. The Parties  
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1 thereafter further negotiated the more detailed terms set forth in this Settlement Agreement.

2           9.       The Amended Complaint alleged, *inter alia*, that, as of the date of the Lawsuit's  
3 commencement, the Washington State Patrol did not provide Veterans' Preference to  
4 commissioned employees, i.e. employees who held the ranks of Trooper, Sergeant, and/or  
5 Lieutenant. Defendants represent that WSP now provides Veterans' Preference to commissioned  
6 employees consistent with RCW 41.04.

10. Unless otherwise stated herein, the Parties intend this Settlement Agreement to be a final and complete resolution of all Claims asserted in this Lawsuit. The Parties agree that the terms of the Settlement were negotiated in good faith at arm's length by the Parties, and were reached voluntarily after consultation with competent legal counsel.

11           11. The Parties believe that the terms of this Settlement Agreement are fair,  
12 reasonable, and adequate to the Class as a whole; that this Settlement Agreement provides  
13 substantial benefits to the Class; and that settlement of the Case on the terms set forth in this  
14 Settlement Agreement is in the best interests of the Class.

15 NOW, THEREFORE, in reliance on the mutual promises, covenants, releases, and  
16 obligations as set out in this Settlement Agreement, and for good and valuable consideration, the  
17 Parties hereby stipulate and agree to resolve all claims that were or could have been at issue in  
18 this matter.

#### IV. THE CLASS

20           1.           **Class Definition.** The Parties agree that for purposes of this Settlement  
21 Agreement, that the Court should certify a class pursuant to Civil Rule 23(b)(3) consisting of the  
22 persons who meet each of the following criteria:

(1) individuals who, prior to January 1, 2013, applied for employment in the position of Trooper with the Washington State

1 Patrol or were employed by and applied for a promotion to a higher  
2 ranking position of employment within the Washington State  
3 Patrol, including a position with the rank of Sergeant, or  
4 Lieutenant; and

5 (2) individuals who were eligible to receive a Veteran Preference  
6 pursuant to RCW 41.04.010(1)-(3) with respect to such application  
7 for a position of employment or application for a promotion to a  
8 higher ranking position of employment; and

9 (3) individuals who on one or more occasions did not receive such  
10 Veteran Preference in connection with such application for a  
11 position of employment or for a promotion to a higher ranking  
12 position of employment.

13 Excluded from the Class are Defendants, the Defendants' legal  
14 representatives, assignees and successors, the judge to whom this  
15 case is assigned, any member of the judge's family, any person  
16 who has previously settled the same claims as set forth in this  
17 Complaint, and any individual who applied for a position of  
18 employment or a promotion to a position of employment other than  
19 Trooper, Sergeant, or Lieutenant (i.e. persons who applied for or  
20 were employed in non-commissioned positions are not included in  
21 the Class, unless they also applied for a position of Trooper,  
22 Sergeant, or Lieutenant).

23 **2. Class Member Categories.** The Class, as defined in the prior paragraph, consists  
24 of persons who fall into two separate categories: (1) persons who were or are employed by the  
25 WSP as commissioned employees (the "Employee Class Members"), and (2) persons who applied  
for, but were never hired or employed by the Washington State Patrol as commissioned  
employees (the "Applicant Class Members").

**3. Previously Identified Class Members.** Based on data provided by Defendants  
to Class Counsel, and as a result of a Court-approved pre-certification notice program designed  
to identify other potential members of the Class, the Parties identified 878 potential members of  
the Class, including 769 Employee Class Members and 109 Applicant Class Members. For  
purposes of this Settlement Agreement, the Parties agree that the 878 persons (769 employees

1 hired by WSP and 109 persons who applied for position as Trooper with WSP) identified on  
2 Schedule 1 (attached to this Agreement), meet the Class Definition in Paragraph 1.

3       **4. Composition of the Employee Class Members.** Membership in the Class for  
4 Employee Class Members is not limited to the 769 persons whom the Parties previously identified  
5 as Employee Class Members. Any person who submits a Challenge attempting to establish  
6 membership in the Class as an Employee Class Member, but for whom the Settlement  
7 Administrator or the Court determines is not a member of the Class will not be considered an  
8 Employee Member of the Class or bound by the terms of this Settlement.

9       **5. Composition of the Applicant Class Members.** Applicant Class Members will  
10 include all persons who applied for and tested for the position of Trooper and were eligible for  
11 Veterans' Preference under RCW 41.04.010, but were never hired or employed by the  
12 Washington State Patrol as commissioned employees, prior to January 1, 2013. Membership in  
13 the Class for Applicant Class Members is not limited to the 109 persons whom the Parties  
14 previously identified as Employee Class Members so long as the Court approves the Parties'  
15 proposed Plan of Publication Notice. Persons other than the 109 previously identified Applicant  
16 Class Members will be entitled to establish that they are Applicant Class Members and will need  
17 to submit a Challenge in order to receive monetary benefits or any other benefits under the  
18 Settlement. Any person who submits a Challenge attempting to establish membership in the  
19 Class as an Applicant Class Member, but who the Settlement Administrator or the Court  
20 determines is not a member of the Class, will not be considered an Applicant Member of the Class  
21 or bound by the terms of this Settlement. However, should the Court require Defendants to engage  
22 in a method of Notice to yet unidentified Applicant Class Members that is materially more  
23 expansive than the Publication Notice set forth in this Settlement Agreement, Defendants and  
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1 Lead Class Counsel may elect to limit the Applicant Class Members to the 109 persons previously  
2 identified as Applicant Class Members (and may also agree to also include additional persons  
3 whom the Settlement Administrator and/or the Court have determined to be Applicant Class  
4 Members). In the event that Defendants and Lead Counsel agree that the Applicant Class  
5 Members will be limited to only those persons who have been previously identified by the parties  
6 and those who have been determined to be Applicant Class Members by the Settlement  
7 Administrator, then only those such persons will be eligible to receive the benefits of the  
8 Settlement Agreement as Applicant Class Members or release claims as Applicant Class  
9 Members as part of this Settlement Agreement.

10 **6. Plaintiffs' Motion for Class Certification.** At the time that Plaintiffs seek  
11 preliminary approval of the Settlement Agreement, Plaintiffs will seek (separately or as part of  
12 the same motion), and the Defendants will not oppose, certification of the Class pursuant to Rule  
13 23(a) and (b)(3) of the Washington Rules of Civil Procedure.

14 **7. Parties' Cooperation.** Class Counsel and Defendants will cooperate and use their  
15 best efforts to obtain certification of the Class. Neither Class Counsel nor Defendants will take  
16 any action to discourage participation by the 878 persons previously identified as Class Members  
17 in the Settlement.

18 **8. Effect of Certification.** On the Effective Date of the Settlement Agreement, all  
19 Employee Class Members who meet the Class Definition and have not validly and timely  
20 excluded themselves pursuant to Rule 23(b)(3) of the Washington Rules of Civil Procedure, will  
21 be bound by the terms of the Settlement. On the Effective Date of the Settlement Agreement,  
22 Applicant Class Members who meet the Class Definition -- or alternatively, if so elected by  
23 Defendants and Lead Counsel, have been previously identified by the Parties as Applicant Class  
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1 Members or who have self-identified and have been determined by the Settlement Administrator  
2 and/or the Court to be Applicant Class Members -- and who have not validly and timely excluded  
3 themselves pursuant to Rule 23(b)(3) of the Washington Rules of Civil Procedure, will be bound  
4 by the terms of the Settlement.

## 5 V. NOTICE

6 1. **Provision of Class Notice.** If the Court certifies the Class and preliminarily  
7 approves the Settlement, Defendants will cause the Notice Administrator to send the Notice  
8 Packet to Class Members who have been identified by either of the Parties by U.S. Mail.

9 2. **Contents of Notice.** The Notice will contain a brief description of Plaintiffs'  
10 Claims, a summary of the terms of the proposed Settlement, a description of the Class, a  
11 description of the Plan of Allocation, will identify the settlement website maintained by the  
12 Notice Administrator and will provide information about the Fairness Hearing to be held as well  
13 as any other information required by the Washington Rules of Civil Procedure, including Rule  
14 23(c)(2) or any information required by the Court.

15 3. **Method of Direct Notice.** Subject to modification and approval by the Court,  
16 Notice shall be provided to each identified Class Member as follows: (1) electronic notice shall  
17 be provided to all previously identified potential Class Members for whom electronic address  
18 information (i.e., e-mail addresses) is available; (2) direct notice by First Class Mail to all  
19 previously identified potential Class Members for whom an electronic address is not available or  
20 for whom an email address is returned as undeliverable or for any potential Class Member who  
21 requests to receive the Notice by mail. For any Class Members listed on Schedule 2 (attached to  
22 this Agreement), an attachment will advise that Class Member of the amount of additional  
23 pension service credit with which that Class member will be credited under this Settlement.

1           a.     **Notices Delivered by Mail.** To the extent that the Notice is delivered by  
2 U.S. mail, Defendants will update the address via the National Change of Address  
3 database or similar commercial source, and if a new or additional address is identified,  
4 will mail the Class Notice to the updated address or to both addresses if an additional  
5 address is identified.

6           b.     **Notices Delivered by Electronic Communication.** With respect to any  
7 notice transmitted by Defendants, the electronic communication will be entitled "Notice  
8 of USERRA Settlement regarding Veteran's Preference," and will attach a copy of (or if  
9 an attachment is not feasible, contain a link to) the Notice, and in the text of the electronic  
10 communication will contain only the following statement:

11                 "Attached is important information about a settlement regarding  
12 Veteran's Preference in hiring and promotions at the Washington  
13 State Patrol that may affect your rights and pursuant to which you  
14 may be entitled to additional payments if you are a Class Member.  
Please read the attached Court-ordered notice. You should contact  
Class Counsel or the Settlement Administrator with questions.  
Their information is provided in the attached Notice."

15           Defendants will cause this electronic communication to be sent no later than the date on  
16 which Notice is mailed by the Notice Administrator and will provide a copy of the electronic  
17 communication to Class Counsel on the same day that it is transmitted.

18           **4.     Publication Notice.**

19           a.     **Website.** The Notice Administrator will establish a dedicated website  
20 containing the Class Notice and other information and documents about the Settlement.  
21 The domain name, content and all documents will be approved by Class Counsel and  
22 Defendants' Counsel. At a minimum, the settlement website will contain the Complaint,  
23 the Order on the Motion to Dismiss, this Settlement Agreement, the Class Notice, the  
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1 Order on Preliminary Approval (and Certification of the Class, if separate), Plaintiffs'  
2 Motion for Attorneys' Fees & Reimbursement of Expenses (when filed), Plaintiffs'  
3 Motion for Service Awards (when filed), the Plan of Allocation, any information or  
4 instructions about how to institute a Challenge, contact information for Class Counsel, for  
5 the Notice Administrator, for the Settlement Administrator and for the Special Master, the  
6 Motion for Final Approval (when filed), date, time and location of the Fairness Hearing,  
7 the Order on Final Approval (when entered), any other orders related to approval of the  
8 Settlement and instructions for Class Members who failed to redeem checks to obtain  
9 settlement monies. This Publication website will not go live until the Notice  
10 Administrator has transmitted the Direct Notice to Class Member and will remain live  
11 until the time to claim Unclaimed Funds from the Washington State Patrol, as specified  
12 in paragraph VIII.9 of this Agreement, has expired.

13 **b. Additional Publication Notice.** The Notice Administrator will also cause  
14 a Summary Notice to be published in a set of publications and commercial websites (e.g.  
15 Facebook) or search engines (e.g. Yahoo) agreed upon by Defendants and Lead Class  
16 Counsel and as approved by the Court (unless the Court materially modifies the Parties'  
17 proposal in manner that would be materially more expensive and expansive).

18 **5. Costs of Notice.** Defendants will bear all costs of providing notice to the Class.  
19 The Parties will jointly recommend that the Court appoint a professional third-party Notice  
20 Administrator to handle dissemination, and any publication of Notice.

21 **6. Class Data.** Within twenty (20) business days of the Court's Preliminary  
22 Approval Order, Defendants shall, to the extent not already disclosed, provide Class Counsel with  
23 the following contact information for each previously identified potential Class Member, to the  
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1 extent such information is reasonably available in Defendants' files: (1) a street mailing address;  
2 (2) telephone number(s); (3) e-mail address(es); (4) Social Security number; (5) an indication of  
3 whether the Class Member is currently on Long Term Military Leave and, if so, any additional  
4 contact information of the types set forth above for the Class Member applicable during the period  
5 of Long Term Military Leave, except that Social Security numbers shall only be provided to the  
6 Settlement Administrator.

7       **7. Declaration Regarding Class Notice.** Within 30 days after the date on which  
8 Notice is required to be sent, Defendants will file a declaration with the Court confirming that the  
9 Notice and related information was sent in accordance with the Preliminary Approval Order.

## 10                                   **VI. SETTLEMENT CONSIDERATION**

11       **1. Cash Settlement Amount.** No later than 10:00 a.m. Pacific Daylight Time on  
12 June 30, 2017, the State of Washington will deposit the sum of Thirteen Million Dollars  
13 (\$13,000,000.00) ("Cash Settlement Amount") into an interest-bearing Escrow Account  
14 designated by Lead Class Counsel. The Cash Settlement Amount, together with any accrued  
15 interest, will be used to pay Class Members' claims for monetary relief for back wages and non-  
16 retirement benefits, any award of attorneys' fees and costs to Class Counsel, any Service Awards  
17 to the Class Representatives and the costs of administering the Settlement Fund.

18       **2. Correction of Hiring and Promotion Dates & Pension Credits.** In addition to  
19 and separate from the \$13 million Cash Settlement Amount, Defendants agree to do the  
20 following:

- 21           a. Within 90 days after the Effective Date of the Settlement, Defendants will correct  
22           the hire dates and/or promotion dates and correct corresponding pension service  
23           credits of Employee Class Members who meet either of the following criteria: (i)  
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1 Class members listed on Schedule 2 (attached to this Agreement); (ii) Class  
2 members John Huntington, Christina Martin, Dale Retzlaff, and John-Paul Sager,  
3 as listed on Schedule 3 (attached to this Agreement); or (iii) Class members who  
4 submit a Challenge set forth in Section X.4 of this Settlement Agreement and for  
5 whom the Special Master Determination concluded that their hiring or promotion  
6 date should be corrected.

7 b. To the extent that the correction of pension service credits for these Employee  
8 Class Members require additional employer contributions to affected Employee  
9 Class Members' retirement accounts, as required by the State of Washington  
10 Department of Retirement Services ("DRS"), the State of Washington and/or  
11 Washington State Patrol will make contributions sufficient to satisfy employer and  
12 employee share of DRS Contributions, along with any interest on or attributable  
13 to either employee or employer contributions, to the eligible Class Members' DRS  
14 Retirement Account within 90 days of the Effective Date of the Settlement or in  
15 the case of a Class Member who is not listed on Schedule 2, 90 days after the  
16 Special Master has determined that the Class Member's hiring or promotion date  
17 should be corrected and the time for any appeals has expired or been resolved.  
18 Any such additional contributions to Class Members' DRS Retirement Accounts  
19 (including any interest on any such contributions) will be paid by the State of  
20 Washington directly to DRS.

21 c. To the extent that the correction of pension service credits for these Class  
22 Members requires additional employee contributions to affected Class Members'  
23 retirement accounts, Class Counsel will reserve an amount of the \$13 million  
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(which amount will be in the discretion of Lead Class Counsel, but will be at least \$65,000) which will be designed to reimburse WSP for (i) any employee contributions owed by the Class members listed on Schedule 2 (attached to this Agreement) and, (ii) at least some of the employee contributions for Class members who submit a Challenge set forth in Section X.4 of this Settlement Agreement and for whom the Special Master Determination concluded that their hiring or promotion date should be corrected. The amount of Employee Contributions required of Class Members identified on Schedule 2 will not materially differ from what has been previously provided to Class Counsel unless agreed to in writing by Lead Class Counsel. To the extent that the amount reserved is insufficient to pay the entirety of the employee contributions owed by the Class members in (ii), Washington State Patrol may request reimbursement from that Employee Class Member to the extent permitted under Washington State Law. Neither Class Counsel nor the Settlement Administrator will be responsible for collecting any amounts of the employee contributions from individual Class Members nor deducting any such amounts from any settlement payments. The Notice will inform Class Members that an adjusted service credit may require Class Members who successfully challenge hiring or promotion dates to make an additional employee contribution for which Washington State may bill them.

d. Within 90 days of the Effective Date of the Settlement, the Department of Retirement Systems will be able to provide any Employee Class Members whose hiring or promotion dates have been adjusted with the amount of their service credit both before and after adjustment as well as the effect on their pension as a

1 result of the adjusted service credit.

2 e. Within 30 days of the Effective Date of the Settlement, the State of Washington  
3 will provide Lead Class Counsel with the final amount of employee contribution  
4 necessary for the Class members listed on Schedule 2 (attached to this  
5 Agreement).

6 Within 30 days of when the Special Master makes a determination for Class  
7 members who submit a Challenge set forth in Section X.4 of this Settlement  
8 Agreement and for whom the Special Master Determination concluded that their  
9 hiring or promotion date should be corrected, the State of Washington will provide  
10 Lead Class Counsel with the final amount of the employee pension contribution  
11 required for that Class member. Unless Class Counsel challenges the amount (or  
12 in the case of the latter either Class Counsel or the Class member challenges the  
13 employee contribution), the Settlement Administrator will transmit the requested  
14 amount to The State of Washington within 30 days of receipt of notification of the  
15 amount. Once the amount is transmitted by the Settlement Administrator,  
16 Defendants and DRS will not be entitled to revise the employee contribution  
17 amount.

18 f. All contributions made pursuant to these procedures are intended to be corrective  
19 contributions for specific years covered by this Settlement. The State of  
20 Washington (including the Department of Retirement Services) and the  
21 Washington State Patrol will not report the employer contributions, the employee  
22 contributions or the interest payments as part of affected employees' gross income.  
23 To the extent that there is a determination by the State of Washington or the IRS  
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1 that the contributions reasonably can be made pre-tax without jeopardizing the  
2 tax-qualified status of the Washington State pension fund, such contributions,  
3 including the employee contributions, will be made in the most tax-favored  
4 manner possible (including that the Employee contributions can be made, if  
5 consistent with IRS rules, regulations and determinations, pre-tax).

6 **3. Prospective Relief.** On or after the Effective Date of the Settlement, when  
7 considering applicants for promotion to the position of Lieutenant, The Washington State Patrol  
8 will apply Veteran's Preference examination points, in accordance with and so long as consistent  
9 with RCW 41.04.010(3), to the competitive examination for promotion to Lieutenant where the  
10 applicant: (1) was called to active military service from employment with the State of Washington  
11 or any of its political subdivisions or municipal corporations; and (2) has not received the  
12 Veteran's Preference on any other promotional examination taken in connection with  
13 employment with the State of Washington or any of its political subdivisions or municipal  
14 corporations; and (3) the promotion to Lieutenant is the first promotion the applicant has sought  
15 since the applicant was called to active military service from employment with the State of  
16 Washington or any of its political subdivisions or municipal corporations.

17 **4. Costs Incurred By Defendants to Implement.** Any costs or payments incurred  
18 by the State of Washington or the Washington State Patrol relating to the implementation or  
19 administration of correcting promotion or hire dates will be separately paid or borne by  
20 Defendants and shall not be paid from or included in the \$13 million Cash Settlement Amount.  
21 Expenses incurred by Defendants to provide or administer any other benefits of the Settlement  
22 (*i.e.*, benefits that are not paid out of the \$13 million Settlement Fund) will not be paid out of the  
23 Cash Settlement Account or the Settlement Fund, and will be separately paid for or borne by  
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1 Defendants.

2 **VII. THE SETTLEMENT FUND**

3 **1. Payment of the Cash Settlement Amount.** The Cash Settlement Amount will  
4 be deposited into an Escrow Account pursuant to an escrow deposit agreement between  
5 Defendants, Lead Class Counsel, and an Escrow Agent. The Cash Settlement Amount plus any  
6 earning or interest on the Cash Settlement while in Escrow will constitute the Settlement Fund.

7 **2. Before the Effective Date.** Before the Effective Date, the Settlement Fund will  
8 be held in an interest-bearing Escrow Account pursuant to an Escrow Agreement by which the  
9 Escrow Agent will act only upon either the joint direction of Lead Class Counsel and counsel for  
10 the State or an order by the Court.

11 **3. After the Effective Date.** After the Effective Date and until the Settlement Fund  
12 is distributed, the Escrow Agent will act only upon the direction of Lead Class Counsel and or  
13 the Court.

14 **4. Qualified Settlement Fund.** To the extent possible and at the earliest date  
15 possible, the Settlement Fund or any portion of it that qualifies as a Qualified Settlement Fund  
16 pursuant to Treas. Reg. § 1.468B-1 will be treated as a Qualified Settlement Fund for federal  
17 income tax purposes pursuant to Treas. Reg. § 1.468B-1. At all times, the Settlement Fund will  
18 be administered by Lead Class Counsel under the authority of the Court.

19 **VIII. DISTRIBUTIONS FROM THE SETTLEMENT FUND**

20 **1. Before Final Approval:** Prior to Final Approval of the Settlement, Lead Class  
21 Counsel will be authorized to withdraw money from the Escrow Account to pay any actual or  
22 estimated taxes on any income earned by the Settlement Fund, and all related costs (including  
23 fees or costs to pay to prepare tax filings) and costs or expenses of the Plaintiffs related to the  
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1 Challenge Process including any payments owed to the Settlement Administrator or the Special  
2 Master. Any dispute regarding the reasonableness of such expenses shall be adjudicated by the  
3 Court, but in no event will either Party cause the Settlement Fund to fail to make a tax payment  
4 in a timely manner.

5       **2. Payment of Attorneys' Fees & Expenses and Service Awards:** Prior to  
6 distributing payments to the eligible Class Members who do not opt out, Class Counsel's  
7 attorneys' fees and costs awarded by the Court shall be paid from the Settlement Fund and any  
8 Service Awards awarded by the Court shall be paid from the Settlement Fund.

9       **3. Payment of Taxes or Costs:** Prior to distributing payments to the Class, Lead  
10 Class Counsel will be entitled to establish a reserve within the Settlement Fund to pay any  
11 applicable taxes that are or will be owed (but not yet due) by the Settlement Fund, the Qualified  
12 Settlement Fund, or the Escrow Account and for any expenses related to payment of taxes and  
13 filing of returns.

14       **4. Distribution and Allocation of the Net Settlement Fund to Class Members.**  
15 After the payment of any Court approved attorneys' fees and expenses, service awards or other  
16 administrative expenses related to the Settlement (including any taxes) the amount remaining in  
17 the Settlement Fund ("the Net Settlement Fund") will be distributed to Class Members pursuant  
18 to a Court-approved Plan of Allocation.

19       **5. The Plan of Allocation.** Lead Class Counsel will propose and submit to the Court  
20 a proposed Plan of Allocation as the method for allocating and distributing the Net Settlement  
21 Fund to the members of the Class. The Plan of Allocation will provide for withholding of all  
22 mandatory deductions paid by Washington State Patrol employees, including but not limited to  
23 withholding for income taxes and Federal Income Contributions Act (FICA) withholding. Other  
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1 than ensuring that the Plan of Allocation meets the requirements of this Settlement Agreement,  
2 Defendants will have no input into the Plan of Allocation. The Plan of Allocation is not a term  
3 of this Settlement, but instead is subject to approval and subject to modification by the Court. In  
4 the event that the Proposed Plan of Allocation is rejected or modified by the Court or on appeal,  
5 such modification will not constitute a material modification of the Settlement, will not void the  
6 Settlement, and will not provide a basis for either party to withdraw from the Settlement.

7       **6. Adjustments to Data Utilized By the Plan of Allocation.** To the extent that the  
8 Plan of Allocation approved by the Court relies on data provided by Defendants to Class Counsel,  
9 and a Class Member submits a Challenge and provides the Settlement Administrator with data  
10 relating to that Class Member's Claim that the Settlement Administrator determines to be more  
11 current, reliable or accurate data than the data that Defendants provided, the Plan of Allocation  
12 will utilize data consistent with the Settlement Administrator's determination.

13       **7. Distribution by the Settlement Administrator.** After the Effective Date, the  
14 Settlement Administrator will distribute the Net Settlement Fund to Class Members consistent  
15 with the Court-approved Plan of Allocation. The checks will be issued with a 365 day expiration  
16 date.

17       **8. Notification of Unredeemed Checks.** In the event that individual Class Members  
18 fail to redeem/cash their respective settlement checks within 365 days after the checks are issued,  
19 and the aggregate amount of unclaimed funds exceeds the amount it would cost to provide notice  
20 and related administration, the Settlement Administrator will re-issue the checks to those Class  
21 Members who have not redeemed the check -- less the *pro rata* amount of the costs for the  
22 Settlement Administrator to re-issue the check and issue an additional notice -- by first class mail  
23 directed to the Class Member's last known or updated address along with a letter (hereinafter  
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1 referred to as "the Letter") advising them that if the checks are not redeemed/cashed within 30  
2 days, their share of the settlement monies will be returned to the Washington State Patrol and that  
3 they will need to apply to the WSP within three years to obtain the monies.

4       **9. Final Disposition of Unclaimed Monies.** In the event that some Class Members  
5 have still failed to redeem their checks after issuance of the Letter, the remaining amounts (minus  
6 any administrative costs) will be returned to the State of Washington and the Settlement  
7 Administrator will provide instructions to the State of Washington as to the amount owed (after  
8 deduction of any *pro rata* administrative costs) to each such Class Member. Once the monies are  
9 returned to the State of Washington, the Washington State Patrol will be responsible for and be  
10 required to issue payment in the amount allocated to that Class Member within 30 days of any  
11 such request, so long as the Class Member requests payment and cashes the check within three  
12 years after the date of the Letter. Any monies not claimed after three years after the date of the  
13 Letter shall be considered abandoned and will revert to and become the property of The State of  
14 Washington.

## 15                                   **IX. SETTLEMENT ADMINISTRATION**

16       **1. Notice Administrator:** The Notice Administrator will be jointly recommended  
17 by the Parties and approved by the Court. Defendants will pay the costs and expenses of the  
18 Notice Administrator, but the Notice Administrator will jointly report to both Defendants and  
19 Class Counsel. The Notice Administrator will undertake the following activities, consistent with  
20 the terms of this Settlement Agreement and such other procedures required by the Court or jointly  
21 directed by Class Counsel and Defendants' Counsel:

- 22           a. Print and mail the Class Notice Packet to the Class Members in accordance with  
23           this Settlement Agreement and any order of the Court and undertake a single trace  
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1 and re-mailing for all undeliverable Notice Packets.

- 2 b. Provide Class Counsel and Defendants' Counsel with copies of all written  
3 objections to the Settlement Agreement, all challenges to Defendants' data,  
4 including all information submitted in support of each challenge, and/or any  
5 request for exclusions from the Class.
- 6 c. Provide the Special Master or the Settlement Administrator, Class Counsel and  
7 Defendants' Counsel with Class Member Challenges within 5 days of receipt, and  
8 transmit the Challenge Decisions by either the Settlement Administrator or the  
9 Special Master to the person making the challenge, Class Counsel, and  
10 Defendants' counsel.
- 11 d. Track the status of mailing and re-mailing of Notice Packets.
- 12 e. Maintain and staff a toll-free phone number and a web site until the time to claim  
13 Unclaimed Funds from the Washington State Patrol, specified in paragraph VIII.9  
14 of this Agreement, has expired.
- 15 f. File with the Court a declaration confirming compliance with the procedures  
16 approved by the Court for providing notice to the Class.
- 17 g. Any other activities required of the Notice Administrator in this Settlement  
18 Agreement.

19 **2. Settlement Administrator:** The Settlement Administrator will be selected by  
20 Class Counsel and approved by the Court. Any proposed Settlement Administrator will have  
21 experience administering employment or employee benefit class action settlements, supervising  
22 and administering large and complex settlement funds, and adjudicating employment or  
23 employee benefit claims. The Settlement Administrator will report solely to Class Counsel and  
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1 the Court. Any costs or expenses incurred by the Settlement Administrator will be paid out of  
2 the Settlement Fund in amounts to be approved by the Court. The Settlement Administrator will  
3 undertake the following activities to administer this Settlement Fund consistent with the terms of  
4 this Settlement, the Plan of Allocation as approved by the Court, and such other procedures or  
5 provisions as established or approved by the Court:

- 6 a. Provide Class Counsel and Defendants' Counsel with copies of all challenges to  
7 Defendants' data (including all information submitted in support of each  
8 challenge).
- 9 b. Make determinations as to whether persons who were not identified as Class  
10 Members are in fact members of the Class, consistent with the procedures  
11 established or approved by the Court.
- 12 c. Adjudicate challenges with respect to Defendants' data for purposes of calculating  
13 Recognized Claims for purposes of allocating and distributing monies from the  
14 Settlement Fund, consistent with the procedures established or approved by the  
15 Court.
- 16 d. Send notice of determinations or adjudications to persons.
- 17 e. Calculate the amounts to be allocated and distributed to the Class pursuant to the  
18 Plan of Allocation and issue such payments consistent with the Plan of Allocation.
- 19 f. Track the status of amounts to be disbursed to Class Members.
- 20 g. Provide monthly reporting to Class Counsel regarding the items above until the  
21 Effective Date, and thereafter provide quarterly reporting to Class Counsel until  
22 the Settlement Fund is entirely distributed.
- 23 h. Prepare and file tax returns and other tax reporting with respect to the Settlement  
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1 Fund.

2 i. File with the Court a declaration confirming compliance with the procedures  
3 approved by the Court for making distributions from the Settlement Fund to the  
4 Class.

5 j. Any other activities required of the Settlement Administrator in this Settlement  
6 Agreement.

7 k. Any other activities requested of the Settlement Administrator by Lead Class  
8 Counsel related to the Settlement Fund.

9 **3. The Special Master.** The Parties will jointly propose a Special Master to  
10 adjudicate and resolve Challenges, under Section X.4 of this Settlement Agreement, by Class  
11 Members whose eligibility for correction of their hiring and/or promotion date(s) is disputed by  
12 Defendants. If the Parties cannot agree upon a Special Master, Class Counsel and Defendants  
13 will each propose two persons to serve as the Special Master to the Court and the Court will then  
14 select one Special Master from among the proposed candidates.

15 a. *Role of the Special Master.* The Special Master's role will be limited solely to  
16 addressing Challenges, under Section X.4 of this agreement, concerning whether  
17 the challenger's hiring and/or promotion dates should be revised. In that regard,  
18 the Special Master shall have the following role under the Settlement Agreement:

19 i. Adjudicate, in accordance with the guidelines set out below, Class Member  
20 Challenges to correct hiring or promotion dates.

21 ii. Transmit the Challenge Decision to Class Counsel, Defendants' Counsel  
22 and the Notice Administrator (who will then transmit the decision to the  
23 Class Member).

1                   iii. Assess the costs associated with the Challenge Decision to either  
2                   Defendants or the Settlement Fund to bear the cost associated with the  
3                   Challenge Decision.

4                   iv. File with the Court a declaration reporting compliance with the procedures  
5                   approved by the Court for adjudicating any challenges to Defendants'  
6                   hiring and/or promotion dates.

7                   b. *Compensation of the Special Master.* The Special Master's compensation will be  
8                   based on an hourly rate agreed to by counsel for the Parties and the Special Master.  
9                   The Special Master will be paid based on the time spent in resolving each  
10                  contested claim and will separately record the time spent resolving each claim, in  
11                  tenths of an hour and may be subject to a cap per claim established by the Parties.  
12                  For challenges that are submitted by a Class Member and denied by the Special  
13                  Master, payment of the Special Master's fee will be paid out of the Settlement  
14                  Fund. For claims that are submitted by a Class Member and allowed by the  
15                  Special Master, Defendants will be responsible for payment of the Special  
16                  Master's fee. In the event that some challenge falls into neither category, payment  
17                  of the Special Master will be split evenly between Defendants and the Settlement  
18                  Fund.

## 19                                   **X. THE CHALLENGE PROCESS**

20                  1.     **Challenges to Establish Membership in the Class.** Before the Final Approval  
21                  Date, and by a deadline to be established by the Court, any person who claims to meet the  
22                  definition of a Class Member but who has not previously been identified by Defendants as a Class  
23                  Member will be entitled to demonstrate membership in the Class as either an Employee Class  
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1 Member or an Applicant Class Member. To the extent that such person demonstrates, with  
2 verifiable records, membership in the Class to the satisfaction of the Settlement Administrator,  
3 that person will be included in the Settlement Class and Defendants will provide available  
4 relevant data necessary to perform calculations regarding that person's damages

5       **2. Challenges Related to the Value of an Employee Class Member's Claim From**  
6 **the Settlement Fund.** Before the Final Approval Date, and by a deadline to be established by  
7 the Court, any person identified or determined to be an Employee Class Member may challenge  
8 the data provided by Defendants relevant to his or her Claim (which will be reflected on the  
9 Employee Class Member's Personalized Worksheet). If a timely challenge is submitted by an  
10 Employee Class Member, the Settlement Administrator will evaluate that data and other  
11 information submitted, including any information that the Defendants wish to submit, and  
12 determine whether the Employee Class Member's damages and/or Recognized Claim should be  
13 greater pursuant to methodology relied on by the Plan of Allocation.

14       **3. Effect of Successful Challenges.** To the extent that a person makes a timely  
15 Challenge concerning his or her membership in the Class and the Settlement Administrator or the  
16 Court determines that the Challenge demonstrates membership in the Class, that person will be  
17 treated as a Class Member for all purposes of this Settlement. To the extent that an Employee  
18 Class Member makes a timely Challenge concerning the data provided by Defendants relevant to  
19 his or her Claim, and the Settlement Administrator or the Court determines that the Challenge  
20 demonstrates that the Employee Class Member's damages and Recognized Claim should be  
21 greater pursuant to the methodology utilized by the Plan of Allocation than the damages and  
22 Recognized Claim calculated using the data provided by Defendants, then the Employee Class  
23 Member's damages and Recognized Claim will be adjusted relative to the damages and  
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1 Recognized Claims of other Class Members who are eligible to receive payments from the overall  
2 Net Settlement Fund.

3 **4. Challenges Regarding Modification of Hiring or Promotion Dates.** Employee  
4 Class Members for whom Defendants dispute their eligibility to have their hiring or promotion  
5 date corrected will have the opportunity to challenge Defendants' objection and establish  
6 eligibility for correction of their hire and/or promotion date. Such Challenges will be submitted  
7 to the Special Master in care of the Notice Administrator who, in turn, will promptly transmit  
8 those Challenges to the Special Master for adjudication. The following procedures shall govern  
9 the Special Master's adjudication of each Class Member's challenge:

10 a. Scope of Challenges. There is no dispute concerning the revision of hire and/or  
11 promotion dates of the Employee Class Members listed on Schedule 2 and within  
12 the time required by this Settlement Agreement, Defendants will adjust the hiring  
13 or promotion dates in accordance with Schedule 2 without any further action by  
14 the Employee Class Member. All other Employee Class Members, except those  
15 for whom Class Counsel agrees no adjustment should be made as set forth below,  
16 will be entitled to Challenge whether their hiring or promotion dates should be  
17 adjusted.

18 b. Schedules Of Potential Challengers & Objections: The basis of Defendants'  
19 objection(s) to correcting hiring or promotion for the following Employee Class  
20 Members is as follows:

Schedule Number	Defendants' Objection	Evidence Required to Establish Eligibility for Corrected Hiring/Promotion Date
2A	Person should have received veteran's	Evidence that veteran's preference sought but not received

	preference in connection with previous employment	
2B	Not Vested in Pension (Separated from service before completing five years' service)	Vesting in Pension (had completed at least five years eligible service before separating from service and was vested in the applicable retirement plan)
2C	No Application Date and no evidence of actual delay in hiring or promotion	Evidence the Special Master determines to be sufficient to establish: (1) that candidate was eligible for preference points and (2) that there was, more likely than not, a delay in hiring or promotion caused by the failure to receive the additional points the candidate was entitled to.
2D	Unknown Application Date and no evidence of actual delay in hiring or promotion.	Evidence that the Special Master determines to be sufficient to establish: (1) that the candidate was eligible for preference points, and (2) that there was more likely than not a delay in hiring or promotion caused by the failure to receive the additional points the candidate was entitled to.
2E	Admitted that No Delay in Hiring On Survey	Evidence that the Special Master determines to be sufficient to establish: (1) that the candidate was eligible for preference points, and (2) that there was more likely than not a delay in hiring or promotion caused by the failure to receive the additional points the candidate was entitled to.
3	Candidate did not meet statutory eligibility criteria in effect at the time of promotional exam;	Evidence that the Special Master determines to be sufficient to establish: (1) that the candidate met statutory eligibility criteria for preference points, and (2) that there was more likely than not a delay in promotion caused by the failure to receive the additional points the candidate was entitled to.

- c. Employee Class Member Challenges. Challenging Class Members will be required to produce admissible evidence (e.g. evidence admissible at trial or in summary judgment proceedings) addressing Defendants' objection(s) on the



1 grounds stated in Schedule 2A-E and/or Schedule 3. For all Challenging Class  
2 Members, there will be a rebuttable presumption that they did not receive the  
3 additional points they were entitled to under the version of RCW 41.04.010 in  
4 effect at the time of the examination(s). In order for Employee Class Members  
5 listed on Schedule 2A, 2C, 2D, and 2E and to the extent applicable for Employees  
6 on Schedule 3, to have their hire/promotion date revised, there will need to be  
7 sufficient evidence that (1) the Class Member was entitled to receive additional  
8 points on their examination in accordance with the version of RCW 41.04.010 in  
9 effect at the time of the examination(s); and (2) the date on which the Class  
10 Member would have been eligible to be hired and/or promoted if they had received  
11 additional points as required by the version of RCW 41.04.010 in effect at the time  
12 they took the examination(s).

13 d. Defendants' Submission. Within the times set forth by the Special Master,  
14 Defendants may object to or challenge the sufficiency of the evidence submitted  
15 by a challenger and may submit admissible evidence directed at showing that a  
16 candidate is not eligible to have their hire/promotion date corrected for the reasons  
17 identified on Schedule 2A-E or Schedule 3. Defendants will not be permitted to  
18 raise objections other than those identified in Section X.4.b. unless Defendants  
19 establish that the Class Member is clearly not entitled to revised hiring or  
20 promotion date based on new evidence, previously unknown and unavailable to  
21 Defendants, and the Special Master determines that it would be unjust to exclude  
22 the information. In the event that Defendants fail to respond to a challenge or fail  
23 to submit sufficient admissible evidence within the time specified by the Special  
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1 Master, the Special Master will be entitled to permit the Employee Class  
2 Member's Challenge. Defendants' Submission(s) will be provided to both the  
3 Employee Class Member who submitted the Challenge and to Class Counsel.  
4 Both the Employee Class Member and Class Counsel will be provided with an  
5 opportunity to respond and/or object to Defendants' submission.

6 e. Evidence To Be Considered In Adjudicating Claims. The Special Master will  
7 consider evidence that would be admissible in the Washington State Courts (*e.g.*,  
8 at trial on or summary judgment) in accordance with Washington law and the most  
9 current version of the Washington Rules of Evidence ("ER"). As a general matter,  
10 live testimony will not be necessary and will not be permitted unless requested by  
11 or ordered by the Special Master. Documentary evidence and testimony by  
12 declaration shall be permitted, subject to objections by the opposing party and  
13 rulings by the Special Master, and such evidence is generally expected to be  
14 sufficient to allow the Special Master to decide challenges. The Special Master  
15 will resolve any objections to evidence on grounds consistent with Washington  
16 State Rules of Evidence or Civil Procedure. In the event the Special Master  
17 requires additional information before deciding a challenge, he/she, in his/her sole  
18 discretion, may request additional documentary evidence or require a telephonic  
19 hearing for the purpose of seeking the additional information required.

20 f. Clarification Regarding the Process. To the extent that the Special Master requires  
21 clarification regarding the process or rules regarding the adjudications, such  
22 clarification will be provided based on the joint agreement of both Defendants and  
23 Class Counsel or the Court. Any clarification will not contravene the terms of  
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1           this Settlement Agreement.

2           g. Special Master's Determinations. The Special Master will make a determination  
3           as to each Challenge and will issue a written decision specifying whether the  
4           challenge is rejected or sustained in whole or in part. If a Challenge is decided in  
5           favor of the Employee Class Member, the Special Master will specify the  
6           revision(s) to be made to the Challenger's hire and/or promotion date(s). The  
7           written decisions will be provided to the Employee Class Member, Class Counsel  
8           and Defendants Counsel. All decisions of the Special Master shall be final and  
9           binding including (1) determinations of the admissibility, sufficiency and weight  
10          of evidence produced, and (2) whether an Employee Class Member's hiring or  
11          promotion date should be corrected, except that the Special Master's decision(s)  
12          may be challenged and overturned on only on grounds that would serve as a basis  
13          to vacate an arbitration award under Washington law. Any motion to vacate or  
14          correct a written decision by the Special Master shall be made by motion in this  
15          Court where this action is pending and must be filed no later than 90 days after the  
16          written decision is delivered to the Class Member, Class Counsel and Defendants  
17          Counsel.

18           **XI. ATTORNEYS' FEES AND EXPENSES, AND SERVICE AWARDS**

19           **1. Award of Plaintiffs' Counsel's Attorneys' Fees & Reimbursement of**  
20 **Expenses.** Within the time set by the Court and prior to the deadline for Class Members to object  
21 to the Settlement, Class Counsel will be entitled to file a request seeking an award of attorneys'  
22 fees and reimbursement of expenses and costs from the Settlement Fund, subject to the approval  
23 of and in an amount determined by the Court. Any award of attorneys' fees or reimbursement of  
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1 expenses to Class Counsel, including but not limited to costs incurred in connection with retention  
2 of a Settlement Administrator and Plaintiffs' share of costs relating to the Special Master, will be  
3 paid out of the Settlement Fund in an amount determined by the Court.

4       **2. Service Awards.** Within the time set by the Court and prior to the deadline for  
5 Class Members to object to the Settlement, Class Counsel will be entitled to file a request seeking  
6 a Service Award to be paid out of the Settlement Fund to the Class Representatives in recognition  
7 of the service that the Class Representatives have performed on behalf of the Class and/or for  
8 reimbursement of their time and expenses, subject to the approval of and in an amount to be  
9 approved by the Court.

10       **3. Defendants' Non-Opposition.** Defendants will not take any position with respect  
11 to Class Counsel's request for an award of attorneys' fees and reimbursement of expenses, and  
12 Defendants will not take any position with respect to the request for Service Awards for the Class  
13 Representatives.

14       **4. Timing of Payment of Attorneys' Fees & Expenses.** On the Effective Date of  
15 the Settlement Agreement, Class Counsel will be entitled to a disbursement from the Settlement  
16 Fund equal to the amount of attorneys' fees and expenses and will be entitled to distribute any  
17 Service Awards to the Class Representatives consistent with the Court's order granting Final  
18 Approval. In the event that there is no appeal of the Final Approval of the Settlement Agreement,  
19 but an appeal solely on the issue of the amount of attorneys' fees and expenses, within thirty (30)  
20 days of the notice of appeal, Class Counsel will be entitled to a disbursement from the Settlement  
21 Fund of such amount of the attorneys' fees and/or such amount of expenses/costs as to which  
22 there is no objection.

23       **5. Non-Materiality of Award of Attorneys' Fees And Expenses to Approval of**  
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1 **Settlement.** In the event that the Court refuses, in whole or in part, to grant an award of fees  
2 or expenses or in the event that such award is rejected or modified on appeal, such refusal,  
3 rejection or modification will not constitute a material modification of this Settlement Agreement,  
4 will not void this Settlement Agreement and will not provide a basis for any party to withdraw  
5 from this Settlement Agreement.

6 **6. Defendants' Attorneys' Fees & Expenses.** Defendants will bear their own  
7 attorneys' fees, expenses and costs.

## 8 **XII. PROCEDURES GOVERNING APPROVAL OF THIS SETTLEMENT**

9 **1. Preliminary Approval.** Within the time set by the Court, Class Counsel will  
10 submit this Settlement Agreement and its Exhibits to the Court and shall file motions for  
11 preliminary approval of the Settlement, certification of the Class, appointment of Plaintiff's  
12 Counsel as Class Counsel and certain named Plaintiffs as Class Representatives, and approval of  
13 a plan for providing Notice to the Class Members, and approval of a recommended Settlement  
14 Administrator to perform its duties set forth in this Settlement Agreement ("Motion for  
15 Preliminary Approval"). The Motion for Preliminary Approval shall be accompanied by  
16 proposed Orders in a form to be agreed by the Parties that will, among other things, provide for  
17 the following:

- 18 a. Certification of all the Claims on behalf of the Class for settlement purposes  
19 pursuant to Rule 23(b)(3) of the Washington Rules of Civil Procedure.
- 20 b. Appointment of one or more of the Plaintiffs as Class Representatives.
- 21 c. Appointment of Class Counsel.
- 22 d. Approval of the Notice of Proposed Class Action Settlement and Fairness Hearing  
23 and Proposed Plan of Allocation.

- e. Grant of preliminary approval to the Settlement Agreement and its Exhibits.
- f. Establishment of a date by which Notice will be provided to the Class Members and the manner by which Notice will be provided pursuant to Rule 23 of the Washington Rules of Civil Procedure.
- g. Establishment of the date and procedure by which Class Members must opt-out of the Class and the Settlement Agreement.
- h. Establishment of a date and procedure by which Class Members who do not opt out may submit objections or comments to the Settlement Agreement.
- i. Appointment of a Notice Administrator to perform its duties set forth in this Settlement Agreement.
- j. Appointment of a Settlement Administrator to perform its duties set forth in this Settlement Agreement.
- k. Appointment of a Special Master to perform its duties set forth in this Settlement Agreement.
- l. Approval of the Plan of Allocation.
- m. Approval of the procedures for allowing individuals to challenge Defendants' data and/or membership in the Class and for having the Settlement Administrator adjudicate any challenges to Defendants' data and/or membership in the Class prior to the date of the Fairness Hearing, and establish the date by which Class Members must submit any challenges to Defendants' data and/or membership in the Class and the date by which the Settlement Administrator must complete its adjudication of any challenges to Defendants' data and/or membership in the Class.

1 n. Approval of the procedures for allowing individuals to challenge Defendants'  
2 calculation of hiring and/or promotion dates and having the Special Master  
3 adjudicate any challenges to Defendants' hiring and/or promotion dates prior to  
4 the date of the Fairness Hearing, and establish the date by which Class Members  
5 must submit any challenges to Defendants' hiring and/or promotion dates and the  
6 date by which the Special Master must complete its adjudication of any challenges  
7 to Defendants' hiring and/or promotion dates.

8 o. Establishment of a date for the fairness hearing at which time the Court will  
9 determine whether the Settlement Agreement shall be granted final approval under  
10 Federal Rule of Civil Procedure 23(e).

11 p. Establishment of a date for Class Counsel to move for final approval of the  
12 Settlement Agreement, to move for an award of attorneys' fees and costs, and to  
13 move for service awards for the Class Representatives.

14 **2. Defendants' Non-Opposition.** Defendants will not oppose Plaintiff's motions  
15 for preliminary approval of the Settlement Agreement, certification of the Class, approval of the  
16 Notice, appointment of Plaintiff's counsel as Class Counsel and named Plaintiffs as Class  
17 Representatives, so long as the motions correctly describe the terms of the Settlement Agreement.

18 **3. Declaration Regarding Class Notice.** No later than thirty (30) days after the date  
19 on which Notice is required to be provided, or another date established by the Court, Defendants  
20 will file with the Court a declaration confirming that the Notice Administrator has complied with  
21 the Notice procedures in this Agreement as approved by the Court.

22 **4. Declaration Regarding Settlement Administrator Adjudications.** No later  
23 than twenty (20) days before the Fairness Hearing, or another date established by the Court, the  
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1 Settlement Administrator shall file with the Court a declaration confirming compliance with the  
2 procedures approved by the Court for adjudicating any challenges to Defendants' data with  
3 respect to Claims concerning the Settlement Fund, an explanation of its adjudications and notice  
4 to any person who has submitted a challenge of the determination, the reasons and rationale for  
5 that determination specific to the circumstances of that person's challenge.

6 **5. Final Approval of the Settlement.** If the Court preliminarily approves this  
7 Settlement and if no Party has exercised any right to withdraw from the Settlement as set forth in  
8 this Agreement, Class Counsel will file a Final Approval Motion requesting that the Court finally  
9 approve this Settlement Agreement pursuant to Rule 23 of the Washington Rules of Civil  
10 Procedure. The Final Approval Motion will seek entry of a Final Approval Order in a form  
11 agreed-upon by the Parties that will, among other things, require and/or provide for the following:

- 12 a. Finally certify the claims on behalf of the Class and find that all relevant elements  
13 of Rule 23(a) and (b)(3) of the Washington Rules of Civil Procedure have been  
14 satisfied.
- 15 b. Order final approval of the Settlement set forth in this Settlement Agreement and  
16 find that the Settlement is fair, reasonable and adequate pursuant to Rule 23(e) of  
17 the Washington Rules of Civil Procedure.
- 18 c. Approve the Plan of Allocation.
- 19 d. Find that the Class Notice met the requirements of Rule 23(c)(2) of the  
20 Washington Rules of Civil Procedure and due process.
- 21 e. Consistent with Rule 23(c)(3) of the Washington Rules of Civil Procedure specify  
22 or describe those to whom Class Notice was directed and who have not requested  
23 exclusion, and whom the Court finds to be members of the class.



- 1 f. Dismiss the Action against Defendants with prejudice pursuant to Rule 41 and  
2 23(e) of the Washington Rules of Civil Procedure.
- 3 g. Enter Final Judgment approving the Settlement Agreement.
- 4 h. Determine Class Counsel's request for an award of attorneys' fees and expenses.
- 5 i. Determine the Class Representatives' request for a Service Award.
- 6 j. Retain exclusive jurisdiction, without affecting the finality of the Order entered,  
7 regarding (a) implementation of this Settlement Agreement; (b) disposition of the  
8 Settlement Amount; and (c) enforcement and administration of this Settlement  
9 Agreement.
- 10 k. Consistent with Rule 23(f)(1) of the Washington Rules for Civil Procedure, find  
11 that the Settlement is not intended to create residual funds, but to the extent that  
12 such funds do exist that Class Counsel will propose the distribution of such  
13 residual funds consistent with Rule 23(f)(2) of the Washington Rules for Civil  
14 Procedure.

15 **6. Parties' Cooperation.** The Parties agree to take all actions necessary to obtain  
16 approval of this Settlement Agreement consistent with their duties and obligations to their clients  
17 and, as to Class Counsel, the Settlement Class.

18 **7. Special Master Adjudications.** No later than sixty (60) days after the Fairness  
19 Hearing, or another date established by the Court, the Special Master will file with the Court a  
20 declaration confirming compliance with the procedures approved by the Court for adjudicating  
21 any challenges to Defendants' hiring and/or promotion dates.

### 22 **XIII. RELEASE OF CLAIMS**

23 **1. Release by Plaintiffs & the Class.** Upon the Effective Date of this Settlement  
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1 Agreement and conditioned upon the final approval of the Court, Plaintiffs and all other Class  
2 Members (who do not submit a timely request to opt out of the Class) will dismiss and release  
3 Defendants from any and all claims arising out of the facts asserted in the Second Amended  
4 Complaint relating to Defendants' failure to provide Veterans Preference that accrued prior to  
5 December 21, 2016 except as to any excluded from this Settlement Agreement.

6 **2. Claims Excluded From Release.** The following claims are excluded from any  
7 release:

8 a. Any claims by Plaintiffs or the Class for declaratory or injunctive relief regarding  
9 Statutory Military Leave per year under Washington State law, RCW 38.40.060  
10 or any claims for monetary relief regarding Statutory Military Leave that accrued  
11 on or after December 21, 2016.

12 b. Any action to enforce the terms of this Settlement Agreement by Plaintiffs,  
13 Defendants, Class Counsel or any member of the Class.

14 c. Any claim by any person who successfully opts out of the Class pursuant to the  
15 deadlines and procedures established by the Court.

16 **3. Release of Plaintiffs and the Class by Defendants.** Upon the Effective Date of  
17 Settlement, Defendants will release Plaintiffs, the Class and Class Counsel of any and all claims  
18 that were or could have been asserted arising out of the facts or claims asserted in the Complaint,  
19 including any claims for attorneys' fees, costs, expenses or sanctions.

#### 20 **XIV. CONDITIONS OF THE SETTLEMENT**

21 **1. Court Approval.** Each of the following is an express condition of Settlement:  
22 (a) the Court certifies this Action on behalf of the Class materially the same as defined in this  
23 Settlement Agreement; (b) the Court enters Preliminary Approval substantially in the form  
24

1 required by this Agreement; and (c) the Court enters the Final Approval Order substantially in  
2 the form required by this Settlement Agreement. In the event that any one of these conditions is  
3 not met, either Lead Class Counsel or Defendants may withdraw from this Settlement so long as  
4 they provide written notice of their intent to do so within 14 days of the order or event that is the  
5 reason for the withdrawal.

6       **2. Material Increase In the Amount of the Claims of the Class.** To the extent  
7 that, as a result of successful Challenges which successfully demonstrate membership in the Class  
8 or challenge the data provided by Defendants, the aggregate amount of damages (as calculated  
9 using the methodology in the Proposed Plan of Allocation) for the Class increases by more than  
10 \$650,000 after excluding damages for any previously identified Class Members who opted out,  
11 Lead Class Counsel will have the unilateral right to withdraw from this Settlement and resume  
12 the litigation. To the extent that such right is exercised, Lead Class Counsel will exercise that  
13 right before the Court enters Final Approval of the Settlement.

14       **3. Material Increase in the Number of Applicant Class Members.** If more than  
15 25 persons who are not among the 109 previously identified Applicant Class Members  
16 submit claims as Applicant Class Members and meet all criteria required to be included as  
17 Applicant Class Members entitled to participate in this Settlement, Lead Class Counsel will  
18 have the unilateral right to withdraw from the Settlement within 15 days after the deadline  
19 after which more than 25 additional individuals are determined to be Applicant Class  
20 Members.

21       **4. Effect of Exclusion of Certain Previously Identified Class Members.** In the  
22 event that a Class is certified in a manner that permits persons meeting the Class Definition to  
23 exclude themselves from the Class, as contemplated by this Agreement, Defendants shall have  
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25

1 the right to withdraw from the Settlement if more than 44 of the previously identified 878 Class  
2 Members exercise that right on a timely basis and are permitted by the Court to opt out of the  
3 Class and the Settlement Agreement. In order to exercise that right, Defendants must notify Class  
4 Counsel of their intent to withdraw if the Court ultimately determines that such persons are  
5 entitled to exclude themselves, by sending written notice to Class Counsel by the later of 14 days  
6 after the deadline established by the Court for eligible Class Members to opt out or, if all such  
7 exclusions are not received by that date, 14 days after the last exclusion, which the Court permits  
8 as a valid and timely exclusion, is received by Defendants' counsel.

9       **5. Effectiveness of Notice of Termination.** In the event that Lead Class Counsel or  
10 Defendants exercise any right to withdraw from the Settlement Agreement, such notice of  
11 termination or withdrawal will become effective to void this Settlement unless the Parties reach  
12 written agreement within forty-five (45) calendar days of the Notice of Termination or withdrawal  
13 to modify the Settlement Agreement to resolve the issue.

14       **6. Effect of Termination or Withdrawal.** In the event that the Court refuses to  
15 grant Final Approval, in the event that Final Approval is reversed on appeal, or in the event that  
16 either Lead Class Counsel or Defendants exercise a right to withdraw from the Settlement  
17 Agreement within the times specified in this Agreement prior to the Final Judgment being  
18 entered, (a) any amounts paid into the Escrow Account and/or Settlement Fund (less any expenses  
19 incurred in connection with this Settlement, including but not limited to any taxes owing, any  
20 costs of the Settlement Administrator or Special Master) shall be returned; (b) Defendants will  
21 not be released from the claims asserted in the Litigation; and (c) the Parties will return to their  
22 respective positions in the Litigation on December 21, 2016 (i.e. before the Parties reached the  
23 Agreement in Principle).

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## XV. MISCELLANEOUS PROVISIONS

1. **No Party is the Drafter.** This Settlement Agreement is deemed to have been drafted by all Parties, as a result of arm's-length negotiations among the Parties. Whereas all Parties have contributed substantially and materially to this Settlement Agreement, it shall not be construed more strictly against one Party than another.

2. **Headings.** The headings in this Settlement Agreement are used for purposes of convenience and ease of reference only and are not meant to have any legal effect, nor are they intended to influence the construction of this Settlement Agreement in any way.

3. **Governing Law.** All terms of this Settlement Agreement shall be governed by and interpreted according to the laws of the State of Washington.

4. **Binding Effect.** This Settlement Agreement shall be binding upon, and inure to the benefit of, the successors, assigns, executors, administrators, heirs and legal representatives of the Parties, provided, however, that no assignment by any Party shall operate to relieve such party of its obligations hereunder.

5. **Counterparts.** This Settlement Agreement may be executed in one or more original, photocopied, or facsimile counterparts. All executed counterparts and each of them shall be deemed to be one and the same instrument.

6. **No Tax Advice.** No opinion or advice concerning the tax consequences of the Settlement Agreement has been given or will be given by counsel involved in the Case to Defendants, the Class, or the Class Representative, nor is any representation or warranty in this regard made by or to anyone by virtue of this Settlement Agreement. The tax obligations of Defendants, the Class, the Class Representatives, and Class Counsel, and the determination thereof are the sole responsibility of each of them, and it is understood that the tax consequences

1 may vary depending on the particular circumstances of each member of the Settlement Class.

2       **7. Exhibits.** All of the Exhibits attached hereto and identified herein are hereby  
3 incorporated by reference as though fully set forth herein.

4       **8. Modification.** This Settlement Agreement may be amended or modified only by  
5 written instrument signed by, or on behalf of, Lead Class Counsel on behalf of Plaintiffs and the  
6 Class or by Defendants' Counsel on behalf of Defendants.

7       **9. Entire Agreement.** This Settlement Agreement constitutes the entire agreement  
8 among the Parties, and no representations, warranties or inducements have been made by or to  
9 any Party concerning this Settlement Agreement or the Agreement in Principle, other than the  
10 representations, warranties, and covenants contained and memorialized in such documents. In  
11 the event of any conflicts between this Settlement Agreement, the Agreement in Principle, or any  
12 other document, this Settlement Agreement shall control.

13       **10. Waiver.** The waiver by one Party of any breach of this Settlement Agreement by  
14 any other Party shall not be deemed a waiver of any other breach of this Settlement Agreement.  
15 The provisions of this Settlement Agreement may not be waived except by a writing signed by  
16 the affected Party, or counsel for that affected Party, or orally on the record in court proceedings.

17       **11. Fees & Expenses.** In addition to paying the expenses and costs set forth above,  
18 Defendants shall bear their own attorneys' fees, costs, and expenses in this Case. Except as  
19 provided in this Settlement Agreement, the Class and the Class Representatives shall bear their  
20 own attorneys' fees, costs, and expenses in this Case.

21       **12. Continuing Jurisdiction.** The Parties agree to submit to the jurisdiction of the  
22 Court regarding any the terms of this Settlement Agreement, including disputes relating to  
23 implementing and enforcing the Settlement embodied in this Settlement Agreement.

1           **13. Enforcement of the Settlement Agreement.** In the event that either party must  
2 bring an action to enforce any term of this Settlement Agreement, the party bringing the action  
3 will be entitled to attorneys' fees and expenses so long as that party is deemed by the Court to be  
4 the prevailing party and attempted to resolve the issue in good faith prior to filing the action.

5           **14. Authorization.** Each signatory to this Settlement Agreement represents that he,  
6 she or it is authorized to enter into this Settlement Agreement on behalf of the respective Parties  
7 he, she or it represents.

8           **15. Extensions of Time.** The Parties may agree to extent to extend any deadline  
9 required by this Settlement Agreement that is not a deadline set by the Court. For any deadline  
10 set by the Court, the Parties may request any reasonable extension of time from the Court that  
11 might be necessary to carry out any of the provisions of this Settlement Agreement.

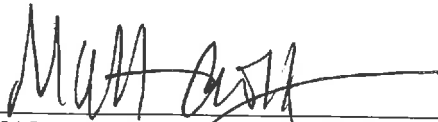
12           **16. Calculation of Time.** References in this Settlement Agreement to time and  
13 mailing shall be construed in the following manner. All time periods in this Settlement  
14 Agreement that are stated in terms of days are calendar days. Unless otherwise specified in this  
15 Settlement Agreement, a document shall be deemed timely if it is received, postmarked, or bears  
16 a similar reliable verification of delivery before the expiration of the applicable period, or in the  
17 absence of a legible postmark, if it is received by mail within three days of the expiration of the  
18 applicable period. The first day counted shall be the day after the event from which the time  
19 period begins to run and the last day of the period shall be included, unless it falls on a Saturday,  
20 Sunday, or Federal holiday, in which case the time period shall be extended to include the next  
21 business day.

22           **17. Notice.** Whenever this Settlement Agreement provides for notice to be given to  
23 the Parties, such notice shall be served on the Parties' respective counsel below at the address  
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1 below (unless the Party provides written notice otherwise).

2 IT IS HEREBY AGREED by the undersigned on behalf of their respective client(s).

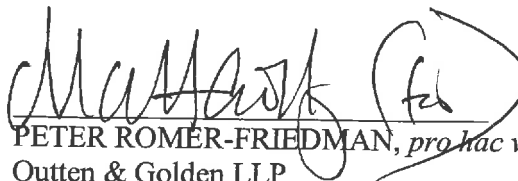
3 DATED this 5th day of May, 2017.

4 

5  
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20 601 Massachusetts Ave. NW  
21 Second Floor West  
22 Washington, DC 20001  
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24 

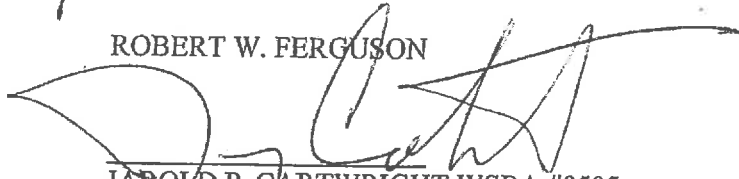
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*Attorneys for Plaintiffs*



1 DATED this 5<sup>th</sup> day of May, 2017.

2 ROBERT W. FERGUSON

3 

4 JAROLD P. CARTWRIGHT WSBA #9595

5 JASON BROWN WSBA #39366

6 Assistant Attorneys General

7 Washington Attorney General's Office

8 1116 West Riverside Avenue

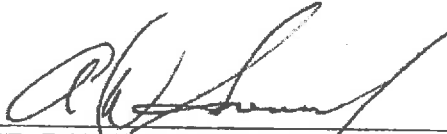
9 Spokane, WA 99201

10 (509) 456-2773

11 Attorneys for Defendants

12 DATED this 5 day of May, 2017.

13 THE WASHINGTON STATE PATROL

14 

15 DR. DONALD SORENSON, CFE

16 Risk Management Division

# SCHEDULE 1

No.	Last, First	West Loss Schedule	Survey Number	Hire Date	Service Yrs 7/1/2016	Current Status	High Rank	Vet Pref Applied	App to Hire	Hire Delay Range	Avg Delay	Actual Academy	Expected Academy	Academy Delay
1	ADAMS, SHANE L.	Sch. IV		10/13/2000	0.1	sep non-hire	C	hire	12.2	0	0.0			0.0
2	ADAMS, TODD E.	Sch. VII												
3	AGNESANI, JON P	Sch. V		8/20/1973	27.3	ret	T	hire	past ret	1-4	2.5	-	-	4.0
4	AHRENS, JOHN W.	Sch. V		2/14/1966	30.2	ret	T	hire	past ret	1-4	2.5	-	-	4.0
5	AHRENS, KENNETH E.	Sch. V		8/15/1985	25.0	ret	T	hire	past ret	1-4	2.5	63	62	6.7
6	AKAU, CHARLES H.	Sch. V		1/3/1979	25.5	ret	T	hire	past ret	1-4	2.5	57	56	4.8
7	ALANIZ, CONRADO	Sch. IV		7/2/1999	1.8	sep	C	hire	4.2	0	0.0			0.0
8	ALEXANDER, DALE J.	Sch. V		8/27/1987	27.1	ret	L	hire	past ret	1-4	2.5	67	67	0.0
9	ALFORD, JOHN T.	Sch. VI	30201764			non-hire								
10	ALLAN, MICHAEL L.	Sch. IV		7/1/1999	17.0	act	T	hire	13.1	4-7	5.5	85	83	13.7
11	ALLEN, LINDA A	Sch. V		10/17/1988	27.7	act	T	hire	past ret	1-4	2.5	81	81	0.0
12	ALVAREZ, ESTEBAN	Sch. VII				non-hire								
13	AMY, GREGORY A.	Sch. IV		11/18/1996	5.2	sep	T	hire	past ret	1-4	2.5	81	80	12.3
14	ANDERS, CRAIG B.	Sch. V		4/21/1969	37.0	ret	T	hire	past ret	1-4	2.5	-	-	4.0
15	ANDERSON, DANIEL R.	Sch. III	29657405	11/26/1990	25.1	ret	S	hire	past ret	1-4	8.5	72	71	4.6
16	ANDERSON, DAVID E.	Sch. V		7/15/1985	26.3	ret	T	hire	past ret	1-4	2.5	62	62	0.0
17	ANDERSON, MARK G.	Sch. VI	29657631			non-hire								
18	ANDERSON, WILLIAM D	Sch. IV		5/30/2008	8.1	act	T	hire	past ret	0	0.0	96	96	0.0
19	ANG, GARY M.	Sch. V		2/3/1958	44.3	ret	T	hire	past ret	1-4	2.5	-	-	4.0
20	ARMOND, BRUCE A.	Sch. V		12/0/1989	2.2	sep	C		past ret					
21	ARNOLD JR., JAMES G.	Sch. V		5/1/1968	31.0	ret	T	hire	past ret	1-4	2.5	-	-	4.0
22	ARNOLD, CHARLES	Sch. II	29657434	8/26/1996	19.9	act	LT	hire	23.8	13-15	14.0	80	78	15.0
23	ARNOLD, THOMAS G.	Sch. IV		12/10/1999	13.4	ret	T	hire	5.3	1-4	2.5	86	86	0.0
24	ARRAS, KEVIN MARK	Sch. III	29657396	7/5/1985	26.9	ret	L	promo	4.1	0	0.0	62	62	0.0
25	ASHCRAFT, WILLIAM L	Sch. V		4/15/1991	25.2	act	S	hire	past ret	1-4	2.5	73	73	0.0
26	ASTON, RYAN J	Sch. IV		7/2/1997	19.0	act	T	hire	past ret	1-4	2.5	83	81	14.0
27	ATCHISON, DANIEL J	Sch. IV		12/22/1995	20.5	act	L	hire	past ret	1-4	2.5	80	79	8.7
28	ATKINS, TRISTAN K.	Sch. V		8/29/1986	25.0	ret	OPT	hire	past ret	1-4	2.5	65	65	0.0
29	ATKINSON, JOHN I	Sch. V		5/18/1992	24.1	act	T	hire	past ret	1-4	2.5	76	76	0.0
30	ATKINSON, ROBERT G	Sch. IV		1/15/1998	18.5	act	T	hire	past ret	1-4	2.5	83	82	4.0
31	AUSTIN, TRAVIS L.	Sch. IV		12/2/2002	13.6	act	T	hire	10.7	3-6	4.5	89	89	0.0
32	AYE, JAMES A	Sch. V		12/9/1991	15.1	sep	T	hire	past ret	1-4	2.5	75	74	3.3
33	AYERS, RONALD L.	Sch. V		3/3/1980	32.3	ret	T	hire	past ret	1-4	2.5	59	59	0.0
34	BACKLUND, JAMES A.	Sch. V		9/8/1969	27.1	ret	T	hire	past ret	1-4	2.5	-	-	4.0
35	BAILEY, JESSY J	Sch. IV		7/23/2012	0.3	sep	C	hire	5.4	0	0.0			0.0
36	BAIRD, BRANDON R	Sch. IV		10/18/2012	1.4	sep	T	hire	5.8	0	0.0	101	101	0.0
37	BAIRD, KEVIN L.	Sch. VI	29657605			non-hire								
38	BAKER, SCOTT M	Sch. V		9/1/1971	32.8	ret	T	hire	past ret	1-4	2.5	-	-	4.0
39	BAKER, WHITNEY P	Sch. IV		3/26/2007	0.9	sep	C	hire	4.1	0	0.0			0.0
40	BALDWIN, JAMES LEONARD	Sch. V		11/17/1969	26.2	ret	S	hire	past ret	1-4	2.5	-	-	4.0
41	BALL, BRYAN CHARLES	Sch. V		3/4/1986	25.0	ret	T	hire	past ret	1-4	2.5	64	63	6.0
42	BALLMAN, HARVEY	Sch. VII				non-hire								
43	BAMBINO, MAJOR C.	Sch. V		4/24/1987	28.0	ret	T	hire	past ret	1-4	2.5	66	66	0.0
44	BANNISTER, DIANNA M	Sch. IV		7/7/1998	1.8	sep	T	hire	3.9	0-3	1.5			0.0
45	BARNES JR, GARY R	Sch. IV		4/16/2004	5.3	sep	T	hire	8.3	1-4	2.5	92	91	13.2
46	BARRY, ERIC H	Sch. IV		12/1/2006	0.3	sep	C	hire	6.9	0	0.0			0.0
47	BARRY, PHILLIP A.	Sch. VII				non-hire								
48	BART, JASON R	Sch. IV		3/19/2002	14.3	act	T	hire	7.0	1-4	2.5	89	88	8.5
49	BARTOLAC, TODD E	Sch. IV		12/5/2006	9.6	act	T	hire	past ret	1-4	2.5	95	94	9.0
50	BATE, ERIC	Sch. VI	29657615			non-hire								
51	BAUDERS, DAVID A	Sch. IV		6/10/2013	3.1	act	T	hire	8.2	2-5	3.5	102	102	0.0

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52	BAUER, MITCHELL T.	Sch. IV		3/27/2006	10.3	act	T	hire	6.3	0	0.0	93	93	0.0
53	BEEGLE, PRESTON G.	Sch. V		10/7/1974	26.6	ret	T	hire	past ret	1-4	2.5	-	-	4.0
54	BEEMER, KIMBERLY D	Sch. IV		12/1/2006	1.4	sep	C	hire	2.8	0	0.0	-	-	0.0
55	BEHE, TERRY S	Sch. IV		12/2/2002	0.3	sep	C	hire	16.5	0	0.0	-	-	0.0
56	BELFORD, JAMES E	Sch. V		1/16/1967	39.1	sep	T	hire	past ret	1-4	2.5	-	-	4.0
57	BELL, TRAVIS F	Sch. V		4/12/1965	40.9	sep	L	hire	past ret	1-4	2.5	-	-	4.0
58	BELT, AARON M	Sch. IV		5/12/1987	19.2	act	T	hire	past ret	1-4	2.5	81	81	0.0
59	BENDIKSEN, CHRISTOPHER A.	Sch. IV		12/1/2006	9.6	act	T	hire	15.8	5-8	6.5	94	93	8.5
60	BENNETT, CHRISTOPHER A.	Sch. VI	29657604			non-hire								
61	BERENDS, JOHN J.	Sch. V		11/24/1986	27.3	ret	T	hire	past ret	1-4	2.5	66	65	6.2
62	BERTHOLF, DAVID L	Sch. V		1/27/1982	22.0	sep	T	hire	past ret	1-4	2.5	76	75	10.6
63	BETTGER, RICHARD S	Sch. IV		5/13/1994	22.2	act	T	hire	past ret	1-4	2.5	77	77	0.0
64	BETTS, DANIEL M	Sch. IV		5/17/1999	17.1	act	T	hire	3.8	0-3	1.5	85	84	5.2
65	BIDEWELL, AARON M	Sch. IV		3/10/1998	17.9	act	T	hire	5.3	0-3	1.5	84	82	12.5
66	BIDFIELD, GILBERT G.	Sch. V		7/1/1955	41.8	ret	T	past ret				-	-	
67	BJORKMAN, RICHARD L	Sch. IV		7/8/1998	18.0	act	T	hire	12.8	4-7	5.5	82	82	0.0
68	BJORNBERG, FREDRICK M.	Sch. V		1/3/1980	27.7	ret	S	hire	past ret	1-4	2.5	59	58	35.1
69	BLACK JR, FRANK P	Sch. IV		2/28/1999	17.4	act	T	hire	7.4	1-4	2.5	84	83	8.5
70	BLAKE, JUSTIN T.	Sch. IV		11/1/2010	5.7	act	T	hire	4.7	0	0.0	99	99	0.0
71	BLANKENSHIP, BENJAMIN L.	Sch. V		8/18/1986	26.7	ret	T	hire	past ret	1-4	2.5	65	64	5.7
72	BLOOD, BRUCE F.	Sch. IV		12/11/1995	20.6	act	T	hire	past ret	1-4	2.5	79	79	0.0
73	BLUE, TODD A	Sch. V		8/12/1981	4.1	sep	T	hire	past ret	1-4	2.5	74	74	0.0
74	BOJORQUEZ, RUBEN J.	Sch. VII				non-hire								
75	BOLTON JR., DAVID J.	Sch. V		5/12/1986	28.9	ret	S	hire	past ret	1-4	2.5	69	67	10.5
76	BOLTZ, LARRY E.	Sch. V		4/16/1973	32.2	ret	T	hire	past ret	1-4	2.5	-	-	4.0
77	BOOTH, DAVID E.	Sch. V		4/16/1973	25.0	ret	T	hire	past ret	1-4	2.5	-	-	4.0
78	BORDERS, PHILIP E.	Sch. V		2/1/1969	28.4	ret	S	hire	past ret	1-4	2.5	-	-	4.0
79	BOURLAND, DAVID W.	Sch. V		12/10/1990	25.0	ret	T	hire	past ret	1-4	2.5	72	72	0.0
80	BRADFORD, PATRICIA	Sch. VII				non-hire								
81	BRANTLEY, ROBERT ERIC	Sch. IV		10/19/2009	1.4	sep	T	hire	6.1	0	0.0	98	97	9.0
82	BRAZAS, ROBERT C	Sch. IV		2/25/1999	17.4	act	S	hire	4.6	0-3	1.5	84	83	8.5
83	BREWER, JACOB R.	Sch. IV		10/19/2012	3.7	act	T	hire	6.3	1-4	2.5	101	101	0.0
84	BROCK, ANTHONY P.	Sch. IV		1/18/2000	16.5	act	T	hire	5.3	0-3	1.5	86	86	0.0
85	BROWN, EVERETT N.	Sch. V		10/1/1988	34.4	ret	T	hire	past ret	1-4	2.5	-	-	4.0
86	BROWN, JAMES G.	Sch. V		10/28/1988	25.5	ret	S	hire	past ret	1-4	2.5	68	68	0.0
87	BROWN, MARK C.	Sch. V		6/17/1974	28.4	ret	T	hire	past ret	1-4	2.5	-	-	4.0
88	BROWN, SCOTT V.	Sch. IV		7/2/1999	17.0	act	T	hire	3.8	0	0.0	86	84	15.6
89	BROYLES, BRYAN L.	Sch. IV		5/17/1999	17.1	act	T	hire	5.3	0-3	1.5	85	84	5.2
90	BRUETT, ROGER W.	Sch. V		6/20/1966	28.9	ret	OPT	hire	past ret	1-4	2.5	-	-	4.0
91	BRUYA, DONALD C.	Sch. V		7/1/1977	25.9	ret	T	hire	past ret	1-4	2.5	-	-	4.0
92	BRYAN, BENJAMIN D.	Sch. IV		1/2/2013	3.5	act	T	hire	6.9	1-4	2.5	102	101	9.0
93	BRYAN, WILLIAM J.	Sch. V		2/13/1987	26.1	ret	T	hire	past ret	1-4	2.5	66	65	6.2
94	BRYANT, JIMMIE	Sch. V		11/5/1967	38.3	sep	T	hire	past ret	1-4	2.5	-	-	4.0
95	BRYANT, JOHN P.	Sch. IV		8/1/2008	7.9	act	T	hire	6.7	1-4	2.5	-	-	4.0
96	BUETTNER, JOANN M.	Sch. IV		7/7/1998	18.0	act	L	hire	5.2	0-3	1.5	98	96	25.5
97	BURKE, RYAN D	Sch. IV		5/30/2008	8.1	act	T	hire	12.0	4-7	5.5	82	82	0.0
98	BURNS, ROBERT D.	Sch. V		6/1/1967	27.5	ret	T	hire	past ret	1-4	2.5	-	-	4.0
99	BUTLER, JERRY E.	Sch. V		7/13/1970	25.5	ret	S	hire	past ret	1-4	2.5	-	-	4.0
100	BUTLER, MARTIN T.	Sch. V		7/8/1974	28.8	ret	S	hire	past ret	1-4	2.5	-	-	4.0
101	BUTSCH, THOMAS R.	Sch. V		9/3/1986	25.8	ret	S	hire	past ret	1-4	2.5	66	64	12.0
102	CAIN, TRENT M.	Sch. V		9/18/1987	25.5	ret	S	hire	past ret	1-4	2.5	67	67	0.0

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103	CALDWELL, RICHARD R.	Sch. IV		1/15/1998	1.0	sep	C	hire	7.7	0	0.0			
104	CAMPBELL, STANLEY D.	Sch. IV		9/9/1996	19.8	act	T	hire	past ret	1-4	2.5	82	80	0.0
105	CANTRAL, WILLIAM N.	Sch. IV		3/19/2002	0.6	sep	C	hire	10.3	0	0.0			22.3
106	CANTRAL, WILLIAM N.	Sch. VII				non-hire								0.0
107	CANTWELL, RONALD A.	Sch. III	29657428	8/16/1996	11.9	sep	T	hire	past ret	1-4	2.5	81	80	12.3
108	CARLISLE, NATHAN W.	Sch. IV		7/22/2011	unk	sep	C	hire	5.8	0	0.0			0.0
109	CARLONE, DILLON C.	Sch. IV		4/27/2012	4.2	act	T	hire	1.3	0	0.0	101	100	6.0
110	CARROLL, PAUL L. JR.	Sch. III	30201569	8/18/1997	18.9	act	T	hire	7.5	1-4	2.5	81	81	0.0
111	CARSON, CASEY G.	Sch. IV		8/26/1998	12.8	sep	T	hire	past ret	1-4	2.5	80	80	0.0
112	CARTER, JENNIFER A.	Sch. IV		12/1/2006	0.0	sep	C	hire	6.4	0	0.0			0.0
113	CARTWRIGHT, JOHN H.	Sch. V		9/8/1980	31.8	ret	T	hire	past ret	1-4	2.5	59	59	0.0
114	CASEY, ZACHARY P.	Sch. III	30201588	6/11/2004	12.1	act	T	hire	4.6	0-3	1.5	91	91	0.0
115	CASHATT, RANDALL D.	Sch. IV		1/16/1998	18.5	act	T	hire	past ret	1-4	2.5	83	82	4.0
116	CASSETTO, KENNETH MIKE	Sch. V		6/17/1968	28.1	ret	T	hire	past ret	1-4	2.5	-	-	4.0
117	CASTO, NICHOLAS J	Sch. IV		10/23/1998	17.7	act	T	hire	3.6	0-3	1.5	84	83	8.5
118	CAVENS, RUSSELL H.	Sch. V		3/1/1967	33.3	ret	T	hire	past ret	1-4	2.5	-	-	4.0
119	CERVANTES, SERGIO	Sch. IV		3/27/2006	10.3	act	T	hire	8.9	0	0.0	93	93	0.0
120	CHAPMAN, BARRY A.	Sch. IV		4/26/2012	0.3	sep	C	hire	14.1	0	0.0	88	87	7.1
121	CHAPMAN, MICHAEL J.	Sch. III	29657430	7/3/2001	15.0	act	S	hire	6.0	1-4	2.5	66	65	6.2
122	CHIAPPETTA, DANIEL W.	Sch. V		3/2/1987	26.5	ret	T	hire	past ret	1-4	2.5			
123	CHOWNING, ELDON DEAN	Sch. VII				non-hire								
124	CHRISTENSEN, MICHAEL L.	Sch. V		8/14/1978	28.5	ret	S	hire	past ret	1-4	2.5	56	56	0.0
125	CHROMEY, JAMES A.	Sch. IV		40745	5.0	act	T	hire	8.5	0	0	99	99	0
126	CHROMEY, JAMES A.	Sch. V		6/14/1971	31.5	ret	S	hire	past ret	1-4	2.5	-	-	4.0
127	CLACK, WILLIAM R.	Sch. V		7/8/1985	25.0	ret	T	hire	past ret	1-4	2.5	62	62	0.0
128	CLARK, GRANT R.	Sch. IV		38538	11.0	act	S	hire	14.5	5-8	6.5	93	92	8.7
129	CLAYTON, SCOTT J	Sch. IV		3/31/2000	4.8	sep	T	hire	4.3	0-3	1.5	86	86	0.0
130	CLEVENGER, DOUGLAS J.	Sch. III	30201575	8/26/1996	19.9	act	T	hire	9.1	3-6	4.5	80	80	0.0
131	CLIFTON, DAVID R.	Sch. III	29657394	8/3/1992	21.5	sep	T	hire	5.1	0-3	1.5	77	77	0.0
132	CLOSE JR., MICHAEL A.	Sch. VII				non-hire								
133	CLOSE, RICHARD D.	Sch. V		9/1/1967	26.8	ret	T	hire	past ret	1-4	2.5	-	-	4.0
134	COFFMAN, MELVIN R.	Sch. V		7/1/1967	28.0	ret	T	hire	past ret	1-4	2.5	-	-	4.0
135	COHEA, ROD A	Sch. VII				non-hire								
136	COHEN, DANIEL L.	Sch. IV		4/26/2012	0.4	sep	C	hire	10.8	0	0.0			0.0
137	COLLIER, MARVIN G	Sch. V		3/6/1969	37.4	ret	T	hire	past ret	1-4	2.5	-	-	4.0
138	COLLIER, WILLARD	Sch. III	30201601	1/19/1998	17.5	act	T	hire	9.3	2-5	3.5	84	83	8.5
139	COLLINS, ALICE J	Sch. IV		34568	21.9	act	T	hire	past ret	1-4	2.5	85	83	13.7
140	COLVER, MONTY J.	Sch. V		8/9/1985	25.0	ret	S	hire	past ret	1-4	2.5	62	62	0.0
141	COMBS, DWIGHT LAYTON	Sch. V		3/5/1979	28.5	ret	T	hire	past ret	1-4	2.5	57	57	7.2
142	COMNICK, DANIEL P.	Sch. IV		38978	9.8	act	T	hire	4.7	0-3	1.5	94	94	0
143	CONLEY, LARRY R.	Sch. V		6/30/1969	25.0	ret	S	hire	past ret	1-4	2.5	69	69	0.0
144	CONRAD, DANIEL L	Sch. VII				non-hire								
145	COOK, DWIGHT R	Sch. V		10/17/1960	45.4	sep	L	hire	past ret	1-4	2.5	-	-	4.0
146	COOPER, GARY	Sch. VI	29657608			non-hire								
147	CORRIGAN, TROY M.	Sch. III	30201595	7/19/1999	17.0	act	T	hire	3.8	0-1	0.5	86	84	15.6
148	CORTEZ, WILLIAM R.	Sch. IV		7/2/1999	1.5	sep	T	hire	3.2	0	0.0	84	84	0.0
149	CORTEZ, FRANCISCO M.	Sch. V		6/3/1974	29.4	ret	T	hire	past ret	1-4	2.5	-	-	4.0
150	CORTEZ, JOSE	Sch. V		7/10/1967	27.0	ret	T	hire	past ret	1-4	2.5	-	-	4.0
151	CORTEZ, JOSE M.	Sch. IV		39084	9.5	act	T	hire	past ret	1-4	2.5	95	94	9
152	CORY JR., ROBERT C.	Sch. V		7/13/1970	24.9	ret	T	hire	past ret	1-4	2.5	-	-	4.0
153	COVELL, JEFFREY M.	Sch. VII				non-hire								4.0

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154	COZZITORTO, PETER A.	Sch. IV		37592	13.6	act	S	hire	18.3	6-9	7.5	89	88	8.5
155	COZZOLINO, ANDREW C.	Sch. IV		7/9/1998	2.0	sep	T	hire	4.6	0-3	1.5	82	82	0.0
157	CRANDALL, JASON M.	Sch. III	30201563	12/11/1995	18.1	sep	T	hire	6.3	1-4	2.5	79	79	0.0
158	CRICHTON, LEONARD D.	Sch. IV		8/12/2005	0.1	sep	C	hire	past ret	0	0.0			0.0
159	CROOKS, JAMES D.	Sch. IV		37334	14.3	act	S	hire	5.3	0-3	1.5	89	88	8.5
160	CRUM, JASON M.	Sch. VII	30201579	3/19/2002	14.3	act	T	hire	7.3	0-3	1.5	89		8.5
161	CULPEPPER, WILLIAM W.	Sch. VII				act	T	hire						
162	CUNNINGHAM, DONALD S.	Sch. V		7/26/1985	27.3	ret	T	hire	past ret	1-4	2.5	62	62	0.0
163	CUNNINGHAM, STEPHEN G.	Sch. V		4/16/1973	25.0	ret	T	hire	past ret	1-4	2.5	-	-	4.0
164	CURTIS, ALAN L.	Sch. V		2/8/1989	17.9	ret	T	hire	past ret	1-4	2.5	69	68	7.4
165	CYPRIN, DONALD R.	Sch. V		8/27/1990	25.0	ret	S	hire	past ret	1-4	2.5	72	71	4.6
166	DAHL, MICHAEL	Sch. V		9/9/1991	24.8	act	CPT	hire	past ret	1-4	2.5	74	74	0.0
167	D'APRILE, JOHN P.	Sch. IV		4/12/1999	3.0	sep	T	hire	5.3	0-3	1.5	86	84	15.6
168	DAVIS, ANTHONY	Sch. VII				non-hire								
169	DAVIS, DANIEL J.	Sch. V		11/1/1970	26.1	ret	T	hire	past ret	1-4	2.5	-	-	4.0
170	DAVIS, PHILIP D.	Sch. IV		1/2/2008	4.3	sep	T	hire	5.6	0	0.0	96	96	0.0
171	DAVIS, TROY R.	Sch. III	29657438	8/19/1991	24.9	act	T	promo	4.6	0	0.0	74	74	0.0
172	DECKER, JAMES D.	Sch. IV		41025	4.2	act	T	hire	7.0	0	0	101	100	6
173	DEFOLO, GARY R.	Sch. V		2/8/1971	30.1	ret	T	hire	past ret	1-4	2.5	-	-	4.0
174	DEHART, THEODORE R.	Sch. III	31379213	5/11/1992	24.2	act	S	hire	5.4	0-3	1.5	77	76	16.6
175	DELL, BRENT L.	Sch. V		3/12/1990	25.0	ret	T	hire	past ret	1-4	2.5	71	70	7.7
176	DENNIS, WILLIAM F.	Sch. IV		7/10/1998	5.7	ret	T	hire	11.2	4-7	5.5	82	82	0.0
177	DENTON JR, KENNETH L.	Sch. V		9/10/1990	24.9	ret	S	hire	past ret	1-4	2.5	72	71	4.6
178	DEPRETTO, KEN F.	Sch. V		3/17/1990	25.0	ret	T	hire	past ret	1-4	2.5	59	59	0.0
179	DERRICK, DEVYN S.	Sch. V		9/24/1990	25.8	act	S	hire	past ret	1-4	2.5	72	71	4.6
180	DEVOE, DANIEL N.	Sch. V		8/14/1978	25.8	ret	T	hire	past ret	1-4	2.5	56	56	0.0
181	DEWEY, NEIL R.	Sch. III	30201606	8/4/1975	29.9	ret	T	hire	past ret	1-4	2.5	-	-	4.0
182	DITTER, PATRICK D.	Sch. V		9/29/1989	26.1	ret	S	hire	past ret	1-4	2.5	70	69	4.4
183	DIXON, BRIAN F.	Sch. III	29657445	7/5/2001	15.0	act	S	hire	11.3	3-6	4.5	88	87	7.1
184	DOAR, DION K.	Sch. IV		7/5/2005	1.9	sep	C	hire	12.9	0	0.0			0.0
185	DOMINGUEZ, MICHAEL P.	Sch. III		39224	9.1	act	T	hire	past ret	1-4	2.5	95	95	0
186	DORN, MARK C.	Sch. IV	29657418	7/21/2011	3.9	sep	T	hire	7.5	0	0.0	100	99	8.5
187	DORSEY, IRA B.	Sch. IV		35985	18.0	act	S	hire	9.0	2-5	3.5	82	82	0
188	DOUGLAS, MARSHALL S.	Sch. V		12/1/1980	25.0	ret	T	hire	past ret	1-4	2.5	59	59	0.0
189	DOUGLAS, PATRICK B.	Sch. IV		2/25/1999	0.0	sep	C	hire	5.3	0	0.0			0.0
190	DRAKE, RANDALL F.	Sch. V		5/11/1992	24.2	act	CPT	hire	past ret	1-4	2.5	76	76	0.0
191	DRCA, NENAD	Sch. VI	29657603			non-hire								0.0
192	DUCOMMUN, BRYAN R.	Sch. IV		35678	18.8	act	S	hire	4.0	0	0	81	81	0
193	DUCRE, PETER W.K.	Sch. V		4/1/1980	27.5	ret	T	hire	past ret	1-4	2.5	59	59	0.0
194	DUEFRANE, DANIEL J.	Sch. IV		39598	8.1	act	T	hire	12.0	4-7	5.5	96	95	9.5
195	DUFOR, MICHAEL C	Sch. V		4/13/1992	24.2	act	T	hire	past ret	1-4	2.5	76	76	0.0
196	DUNBAR, MICHAEL G.	Sch. IV		10/23/1998	1.0	sep	C	hire	8.7	0	0.0			0.0
197	DURAN, JOHN D.	Sch. VII				non-hire								0.0
198	DURAN, SAUL	Sch. IV		40483	5.7	act	T	hire	6.6	0	0	99	99	0
199	DUSTIN, DONALD C.	Sch. V		4/1/1970	25.0	ret	T	hire	past ret	1-4	2.5	-	-	4.0
200	DUSTIN, MATTHEW P.	Sch. VI	no number			non-hire								
201	DYKES, LANDON J.	Sch. IV		10/18/2000	0.1	sep	C	hire	8.0	0	0.0			0.0
202	EARLY, TODD W.	Sch. IV		6/30/2008	8.0	act	T	hire	9.0	2-5	3.5	97	96	16.5
203	EATON, JACOB M.	Sch. IV		4/26/2012	0.0	sep	C	hire	12.4	0	0.0			0.0
204	ECKER, MATTHEW K.	Sch. III	30201568	12/2/1996	19.6	act	S	hire	9.1	2-5	3.5	81	80	12.3

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205	EDWARDS, HENRY	Sch. V	29657627	8/1/1969	25.4	ret	T	hire	past ret	1-4	2.5	-	-	4.0
206	EGBERT, BRANDON M.	Sch. VI				non-hire								
207	EGGLESTON, MICHAEL S.	Sch. VI		1/7/1991	25.5	act	L	hire	past ret	1-4	2.5	73	72	5.8
208	ELLIOTT, ROBERT P.	Sch. IV		12/1/2006	0.5	sep	C	hire	past ret	0	0.0			0.0
209	ELLIS, ROBERT E.	Sch. IV		10/19/2009	6.7	act	T	hire	33.8	6-9	7.5	98	96	25.5
210	ELMORE, ZACHARY M.	Sch. III	29657399	6/26/1995	21.0	act	L	promo	4.8	0	0.0	78	78	0.0
211	ELO, MIKA A.	Sch. IV		7/21/2011	1.2	sep	C	hire	5.5	0	0.0			0.0
212	ENGLAND, JOSEPH H.	Sch. VII				non-hire								
213	ENGLEHORN, STEVEN R.	Sch. V		2/1/1966	30.4	ret	L	hire	past ret	1-4	2.5	-	-	4.0
214	ENGLISH, DENNIS	Sch. V		11/5/1967	38.3	sep	T	hire	past ret	1-4	2.5	-	-	4.0
215	ERICSON, BENJAMIN C.	Sch. VI	29657599			non-hire								
216	ESCOBAR, JOSE	Sch. IV		7/9/1998	0.2	sep	C	hire	6.7	0	0.0			0.0
217	EVANS, THOMAS	Sch. VII				non-hire								
218	FAIRBANKS, WARREN	Sch. VII				non-hire								
219	FAIRBANKS, WARREN W.	Sch. IV		12/1/2006	0.3	sep	C	hire	6.6	0	0.0			0.0
220	FAKEMA, FREDERICK R.	Sch. V		3/18/1985	25.0	ret	L	hire	past ret	1-4	2.5	62	61	4.7
221	FARKAS, MICHAEL S.	Sch. IV		1/2/2013	3.5	act	T	hire	6.9	1-4	2.5	102	101	9.0
222	FARWELL, DARRELL S.	Sch. V		7/5/1985	25.0	ret	S	hire	past ret	1-4	2.5	62	62	0.0
223	FEHLHAFFER, DARIN D.	Sch. IV		12/22/1995	20.5	act	T	hire	past ret	1-4	2.5	79	79	0.0
224	FEINBERG, MARK	Sch. VI	29657606			non-hire								
225	FELICIANO, CARLOS R.	Sch. IV		3/7/2005	0.4	sep	C	hire	11.9	0	0.0			0.0
226	FENN, DAVID SAMUEL	Sch. V		7/18/1983	25.1	ret	S	hire	past ret	1-4	2.5	60	60	0.0
227	FENTON, DEAN R	Sch. V		1/7/1991	25.5	act	T	hire	past ret	1-4	2.5	73	72	5.8
228	FERRY, DAVID S.	Sch. VII				non-hire								
229	FIORANTINO, ROBERT B.	Sch. V		9/4/1990	25.2	ret	T	hire	past ret	1-4	2.5	71	71	0.0
230	FISCH, WALTER M.	Sch. V		1/24/1966	35.0	ret	L	hire	past ret	1-4	2.5	-	-	4.0
231	FISHER, RICKY A.	Sch. IV		2/26/1999	17.4	act	S	hire	11.9	3-6	4.5	84	83	8.5
232	FLAKE, ALLYN L.	Sch. IV		12/1/2006	2.2	sep	C	hire	7.0	0	0.0			0.0
233	FLICK, DAVID T.	Sch. VII				non-hire								
234	FLOOD, RICHARD E	Sch. V		4/3/1972	44.3	act	T	hire	past ret	1-4	2.5	-	-	4.0
235	FLORACK, SCOTT M.	Sch. IV		3/19/2002	1.8	sep	C	hire	6.2	0	0.0			0.0
236	FLUELLEN, CHRIS A.	Sch. III	29657448	7/22/2011	4.9	act	T	hire	13.2	4-7	5.5	99	98	0.0
237	FONTENOT, ANDRE P.	Sch. IV		9/4/2007	0.2	sep	C	hire	past ret	0	0.0			0.0
238	FORSBERG, BRIAN E.	Sch. III	29657458	4/16/2004	12.2	act	T	hire	6.5	1-4	2.5	91	91	0.0
239	FOSTER (LATIMER), TRACY A.	Sch. IV		8/26/1996	19.9	act	T	hire	past ret	1-4	2.5	80	80	0.0
240	FOSTER, DARREN	Sch. II	29657416	7/7/1998	18.0	act	SGT	hire	12.8	9-11	10.0	82	81	10.0
241	FOSTER, THOMAS J.	Sch. IV		6/26/1995	21.0	act	L	hire	past ret	1-4	2.5	78	78	0.0
242	FOURNIER, JUSTIN S.	Sch. III	30201590	7/5/2005	11.0	act	T	hire	14.0	5-8	6.5	93	92	8.7
243	FOX, SHERMAN J.	Sch. IV		9/14/1998	12.7	sep	T	hire	6.4	1-4	2.5	84	82	12.5
244	FRANKS, BRADLEY S.	Sch. VII				non-hire								
245	FRIZZELL, RICHARD J.	Sch. V		4/1/1989	25.0	ret	T	hire	past ret	1-4	2.5	-	-	4.0
246	FRYBERGER, TYLER L.	Sch. V		1/12/1990	25.0	ret	T	hire	past ret	1-4	2.5	71	70	7.7
247	FRYE, BOBBY J.	Sch. V		9/24/1979	26.3	ret	T	hire	past ret	1-4	2.5	58	58	0.0
248	FULLER, JOHN S.	Sch. V		5/13/1968	26.9	ret	L	hire	past ret	1-4	2.5	-	-	4.0
249	FULTON, CHRISTOPHER P.	Sch. IV		3/28/2006	0.0	sep	C	hire	5.0	0	0.0			0.0
250	FURR, ROGER D.	Sch. V		11/1/1971	26.1	ret	S	hire	past ret	1-4	2.5	-	-	4.0
251	GAGNER, KERMIT L.	Sch. V		2/3/1975	27.6	ret	T	hire	past ret	1-4	2.5	-	-	4.0
252	GAINER, JASON W.	Sch. III	29657460	12/2/2002	13.6	act	T	hire	9.6	2-5	3.5	89	89	0.0
253	GALE, TIMOTHY J.	Sch. IV		12/2/2002	1.3	sep	C	hire	8.7	0	0.0			0.0
254	GALLAGHER (LIBBY), JAMIE M.	Sch. IV		7/3/2001	5.6	sep	T	hire	6.4	1-4	2.5	88	87	7.1
255	GALLAGHER, PATRICK F.	Sch. III	30201577	7/10/1998	17.2	ret	S	hire	12.3	4-7	5.5	82	82	0.0

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256	GANN, DONALD R	Sch. IV		7/7/1998	9.0	sep	T	hire	3.1	0	0.0	86	85	10.4
257	GANNON, JOE A.	Sch. IV		7/5/2001	15.0	act	T	hire	13.7	4-7	5.5	88	87	7.1
258	GARCIA, RANDY R.	Sch. IV		4/27/2012	4.2	act	T	hire	5.6	0	0.0	100	100	0.0
259	GARDINER, CHARLES R.	Sch. III	29657387	8/26/1996	19.9	act	T	hire	past ret	6-9	7.5	80	79	8.7
260	GARDNER, STEVEN J.	Sch. IV		9/3/1996	19.8	act	T	hire	past ret	1-4	2.5	80	80	0.0
261	GARLAND, MICHAEL P.	Sch. V		4/20/1970	25.1	ret	T	hire	past ret	1-4	2.5	-	-	4.0
262	GARRISON, KENNETH S	Sch. V		11/27/1989	24.1	sep	L	hire	past ret	1-4	2.5	70	69	4.4
263	GASAWAY, EARL	Sch. V		8/18/1968	17.3	ret	T	hire	past ret	1-4	2.5	-	-	4.0
264	GASPARD, RONALD E.	Sch. V		11/1/1957	unk	ret	T	hire	past ret	1-4	2.5	-	-	4.0
265	GATES, FRANK M.	Sch. V		7/13/1970	24.9	ret	T	hire	past ret	1-4	2.5	-	-	4.0
266	GATES, TODD S.	Sch. IV		5/19/1997	19.1	act	T	hire	past ret	1-4	2.5	88	88	0.0
267	GENTHER, GEOFFREY G.	Sch. V		4/16/1973	27.2	ret	T	hire	past ret	1-4	2.5	-	-	4.0
268	GEORGE, ELLIOTT R.	Sch. IV		7/2/1997	19.0	act	T	hire	past ret	1-4	2.5	82	81	10.0
269	GEORGE, MATTHEW G.	Sch. IV		12/1/2006	0.0	sep	C	hire	5.6	0	0.0	-	-	0.0
270	GERRITSON, HEIDI K.	Sch. VII				non-hire								
271	GIDEON, ARTHUR V.	Sch. V		12/1/1967	27.8	ret	T	hire	past ret	1-4	2.5	-	-	4.0
272	GILLETTE, GREGORY H	Sch. IV		7/15/2010	0.5	sep	C	hire	27.0	0	0.0	-	-	0.0
273	GIZZI, JOHN T.	Sch. IV		10/2/2012	0.5	sep	C	hire	5.3	0	0.0	-	-	0.0
274	GLAZE, JAMES A.	Sch. IV		10/19/2009	3.9	sep	T	hire	12.1	0	0.0	98	97	9.0
275	GOCHA III, CLAYTON J.	Sch. IV		7/10/1998	18.0	act	T	hire	12.0	4-7	5.5	82	82	0.0
276	GOCHA, CRAIG J	Sch. VII				non-hire								
277	GOLA, JAMIE S.	Sch. III	30201604	6/22/1998	18.0	act	T	hire	6.6	1-4	2.5	83	82	4.0
278	GOMEZ, REYNALDO G.	Sch. V		8/14/1978	26.2	ret	T	hire	past ret	1-4	2.5	58	56	12.0
279	GONZALEZ, LUIS (avg of 2)	Sch. II	29657432	7/19/1999	17.0	act	TR	hire	3.6		31.4	86	77	48.2
280	GOODALL, II, MAURICE M.	Sch. V		2/12/1990	25.1	ret	T	hire	past ret	1-4	2.5	71	70	7.7
281	GOODIN, JERRY R.	Sch. IV		4/26/2012	0.4	sep	C	hire	13.6	0	0.0	78	78	0.0
282	GORDON, JOEL W. (1)	Sch. III	29657401	6/26/1995	21.0	act	S	hire	12.1	4-7	5.5	98	97	9.0
283	GORT, STUART K.	Sch. IV		10/19/2009	6.7	act	T	hire	past ret	0	0.0	-	-	4.0
284	GOTZH, DAVID G.	Sch. V		7/13/1970	33.2	ret	S	hire	past ret	1-4	2.5	66	64	12.0
285	GRADWOHL, MICHAEL A	Sch. V		4/20/1966	30.2	act	T	hire	past ret	1-4	2.5	67	67	0.0
286	GRANT, SIDNEY L.	Sch. V		8/28/1987	25.8	ret	T	hire	past ret	1-4	2.5	-	-	4.0
287	GREEN, ELDON L.	Sch. V		4/8/1968	28.8	ret	T	hire	past ret	1-4	2.5	-	-	4.0
288	GREEN, PHILIP C.	Sch. VII				non-hire								
289	GREEN, RODNEY W.	Sch. III	29657398	7/8/1996	20.0	act	T	hire	past ret	1-4	2.5	80	80	0.0
290	GREEN, RYAN L.	Sch. IV		7/16/1998	0.1	sep	C	hire	4.2	0	0.0	-	-	4.0
291	GREENE, TIMOTHY E.	Sch. V		2/3/1975	29.0	ret	S	hire	past ret	1-4	2.5	87	85	18.8
292	GREGERSON, KELLY N.	Sch. III	29657437	2/22/2000	16.4	act	S	hire	14.5	6-9	7.5	101	101	0.0
293	GREGORY, BRANDON J.	Sch. IV		12/1/2006	1.6	sep	C	hire	past ret	0	0.0	61	60	7.8
294	GREGSON, JUSTIN C.	Sch. IV		7/23/2012	3.9	act	T	hire	2.8	0	0.0	-	-	4.0
295	GRIFFIN, DONALD L.	Sch. V		7/18/1983	24.9	ret	T	hire	past ret	1-4	2.5	87	87	0.0
296	GRIMMER, CRAIG ALLEN	Sch. VI	29657624			non-hire								
297	GRIMSTEAD, RICHARD F.	Sch. V		4/16/1973	28.0	ret	T	hire	past ret	1-4	2.5	-	-	4.0
298	GROSS, ERIC	Sch. VII				non-hire								
299	GULLABA, ALBERTO	Sch. IV		10/19/2009	unk	non-hire								
300	GUMAER, JOSEPH D.	Sch. VII				non-hire			8.7	0	0.0	-	-	0.0
301	GUNDERMANN, CHRIS T.	Sch. V		8/25/1989	25.9	ret	Asst Ch	hire	past ret	1-4	2.5	69	69	0.0
302	GUNDERMANN, JOHN J.	Sch. III	30201594	7/3/1997	19.0	act	S	hire	7.0	1-4	2.5	83	81	14.0
303	GUNDERSON, KENNETH B.	Sch. V		2/1/1965	29.2	ret	S	hire	past ret	1-4	2.5	-	-	4.0
304	GUNKEL, BLAINE D.	Sch. V		3/10/1989	25.2	ret	L	hire	past ret	1-4	2.5	69	69	0.0
305	GUSTAFSON, SCOTT N.	Sch. IV		7/6/2001	15.0	act	T	hire	6.0	1-4	2.5	87	87	0.0
306	GUTHRIE, THOMAS M.	Sch. V		11/5/1987	27.6	ret	S	hire	past ret	1-4	2.5	-	-	4.0



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307	HAAKE, RUSSELL M.	Sch. III	29657427	11/1/1999	16.7	act	T	hire	6.1	1-4	2.5	86	86	0.0
308	HADDENHAM, ANDREW J.	Sch. IV		3/31/2000	16.3	act	T	hire	9.4	2-5	3.5	86	86	0.0
309	HALL, BRIAN	Sch. VII				non-hire								
310	HALLER, BRIAN D.	Sch. IV		10/19/2012	3.7	act	T	hire	9.0	2-5	3.5	101	100	6.0
311	HAMILTON, WILLIAM D.	Sch. V		2/25/1965	29.1	ret	T	hire	past ret	1-4	2.5	-	-	4.0
312	HANDLEY, ERIC T.	Sch. V		10/10/1988	25.0	ret	T	hire	past ret	1-4	2.5	68	68	0.0
313	HANEMANN, MICHAEL J.	Sch. VII				non-hire								
314	HANNA, MICHAEL J.	Sch. V		2/26/1990	25.1	ret	T	hire	past ret	1-4	2.5	71	70	7.7
315	HANSBERRY, ROGER D.	Sch. V		3/26/1984	25.0	ret	T	hire	past ret	1-4	2.5	60	60	0.0
316	HANSON, HAROLD W.	Sch. V		6/4/1973	27.0	ret	T	hire	past ret	1-4	2.5	-	-	4.0
317	HARDIN, JENNY M.	Sch. IV		1/18/2000	1.7	sep	C	hire	5.0	0	0.0	67	67	0.0
318	HARKCOM, KENNETH J.	Sch. III	29657439	9/14/1987	25.7	ret	S	hire	past ret	1-4	2.5	82	82	0.0
319	HARMON MICHAEL E.	Sch. IV		6/10/1998	18.1	act	T	hire	8.9	2-5	3.5	82	82	0.0
320	HARRIS, JON	Sch. VII				non-hire								
321	HARRIS, LAWRENCE MICHAEL	Sch. IV		10/19/2009	1.4	sep	C	hire	22.5	0	0.0			0.0
322	HARRIS, MARTIN JOHN	Sch. VI	29657625			non-hire								
323	HARSH, WAYNE D.	Sch. V		2/1/1960	38.7	ret	T	hire	past ret	1-4	2.5	-	-	4.0
324	HART, ZACHARY M.	Sch. IV		7/22/2011	0.9	sep	C	hire	4.7	0	0.0			0.0
325	HASENKAMP, ANDY	Sch. VI	29657619			non-hire								
326	HAWKEN, HARVEY H.	Sch. V		1/12/1970	25.3	ret	S	hire	past ret	1-4	2.5	-	-	4.0
327	HAWKINSON, NICHOLAS C.	Sch. V		1/17/1972	28.5	ret	S	hire	past ret	1-4	2.5	-	-	4.0
328	HAWLEY, RICHARD B.	Sch. V		2/3/1975	27.4	ret	S	hire	past ret	1-4	2.5	-	-	4.0
329	HAZEN, JONATHAN T.	Sch. IV		7/21/2011	2.2	sep	T	hire	7.9	0	0.0	99	99	0.0
330	HAZUKA, JOHN M.	Sch. III	30201592	2/23/1992	24.3	act	T	hire	6.7	1-4	2.5	76	75	10.6
331	HEATH, JEFFREY J.	Sch. III	29657435	12/1/2006	9.6	act	T	hire	3.7	0	0.0	94	94	0.0
332	HEFTON, DANIEL M.	Sch. III	29657447	2/24/1992	24.4	act	S	hire	3.8	0-3	1.5	76	75	10.6
333	HELTON, LARRY W.	Sch. V		2/1/1969	25.4	ret	T	hire	past ret	1-4	2.5	-	-	4.0
334	HENDERSON, MONTY	Sch. VII				non-hire								
335	HENDRICKSON, CHRISTOPHER L.	Sch. IV		2/4/2013	3.4	act	T	hire	5.4	0-3	1.5	103	102	6.1
336	HENDRICKSON, WILLIAM R.	Sch. V		5/1/1970	30.6	ret	T	hire	past ret	1-4	2.5	-	-	4.0
337	HENKEL, WILLIAM A.	Sch. III	30201600	5/13/1994	22.2	act	T	hire	26.4	9-12	10.5	77	77	0.0
338	HESS JR., JOHN O.	Sch. V		10/25/1985	25.2	ret	T	hire	past ret	1-4	2.5	64	62	12.7
339	HEWITSON, RODNEY J.	Sch. V		1/1/1970	24.6	ret	T	hire	past ret	1-4	2.5	-	-	4.0
340	HICKMAN, THOMAS L.	Sch. V		8/7/1985	25.1	ret	S	hire	past ret	1-4	2.5	62	62	0.0
341	HICKS, JASON A.	Sch. IV		7/1/1999	17.0	act	S	hire	4.1	0-3	1.5	87	84	24.0
342	HIGGINS, CONAN J.	Sch. IV		12/10/1999	4.8	sep	T	hire	8.3	2-5	3.5	86	85	10.4
343	HILL, JOSEPH L.	Sch. IV		7/10/1998	0.1	sep	C	hire	7.3	0	0.0			0.0
344	HILLSTROM, JORDAN H.	Sch. IV		7/21/2011	5.0	act	T	hire	11.5	0	0.0	99	99	0.0
345	HINKLE, EDWARD JOSEPH	Sch. V		7/13/1970	26.9	ret	S	hire	past ret	1-4	2.5	-	-	4.0
346	HINTZE, DOUGLAS P.	Sch. V		3/5/1973	35.1	ret	S	hire	past ret	1-4	2.5	-	-	4.0
347	HITT, RONALD E	Sch. V		7/13/1970	35.7	sep	T	hire	past ret	1-4	2.5	-	-	4.0
348	HODGSON, MARK S.	Sch. IV		3/27/2006	10.3	act	T	hire	15.2	5-8	6.5	93	92	8.7
349	HOFF, CHAD D.	Sch. III	29657454	5/13/1994	22.2	act	T	hire	26.3	9-12	10.5	78	77	15.4
350	HOLMAN, RICHARD B.	Sch. V		7/26/1971	27.9	ret	S	hire	past ret	1-4	2.5	-	-	4.0
351	HOLT, DAVID	Sch. VII				non-hire								
352	HOLTHAUS, MARK B.	Sch. IV		4/16/2004	5.6	sep	T	hire	6.6	1-4	2.5	92	91	13.2
353	HOMA, EDMUND	Sch. VII				non-hire								
354	HOOPER, CHRISTOPHER W.	Sch. III	30201567	12/2/2002	13.6	act	T	hire	10.5	3-6	4.5	90	89	8.5
355	HOPPER, MICHAEL	Sch. VII				non-hire								
356	HOTALING, JAMES W.	Sch. IV		1/18/2000	9.1	sep	T	hire	4.8	0-3	1.5	86	86	0.0
357	HOWSON, RICHARD I.	Sch. III	29657441	12/1/2000	15.6	act	T	hire	6.1	1-4	2.5	87	87	0.0

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358	HOWSON, ROBERT E.	Sch. III	30201578	10/20/2000	15.7	act	T	hire	8.4	2-5	3.5	87	87	0.0
359	HUBER II, MONTY G.	Sch. IV		12/10/1999	1.3	sep	C	hire	6.7	0	0.0			0.0
360	HUFFMAN, GARY E.	Sch. V		2/1/1969	26.6	ret	T	hire	past ret	1-4	2.5			4.0
361	HUFFMAN, MICHAEL M.	Sch. VI	29657614			non-hire								
362	HUGENIN, GENE L.	Sch. IV		8/3/1998	13.7	sep	T	hire	5.0	0-3	1.5	83	82	4.0
363	HUIBREGTSE, DAVID J.	Sch. III	30201598	3/19/2002	11.3	sep	T	hire	13.5	4-7	5.5	89	88	8.5
364	HUNTER, DONALD L.	Sch. VII				non-hire								
365	HUNTINGTON, JOHN A.	Sch. III	29657404	7/5/1985	31.0	act	S	promo	2.1	0	0.0	62	62	0.0
366	HUNTLEY, KEITH W.	Sch. III	29657407	10/21/1991	24.7	act	L	promo	3.7	0	0.0	75	74	3.3
367	HUSS, ROBERT J.	Sch. V		7/6/1965	29.1	ret	T	hire	past ret	1-4	2.5			4.0
368	HUTCHINS, DRAKE	Sch. VI	29657626			non-hire								
369	IDDINS, ROBERT R.	Sch. V		7/13/1970	24.9	ret	T	hire	past ret	1-4	2.5			4.0
370	IDLAND, MICHAEL J.	Sch. IV		12/10/1999	5.8	sep	T	hire	8.4	2-5	3.5	86	85	10.4
371	IGLESIAS, MICHAEL K.	Sch. IV		10/18/2000	1.4	sep	C	hire	8.4	0	0.0			0.0
372	INSINGO, VINCENZO	Sch. VII				non-hire								
373	ISOM, WALLACE P.	Sch. III	no claim id	3/20/1968	35.0	ret	S	hire	past ret	1-4	2.5			4.0
374	IVERSON, TORSION A.	Sch. IV		4/26/2012	4.2	act	T	hire	2.7	0	0.0	101	100	6.0
375	JACKSON, HARLAN N. JR.	Sch. III	30201585	3/22/1993	23.3	act	S	hire	10.7	3-6	4.5	77	77	0.0
376	JACKSON, JOSHUA T.	Sch. III	30201589	3/1/1999	17.3	act	T	hire	14.6	5-8	6.5	84	82	12.5
377	JACKSON, STEPHEN T.	Sch. IV		10/22/2012	3.7	act	T	hire	5.9	0-3	1.5	101	101	0.0
378	JACOBS, DOUGLAS S.	Sch. III	29657400	1/7/1991	25.5	act	S	hire	past ret	1-4	2.5	73	72	5.8
379	JACOBSON, GARY O.	Sch. V		12/1/1965	29.8	ret	S	hire	past ret	1-4	2.5			4.0
380	JACOBSON, GEOFFREY M.	Sch. III	29657402	8/19/1991	24.9	act	L	hire	5.6	0-3	1.5	74	74	0.0
381	JAMES, JACK B.	Sch. IV		9/4/2007	0.4	sep	C	hire	5.3	0	0.0			0.0
382	JARED JR., LAURENCE S.	Sch. VII				non-hire								
383	JENSEN, NICHOLAS B.	Sch. VII				non-hire								
384	JESSE, PHILIP W	Sch. V		10/28/1991	24.7	act	T	hire	past ret	1-4	2.5	75	74	3.3
385	JOHNSON JR., JOHN P.	Sch. VI	30453063			non-hire								
386	JOHNSON, CHARLES T.	Sch. V		7/13/1970	29.1	ret	T	hire	past ret					
387	JOHNSON, DUANE L.	Sch. V		10/18/1965	30.8	ret	T	hire	past ret	1-4	2.5			4.0
388	JOHNSON, JULIE A.	Sch. V		8/29/1986	25.0	ret	L	hire	past ret	1-4	2.5	66	65	6.2
389	JOHNSON, KEITH R.	Sch. IV		7/21/2011	0.1	sep	C	hire	7.9	0	0.0			0.0
390	JOHNSON, KORI G.	Sch. V		8/5/1991	24.9	act	T	hire	past ret	1-4	2.5	75	73	6.7
391	JOHNSON, STEPHEN D.	Sch. V		2/26/1968	28.1	ret	S	hire	past ret	1-4	2.5			4.0
392	JOHNSON, STEVEN DOUGLAS	Sch. V		9/28/1986	25.7	ret	L	hire	past ret	1-4	2.5	64	64	0.0
393	JOHNSTON, DAVID A.	Sch. IV		4/16/2004	1.7	sep	C	hire	9.1	0	0.0			0.0
394	JONES II, ROBERT L	Sch. V		1/12/1990	26.5	act	T	hire	past ret	1-4	2.5	71	70	7.7
395	JONES, PAUL S	Sch. V		6/19/1978	27.7	sep	T	hire	past ret	1-4	2.5			4.0
396	JONES, STEVEN C.	Sch. III	30201580	4/16/2004	12.2	act	T	hire	9.0	2-5	3.5	92	91	13.2
397	JORDAN, BILLY J.	Sch. III	29657459	6/1/2004	12.1	act	T	hire	4.2	0-3	1.5	92	92	0.0
398	JORDAN, KEITH E.	Sch. IV		10/13/2000	2.6	sep	T	hire	7.8	1-4	2.5	87	87	0.0
399	JORGENSEN, MATTHEW R.	Sch. IV		12/10/1999	0.1	sep	C	hire	5.4	0	0.0			0.0
400	JORGENSEN, STEVEN R.	Sch. IV		10/13/2000	5.8	sep	T	hire	5.6	0-3	1.5	87	87	0.0
401	JUITT, LARRY G.	Sch. IV		9/4/2007	0.6	sep	T	hire	past ret	0	0.0			0.0
402	JUNK, LEONARD H.	Sch. V		1/12/1970	27.0	ret	S	hire	past ret	1-4	2.5			4.0
403	KEARSING, BRANDON R.	Sch. IV		12/11/1995	15.6	sep	T	hire	past ret	1-4	2.5	79	79	0.0
404	KEFFELER, SCOTT D.	Sch. IV		10/13/2000	15.7	act	T	hire	4.4	0	0.0	87	87	0.0
405	KELLY, JAMES M	Sch. V		12/11/1987	28.6	act	S	hire	past ret	1-4	2.5	67	67	0.0
406	KELLY, MARK A.	Sch. IV		4/16/2004	0.0	sep	C	hire	8.1	0	0.0			0.0
407	KENNEDY, GRAEME H.	Sch. III	29657442	10/1/1990	25.8	act	L	hire	5.6	0-3	1.5	73	71	10.3
408	KERBS, TODD A.	Sch. V		8/27/1990	25.0	ret	T	hire	past ret	1-4	2.5	73	71	10.3

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409	KIDD III, ARTHUR L.	Sch. V		7/25/1966	35.0	ret	T	hire	past ret	1-4	2.5	-	-	4.0
410	KILLEEN, DAVID B.	Sch. V		9/5/1986	25.1	ret	T	hire	past ret	1-4	2.5	66	64	12.0
411	KING, MAURICE C.	Sch. V		1/2/1979	25.5	ret	L	hire	past ret	1-4	2.5	56	56	0.0
412	KINGSLEY, KEVIN M.	Sch. III	30201570	10/19/2000	15.7	act	T	hire	9.5	2-5	3.5	87	87	0.0
413	KINNEY, RICHARD D	Sch. V		9/17/1990	25.8	act	T	hire	past ret	1-4	2.5	72	71	4.6
414	KLEIN, JAKE T.	Sch. IV		10/3/2011	4.7	act	T	hire	6.8	1-4	2.5	100	99	8.5
415	KLUKAS, KENNETH J.	Sch. V		2/20/1990	25.4	ret	T	hire	past ret	1-4	2.5	71	70	7.7
416	KNITTEL, MERLIN R.	Sch. V		10/1/1971	27.9	ret	T	hire	past ret	1-4	2.5	-	-	4.0
417	KNOPP, TIMOTHY R.	Sch. IV		6/11/2004	5.3	sep	T	hire	3.1	0	0.0	92	92	0.0
418	KNOTT, JASON C.	Sch. IV		10/23/1998	17.7	act	S	hire	7.2	1-4	2.5	84	82	12.5
419	KNUDSON, WILLIAM A.	Sch. III	29657456	8/25/2003	12.9	act	S	hire	7.1	1-4	2.5	91	90	9.7
420	KNUTSON, JOSEPH S.	Sch. IV		12/1/2006	9.6	act	T	hire	13.4	5-8	6.5	95	93	17.5
421	KOCZEWSKI, ROBERT E.	Sch. V		9/4/1990	13.2	ret	T	hire	past ret	1-4	2.5	72	71	4.6
422	KORTHUIS-SMITH, DWAYNE E.	Sch. III	30201602	8/26/1996	19.9	act	L	promo	30.8	8.5-27.5	14.0	80	78	15.0
423	KRALMAN, JEFFREY L.	Sch. V		4/3/1972	28.7	ret	T	hire	past ret	1-4	2.5	-	-	4.0
424	KRAUT, JOSEPH D.	Sch. IV		7/3/2001	15.0	act	T	hire	5.0	0-3	1.5	88	87	7.1
425	KREIS, ROGER E.	Sch. V		4/20/1970	30.2	ret	S	hire	past ret	1-4	2.5	-	-	4.0
426	KURTH, MARC C.	Sch. V		1/14/1974	25.3	ret	T	hire	past ret	1-4	2.5	-	-	4.0
427	KUZMINSKY, JERRY	Sch. V		11/27/1989	26.6	act	T	hire	past ret	1-4	2.5	71	69	12.0
428	KWAST, HANS	Sch. V		11/21/1966	30.0	ret	L	hire	past ret	1-4	2.5	-	-	4.0
429	KYNSI, JASON A.	Sch. IV		3/27/2006	0.7	sep	C	hire	5.4	0	0.0	-	-	0.0
430	LACKEY, ROBERT	Sch. VI	30453062			non-hire								
431	LAUPPA, JOSEPH P.	Sch. VII				non-hire								
432	LAMSON, TARA	Sch. VII				non-hire								
433	LANCASTER, JOSHUA A.	Sch. IV		3/27/2006	10.3	act	T	hire	6.3	0	0.0	93	93	0.0
434	LANG, GEORGE J.	Sch. V		7/1/1972	27.9	ret	T	hire	past ret	1-4	2.5	-	-	4.0
435	LANGDON JR., MICHAEL R.	Sch. IV		5/22/2007	9.1	act	T	hire	4.8	0-3	1.5	95	95	0.0
436	LANTZ, BRUCE E. JR	Sch. III	29657403	3/4/1991	25.3	act	L	hire	5.1	0-3	1.5	73	72	5.8
437	LAPINE, JAMES D.	Sch. IV		3/27/2006	1.7	sep	T	hire	7.8	0	0.0	94	93	8.5
438	LARSON, WILLIAM F.	Sch. V		3/10/1980	28.2	ret	L	hire	past ret	1-4	2.5	59	59	0.0
439	LASHER, SCOTT L.	Sch. III	29657410	7/3/1997	19.0	act	S	promo	4.5	0-3	1.5	83	81	14.0
440	LAUGHLIN, GREGORY R	Sch. V		9/27/1989	26.8	act	T	hire	past ret	1-4	2.5	-	-	4.0
441	LAUR, DEBORAH L	Sch. V		12/16/1991	24.6	act	T	hire	past ret	1-4	2.5	76	75	10.6
442	LAWSON, JOHN W.	Sch. VII				non-hire								
443	LEACH, GARY F.	Sch. V		1/17/1972	28.0	ret	L	hire	past ret	1-4	2.5	-	-	4.0
444	LEBLANC, CHARLES P.	Sch. V		5/30/1989	25.6	ret	CPT	hire	past ret	1-4	2.5	69	69	0.0
445	LEDESMA, MICHAEL C.	Sch. IV		3/27/2006	10.3	act	T	hire	7.9	0	0.0	93	93	0.0
446	LEE, DONALD A.	Sch. V		2/26/1977	31.6	ret	T	hire	past ret					
447	LEE, JEFFREY B.	Sch. V		2/13/1978	24.6	ret	T	hire	past ret	1-4	2.5	56	56	0.0
448	LEGLER, SCOTT J.	Sch. III	29657417	10/20/2000	15.7	act	T	hire	4.5	0-3	1.5	87	87	0.0
449	LEIGHTON, RUSS T.	Sch. IV		6/2/2008	0.4	sep	C	hire	9.4	0	0.0	-	-	0.0
450	LENTZ JR., GARY L.	Sch. IV		8/19/1998	1.4	sep	C	hire	9.2	0	0.0	-	-	0.0
451	LENZ, ROBERT G.	Sch. III	29657452	1/3/1980	25.2	ret	CPT	hire	5.1	0-3	1.5	59	58	35.1
452	LEURQUIN, PEGGY S.	Sch. V		3/6/1979	37.3	act	S	hire	past ret	1-4	2.5	57	57	0.0
453	LEWIS, DENNIS R.	Sch. V		5/1/1969	25.0	ret	S	hire	past ret	1-4	2.5	-	-	4.0
454	LINDQUIST, LEX C.	Sch. IV		6/26/1995	21.0	act	S	hire	past ret	1-4	2.5	78	78	0.0
455	LINGMANN, MATHEW R.	Sch. IV		7/16/2010	1.0	sep	C	hire	4.1	0	0.0	-	-	0.0
456	LINN, ANDREW	Sch. VII				non-hire								
457	LIU, TOM L.	Sch. IV		7/16/2010	1.6	sep	C	hire	11.0	0	0.0	-	-	0.0
458	LIZAMA, JOHN S.	Sch. III	30201603	12/11/1995	20.6	act	S	hire	6.3	1-4	2.5	79	79	0.0
459	LOCATI, ROBERT S.	Sch. IV		1/16/1998	1.0	sep	C	hire	past ret	0	0.0	-	-	0.0

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460	LOEN, DONALD J.	Sch. III	30201564	9/13/1999	8.6	sep	T	hire	5.0	0-3	1.5	86	85	10.4
461	LONGORIA, JASON	Sch. II	29657443	12/11/1995	20.6	act	L T	hire	18.3	6-9	7.5	79	78	6.2
462	LOTHROP JR., ARTHUR L.	Sch. V		8/5/1988	25.8	ret	T	hire	past ret	1-4	2.5	-	-	4.0
463	LOUTHAN, RICHARD L.	Sch. V		1/21/1982	24.5	act	T	hire	past ret	1-4	2.5	75	75	0.0
464	LOVICK, JOHNNY R.	Sch. III	29657393	4/1/1974		ret		promo	past ret					
465	LOWEN, ALISO E.	Sch. III	29657449	10/19/2009	6.7	act	T	hire	20.3	9-12	10.5	98	96	25.5
466	LOWRY, ANTHONY P.	Sch. III	29657423	12/30/1985	25.0	ret	T	hire	7.0	1-4	2.5	63	63	0.0
467	LOWRY, THOMAS L.	Sch. III	30201571	10/13/2000	1.2	sep	C	hire	10.8	0	0.0			
468	LULL, NICKOLAUS F.	Sch. IV		3/27/2006	10.3	act	T	hire	5.1	+0	0.0	93	93	0.0
469	LYBECK, DONALD W.	Sch. V		8/1/1957	24.8	ret	T		past ret					
470	MACALUSO, COREY	Sch. IV		4/19/1999	17.2	act	T	hire	4.0	0-3	1.5	84	84	0.0
471	MACKENZIE, KOREY L.	Sch. IV		12/5/2006	0.4	sep	C	hire	2.9	0	0.0			
472	MAHLSTEDT, MICHAEL D.	Sch. IV		5/29/2007	0.0	sep	C	hire	6.2	0	0.0			
473	MAHNKE, TIM	Sch. VI	29657596			non-hire								
474	MAHONEY, DENNIS G.	Sch. V		7/6/1965	32.0	ret	T	hire	past ret	1-4	2.5	-	-	4.0
475	MAIER, BRUCE A.	Sch. IV		7/9/1998	18.0	act	S	hire	5.4	0-3	1.5	82	82	0.0
476	MAJALA, JEFFERY S.	Sch. IV		12/11/1995	20.6	act	S	hire	past ret	1-4	2.5	79	79	0.0
477	MAKAR, STEPHEN	Sch. VII				non-hire								
478	MALMSTROM, DOUGLAS J.	Sch. IV		9/5/1997	18.8	act	T	hire	past ret	1-4	2.5	81	81	0.0
479	MANNING, JAMES R.	Sch. IV		2/22/2000	16.4	act	T	hire	7.3	1-4	2.5	86	86	0.0
480	MANOS, SKEETER T.	Sch. IV		7/5/2001	3.2	sep	T	hire	5.6	0-3	1.5	89	88	8.5
481	MARCEAU, JEREMIAH N.	Sch. IV		6/2/2008	2.0	sep	C	hire	8.4	0	0.0			
482	MAREK, GREGORY S.	Sch. III	30201565	3/27/2006	9.3	sep	T	hire	8.0	0	0.0	94	93	8.5
483	MARLEN, JEFFREY L.	Sch. V		10/15/1990	20.1	sep	T	hire	past ret	1-4	2.5	72	71	4.6
484	MARLES, LEWIS C.	Sch. IV		7/21/2011	1.0	sep	C	hire	10.4	0	0.0			
485	MARS JR, GEORGE R.	Sch. V		7/27/1992	23.9	act	T	hire	past ret	1-4	2.5	77	76	16.6
486	MARTIN, ANSON R.	Sch. IV		3/20/2002	0.2	sep	C	hire	13.5	0	0.0			
487	MARTIN, CHRISTINA	Sch. II	30201562	12/10/1999	16.6	act	Sgt	Sgt promo	7.2	0	0.0	86	86	0.0
488	MARTIN, DAVID P.	Sch. III	29657409	8/25/2003	12.9	act	T	hire	14.4	6-9	7.5	90	89	8.5
489	MARTIN, THOMAS O. (I)	Sch. III	29657419	7/8/1996	20.0	act	L	hire	7.2	1-4	2.5	80	80	0.0
490	MARTINEZ, ANDRES C.	Sch. IV		6/2/2008	8.1	act	T	hire	past ret	1-4	2.5	96	96	0.0
491	MARTUSCELLI, GREGORY J.	Sch. V		2/3/1992	5.3	ret	T	hire	past ret	1-4	2.5	75	75	10.6
492	MASON, CHRISTOPHER	Sch. VII				non-hire								
493	MASON, DION	Sch. IV		6/2/2008	0.0	sep	C	hire	7.9	0	0.0			
494	MASON, ROBERT A.	Sch. V		9/17/1979	36.8	act	T	hire	past ret	1-4	2.5	59	58	35.1
495	MATTHEWS, CARY C.	Sch. V		1/24/1969	27.4	ret	L	hire	past ret	1-4	2.5	-	-	4.0
496	MATTHEWS, MONICA L.	Sch. IV		10/22/1998	17.7	act	T	hire	5.1	0-3	1.5	84	83	8.5
497	MATTHEY, MARK	Sch. VI	29657623			non-hire								
498	MATTON, SCOTT D.	Sch. V		4/5/1971	30.2	ret	T	hire	past ret	1-4	2.5	-	-	4.0
499	MAURO, VICTORIA L.	Sch. III	30201597	9/5/1997	18.8	act	T	hire	past ret	1-4	2.5	81	81	0.0
500	MAYEY, KATHERINE E.	Sch. IV		3/20/2002	0.4	sep	C	hire	13.5	0	0.0			
501	MCCLEINTON, RONALD S.	Sch. V		12/13/1985	29.9	ret	T	hire	past ret	1-4	2.5	-	-	4.0
502	MCCULLING, DANIEL T.	Sch. V		3/26/1990	24.0	sep	T	hire	past ret	1-4	2.5	71	70	7.7
503	MCCULLAR, EDWARD I.	Sch. V		2/13/1968	26.0	ret	S	hire	past ret	1-4	2.5	-	-	4.0
504	MCCUNN JR., WILLIAM W.	Sch. V		4/18/1966	35.0	ret	S	hire	past ret	1-4	2.5	-	-	4.0
505	MCDANIEL, CHRIS E.	Sch. IV		8/25/2003	2.1	sep	C	hire	12.9	0	0.0			
506	MCDERMOTT, STEPHEN W.	Sch. VI	29657622			non-hire								
507	MCDONALD, STEPHEN F.	Sch. V		2/1/1970	25.0	ret	T	hire	past ret	1-4	2.5	-	-	4.0
508	MCDOWELL, WAYNE W.	Sch. V		8/16/1965	29.0	ret	L	hire	past ret	1-4	2.5	-	-	4.0
509	MCLEOD, RUSSELL S.	Sch. V		8/26/1991	15.0	sep	T	hire	past ret	1-4	2.5	-	-	4.0
510	MCMAHUS, TINA M.	Sch. IV		12/11/1995	20.6	act	T	hire	past ret	1-4	2.5	79	79	0.0

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511	MC MULLEN, JOHN G.	Sch. IV		11/18/1996	19.6	act	T	hire	past ret	1-4	2.5	81	80	12.3
512	MC NAIRY, ROY B.	Sch. V		8/1/1971	28.8	ret	S	hire	past ret	1-4	2.5	-	-	4.0
513	MC NEILLY, GREGORY K.	Sch. V		10/1/1974	28.8	ret	T	hire	past ret	1-4	2.5	-	-	4.0
514	MCRAE, TOMMY D.	Sch. V		1/4/1965	37.8	ret	T	hire	past ret	1-4	2.5	-	-	4.0
515	MEENAN, SEAN L.	Sch. IV		9/5/1997	18.8	act	T	hire	past ret	1-4	2.5	-	-	4.0
516	MELDRUM, JAMES A.	Sch. IV		12/1/2006	9.6	act	T	hire	past ret	1-4	2.5	81	81	0.0
517	MELDRUM, JEFFREY A.	Sch. V		3/19/1990	24.9	ret	T	hire	past ret	1-4	2.5	94	94	0.0
518	MELTON, CALVIN E.	Sch. V		11/5/1967	27.0	ret	T	hire	past ret	1-4	2.5	71	70	7.7
519	MENDENHALL, JOHN L.	Sch. IV		4/16/2007	9.2	act	T	hire	past ret	1-4	2.5	-	-	4.0
520	MENDOZA, CHRISTOPHER P.	Sch. IV		4/27/2012	0.6	sep	C	hire	past ret	1-4	2.5	95	95	0.0
521	MERWIN, CHRISTOPHER S.	Sch. IV		10/19/2009	6.7	act	T	hire	past ret	1-4	2.5	98	97	9.0
522	METCALF, SAMANTHA C.	Sch. IV		1/15/1998	18.5	act	T	hire	past ret	1-4	2.5	-	-	0.0
523	METZ (MC MULLEN), JODY M.	Sch. IV		5/12/1997	19.2	act	S	hire	past ret	1-4	2.5	81	81	0.0
524	METZ, ROBERT M.	Sch. V		11/24/1958	39.5	ret	T	hire	past ret	1-4	2.5	-	-	4.0
525	MEYERS, SCOTT A.	Sch. IV		9/18/2006	0.3	sep	C	hire	past ret	1-4	2.5	-	-	4.0
526	MICHAEL	Sch. VI	29657620			non-hire								
527	MICHEL, MILES A.	Sch. VII				non-hire								
528	MIHELICH, BRIAN K.	Sch. V		12/27/1993	22.5	act	S	hire	past ret	1-4	2.5	81	80	12.3
529	MILLER, DAVID J.	Sch. V		4/1/1968	26.0	ret	L	hire	past ret	1-4	2.5	-	-	4.0
530	MILLER, GARY E.	Sch. V		12/11/1989	20.7	sep	T		past ret					
531	MILLER, GREGORY EVAN	Sch. V		2/21/1986	26.9	ret	Asst Ch	hire	past ret	1-4	2.5	64	63	6.0
532	MILLER, JAMES E	Sch. V		2/19/1991	25.4	act	T	hire	past ret	1-4	2.5	73	72	5.8
533	MILTON, HARRY	Sch. V		3/1/1971	23.3	ret	T	hire	past ret	1-4	2.5	-	-	4.0
534	MITCHELL, JEFFREY P.	Sch. IV		7/1/1998	12.2	sep	T	hire	past ret	1-4	2.5	85	84	5.2
535	MITCHELL, SHAWN A.	Sch. VII				non-hire								
536	MJOR II, JAMES R.	Sch. III	29657431	5/3/1999	17.2	act	L	hire	past ret	1-4	2.5	85	84	5.2
537	MOGAVERO, CHRISTOPHER	Sch. VII				non-hire								
538	MONDREY, CHRIS	Sch. VI	29657610			non-hire								
539	MONTEER, BRIAN R.	Sch. V		3/4/1986	25.0	ret	S	hire	past ret	1-4	2.5	64	63	6.0
540	MONTGOMERY, JEREMIE M.	Sch. IV		12/1/2006	0.7	sep	C	hire	past ret	1-4	2.5	-	-	0.0
541	MOORE II, ROBERT A.	Sch. IV		3/20/2002	14.3	act	T	hire	past ret	1-4	2.5	89	88	8.5
542	MOORE, BRETT M.	Sch. VII				non-hire								
543	MORASCH, GLEN R.	Sch. V		10/1/1962	38.2	ret	T	hire	past ret	1-4	2.5	-	-	4.0
544	MOREHEAD, ELLIS D.	Sch. V		10/1/1965	32.6	ret	S	hire	past ret	1-4	2.5	-	-	4.0
545	MORGAN, LUKE J.	Sch. VII				non-hire								
546	MORRIS, ROSCOE A.	Sch. V		9/15/1989	25.1	ret	S	hire	past ret	1-4	2.5	-	-	4.0
547	MORRISON, DONALD L.	Sch. V		2/1/1969	28.3	ret	T	hire	past ret	1-4	2.5	-	-	4.0
548	MORRISON, JAMES A.	Sch. III	31379214	1/16/1998	18.5	act	S	hire	past ret	1-4	2.5	-	-	4.0
549	MOSS, RAYMOND D.	Sch. V		7/16/1984	24.9	ret	T	hire	past ret	1-4	2.5	83	82	4.0
550	MOSS, RONALD W. JR.	Sch. III	30201591	7/3/2001	15.0	act	T	hire	past ret	1-4	2.5	60	60	0.0
551	MOUNT, JOHN C.	Sch. IV		2/26/1999	0.7	sep	C	hire	past ret	1-4	2.5	88	87	7.1
552	MOVIOUS, CLARENCE J.	Sch. V		4/1/1950	56.7	ret	S	hire	past ret	1-4	2.5	-	-	0.0
553	MUELLER IV, JOHN H.	Sch. VII				non-hire								
554	MUREN, JEFFREY T.	Sch. IV		8/25/2003	9.0	sep	T	hire	past ret	1-4	2.5	91	90	9.7
555	MURPHY, ANDILEE	Sch. VII				non-hire								
556	MURPHY, MICHAEL J.	Sch. V		2/11/1969	32.0	ret	S	hire	past ret	1-4	2.5	-	-	4.0
557	NABORS, RYAN	Sch. VI	29657594			non-hire								
558	NASH, DARREL	Sch. II	30201592	7/8/1998	18.0	act	TR	hire	past ret	1-4	2.5	84	82	12.5
559	NASHLEANS, DANIEL A.	Sch. IV		7/1/2005	11.0	act	T	hire	past ret	1-4	2.5	93	92	8.7
560	NEHER, TIMOTHY D.	Sch. VII				non-hire								
561	NELSON, JON C.	Sch. III	29657421	5/13/1994	22.2	act	T	hire	past ret	1-4	2.5	78	77	15.4

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562	NELSON, SCOTT N.	Sch. V		8/14/1978	25.9	ret	T	hire	past ret	1-4	2.5	56	56	0.0
563	NELSON, SHANE M.	Sch. IV		12/16/1996	19.6	act	L	hire	past ret	1-4	2.5	81	81	0.0
564	NESTOR, KEITH P.	Sch. IV		7/9/1998	18.0	act	T	hire	past ret	1-4	2.5	82	82	0.0
565	NICHOLS, JASON D.	Sch. III	30201607	7/5/2005	11.0	act	T	hire	15.0	5-8	6.5	93	92	8.7
566	NICKERSON, DAVID A.	Sch. V		9/1/1972	25.3	ret	S	hire	past ret	1-4	2.5	-	-	4.0
567	NILES, WAYNE O.	Sch. VII				non-hire								
568	NILLES, DANIEL C.	Sch. IV		7/1/1999	17.0	act	T	hire	5.4	0-3	1.5	86	84	15.6
569	NILSSON, GUS E.	Sch. V		2/26/1977	35.9	ret	T	hire	5.6	1-4	2.5	-	-	4.0
570	NOGLE, CHRISTOPHER D.	Sch. III	29657395	10/19/2012	1.2	sep	C							
571	NOMANI, ALISHAN A.	Sch. IV		6/2/2008	8.1	act	T	hire	7.1	0	0.0	97	96	16.5
572	NORDMAN, RONALD A.	Sch. IV		1/14/1991	25.5	act	T	hire	past ret	1-4	2.5	73	72	5.8
573	NOUWENS, RYAN P.	Sch. IV		12/2/2002	7.4	sep	T	hire	10.5	3-6	4.5	90	89	8.5
574	O'BRIEN, PAMELA D.	Sch. IV		9/5/1997	18.8	act	T	hire	past ret	1-4	2.5	81	81	0.0
575	O'BRYAN, DENNIS P.	Sch. V		4/2/1979	26.5	ret	S	hire	past ret	1-4	2.5	58	57	7.2
576	O'CONNELL JR., SEAN M.	Sch. IV		7/15/1998	14.9	sep	T	hire	7.7	1-4	2.5	82	82	0.0
577	O'CONNOR, MICHAEL J.	Sch. V		2/24/1986	25.1	ret	T	hire	past ret	1-4	2.5	64	63	6.0
578	OGDEN, RAYMOND A.	Sch. V		7/1/1967	28.7	ret	S	hire	past ret	1-4	2.5	-	-	4.0
579	OGWIN, RONALD J.	Sch. V		11/31/1969	28.8	ret	T	hire	past ret	1-4	2.5	-	-	4.0
580	OJEN, JEFFERY S.	Sch. VII				non-hire								
581	O'LAUGHLIN, JOHN B	Sch. V		1/1/1970	25.4	ret	L	hire	past ret	1-4	2.5	-	-	4.0
582	OLIVAS, ANTONIO	Sch. IV		11/23/1994	21.6	act	T	hire	past ret	1-4	2.5	85	83	13.7
583	ORLOWSKI, KRISTOPHER T.	Sch. III	30201596	12/1/2006	9.6	act	T	hire	8.5	2-5	3.5	94	94	0.0
584	ORTH, ROBERT C.	Sch. V		2/13/1968	34.4	ret	T	hire	past ret	1-4	2.5	-	-	4.0
585	OSBORN, ROBERT O.	Sch. VII				non-hire								
586	OSBORNE, ANDREW	Sch. VII				non-hire								
587	O'SHANNON, KRISTENE D.	Sch. III	29657420	4/13/1992	24.2	act	L	hire	past ret	1-4	2.5	77	76	16.6
588	OSTERKAMP, ERIC M.	Sch. III	29657415	2/26/1999	10.0	sep	T	hire	9.9	2-5	3.5	85	83	13.7
589	OSTRANDER, STEVEN C.	Sch. V		8/14/1976	26.6	ret	T	hire	past ret	1-4	2.5	57	56	4.8
590	OVERBAY, KEVIN T.	Sch. V		1/21/1992	24.5	act	L	hire	past ret	1-4	2.5	75	75	0.0
591	PARKER, TERRY L.	Sch. V		4/1/1974	28.3	ret	T	hire	past ret	1-4	2.5	-	-	4.0
592	PARTIN, JERRY E.	Sch. IV		7/3/2001	4.5	sep	T	hire	10.8	3-6	4.5	88	87	7.1
593	PASSOLT, LEIGH BLAIR	Sch. IV		8/31/1998	17.8	act	T	hire	6.2	1-4	2.5	83	82	4.0
594	PATRICK, KANDI D.	Sch. V		11/13/1987	24.9	ret	L	hire	past ret	1-4	2.5	67	67	0.0
595	PEARCE, DONALD B.	Sch. V		1/3/1980	31.1	ret	T	hire	past ret	1-4	2.5	59	58	35.1
596	PEDERSEN, CONRAD A.	Sch. V		2/1/1968	26.0	ret	T	hire	past ret	1-4	2.5	-	-	4.0
597	PEDREGON, DAVID G.	Sch. IV		5/30/2008	0.5	sep	C	hire	14.1	0	0.0	-	-	0.0
598	PELLEBERG, ROBERT B.	Sch. IV		6/11/2004	12.1	act	T	hire	6.0	1-4	2.5	92	91	13.2
599	PELLEBERG, WILLIAM A.	Sch. IV		12/3/2002	13.6	act	T	hire	2.9	0	0.0	89	89	0.0
600	PERCIVAL, PATRICK MICHAEL	Sch. V		8/21/1987	25.0	ret	S	hire	past ret	1-4	2.5	67	67	0.0
601	PERETTI, DAVID J.	Sch. V		2/1/1969	26.0	ret	S	hire	past ret	1-4	2.5	-	-	4.0
602	PERRY, CRAIG A.	Sch. IV		12/3/2002	1.3	sep	C	hire	2.9	0	0.0	-	-	0.0
603	PETERSON, JAMES T.	Sch. VI	30201766			non-hire								
604	PETERSON, PHILIP D.	Sch. V		2/1/1969	26.2	ret	L	hire	past ret	1-4	2.5	-	-	4.0
605	PETERSON, ROBERT B.	Sch. V		4/8/1968	26.0	ret	T	hire	past ret	1-4	2.5	-	-	4.0
606	PFLUGER, JEFFREY A.	Sch. IV		5/13/1994	22.2	act	T	hire	past ret	1-4	2.5	78	77	15.4
607	PHILLIPS III, FREDERICK J.	Sch. V		1/12/1970	26.3	ret	S	hire	past ret	1-4	2.5	-	-	4.0
608	PHILLIPS, EDWARD	Sch. IV		7/21/2011	0.4	sep	C	hire	7.2	0	0.0	-	-	0.0
609	PHILLIPS, MATTHEW J.	Sch. IV		12/1/2006	9.6	act	T	hire	8.5	2-5	3.5	94	94	0.0
610	PIERCE, RICHARD A.	Sch. V		1/16/1967	28.4	ret	S	hire	past ret	1-4	2.5	-	-	4.0
611	PIGMON JR., RICHARD C.	Sch. IV		7/8/2001	15.0	act	T	hire	6.7	1-4	2.5	88	87	7.1
612	PIGOTT, KEITH J.	Sch. IV		7/2/1997	19.0	act	T	hire	past ret	1-4	2.5	83	81	14.0

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613	PILGER, JEFFREY T.	Sch. IV		7/8/1998	0.6	sep	C	hire	7.4	0	0.0			0.0
614	PILLOW, TOMMIE M	Sch. V		12/21/1984	31.5	act	T	hire	past ret	1-4	2.5	61	61	0.0
615	PITTINGER, MARK E.	Sch. V		1/12/1970	22.3	ret	T	hire	past ret	1-4	2.5	-	-	4.0
616	PIVA, SCOTT P.	Sch. IV		9/12/1997	6.7	ret	T	hire	9.9	2-5	3.5	82	82	0.0
617	PLOWMAN, RONALD E.	Sch. V		4/15/1966	29.1	ret	T	hire	past ret	1-4	2.5	-	-	4.0
618	POHL, MICHAEL A.	Sch. VI	29657618			non-hire								
619	PORTER, JACK M.	Sch. V		9/1/1971	27.8	ret	S	hire	past ret	1-4	2.5	-	-	4.0
620	POWELL, CHRISTOPHER S.	Sch. V		4/13/1970	28.0	ret	S	hire	past ret	1-4	2.5	-	-	4.0
621	POWERS, SCOTT M.	Sch. III	29657425	11/27/1995	20.6	act	T	hire	11.9	4-7	5.5	80	78	15.0
622	PRATT, DONALD C.	Sch. V		2/5/1969	33.2	ret	T	hire	past ret	1-4	2.5	-	-	4.0
623	PREMO, TRISTEN J.	Sch. IV		7/16/2010	0.6	sep	C	hire	12.4	0	0.0			0.0
624	PRICE, DOUGLAS ALBERT	Sch. V		3/10/1980	25.0	ret	T	hire	past ret	1-4	2.5	59	59	0.0
625	PRIDGEON, ANDREW M.	Sch. IV		9/4/2007	0.6	sep	C	hire	7.3	0	0.0			0.0
626	PROUTY, JAMES P.	Sch. V		7/1/1999	17.0	act	S	hire	3.7	0	0.0	85	84	5.2
627	PURCELL, ERIC B	Sch. V		12/28/1992	23.5	act	T	hire	past ret	1-4	2.5	77	77	0.0
628	PUTNAM, DAVID C.	Sch. IV		12/11/1995	20.6	act	S	hire	past ret	1-4	2.5	79	79	0.0
629	QUIRK, RYAN	Sch. VI	29657595			non-hire								
630	RADULESCU, TONY V.	Sch. IV		12/11/1995	16.2	sep	T	hire	past ret	0	0.0	79	79	0.0
631	RAEDEL, SCOTT K.	Sch. IV		7/5/2005	11.0	act	T	hire	1.2	0	0.0	92	92	0.0
632	RAMEY, JACK W.	Sch. V		4/18/1966	28.8	ret	T	hire	past ret	1-4	2.5	-	-	4.0
633	RAMIREZ, SAM E.	Sch. IV		5/12/1997	19.2	act	L	hire	past ret	1-4	2.5	81	81	0.0
634	RANDOLPH, RICHARD F.	Sch. V		6/1/1963	31.9	ret	CPT	hire	past ret					
635	RAUHUT, MARK W	Sch. V		3/30/1992	24.3	act	T	hire	past ret	1-4	2.5	76	75	10.6
636	RAUTENBERG, DRU J.	Sch. IV		12/3/2002	13.6	act	T	hire	4.1	0-3	1.5	89	89	0.0
637	REASONER, TIMOTHY C.	Sch. VI	29657600			non-hire								
638	REDDING, JOSEPH A.	Sch. IV		2/26/1999	7.1	sep	T	hire	12.1	4-7	5.5	84	83	8.5
639	REID, JEREMY S.	Sch. III	30201576	12/11/1995	3.7	ret	T	hire	past ret	1-4	2.5	79	79	0.0
640	REISDORPH, KAREY G.	Sch. V		10/10/1989	25.5	ret	T	hire	past ret	1-4	2.5	70	69	4.4
641	RETHABER, KEVIN J.	Sch. VII				non-hire								
642	RETZER, JAMES D	Sch. V		5/7/1990	26.2	act	T	hire	past ret	1-4	2.5	71	71	0.0
643	RETZLAFF, DALE P.	Sch. III	29657422	5/21/1990	26.1	act	L	promo	past ret	0	0.0	71	71	0.0
644	RHINE, ROY L.	Sch. V		11/8/1985	26.7	ret	S	hire	past ret	1-4	2.5	63	62	6.7
645	RHUE, JEFFREY N.	Sch. IV		8/16/1996	19.9	act	T	hire	past ret	1-4	2.5	81	80	12.3
646	RICE, HARLEY G.	Sch. V		1/17/1972	27.2	ret	T	hire	past ret	1-4	2.5	-	-	4.0
647	RICHARDS, THOMAS A.	Sch. IV		7/9/2001	0.9	sep	C	hire	5.2	0	0.0			0.0
648	RICHARDSON, AARON	Sch. VI	29657617			non-hire								
649	RICHARDSON, ADAM W.	Sch. IV		5/30/2008	8.1	act	T	hire	8.7	0	0.0	98	96	25.5
650	RICHARDSON, THOMAS D.	Sch. V		1/12/1970	26.3	ret	T	hire	past ret	1-4	2.5	-	-	4.0
651	RICHEY, BENJAMIN T.	Sch. IV		4/16/2004	2.8	sep	T	hire	17.1	6-9	7.5	91	90	9.7
652	RICHEY, ROBERT L.	Sch. III	29657428	8/26/1996	19.9	act	T	hire	past ret	1-4	2.5	80	80	0.0
653	RICHMOND, MICHAEL W.	Sch. III	29657412	7/3/1997	19.0	act	T	hire	past ret	1-4	2.5	83	81	14.0
654	RIDINGER, SCOTT L.	Sch. VII				non-hire								
655	RIECK, ROX A.	Sch. V		1/1/1964	33.5	ret	L	hire	past ret	1-4	2.5	-	-	4.0
656	RIEPE, RAYMOND L.	Sch. V		9/1/1965	28.4	ret	L	hire	past ret	1-4	2.5	-	-	4.0
657	RIES, JEREMY L.	Sch. VII				non-hire								
658	RILEY, JAMES C	Sch. V		11/4/1991	24.7	act	L	hire	past ret	1-4	2.5	75	74	3.3
659	RINEY, JR., PHILIP L.	Sch. IV		7/3/1997	19.0	act	T	hire	past ret	1-4	2.5	83	81	14.0
660	RITTER, RONALD H.	Sch. V		8/5/1974	25.0	ret	T	hire	past ret	1-4	2.5	-	-	4.0
661	ROBERTS JR., CHARLES E.	Sch. VII				non-hire								
662	ROBERTS, CLIFF D.	Sch. IV		4/16/2004	12.2	act	T	hire	13.2	4-7	5.5	91	90	9.7
663	ROBERTS, DAVID C.	Sch. IV		6/11/2004	12.1	act	T	hire	6.7	1-4	2.5	92	91	13.2

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664	ROBINSON, SPENCER R.	Sch. IV		7/6/2001	4.1	sep	T	hire	6.5	1-4	2.5	88	87	7.1
665	ROBLES, TINA M.	Sch. IV		5/30/2008	1.4	sep	C	hire	10.2	0	0.0			0.0
666	ROBLEY, STEPHEN M.	Sch. III	29657451	7/1/1999	17.0	act	T	hire	3.6	0	0.0	85	84	5.2
667	RODRIGUEZ, ANTHONY J.	Sch. IV		12/1/2006	0.7	sep	C	hire	1.9	0	0.0			0.0
668	ROE, KENNETH W.	Sch. V		10/14/1988	25.0	ret	T	hire	past ret	1-4	2.5	69	68	7.4
669	ROGERS, DAVID A.	Sch. IV		6/3/2008	1.3	sep	C	hire	9.8	0	0.0			0.0
670	ROGERS, JOSEPH S.	Sch. VII				non-hire								
671	ROGERS, RONALD S.	Sch. IV		1/16/2001	15.5	act	T	hire	10.8	3-6	4.5	87	87	0.0
672	ROSCOE, BRIAN I.	Sch. IV		2/25/1999	0.4	sep	C	hire	6.5	0	0.0			0.0
673	ROSEN, MICHAEL W.	Sch. IV		4/26/2012	0.0	sep	C	hire	12.5	0	0.0			0.0
674	ROSLING, ZACHARY	Sch. VI	29657613			non-hire								
675	ROSSER, GUY M	Sch. V		7/6/1992	24.0	act	T	hire	past ret	1-4	2.5	77	76	16.6
676	ROYCE, DAVID	Sch. VI	29657611			non-hire								
677	RUPERT, MICHAEL L.	Sch. III	29657406	1/12/1990	26.5	act	L	hire	past ret	1-4	2.5	71	70	7.7
678	RUPERT, WILLIAM G.	Sch. V		12/10/1973	25.0	ret	T	hire	past ret	1-4	2.5	-	-	4.0
679	RUSSELL, DARRYL W.	Sch. V		5/17/1974	27.0	ret	T	hire	past ret	1-4	2.5	-	-	4.0
680	RYAN, JOHN M.	Sch. IV		1/16/1998	18.5	act	S	hire	8.2	1-4	2.5	83	82	4.0
681	SACKMAN JR, DOUGLAS A.	Sch. V		9/4/1990	25.0	ret	T	hire	past ret	1-4	2.5	73	71	10.3
682	SAGER, JOHN-PAUL	Sch. II	31379212	12/2/1991	24.6	act	LT	LT promo	4.0	0	0.0	75	75	0.0
683	SALTER, TODD M.	Sch. IV		7/1/1999	3.5	sep	T	hire	3.7	0	0.0	85	84	5.2
684	SALVERSON, TIMOTHY J.	Sch. IV		11/19/2007	8.6	act	T	hire	6.8	0	0.0	96	95	9.5
685	SALVUS, JOSEPH P.	Sch. V		1/24/1969	29.2	ret	T	hire	past ret	1-4	2.5	-	-	4.0
686	SANCHEZ, HOMER B.	Sch. IV		10/19/2009	1.2	sep	T	hire	14.4	0	0.0	97	97	0.0
687	SANCHEZ, MARCUS A.	Sch. IV		4/26/2012	4.2	act	T	hire	10.8	0	0.0	100	100	0.0
688	SANDBERG, RONALD J.	Sch. V		9/2/1986	26.3	ret	T	hire	past ret	1-4	2.5	65	64	5.7
689	SANDERS, RUSSELL L.	Sch. IV		9/18/2006	9.8	act	T	hire	6.3	1-4	2.5	94	94	0.0
690	SANGER, PAUL A.	Sch. V		1/12/1990	25.0	ret	T	hire	past ret	1-4	2.5	71	70	7.7
691	SAUNDERS, MICHAEL S	Sch. V		9/8/1986	29.8	act	CPT	hire	past ret	1-4	2.5	65	64	5.7
692	SCHATZEL, STEVEN A	Sch. V		4/8/1991	25.2	act	T	hire	past ret	1-4	2.5	73	73	0.0
693	SHEEL, RICHARD C.	Sch. V		11/3/1969	30.2	ret	T	hire	past ret	1-4	2.5	-	-	4.0
694	SHEI, DANIEL W.	Sch. V		2/13/1968	30.0	ret	T	hire	past ret	1-4	2.5	-	-	4.0
695	SCHERF, DAVID W.	Sch. III	29657446	3/19/1990	24.9	ret	L	hire	5.6	0-3	1.5	71	70	7.7
696	SCHIERHOFF, RAYMOND J.	Sch. III	29657453	3/25/1991	25.3	act	S	promo	3.7	0	0.0	73	73	0.0
697	SCHMIDT, RODNEY A.	Sch. V		9/17/1967	34.8	ret	T	hire	past ret	1-4	2.5	-	-	4.0
698	SCHRODER, RICHARD L	Sch. V		6/9/1953	52.8	sep	T	hire	past ret	1-4	2.5	-	-	4.0
699	SCHROEDER, ROBERT A.	Sch. III	30201605	1/18/1994	22.5	act	T	hire	past ret	1-4	2.5	79	77	21.6
700	SCHULTE, CHRISTOPHER J.	Sch. IV		4/26/2012	4.2	act	T	hire	9.5	0	0.0	104	101	22.9
701	SCHWILKE, CONOR R.	Sch. IV		6/17/2013	3.0	act	T	hire	8.4	2-5	3.5	102	102	0.0
702	SCOTT, GARY E.	Sch. V		9/1/1971	32.8	ret	T	hire	past ret	1-4	2.5	-	-	4.0
703	SCOTT, JOSHUA Q.	Sch. IV		12/11/2000	2.0	sep	T	hire	2.0	0	0.0	87	87	0.0
704	SEABURG, RAYMOND E.	Sch. IV		1/13/2003	13.5	act	T	hire	10.1	3-6	4.5	90	89	8.5
705	SEK, MICHAEL DALE	Sch. IV		10/19/2009	1.5	sep	C	hire	8.4	0	0.0			0.0
706	SERGEYEV, PAVEL V.	Sch. IV		9/18/2006	9.8	act	T	hire	4.7	0	0.0	95	94	9.0
707	SEVIGNEY, JEFFREY M.	Sch. IV		12/16/1996	19.6	act	T	hire	past ret	1-4	2.5	82	81	10.0
708	SEYMOUR, CHRISTOPHER A.	Sch. IV		10/19/2009	6.7	act	T	hire	13.3	0	0.0	98	97	9.0
709	SHADES, DANIEL L.	Sch. IV		12/10/1999	16.6	act	S	hire	5.6	0-3	1.5	86	86	0.0
710	SHAND, GARY D.	Sch. V		12/11/1973	29.1	ret	L	hire	past ret	1-4	2.5	-	-	4.0
711	SHANKLAND, KENNETH	Sch. VI	29657597			non-hire								
712	SHEPLER, PAUL R	Sch. V		8/19/1991	24.9	act	T	hire	past ret	1-4	2.5	85	85	0.0
713	SHERMAN, BENJAMIN J.	Sch. IV		10/18/2012	3.7	act	T	hire	5.6	0-3	1.5	102	101	9.0
714	SHIREY, THOMAS E.	Sch. III	29657411	7/3/1997	19.0	act	T	hire	9.0	2-5	3.5	83	81	14.0



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715	SHOEMAKER JR., POWELL F.	Sch. V		2/14/1972	25.1	ret	T	hire	past ret	1-4	2.5	-	-	4.0
716	SHOOK, THEODORE M.	Sch. IV		7/22/2011	4.9	act	T	hire	4.2	0	0.0	99	99	0.0
717	SILLS, RAYMOND W.	Sch. IV		9/4/2007	8.8	act	T	hire	past ret	1-4	2.5	96	95	9.5
718	SIMONSON, MICHAEL G.	Sch. IV		12/3/2002	10.9	sep	T	hire	15.7	5-8	6.5	90	89	8.5
719	SIMONSON, STEPHEN M	Sch. V		2/26/1977	39.4	act	T	hire	past ret	1-4	2.5	-	-	4.0
720	SIRE, WILLIAM H.	Sch. IV		12/10/1999	7.3	sep	T	hire	26.6	6-9	7.5	86	85	10.4
721	SIVERTSEN, KRISTOPHER D.	Sch. V		7/5/2005	11.0	act	T	hire	14.5	5-8	6.5	92	92	0.0
722	SKJOTHAUG, DONALD J	Sch. V		2/8/1988	28.4	act	T	hire	past ret	1-4	2.5	85	85	0.0
723	SLEASMAN, JACK R.	Sch. V		6/17/1968	26.0	ret	T	hire	past ret	1-4	2.5	-	-	4.0
724	SLEIGHTER, WALTER A.	Sch. III	30201572	8/26/1996	19.9	act	T	hire	0.8	0	0.0	77	77	0.0
725	SLEMP, HERBERT L.	Sch. V		6/21/1985	29.0	ret	S	hire	past ret	1-4	2.5	62	61	4.7
726	SLY, GORDON L.	Sch. V		5/1/1962	37.1	ret	T	hire	past ret	1-4	2.5	-	-	4.0
727	SMITH, ALMER R.	Sch. V		12/9/1974	25.0	ret	T	hire	past ret	1-4	2.5	-	-	4.0
728	SMITH, BEVERLY C	Sch. VII				non-hire								
729	SMITH, CHARLES B.	Sch. IV		7/8/1986	14.8	sep	T	hire	past ret	1-4	2.5	80	80	0.0
730	SMITH, DAVID H.	Sch. V		12/13/1965	29.6	ret	S	hire	past ret	1-4	2.5	-	-	4.0
731	SMITH, DUSTIN J.	Sch. IV		3/19/2002	0.6	sep	C	hire	7.2	0	0.0			
732	SMITH, RICHARD L.	Sch. V		2/18/1986	26.9	ret	S	hire	past ret	1-4	2.5	64	63	6.0
733	SMITH, STEVEN D.	Sch. V		2/19/1974	25.2	ret	T	hire	past ret	1-4	2.5	-	-	4.0
734	SMITH, THERON A.	Sch. IV		10/20/2000	7.0	sep	T	hire	8.8	2-5	3.5	87	87	0.0
735	SNIDER, DAVID A	Sch. V		7/22/1991	25.0	act	S	hire	past ret	1-4	2.5	74	73	3.4
736	SNIDER, TRAVIS J.	Sch. III	29657424	10/23/1998	17.7	act	S	hire	6.3	1-4	2.5	84	82	12.5
737	SNOW, MICHAEL S.	Sch. VII				non-hire								
738	SOMERVILLE, RONALD Q	Sch. V		12/28/1992	23.5	act	T	hire	past ret	1-4	2.5	77	77	0.0
739	SOMMER, MICHAEL W.	Sch. III	30201583	10/20/2000	15.7	act	T	hire	6.2	1-4	2.5	87	87	0.0
740	SPECKMAIER, PAUL M.	Sch. V		11/19/1990	24.9	ret	T	hire	past ret	1-4	2.5	73	71	10.3
741	SPERRY, KRISTOPHER M.	Sch. IV		6/2/2008	2.2	sep	T	hire	past ret	0	0.0	97	97	0.0
742	SPURLING, RYAN L	Sch. V		6/24/1988	25.0	ret	T	hire	past ret	1-4	2.5	67	67	0.0
743	ST HILAIRE, EZEKIEL, M	Sch. VII				non-hire								
744	STANEK III, PAUL M	Sch. V		8/21/1987	28.9	act	S	hire	past ret	1-4	2.5	67	67	0.0
745	STANTON JR., GEORGE F.	Sch. V		10/1/1979	25.0	ret	T	hire	past ret	1-4	2.5	58	58	0.0
746	STARHA, PAUL L	Sch. V		2/26/1977	39.4	act	T	hire	past ret	1-4	2.5	-	-	4.0
747	STARTUP, DAVID G.	Sch. IV		8/26/1996	19.9	act	T	hire	past ret	1-4	2.5	80	80	0.0
748	STEEN, WILLIAM G.	Sch. IV		7/3/1997	19.0	act	S	hire	past ret	1-4	2.5	83	81	14.0
749	STEFFLER, GLENN JEROME	Sch. IV		10/19/2009	0.1	sep	C	hire	8.9	0	0.0			0.0
750	STEVENS, JOHN CLARK	Sch. VI	29657616			non-hire								
751	STEWART, BRADFORD ELI	Sch. VI	29657628			non-hire								
752	STEWART, RICHARD L.	Sch. V		7/1/1968	26.0	ret	T	hire	past ret	1-4	2.5	-	-	4.0
753	STIMETS, ROBERT J.	Sch. III	30201574	6/26/1995	21.0	act	T	hire	unk	1-4	2.5	78	78	0.0
754	STOCK, PETERSON T.	Sch. III	29657429	3/19/2002	14.3	act	S	hire	4.8	0-3	1.5	89	88	8.5
755	STOCKWELL, STEVEN LINDSEY	Sch. V		9/8/1980	26.9	ret	T	hire	past ret	1-4	2.5	59	59	0.0
756	STOREY, CRAIG E.	Sch. V		2/1/1972	29.3	ret	T	hire	past ret	1-4	2.5	-	-	4.0
757	STRACKE, MICHAEL B.	Sch. IV		4/16/2004	7.2	sep	T	hire	5.9	0	0.0	92	91	13.2
758	STRANG, SAMUEL	Sch. VII				non-hire								
759	STRANGE, STEVEN L	Sch. V		9/18/1967	38.5	sep	T	hire	past ret	1-4	2.5	-	-	4.0
760	STRATTON, TIMOTHY W.	Sch. V		9/29/1989	25.0	ret	T	hire	past ret	1-4	2.5	70	69	4.0
761	STRUP, JONATHAN D.	Sch. IV		1/16/1998	18.5	act	T	hire	6.7	1-4	2.5	83	82	4.0
762	SUE, DAVID P.	Sch. V		8/14/1978	28.5	ret	T	hire	past ret	1-4	2.5	56	56	0.0
763	SUNDT, GARY A.	Sch. V		10/18/1971	25.8	ret	S	hire	past ret	1-4	2.5	-	-	4.0
764	SURDAM, TOD K.	Sch. III	30201593	3/20/2002	14.3	act	S	hire	past ret	1-4	2.5	88	87	7.1
765	SWAINSON, EDWARD J	Sch. V		10/28/1991	24.7	act	L	hire	past ret	1-4	2.5	75	74	3.3

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766	TANGEN, LELAND C.	Sch. V		4/1/1969	26.1	ret	T	hire	past ret	1-4	2.5	-	-	4.0
767	TARDIFF, DENNIS R.	Sch. III	29657436	11/1/1999	14.9	ret	T	hire	5.8	1-4	2.5	86	86	0.0
768	TARDIFF, ROBERT S.	Sch. IV		10/26/1998	1.2	sep	C	hire	6.3	0	0.0			0.0
769	TAYLOR, JAMES C.	Sch. IV		7/22/2011	4.9	act	T	hire	10.2	0	0.0	99	99	0.0
770	TEEL, JAMES W.	Sch. V		5/24/1967	38.8	sep	T	hire	past ret	1-4	2.5	-	-	4.0
771	THOMAS, CLINT M.	Sch. IV		3/28/2006	10.3	act	S	hire	5.0	0	0.0	93	93	0.0
772	THOMAS, ERICK	Sch. II	29657444	1/21/1992	24.5	act	SGT	Sgt promo	3.7	0	24.0	75	75	0.0
773	THOMAS, MARK DREW	Sch. V		10/25/1985	26.0	ret	CPT	hire	11.8	1-4	2.5	63	62	6.7
774	THOMPSON II, RICHARD D.	Sch. IV		7/5/2005	11.0	act	T	hire	11.8	3-6	4.5	93	92	8.7
775	THOMPSON, CLINT	Sch. IV		8/17/1998	17.9	act	T	hire	past ret	1-4	2.5	84	82	12.5
776	THURMAN, DWAYNE K.	Sch. IV		7/5/2005	0.1	sep	C	hire	13.1	0	0.0			0.0
777	TILTON, ERIC W.	Sch. III	30201581	3/27/2006	10.3	act	T	hire	12.1	4-7	5.5	94	92	17.2
778	TINDALL, DANIEL R.	Sch. V		9/4/1990	25.0	ret	T	hire	past ret	1-4	2.5	72	71	4.6
779	TOBOL, BRANDON L.	Sch. IV		12/3/2002	13.6	act	T	hire	7.7	1-4	2.5	89	89	0.0
780	TODD, MARCUS C.	Sch. IV		1/13/2003	0.7	sep	C	hire	5.4	0	0.0			0.0
781	TOLEN, DARRYL S.	Sch. IV		1/12/2004	12.5	act	T	hire	past ret	1-4	2.5	94	92	17.2
782	TORENO, TARA C.	Sch. VII				non-hire								
783	TORRES, CARLOS	Sch. IV		7/9/1998	9.6	sep	T	hire	6.4	1-4	2.5	82	82	0.0
784	TRAKEL, DANA M.	Sch. IV		12/3/2002	0.8	sep	C	hire	8.7	0	0.0			0.0
785	TREVINO, EUGENIO	Sch. IV		12/16/1996	19.6	act	T	hire	past ret	1-4	2.5	81	81	0.0
786	TRIPP, KEVIN	Sch. VII				non-hire								
787	TRUNKEY, DAVID R.	Sch. V		1/12/1970	31.5	ret	S	hire	past ret	1-4	2.5	-	-	4.0
788	TRUNKEY, GARY B.	Sch. V		7/1/1967	31.0	ret	L		past ret					
789	TURNER, MARK ANTHONY	Sch. VI	30201763			non-hire								
790	TWIGG, GEORGE W.	Sch. V		1/24/1969	26.6	ret	T	hire	past ret	1-4	2.5	-	-	4.0
791	TYLER, JOHN M.	Sch. IV		7/12/2013	3.0	act	T	hire	12.0	4-7	5.5	102	102	0.0
792	ULICHY, JOSEPH L.	Sch. IV		2/19/2002	3.0	sep	T	hire	8.4	0-3	1.5	88	88	0.0
793	UNRUH, SPIKE L.	Sch. III	29657440	7/10/1998	18.0	act	T	hire	6.8	1-4	2.5	82	82	0.0
794	URSINO, DAVID A.	Sch. IV		5/1/2013	3.2	act	T	hire	8.1	2-5	3.5	102	102	0.0
795	VALEK, JOSHUA JOSEPH	Sch. IV		10/2/2006	9.8	act	T	hire	11.4	3-6	4.5	94	93	8.5
796	VAN LEUVEN, HOWARD R.	Sch. V		12/1/1959	25.0	ret	T		past ret					
797	VANDENKOOT, GILL S.	Sch. III	30201587	12/3/2002	13.6	act	S	hire	7.7	1-4	2.5	90	89	8.5
798	VANDYKE, CARL	Sch. VII				non-hire								
799	VANWEERDHUIZEN, GERRIT	Sch. V		2/13/1968	34.7	ret	T	hire	past ret	1-4	2.5	-	-	4.0
800	VELASCO, RICK N.	Sch. IV		10/19/2000	0.0	sep	C	hire	30.4	0	0.0			0.0
801	VELIZ, ROBERT M.	Sch. III	29657455	5/5/1980	26.4	ret	CPT	hire	5.1	0-3	1.5	59	59	0.0
802	VILLENEUVE, KAREN L.	Sch. IV		3/31/2000	7.3	sep	T	hire	2.5	0	0.0	86	86	0.0
803	VIRANT, CHRISTOPHER C.	Sch. IV		7/21/2011	5.0	act	T	hire	6.5	0	0.0	99	99	0.0
804	VISTEN, RICHARD H.	Sch. V		4/1/1960	34.2	ret	T	hire	past ret	1-4	2.5	-	-	4.0
805	VIRANISH, RANDOLPH P.	Sch. IV		5/6/1996	16.7	ret	S	hire	past ret	1-4	2.5	80	80	0.0
806	WABEL, JOHN L.	Sch. V		9/4/1990	25.0	ret	T	hire	past ret	1-4	2.5	86	86	0.0
807	WAGNER, JEFFREY	Sch. VII				non-hire								
808	WALKER JR, LEONARD E.	Sch. V		8/25/1989	25.0	ret	S	hire	past ret	1-4	2.5	70	69	4.4
809	WALKER, MARK G.	Sch. IV		9/4/2007	1.2	sep	C	hire	7.8	0	0.0			0.0
810	WALSH, MICHAEL EDWARD	Sch. IV		10/19/2009	1.1	sep	C	hire	10.1	0	0.0			0.0
811	WALSON, RYAN C.	Sch. IV		7/16/2010	6.0	act	T	hire	2.7	0	0.0	98	98	0.0
812	WALSTAD, MELISSA R.	Sch. IV		8/3/1998	17.9	act	T	hire	4.5	0-3	1.5	84	82	12.5
813	WALTERSCHEIDT, JOEL.	Sch. V		5/1/1969	25.1	ret	T	hire	past ret	1-4	2.5	-	-	4.0
814	WALWARK JR., DANIEL R.	Sch. IV		10/19/2009	6.7	act	T	hire	15.6	0	0.0	98	97	9.0
815	WANZENFRIED, PAUL C.	Sch. IV		4/16/2004	12.2	act	T	hire	12.1	4-7	5.5	91	90	9.7
816	WARD JR., RICHARD W.	Sch. IV		12/11/1995	20.6	act	T	hire	past ret	1-4	2.5	79	79	0.0

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817	WARD, DANIEL L.	Sch. IV		4/26/2012	0.4	sep	C	hire	9.0	0	0.0			
818	WARREN, CANDY JO	Sch. V		9/10/1984	26.8	ret	T	hire	past ret	1-4	2.5	61	60	0.0
819	WATERFIELD, KEITH W.	Sch. IV		3/25/2002	0.0	sep	C	hire	3.7	0	0.0			7.8
820	WATERS, CHARLENE F.	Sch. VI	30201762			non-hire								0.0
821	WATKINS, ROBERT K.	Sch. V		1/12/1970	32.5	ret								
822	WATSON, JAY L.	Sch. III	30201573	5/6/2002	0.9	sep	C	hire	3.8	0	0.0			4.0
823	WATSON, TERRON T.	Sch. IV		1/22/2007	1.2	sep	C	hire	4.4	0	0.0			
824	WATT, DAREK W.	Sch. IV		7/5/2001	15.0	act	T	hire	8.8	2-5	3.5	87	87	0.0
825	WEATHERS, LONNIE M.	Sch. IV		7/14/2008	0.8	sep	C	hire	12.0	0	0.0			0.0
826	WEAVER, NEIL O.	Sch. IV		12/11/2000	15.6	act	S	hire	8.8	2-5	3.5	87	87	0.0
827	WEPERT, RICHARD A.	Sch. V		1/7/1988	25.0	ret	T	hire	past ret	1-4	2.5			0.0
828	WEISS, JOHN W.	Sch. III	30201599	2/1/1973	25.9	ret	S	hire	past ret	1-4	2.5			4.0
829	WEITZ, PETER D.	Sch. V		9/3/1985	25.3	ret	T	hire	past ret	1-4	2.5			4.0
830	WELANDER, MICHAEL L.	Sch. IV		8/20/1998	17.9	act	T	hire	past ret	1-4	2.5	63	62	6.7
831	WELCH, RICHARD W.	Sch. IV		7/22/1996	20.0	act	T	hire	10.4	3-6	4.5	83	82	4.0
832	WELCH, ZACHARY M.	Sch. IV		9/4/2007	8.8	act	T	hire	past ret	1-4	2.5	80	80	0.0
833	WELDMAN, MICHAEL R.	Sch. V		3/7/1977	39.3	act	T	hire	7.1	1-4	2.5	96	95	9.5
834	WELLS, MICHAEL K.	Sch. III	30201566	10/18/2000	15.7	act	T	hire	past ret	1-4	2.5			4.0
835	WELLS, PAUL A.	Sch. III	29657408	5/13/1994	17.3	sep	T	hire	5.8	1-4	2.5	86	86	0.0
836	WELSH, MARK W.	Sch. IV		10/10/1999	7.4	sep	T	hire	15.3	5-8	6.5	77	77	0.0
837	WELSH, TIMOTHY CHARLES	Sch. VI	30201765			non-hire			2.7	0	0.0	86	86	0.0
838	WELTON, GARY CHARLES	Sch. V		10/5/1970	26.8	ret	T	hire	past ret	1-4	2.5			4.0
839	WERNECKE, SCOTT R.	Sch. V		2/13/1987	27.3	ret	T	hire	past ret	1-4	2.5	66	65	6.2
840	WERNER, BARBARA A.	Sch. III	30201584	6/16/1997	19.1	act	T	hire	7.5	1-4	2.5	81	81	0.0
841	WHITCRAFT, BERNARD N.	Sch. V		7/17/1967	28.1	ret	T	hire	past ret	1-4	2.5			4.0
842	WHITEHALL, RONALD G.	Sch. V		3/5/1979	26.3	ret	T	hire	past ret	1-4	2.5	58	57	7.2
843	WICKHAM, JAMES T.	Sch. IV		7/22/2011	4.9	act	T	hire	9.9	0	0.0	99	99	0.0
844	WICKMAN, ERIC T.	Sch. IV		12/2/2002	8.9	sep	T	hire	8.7	2-5	3.5	89	89	0.0
845	WIER, GERALD D.	Sch. IV		5/13/1994	22.2	act	T	hire	past ret	1-4	2.5	77	77	0.0
846	WIERMSMA, JENNIFER D.	Sch. IV		7/17/1998	0.3	sep	C	hire	7.2	0	0.0			0.0
847	WIGEN, DONALD L.	Sch. V		7/6/1965	42.2	ret	T	hire	past ret	1-4	2.5			4.0
848	WILBUR, DAVID L.	Sch. IV		6/26/1995	21.0	act	S	hire	past ret	1-4	2.5	78	78	0.0
849	WILCOXSON, GREGORY A.	Sch. V		4/28/1989	25.0	ret	T	hire	past ret	1-4	2.5	69	69	0.0
850	WILLARD, TERRY L.	Sch. V		6/17/1968	33.0	ret	T	hire	past ret	1-4	2.5			4.0
851	WILLIAMS, FREDDY L.	Sch. V		6/15/1987	26.3	ret	S	hire	past ret	1-4	2.5	66	66	0.0
852	WILLIAMS, JAMES S.	Sch. V		4/1/1968	33.0	ret	S	hire	past ret	1-4	2.5			4.0
853	WILLIAMS, JOHN J.	Sch. V		7/1/1967	30.0	ret	L	hire	past ret	1-4	2.5			4.0
854	WILLIAMS, JOSHUA O.	Sch. V		4/26/1989	25.0	ret	T	hire	past ret	1-4	2.5			4.0
855	WILLIAMS, LELAND D.	Sch. IV		7/12/2013	0.1	sep	C	hire	past ret	1-4	2.5	69	69	0.0
856	WILLIAMS, NICKOLAS E.	Sch. IV		9/4/2007	1.4	sep	C	hire	10.1	0	0.0			0.0
857	WILLIAMS, PATRICK J.	Sch. III	29657414	4/26/2012	4.2	act	T	hire	10.3	0	0.0			0.0
858	WILSON, CHRISTIAN D.	Sch. IV		1/16/1998	18.5	act	T	hire	9.5	0	0.0	101	100	6.0
859	WILSON, ERIN W.	Sch. IV		12/11/1995	17.9	sep	T	hire	4.7	0-3	1.5	83	82	4.0
860	WILSON, OREST D	Sch. V		7/22/1991	25.0	act	S	hire	past ret	1-4	2.5	79	79	0.0
861	WILSON, ROBERT F.	Sch. IV		7/22/1999	14.6	ret	T	hire	past ret	1-4	2.5	74	73	3.4
862	WISNIEWSKI, JULIE C.	Sch. VII				non-hire			4.6	0-3	1.5	86	84	15.6
863	WITT, KYLE C.	Sch. IV		12/10/1999	16.6	act	T	hire	5.9	0-3	1.5	86	86	0.0
864	WOLF, WALTER	Sch. VI	29657629			non-hire								0.0
865	WOLLNICK, ROBERT D.	Sch. III	29657457	7/13/1998	18.0	act	T	hire	5.2	0-3	1.5	82	82	0.0
866	WOOD, ROBERT J	Sch. V		4/6/1992	24.3	act	T	hire	past ret	1-4	2.5	77	76	16.6
867	WOODFORD, ZACHARY M.	Sch. IV		7/1/1999	0.6	sep	C	hire	4.2	0	0.0			0.0

No.	Last, First	West Loss Schedule	Survey Number	Hire Date	Service Yrs 7/1/2016	Current Status	High Rank	Vet Pref Applied	App to Hire	Hire Delay Range	Avg. Delay	Actual Academy	Expected Academy	Academy Delay
868	WOODRUFF, JASON A.	Sch. VII				non-hire								
869	WOODRUM, PAUL S.	Sch. IV		7/5/2001	0.2	sep	C	hire	11.0	0	0.0			0.0
870	WOODS, REGINALD J.	Sch. IV		9/3/1996	19.8	act	T	hire	past ret	1-4	2.5	81	80	12.3
871	WORLEY, LOUIS R.	Sch. III	29657450	10/19/2009	6.7	act	T	hire	22.0	9-12	10.5	98	96	25.5
872	WRIGHT, DARREN C	Sch. V		5/6/1991	25.2	act	T	hire	past ret	1-4	2.5	85	85	0.0
873	WRIGHT, JOHN R.	Sch. V		11/1/1974	30.5	ret	T	hire	past ret	1-4	2.5	-	-	4.0
874	WRIGHT, TIMOTHY A.	Sch. IV		3/19/2002	5.3	sep	T	hire	4.1	0-3	1.5	89	88	8.5
875	YOUNG, KENNETH W.	Sch. V		2/13/1968	27.6	ret	T	hire	past ret	1-4	2.5	-	-	4.0
876	YOUNG, LESLIE M.	Sch. V		1/3/1980	30.0	ret	Asst Ch	hire	past ret	1-4	2.5	59	58	35.1
877	ZANE, JAMES J.	Sch. IV		5/17/1999	17.1	act	T	hire	5.3	0-3	1.5	85	84	5.2
878	ZIELINSKI, THOMAS A.	Sch. IV		5/22/2007	9.1	act	T	hire	3.9	0-3	1.5	95	95	0.0

# SCHEDULE 2

**Schedule 2 Delayed Hire To Be Backdated**

No.	Last, First	West Loss Schedule	Survey Number	Actual Hire Date	Hire Delay Range	Avg. Delay	Adjusted Hire Date
1	ALLAN, MICHAEL L.	Sch. IV		7/1/1999	4-7	5.5	1/14/1999
2	ARNOLD, CHARLES	Sch. II	29657434	8/26/1996	13-15	14.0	6/27/1995
3	ARNOLD, THOMAS G.	Sch. IV		12/10/1999	1-4	2.5	9/24/1999
4	AUSTIN, TRAVIS L.	Sch. IV		12/2/2002	3-6	4.5	7/18/2002
5	BARNES JR, GARY R	Sch. IV		4/16/2004	1-4	2.5	1/30/2004
6	BART, JASON R	Sch. IV		3/19/2002	1-4	2.5	1/1/2002
7	BENDIKSEN, CHRISTOPHER A.	Sch. IV		12/1/2006	5-8	6.5	5/17/2006
8	BETTS, DANIEL M	Sch. IV		5/17/1999	0-3	1.5	4/1/1999
9	BIDEWELL, AARON M	Sch. IV		3/10/1998	0-3	1.5	1/23/1998
10	BJORKMAN, RICHARD L	Sch. IV		7/8/1998	4-7	5.5	1/21/1998
11	BLACK JR, FRANK P	Sch. IV		2/26/1999	1-4	2.5	12/11/1998
12	BRAZAS, ROBERT C	Sch. IV		2/25/1999	0-3	1.5	1/10/1999
13	BROCK, ANTHONY P.	Sch. IV		1/18/2000	0-3	1.5	12/3/1999
14	BROYLES, BRYAN L.	Sch. IV		5/17/1999	0-3	1.5	4/1/1999
15	BRYANT, JOHN P.	Sch. IV		8/1/2008	1-4	2.5	5/16/2008
16	BUETTNER, JOANN M.	Sch. IV		7/7/1998	0-3	1.5	5/22/1998
17	BURKE, RYAN D	Sch. IV		5/30/2008	4-7	5.5	12/14/2007
18	CASEY, ZACHARY P.	Sch. III	30201588	6/11/2004	0-3	1.5	4/26/2004
19	CASTO, NICHOLAS J	Sch. IV		10/23/1998	0-3	1.5	9/7/1998
20	CLARK, GRANT R.	Sch. IV		38538	5-8	6.5	12/19/2004
21	CLIFTON, DAVID R.	Sch. III	29657394	8/3/1992	0-3	1.5	6/18/1992
22	COMNICK, DANIEL P.	Sch. IV		38978	0-3	1.5	8/3/2006
23	CORKINS, TROY M.	Sch. III	30201595	7/19/1999	0-1	0.5	7/3/1999
24	COZZITORTO, PETER A.	Sch. IV		37592	6-9	7.5	4/17/2002
25	CRAIG, JIMMY F.	Sch. III	30201563	12/11/1995	1-4	2.5	9/25/1995
26	CRICHTON, LEONARD D.	Sch. IV		37334	0-3	1.5	2/1/2002
27	DEHART, THEODORE R.	Sch. III	31379213	5/11/1992	0-3	1.5	3/26/1992
28	DENNIS, WILLIAM F.	Sch. IV		7/10/1998	4-7	5.5	1/23/1998
29	DEWEY, NEIL R.	Sch. III	30201606	8/4/1975	1-4	2.5	5/19/1975
30	DIXON, BRIAN F.	Sch. III	29657445	7/5/2001	3-6	4.5	2/18/2001
31	DORSEY, IRA B.	Sch. IV		35985	2-5	3.5	3/24/1998
32	DUEFRANE, DANIEL J.	Sch. IV		39598	4-7	5.5	12/14/2007
33	EARLY, TODD W.	Sch. IV		6/30/2008	2-5	3.5	3/15/2008
34	ECKER, MATTHEW K.	Sch. III	30201568	12/2/1996	2-5	3.5	8/17/1996
35	ELLIS, ROBERT E.	Sch. IV		10/19/2009	6-9	7.5	3/4/2009
36	FISHER, RICKY A.	Sch. IV		2/26/1999	3-6	4.5	10/12/1998
37	FORSBERG, BRIAN E.	Sch. III	29657458	4/16/2004	1-4	2.5	1/30/2004
38	FOSTER, DARREN	Sch. II	29657416	7/7/1998	9-11	10.0	9/5/1997
39	FOX, SHERMAN J.	Sch. IV		9/14/1998	1-4	2.5	6/29/1998
40	GALLAGHER (LIBBY), JAMIE M.	Sch. IV		7/3/2001	1-4	2.5	4/17/2001
41	GALLAGHER, PATRICK F.	Sch. III	30201577	7/10/1998	4-7	5.5	1/23/1998
42	GANNON, JOE A.	Sch. IV		7/5/2001	4-7	5.5	1/18/2001
43	GARDINER, CHARLES R.	Sch. III	29657397	8/26/1996	6-9	7.5	1/10/1996
44	GOCHA III, CLAYTON J.	Sch. IV		7/10/1998	4-7	5.5	1/23/1998
45	GONZALEZ, LUIS (avg of 2)	Sch. II	29657432	7/19/1999		31.4	12/7/1996
46	GREGERSON, KELLY N.	Sch. III	29657437	2/22/2000	6-9	7.5	7/8/1999
47	GUSTAFSON, SCOTT N.	Sch. IV		7/6/2001	1-4	2.5	4/20/2001
48	HADDENHAM, ANDREW J.	Sch. IV		3/31/2000	2-5	3.5	12/15/1999
49	HAZUKA, JOHN M.	Sch. III	30201592	3/23/1992	1-4	2.5	1/6/1992
50	HICKS, JASON A.	Sch. IV		7/1/1999	0-3	1.5	5/16/1999

**Schedule 2 Delayed Hire To Be Backdated**

No.	Last, First	West Loss Schedule	Survey Number	Actual Hire Date	Hire Delay Range	Avg. Delay	Adjusted Hire Date
51	HODGSON, MARK S.	Sch. IV		3/27/2006	5-8	6.5	9/10/2005
52	HOFF, CHAD D.	Sch. III	29657454	5/13/1994	9-12	10.5	6/27/1993
53	HOLTHAUS, MARK B.	Sch. IV		4/16/2004	1-4	2.5	1/30/2004
54	HOTALING, JAMES W.	Sch. IV		1/18/2000	0-3	1.5	12/3/1999
55	HUGUENIN, GENE L.	Sch. IV		8/3/1998	0-3	1.5	6/18/1998
56	IDLAND, MICHAEL J.	Sch. IV		12/10/1999	2-5	3.5	8/25/1999
57	JACKSON, HARLAN N. JR.	Sch. III	30201585	3/22/1993	3-6	4.5	11/5/1992
58	JACKSON, JOSHUA T.	Sch. III	30201589	3/1/1999	5-8	6.5	8/15/1998
59	JACOBSON, GEOFFREY M.	Sch. III	29657402	8/19/1991	0-3	1.5	7/4/1991
60	JONES, STEVEN C.	Sch. III	30201580	4/16/2004	2-5	3.5	12/31/2003
61	JORGENSEN, STEVEN R.	Sch. IV		10/13/2000	0-3	1.5	8/28/2000
62	KNOTT, JASON C.	Sch. IV		10/23/1998	1-4	2.5	8/7/1998
63	KNUTSON, JOSEPH S.	Sch. IV		12/1/2006	5-8	6.5	5/17/2006
64	KORTHUIS-SMITH, DWAYNE E.	Sch. III	30201602	8/26/1996	8.5-27.5	14.0	6/27/1995
65	KRAUT, JOSEPH D.	Sch. IV		7/3/2001	0-3	1.5	5/18/2001
66	LANGDON JR., MICHAEL R.	Sch. IV		5/22/2007	0-3	1.5	4/6/2007
67	LANTZ, BRUCE E. JR	Sch. III	29657403	3/4/1991	0-3	1.5	1/17/1991
68	LEGLER, SCOTT J.	Sch. III	29657417	10/20/2000	0-3	1.5	9/4/2000
69	LENZ, ROBERT G.	Sch. III	29657452	1/3/1980	0-3	1.5	11/18/1979
70	LIZAMA, JOHN S.	Sch. III	30201603	12/11/1995	1-4	2.5	9/25/1995
71	LOEN, DONALD J.	Sch. III	30201564	9/13/1999	0-3	1.5	7/29/1999
72	LOWRY, ANTHONY P.	Sch. III	29657423	12/30/1985	1-4	2.5	10/14/1985
73	MACALUSO, COREY	Sch. IV		4/19/1999	0-3	1.5	3/4/1999
74	MAIER, BRUCE A.	Sch. IV		7/9/1998	0-3	1.5	5/24/1998
75	MANNING, JAMES R.	Sch. IV		2/22/2000	1-4	2.5	12/7/1999
76	MARTIN, DAVID P.	Sch. III	29657409	8/25/2003	6-9	7.5	1/8/2003
77	MARTIN, THOMAS O. (1)	Sch. III	29657419	7/8/1996	1-4	2.5	4/22/1996
78	MATTHEWS, MONICA L.	Sch. IV		10/22/1998	0-3	1.5	9/6/1998
79	METCALF, SAMANTHA C.	Sch. IV		1/15/1998	0-3	1.5	11/30/1997
80	MOORE II, ROBERT A.	Sch. IV		3/20/2002	0-3	1.5	2/2/2002
81	MOSS, RONALD W. JR.	Sch. III	30201591	7/3/2001	1-4	2.5	4/17/2001
82	MUREN, JEFFREY T.	Sch. IV		8/25/2003	3-6	4.5	4/10/2003
83	NILLES, DANIEL C.	Sch. IV		7/1/1999	0-3	1.5	5/16/1999
84	NOUWENS, RYAN P.	Sch. IV		12/2/2002	3-6	4.5	7/18/2002
85	OCONNELL JR., SEAN M.	Sch. IV		7/15/1998	1-4	2.5	4/29/1998
86	OSTERKAMP, ERIC M.	Sch. III	29657415	2/26/1999	2-5	3.5	11/11/1998
87	PASSOLT, LEIGH BLAIR	Sch. IV		8/31/1998	1-4	2.5	6/15/1998
88	PELLEBERG, ROBERT B.	Sch. IV		6/11/2004	1-4	2.5	3/26/2004
89	PHILLIPS, MATTHEW J.	Sch. IV		12/1/2006	2-5	3.5	8/16/2006
90	PIGMON JR., RICHARD C.	Sch. IV		7/6/2001	1-4	2.5	4/20/2001
91	PIVA, SCOTT P.	Sch. IV		9/12/1997	2-5	3.5	5/28/1997
92	RAUTENBERG, DRU J.	Sch. IV		12/3/2002	0-3	1.5	10/18/2002
93	REDDING, JOSEPH A.	Sch. IV		2/26/1999	4-7	5.5	9/11/1998
94	ROBERTS, CLIFF D.	Sch. IV		4/16/2004	4-7	5.5	10/31/2003
95	ROBERTS, DAVID C.	Sch. IV		6/11/2004	1-4	2.5	3/26/2004
96	ROGERS, RONALD S.	Sch. IV		1/16/2001	3-6	4.5	9/1/2000
97	RYAN, JOHN M.	Sch. IV		1/16/1998	1-4	2.5	10/31/1997
98	SANDERS, RUSSELL L.	Sch. IV		9/18/2006	1-4	2.5	7/3/2006
99	SCHERF, DAVID W.	Sch. III	29657446	3/19/1990	0-3	1.5	2/1/1990
100	SEABURG, RAYMOND E.	Sch. IV		1/13/2003	3-6	4.5	8/29/2002

**Schedule 2 Delayed Hire To Be Backdated**

No.	Last, First	West Loss Schedule	Survey Number	Actual Hire Date	Hire Delay Range	Avg. Delay	Adjusted Hire Date
101	SHADES, DANIEL L.	Sch. IV		12/10/1999	0-3	1.5	10/25/1999
102	SIMONSON, MICHAEL G.	Sch. IV		12/3/2002	5-8	6.5	5/19/2002
103	SIRES, WILLIAM H.	Sch. IV		12/10/1999	6-9	7.5	4/25/1999
104	SIVERTSEN, KRISTOPHER D.	Sch. IV		7/5/2005	5-8	6.5	12/19/2004
105	SMITH, THERON A.	Sch. IV		10/20/2000	2-5	3.5	7/5/2000
106	STOCK, PETERSON T.	Sch. III	29657429	3/19/2002	0-3	1.5	2/1/2002
107	STRUP, JONATHAN D.	Sch. IV		1/16/1998	1-4	2.5	10/31/1997
108	THOMPSON II, RICHARD D.	Sch. IV		7/5/2005	3-6	4.5	2/18/2005
109	TILTON, ERIC W.	Sch. III	30201581	3/27/2006	4-7	5.5	10/10/2005
110	TOBOL, BRANDON L.	Sch. IV		12/3/2002	1-4	2.5	9/17/2002
111	TORRES, CARLOS	Sch. IV		7/9/1998	1-4	2.5	4/23/1998
112	UNRUH, SPIKE L.	Sch. III	29657440	7/10/1998	1-4	2.5	4/24/1998
113	VALEK, JOSHUA JOSEPH	Sch. IV		10/2/2006	3-6	4.5	5/18/2006
114	VANDENKOOY, GILL S.	Sch. III	30201587	12/3/2002	1-4	2.5	9/17/2002
115	VELIZ, ROBERT M.	Sch. III	29657455	5/5/1980	0-3	1.5	3/20/1980
116	WALSTAD, MELISSA R.	Sch. IV		8/3/1998	0-3	1.5	6/18/1998
117	WANZENFRIED, PAUL C.	Sch. IV		4/16/2004	4-7	5.5	10/31/2003
118	WATT, DAREK W.	Sch. IV		7/5/2001	2-5	3.5	3/20/2001
119	WEAVER, NEIL O.	Sch. IV		12/11/2000	2-5	3.5	8/26/2000
120	WEISS, JOHN W.	Sch. III	30201599	2/1/1973	1-4	2.5	11/16/1972
121	WELANDER, MICHAEL L.	Sch. IV		8/20/1998	3-6	4.5	4/5/1998
122	WELCH, ZACHARY M.	Sch. IV		9/4/2007	1-4	2.5	6/19/2007
123	WELLS, MICHAEL K.	Sch. III	30201566	10/18/2000	1-4	2.5	8/2/2000
124	WICKMAN, ERIK T.	Sch. IV		12/2/2002	2-5	3.5	8/17/2002
125	WILSON, CHRISTIAN D.	Sch. IV		1/16/1998	0-3	1.5	12/1/1997
126	WILSON, ROBERT F.	Sch. IV		7/2/1999	0-3	1.5	5/17/1999
127	WITT, KYLE C.	Sch. IV		12/10/1999	0-3	1.5	10/25/1999
128	WORLEY, LOUIS R.	Sch. III	29657450	10/19/2009	9-12	10.5	12/3/2008
129	WRIGHT, TIMOTHY A.	Sch. IV		3/19/2002	0-3	1.5	2/1/2002
130	ZANE, JAMES J.	Sch. IV		5/17/1999	0-3	1.5	4/1/1999
131	ZIELINSKI, THOMAS A.	Sch. IV		5/22/2007	0-3	1.5	4/6/2007



# SCHEDULE 2A

### Schedule 2A Hired Through DOP

#### First Hired through DOP

No.	Last, First	West Loss Schedule	Survey Number	Actual Hire Date	Hire Delay Range	Avg. Delay	Adjusted Hire Date
1	FIorentino, Robert B.	Sch. V		9/4/1990	1-4	2.5	6/19/1990
2	GATES, TODD S.	Sch. IV		5/19/1997	1-4	2.5	3/3/1997
3	HARMON MICHAEL E.	Sch. IV		6/10/1998	2-5	3.5	2/23/1998
4	NASHLEANAS, DANIEL A.	Sch. IV		7/1/2005	4-7	5.5	1/14/2005
5	THOMPSON, CLINT	Sch. IV		8/17/1998	1-4	2.5	6/1/1998
6	TOLEN, DARRYL S.	Sch. IV		1/12/2004	1-4	2.5	10/27/2003

#### Per Survey Response First Hired through DOP

No.	Last, First	West Loss Schedule	Survey Number	Actual Hire Date	Hire Delay Range	Avg. Delay	Adjusted Hire Date
1	CLEVENGER, DOUGLAS J.	Sch. III	30201575	8/26/1996	3-6	4.5	4/11/1996
2	LONGORIA, JASON	Sch. II	29657443	12/11/1995	6-9	7.5	4/26/1995
3	LOWEN, ALISO E.	Sch. III	29657449	10/19/2009	9-12	10.5	12/3/2008
4	NASH, DARREL	Sch. II	30201582	7/8/1998	5-7	6.0	1/6/1998
5	RICHMOND, MICHAEL W.	Sch. III	29657412	7/3/1997	1-4	2.5	4/17/1997
6	SCHROEDER, ROBERT A.	Sch. III	30201605	1/18/1994	1-4	2.5	11/2/1993
7	WOLLNICK, ROBERT D.	Sch. III	29657457	7/13/1998	0-3	1.5	5/28/1998

# SCHEDULE 2B

**Schedule 2B Not Vested In Retirement**

No.	Last, First	West Loss Schedule	Survey Number	Actual Hire Date	Hire Delay Range	Avg. Delay	Adjusted Hire Date
1	BANNISTER, DIANNA M	Sch. IV		7/7/1998	0-3	1.5	5/22/1998
2	BAUDERS, DAVID A	Sch. IV		6/10/2013	2-5	3.5	2/23/2013
3	BLUE, TODD A	Sch. V		8/12/1991	1-4	2.5	5/27/1991
4	BREWER, JACOB R.	Sch. IV		10/19/2012	1-4	2.5	8/3/2012
5	BRYAN, BENJAMIN D.	Sch. IV		1/2/2013	1-4	2.5	10/17/2012
6	CLAYTON, SCOTT J	Sch. IV		3/31/2000	0-3	1.5	2/14/2000
7	COZZOLINO, ANDREW C.	Sch. IV		7/9/1998	0-3	1.5	5/24/1998
8	D'APRILE, JOHN P.	Sch. IV		4/12/1999	0-3	1.5	2/25/1999
9	FARKAS, MICHAEL S.	Sch. IV		1/2/2013	1-4	2.5	10/17/2012
10	HALLER, BRIAN D.	Sch. IV		10/19/2012	2-5	3.5	7/4/2012
11	HENDRICKSON, CHRISTOPHER L.	Sch. IV		2/4/2013	0-3	1.5	12/20/2012
12	HIGGINS, CONAN J.	Sch. IV		12/10/1999	2-5	3.5	8/25/1999
13	JACKSON, STEPHEN T.	Sch. IV		10/22/2012	0-3	1.5	9/6/2012
14	JORDAN, KEITH E.	Sch. IV		10/13/2000	1-4	2.5	7/28/2000
15	KLEIN, JAKE T.	Sch. IV		10/3/2011	1-4	2.5	7/18/2011
16	MANOS, SKEETER T.	Sch. IV		7/5/2001	0-3	1.5	5/20/2001
17	PARTIN, JERRY E.	Sch. IV		7/3/2001	3-6	4.5	2/16/2001
18	RICHEY, BENJAMIN T.	Sch. IV		4/16/2004	6-9	7.5	8/31/2003
19	ROBINSON, SPENCER R.	Sch. IV		7/6/2001	1-4	2.5	4/20/2001
20	SCHWILKE, CONOR R.	Sch. IV		6/17/2013	2-5	3.5	3/2/2013
21	SHERMAN, BENJAMIN J.	Sch. IV		10/18/2012	0-3	1.5	9/2/2012
22	TYLER, JOHN M.	Sch. IV		7/12/2013	4-7	5.5	1/25/2013
23	ULICNY, JOSEPH L.	Sch. IV		2/19/2002	0-3	1.5	1/4/2002
24	URSINO, DAVID A.	Sch. IV		5/1/2013	2-5	3.5	1/14/2013

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No.	Last, First	West Loss Schedule	Survey Number	Actual Hire Date	Hire Delay Range	Avg. Delay	Adjusted Hire Date
1	AGNESANI, JON P	Sch. V		8/20/1973	1-4	2.5	6/4/1973
2	AHRENS, JOHN W.	Sch. V		2/14/1966	1-4	2.5	11/29/1965
3	AHRENS, KENNETH E.	Sch. V		8/15/1985	1-4	2.5	5/30/1985
4	AKAU, CHARLES H.	Sch. V		1/3/1979	1-4	2.5	10/18/1978
5	ALEXANDER, DALE J.	Sch. V		8/27/1987	1-4	2.5	6/11/1987
6	ALLEN, LINDA A	Sch. V		10/17/1988	1-4	2.5	8/1/1988
7	AMY, GREGORY A.	Sch. IV		11/18/1996	1-4	2.5	9/2/1996
8	ANDERS, CRAIG B.	Sch. V		4/21/1969	1-4	2.5	2/3/1969
9	ANDERSON, DAVID E.	Sch. V		7/15/1985	1-4	2.5	4/29/1985
10	ANG, GARY M.	Sch. V		2/3/1958	1-4	2.5	11/18/1957
11	ARNOLD JR., JAMES G.	Sch. V		5/1/1968	1-4	2.5	2/14/1968
12	ASHCRAFT, WILLIAM L	Sch. V		4/15/1991	1-4	2.5	1/28/1991
13	ASTON, RYAN J	Sch. IV		7/2/1997	1-4	2.5	4/16/1997
14	ATCHISON, DANIEL J	Sch. IV		12/22/1995	1-4	2.5	10/6/1995
15	ATKINS, TRISTAN K.	Sch. V		8/29/1986	1-4	2.5	6/13/1986
16	ATKINSON, JOHN I	Sch. V		5/18/1992	1-4	2.5	3/2/1992
17	ATKINSON, ROBERT G	Sch. IV		1/15/1998	1-4	2.5	10/30/1997
18	AYE, JAMES A	Sch. V		12/9/1991	1-4	2.5	9/23/1991
19	AYERS, RONALD L.	Sch. V		3/3/1980	1-4	2.5	12/17/1979
20	BACKLUND, JAMES A.	Sch. V		9/8/1969	1-4	2.5	6/23/1969
21	BAKER, SCOTT M	Sch. V		9/1/1971	1-4	2.5	6/16/1971
22	BALDWIN, JAMES LEONARD	Sch. V		11/17/1969	1-4	2.5	9/1/1969
23	BALL, BRYAN CHARLES	Sch. V		3/4/1986	1-4	2.5	12/17/1985
24	BAMBINO, MAJOR C.	Sch. V		4/24/1987	1-4	2.5	2/6/1987
25	BARTOLAC, TODD E	Sch. IV		12/5/2006	1-4	2.5	9/19/2006
26	BEEGLE, PRESTON G.	Sch. V		10/7/1974	1-4	2.5	7/22/1974
27	BELFORD, JAMES E	Sch. V		1/16/1967	1-4	2.5	10/31/1966
28	BELL, TRAVIS F	Sch. V		4/12/1965	1-4	2.5	1/25/1965
29	BELT, AARON M	Sch. IV		5/12/1997	1-4	2.5	2/24/1997
30	BERENDS, JOHN J.	Sch. V		11/24/1986	1-4	2.5	9/8/1986
31	BERTHOLF, DAVID L	Sch. V		1/27/1992	1-4	2.5	11/11/1991
32	BETTGER, RICHARD S	Sch. IV		5/13/1994	1-4	2.5	2/25/1994
33	BJORNBERG, FREDRICK M.	Sch. V		1/3/1980	1-4	2.5	10/18/1979
34	BLANKENSHIP, BENJAMIN L.	Sch. V		8/18/1986	1-4	2.5	6/2/1986
35	BLOOD, BRUCE F.	Sch. IV		12/11/1995	1-4	2.5	9/25/1995
36	BOLTON JR., DAVID J.	Sch. V		5/12/1986	1-4	2.5	2/24/1986
37	BOLTZ, LARRY E.	Sch. V		4/16/1973	1-4	2.5	1/29/1973
38	BOOTH, DAVID E.	Sch. V		4/16/1973	1-4	2.5	1/29/1973
39	BORDERS, PHILIP E.	Sch. V		2/1/1969	1-4	2.5	11/16/1968
40	BOURLAND, DAVID W.	Sch. V		12/10/1990	1-4	2.5	9/24/1990
41	BROWN, EVERETT N.	Sch. V		10/1/1968	1-4	2.5	7/16/1968
42	BROWN, JAMES G.	Sch. V		10/28/1988	1-4	2.5	8/12/1988
43	BROWN, MARK C.	Sch. V		6/17/1974	1-4	2.5	4/1/1974
44	BRUETT, ROGER W.	Sch. V		6/20/1966	1-4	2.5	4/4/1966
45	BRUYA, DONALD C.	Sch. V		7/11/1977	1-4	2.5	4/25/1977
46	BRYAN, WILLIAM J.	Sch. V		2/13/1987	1-4	2.5	11/28/1986
47	BRYANT, JIMMIE	Sch. V		11/5/1967	1-4	2.5	8/20/1967
48	BURNS, ROBERT D.	Sch. V		6/1/1967	1-4	2.5	3/16/1967
49	BUTLER, JERRY E.	Sch. V		7/13/1970	1-4	2.5	4/27/1970

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No.	Last, First	West Loss Schedule	Survey Number	Actual Hire Date	Hire Delay Range	Avg. Delay	Adjusted Hire Date
50	BUTLER, MARTIN T.	Sch. V		7/8/1974	1-4	2.5	4/22/1974
51	BUTSCH, THOMAS R.	Sch. V		9/3/1986	1-4	2.5	6/18/1986
52	CAIN, TRENT M.	Sch. V		9/18/1987	1-4	2.5	7/3/1987
53	CAMPBELL, STANLEY D.	Sch. IV		9/9/1996	1-4	2.5	6/24/1996
54	CARSON, CASEY G.	Sch. IV		8/26/1996	1-4	2.5	6/10/1996
55	CARTWRIGHT, JOHN H.	Sch. V		9/8/1980	1-4	2.5	6/23/1980
56	CASHATT, RANDALL D	Sch. IV		1/16/1998	1-4	2.5	10/31/1997
57	CASSETTO, KENNETH MIKE	Sch. V		6/17/1968	1-4	2.5	4/1/1968
58	CAVENS, RUSSELL H.	Sch. V		3/1/1967	1-4	2.5	12/14/1966
59	CHARTRAND, WALTER M.	Sch. V		3/2/1987	1-4	2.5	12/15/1986
60	CHOWNING, ELDON DEAN	Sch. V		8/14/1978	1-4	2.5	5/29/1978
61	CHROMEY, JAMES A.	Sch. V		6/14/1971	1-4	2.5	3/29/1971
62	CLACK, WILLIAM R.	Sch. V		7/8/1985	1-4	2.5	4/22/1985
63	CLOSE, RICHARD D.	Sch. V		9/1/1967	1-4	2.5	6/16/1967
64	COFFMAN, MELVIN R.	Sch. V		7/1/1967	1-4	2.5	4/15/1967
65	COLLIER, MARVIN G	Sch. V		3/6/1969	1-4	2.5	12/19/1968
66	COLLINS, ALICE J	Sch. IV		34568	1-4	2.5	6/6/1994
67	COLVER, MONTY J.	Sch. V		8/9/1985	1-4	2.5	5/24/1985
68	COMBS, DWIGHT LAYTON	Sch. V		3/5/1979	1-4	2.5	12/18/1978
69	CONLEY, LARRY R.	Sch. V		6/30/1989	1-4	2.5	4/14/1989
70	COOK, DWIGHT R	Sch. V		10/17/1960	1-4	2.5	8/1/1960
71	CORTEZ, FRANCISCO M.	Sch. V		6/3/1974	1-4	2.5	3/18/1974
72	CORTEZ, JOSE	Sch. V		7/10/1967	1-4	2.5	4/24/1967
73	CORTEZ, JOSE M.	Sch. IV		39084	1-4	2.5	10/17/2006
74	CORY JR., ROBERT C.	Sch. V		7/13/1970	1-4	2.5	4/27/1970
75	CUNNINGHAM, DONALD S.	Sch. V		7/26/1985	1-4	2.5	5/10/1985
76	CUNNINGHAM, STEPHEN G.	Sch. V		4/16/1973	1-4	2.5	1/29/1973
77	CURTIS, ALAN L.	Sch. V		2/6/1989	1-4	2.5	11/21/1988
78	CYPRAIN, DONALD R.	Sch. V		8/27/1990	1-4	2.5	6/11/1990
79	DAHL, MICHAEL	Sch. V		9/9/1991	1-4	2.5	6/24/1991
80	DAVIS, DANIEL J.	Sch. V		11/1/1970	1-4	2.5	8/16/1970
81	DEFOLO, GARY R.	Sch. V		2/8/1971	1-4	2.5	11/23/1970
82	DELL, BRENT L.	Sch. V		3/12/1990	1-4	2.5	12/25/1989
83	DENTON JR, KENNETH L.	Sch. V		9/10/1990	1-4	2.5	6/25/1990
84	DEPRETTO, KEN F.	Sch. V		3/17/1980	1-4	2.5	12/31/1979
85	DERRICK, DEVYN S.	Sch. V		9/24/1990	1-4	2.5	7/9/1990
86	DEVOE, DANIEL N.	Sch. V		8/14/1978	1-4	2.5	5/29/1978
87	DITTER, PATRICK D.	Sch. V		9/29/1989	1-4	2.5	7/14/1989
88	DOMINGUEZ, MICHAEL P.	Sch. IV		39224	1-4	2.5	3/6/2007
89	DOUGLAS, MARSHALL S.	Sch. V		12/1/1980	1-4	2.5	9/15/1980
90	DRAKE, RANDALL F	Sch. V		5/11/1992	1-4	2.5	2/24/1992
91	DUCRE, PETER W.K.	Sch. V		4/1/1980	1-4	2.5	1/15/1980
92	DUFOUR, MICHAEL C	Sch. V		4/13/1992	1-4	2.5	1/27/1992
93	DUSTIN, DONALD C.	Sch. V		4/1/1970	1-4	2.5	1/14/1970
94	EDWARDS, HENRY	Sch. V		8/1/1969	1-4	2.5	5/16/1969
95	EGGLESTON, MICHAEL S.	Sch. V		1/7/1991	1-4	2.5	10/22/1990
96	ENGLEHORN, STEVEN R.	Sch. V		2/1/1966	1-4	2.5	11/16/1965
97	ENGLISH, DENNIS	Sch. V		11/5/1967	1-4	2.5	8/20/1967
98	FAKKEMA, FREDERICK R.	Sch. V		3/18/1985	1-4	2.5	12/31/1984

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99	FARWELL, DARRELL S.	Sch. V		7/5/1985	1-4	2.5	4/19/1985
100	FEHLHAFFER, DARIN D.	Sch. IV		12/22/1995	1-4	2.5	10/6/1995
101	FENN, DAVID SAMUEL	Sch. V		7/18/1983	1-4	2.5	5/2/1983
102	FENTON, DEAN R	Sch. V		1/7/1991	1-4	2.5	10/22/1990
103	FISCH, WALTER M.	Sch. V		1/24/1966	1-4	2.5	11/8/1965
104	FLOOD, RICHARD E	Sch. V		4/3/1972	1-4	2.5	1/17/1972
105	FOSTER (LATIMER), TRACY A.	Sch. IV		8/26/1996	1-4	2.5	6/10/1996
106	FOSTER, THOMAS J.	Sch. IV		6/26/1995	1-4	2.5	4/10/1995
107	FRIZZELL, RICHARD J.	Sch. V		4/1/1969	1-4	2.5	1/14/1969
108	FRYBERGER, TYLER L.	Sch. V		1/12/1990	1-4	2.5	10/27/1989
109	FRYE, BOBBY J.	Sch. V		9/24/1979	1-4	2.5	7/9/1979
110	FULLER, JOHN S.	Sch. V		5/13/1968	1-4	2.5	2/26/1968
111	FURR, ROGER D.	Sch. V		11/1/1971	1-4	2.5	8/16/1971
112	GAGNER, KERMIT L.	Sch. V		2/3/1975	1-4	2.5	11/18/1974
113	GARDNER, STEVEN J.	Sch. IV		9/3/1996	1-4	2.5	6/18/1996
114	GARLAND, MICHAEL P.	Sch. V		4/20/1970	1-4	2.5	2/2/1970
115	GARRISON, KENNETH S	Sch. V		11/27/1989	1-4	2.5	9/11/1989
116	GASAWAY, EARL	Sch. V		8/18/1968	1-4	2.5	6/2/1968
117	GASPARD, RONALD E.	Sch. V		11/1/1957	1-4	2.5	8/16/1957
118	GATES, FRANK M.	Sch. V		7/13/1970	1-4	2.5	4/27/1970
119	GENTHER, GEOFFREY G.	Sch. V		4/16/1973	1-4	2.5	1/29/1973
120	GEORGE, ELLIOTT R.	Sch. IV		7/2/1997	1-4	2.5	4/16/1997
121	GIDEON, ARTHUR V.	Sch. V		12/1/1967	1-4	2.5	9/15/1967
122	GOMEZ, REYNALDO G.	Sch. V		8/14/1978	1-4	2.5	5/29/1978
123	GOODALL II, MAURICE M.	Sch. V		2/12/1990	1-4	2.5	11/27/1989
124	GOTZH, DAVID G.	Sch. V		7/13/1970	1-4	2.5	4/27/1970
125	GRADWOHL, MICHAEL A	Sch. V		4/20/1986	1-4	2.5	2/2/1986
126	GRANT, SIDNEY L.	Sch. V		8/28/1987	1-4	2.5	6/12/1987
127	GREEN, ELDON L.	Sch. V		4/8/1968	1-4	2.5	1/22/1968
128	GREENE, TIMOTHY E.	Sch. V		2/3/1975	1-4	2.5	11/18/1974
129	GRIFFIN, DONALD L.	Sch. V		7/18/1983	1-4	2.5	5/2/1983
130	GRIMSTEAD, RICHARD F.	Sch. V		4/16/1973	1-4	2.5	1/29/1973
131	GUNDERMANN, CHRIS T.	Sch. V		8/25/1989	1-4	2.5	6/9/1989
132	GUNDERSON, KENNETH B.	Sch. V		2/1/1965	1-4	2.5	11/16/1964
133	GUNKEL, BLAINE D.	Sch. V		3/10/1989	1-4	2.5	12/23/1988
134	GUTHRIE, THOMAS M.	Sch. V		11/5/1967	1-4	2.5	8/20/1967
135	HAMILTON, WILLIAM D.	Sch. V		2/25/1965	1-4	2.5	12/10/1964
136	HANDLEY, ERIC T.	Sch. V		10/10/1988	1-4	2.5	7/25/1988
137	HANNA, MICHAEL J.	Sch. V		2/26/1990	1-4	2.5	12/11/1989
138	HANSBERRY, ROGER D.	Sch. V		3/26/1984	1-4	2.5	1/9/1984
139	HANSON, HAROLD W.	Sch. V		6/4/1973	1-4	2.5	3/19/1973
140	HARSH, WAYNE D.	Sch. V		2/1/1960	1-4	2.5	11/16/1959
141	HAWKEN, HARVEY H.	Sch. V		1/12/1970	1-4	2.5	10/27/1969
142	HAWKINSON, NICHOLAS C.	Sch. V		1/17/1972	1-4	2.5	11/1/1971
143	HAWLEY, RICHARD B.	Sch. V		2/3/1975	1-4	2.5	11/18/1974
144	HELTON, LARRY W.	Sch. V		2/1/1969	1-4	2.5	11/16/1968
145	HENDRICKSON, WILLIAM R.	Sch. V		5/1/1970	1-4	2.5	2/13/1970
146	HESS JR., JOHN O.	Sch. V		10/25/1985	1-4	2.5	8/9/1985
147	HEWITSON, RODNEY J.	Sch. V		1/1/1970	1-4	2.5	10/16/1969



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148	HICKMAN, THOMAS L.	Sch. V		8/7/1985	1-4	2.5	5/22/1985
149	HINKLE, EDWARD JOSEPH	Sch. V		7/13/1970	1-4	2.5	4/27/1970
150	HINTZE, DOUGLAS P.	Sch. V		3/5/1973	1-4	2.5	12/18/1972
151	HITT, RONALD E	Sch. V		7/13/1970	1-4	2.5	4/27/1970
152	HOLMAN, RICHARD B.	Sch. V		7/26/1971	1-4	2.5	5/10/1971
153	HUFFMAN, GARY E.	Sch. V		2/1/1969	1-4	2.5	11/16/1968
154	HUSS, ROBERT J.	Sch. V		7/6/1965	1-4	2.5	4/20/1965
155	IDDINS, ROBERT R.	Sch. V		7/13/1970	1-4	2.5	4/27/1970
156	ISOM, WALLACE P.	Sch. III	no claim id	3/20/1968	1-4	2.5	1/3/1968
157	JACOBSON, GARY O.	Sch. V		12/1/1965	1-4	2.5	9/15/1965
158	JESSE, PHILIP W	Sch. V		10/28/1991	1-4	2.5	8/12/1991
159	JOHNSON, DUANE L.	Sch. V		10/18/1965	1-4	2.5	8/2/1965
160	JOHNSON, JULIE A.	Sch. V		8/29/1986	1-4	2.5	6/13/1986
161	JOHNSON, KORI G.	Sch. V		8/5/1991	1-4	2.5	5/20/1991
162	JOHNSON, STEPHEN D.	Sch. V		2/26/1968	1-4	2.5	12/11/1967
163	JOHNSON, STEVEN DOUGLAS	Sch. V		9/28/1986	1-4	2.5	7/13/1986
164	JONES II, ROBERT L	Sch. V		1/12/1990	1-4	2.5	10/27/1989
165	JONES, PAUL S	Sch. V		6/19/1978	1-4	2.5	4/3/1978
166	JUNK, LEONARD H.	Sch. V		1/12/1970	1-4	2.5	10/27/1969
167	KEARSING, BRANDON R.	Sch. IV		12/11/1995	1-4	2.5	9/25/1995
168	KELLY, JAMES M	Sch. V		12/11/1987	1-4	2.5	9/25/1987
169	KERBS, TODD A.	Sch. V		8/27/1990	1-4	2.5	6/11/1990
170	KIDD III, ARTHUR L.	Sch. V		7/25/1966	1-4	2.5	5/9/1966
171	KILLEEN, DAVID B.	Sch. V		9/5/1986	1-4	2.5	6/20/1986
172	KING, MAURICE C.	Sch. V		1/2/1979	1-4	2.5	10/17/1978
173	KINNEY, RICHARD D	Sch. V		9/17/1990	1-4	2.5	7/2/1990
174	KLUKAS, KENNETH J.	Sch. V		2/20/1990	1-4	2.5	12/5/1989
175	KNITTEL, MERLIN R.	Sch. V		10/1/1971	1-4	2.5	7/16/1971
176	KOCZEWSKI, ROBERT E.	Sch. V		9/4/1990	1-4	2.5	6/19/1990
177	KRALMAN, JEFFREY L.	Sch. V		4/3/1972	1-4	2.5	1/17/1972
178	KREIS, ROGER E.	Sch. V		4/20/1970	1-4	2.5	2/2/1970
179	KURTH, MARC C.	Sch. V		1/14/1974	1-4	2.5	10/29/1973
180	KUZMINSKY, JERRY	Sch. V		11/27/1989	1-4	2.5	9/11/1989
181	KWAST, HANS	Sch. V		11/21/1966	1-4	2.5	9/5/1966
182	LANG, GEORGE J.	Sch. V		7/1/1972	1-4	2.5	4/15/1972
183	LARSON, WILLIAM F.	Sch. V		3/10/1980	1-4	2.5	12/24/1979
184	LAUGHLIN, GREGORY R	Sch. V		9/27/1989	1-4	2.5	7/12/1989
185	LAUR, DEBORAH L	Sch. V		12/16/1991	1-4	2.5	9/30/1991
186	LEACH, GARY F.	Sch. V		1/17/1972	1-4	2.5	11/1/1971
187	LEBLANC, CHARLES P.	Sch. V		5/30/1989	1-4	2.5	3/14/1989
188	LEE, JEFFREY B.	Sch. V		2/13/1978	1-4	2.5	11/28/1977
189	LEURQUIN, PEGGY S.	Sch. V		3/6/1979	1-4	2.5	12/19/1978
190	LEWIS, DENNIS R.	Sch. V		5/1/1969	1-4	2.5	2/13/1969
191	LINDQUIST, LEX C.	Sch. IV		6/26/1995	1-4	2.5	4/10/1995
192	LOTHROP JR., ARTHUR L.	Sch. V		8/5/1968	1-4	2.5	5/20/1968
193	LOUTHAN, RICHARD L	Sch. V		1/21/1992	1-4	2.5	11/5/1991
194	MAHONEY, DENNIS G.	Sch. V		7/6/1965	1-4	2.5	4/20/1965
195	MAJALA, JEFFERY S.	Sch. IV		12/11/1995	1-4	2.5	9/25/1995
196	MALMSTROM, DOUGLAS J.	Sch. IV		9/5/1997	1-4	2.5	6/20/1997

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197	MARKEN, JEFFREY L	Sch. V		10/15/1990	1-4	2.5	7/30/1990
198	MARS JR, GEORGE R.	Sch. V		7/27/1992	1-4	2.5	5/11/1992
199	MARTINEZ, ANDRES C.	Sch. IV		6/2/2008	1-4	2.5	3/17/2008
200	MARTUSCELLI, GREGORY J.	Sch. V		2/3/1992	1-4	2.5	11/18/1991
201	MASON, ROBERT A	Sch. V		9/17/1979	1-4	2.5	7/2/1979
202	MATTHEWS, CARY C.	Sch. V		1/24/1969	1-4	2.5	11/8/1968
203	MATTSON, SCOTT D.	Sch. V		4/5/1971	1-4	2.5	1/18/1971
204	MCCLINTON, RONALD S.	Sch. V		12/13/1965	1-4	2.5	9/27/1965
205	MCCLUNG, DANIEL T	Sch. V		3/26/1990	1-4	2.5	1/8/1990
206	MCCULLAR, EDWARD I.	Sch. V		2/13/1968	1-4	2.5	11/28/1967
207	MCCUNN JR., WILLIAM W.	Sch. V		4/18/1966	1-4	2.5	1/31/1966
208	MCDONALD, STEPHEN F.	Sch. V		2/1/1970	1-4	2.5	11/16/1969
209	MCDOWELL, WAYNE W.	Sch. V		8/16/1965	1-4	2.5	5/31/1965
210	MCLEOD, RUSSELL S	Sch. V		8/26/1991	1-4	2.5	6/10/1991
211	MCMANUS, TINA M.	Sch. IV		12/11/1995	1-4	2.5	9/25/1995
212	MCMULLEN, JOHN G.	Sch. IV		11/18/1996	1-4	2.5	9/2/1996
213	MCNAIRY, ROY B.	Sch. V		8/1/1971	1-4	2.5	5/16/1971
214	MCNEILLY, GREGORY K.	Sch. V		10/1/1974	1-4	2.5	7/16/1974
215	MCRAE, TOMMY D.	Sch. V		1/4/1965	1-4	2.5	10/19/1964
216	MEENAN, SEAN L.	Sch. IV		9/5/1997	1-4	2.5	6/20/1997
217	MELDRUM, JAMES A.	Sch. IV		12/1/2006	1-4	2.5	9/15/2006
218	MELDRUM, JEFFREY A.	Sch. V		3/19/1990	1-4	2.5	1/1/1990
219	MELTON, CALVIN E.	Sch. V		11/5/1967	1-4	2.5	8/20/1967
220	MENDENHALL, JOHN L.	Sch. IV		4/16/2007	1-4	2.5	1/29/2007
221	METZ (MCMULLEN), JODY M.	Sch. IV		5/12/1997	1-4	2.5	2/24/1997
222	METZ, ROBERT M.	Sch. V		11/24/1958	1-4	2.5	9/8/1958
223	MIHELICH, BRIAN K	Sch. V		12/27/1993	1-4	2.5	10/11/1993
224	MILLER, DAVID J.	Sch. V		4/1/1968	1-4	2.5	1/15/1968
225	MILLER, GREGORY EVAN	Sch. V		2/21/1986	1-4	2.5	12/6/1985
226	MILLER, JAMES E	Sch. V		2/19/1991	1-4	2.5	12/4/1990
227	MILTON, HARRY	Sch. V		3/1/1971	1-4	2.5	12/14/1970
228	MONTEER, BRIAN R.	Sch. V		3/4/1986	1-4	2.5	12/17/1985
229	MORASCH, GLEN R.	Sch. V		10/1/1962	1-4	2.5	7/16/1962
230	MOREHEAD, ELLIS D.	Sch. V		10/1/1965	1-4	2.5	7/16/1965
231	MORRIS, ROSCOE A.	Sch. V		9/15/1969	1-4	2.5	6/30/1969
232	MORRISON, DONALD L.	Sch. V		2/1/1969	1-4	2.5	11/16/1968
233	MOSS, RAYMOND D.	Sch. V		7/16/1984	1-4	2.5	4/30/1984
234	MURPHY, MICHAEL J.	Sch. V		2/1/1969	1-4	2.5	11/16/1968
235	NELSON, SCOTT N.	Sch. V		8/14/1978	1-4	2.5	5/29/1978
236	NELSON, SHANE M.	Sch. IV		12/16/1996	1-4	2.5	9/30/1996
237	NESTOR, KEITH P.	Sch. IV		7/9/1998	1-4	2.5	4/23/1998
238	NICKERSON, DAVID A.	Sch. V		9/1/1972	1-4	2.5	6/16/1972
239	NILSSON, GUS E.	Sch. V		2/26/1977	1-4	2.5	12/11/1976
240	NORDMAN, RONALD A	Sch. V		1/14/1991	1-4	2.5	10/29/1990
241	OBRIEN, PAMELA D.	Sch. IV		9/5/1997	1-4	2.5	6/20/1997
242	OBRYAN, DENNIS P.	Sch. V		4/2/1979	1-4	2.5	1/15/1979
243	OCONNOR, MICHAEL J.	Sch. V		2/24/1986	1-4	2.5	12/9/1985
244	OGDEN, RAYMOND A.	Sch. V		7/1/1967	1-4	2.5	4/15/1967
245	OGWIN, RONALD J.	Sch. V		11/3/1969	1-4	2.5	8/18/1969

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No.	Last, First	West Loss Schedule	Survey Number	Actual Hire Date	Hire Delay Range	Avg. Delay	Adjusted Hire Date
246	O'LAUGHLIN, JOHN B	Sch. V		1/1/1970	1-4	2.5	10/16/1969
247	OLIVAS, ANTONIO	Sch. IV		11/23/1994	1-4	2.5	9/7/1994
248	ORTH, ROBERT C.	Sch. V		2/13/1968	1-4	2.5	11/28/1967
249	OSTRANDER, STEVEN C.	Sch. V		8/14/1978	1-4	2.5	5/29/1978
250	OVERBAY, KEVIN T	Sch. V		1/21/1992	1-4	2.5	11/5/1991
251	PARKER, TERRY L.	Sch. V		4/1/1974	1-4	2.5	1/14/1974
252	PATRICK, KANDI D.	Sch. V		11/13/1987	1-4	2.5	8/28/1987
253	PEARCE, DONALD B.	Sch. V		1/3/1980	1-4	2.5	10/18/1979
254	PEDERSEN, CONRAD A.	Sch. V		2/1/1968	1-4	2.5	11/16/1967
255	PERCIVAL, PATRICK MICHAEL	Sch. V		8/21/1987	1-4	2.5	6/5/1987
256	PERETTI, DAVID J.	Sch. V		2/1/1969	1-4	2.5	11/16/1968
257	PETERSON, PHILIP D.	Sch. V		2/1/1969	1-4	2.5	11/16/1968
258	PFLUGER, JEFFREY A.	Sch. IV		5/13/1994	1-4	2.5	2/25/1994
259	PHILLIPS III, FREDERICK J.	Sch. V		1/12/1970	1-4	2.5	10/27/1969
260	PIERCE, RICHARD A.	Sch. V		1/16/1967	1-4	2.5	10/31/1966
261	PIGOTT, KEITH J.	Sch. IV		7/2/1997	1-4	2.5	4/16/1997
262	PILLOW, TOMMIE M	Sch. V		12/21/1984	1-4	2.5	10/5/1984
263	PITTENGER, MARK E.	Sch. V		1/12/1970	1-4	2.5	10/27/1969
264	PLOWMAN, RONALD E.	Sch. V		4/15/1966	1-4	2.5	1/28/1966
265	PORTER, JACK M.	Sch. V		9/1/1971	1-4	2.5	6/16/1971
266	POWELL, CHRISTOPHER S.	Sch. V		4/13/1970	1-4	2.5	1/26/1970
267	PRATT, DONALD C.	Sch. V		2/5/1969	1-4	2.5	11/20/1968
268	PRICE, DOUGLAS ALBERT	Sch. V		3/10/1980	1-4	2.5	12/24/1979
269	PURCELL, ERIC B	Sch. V		12/28/1992	1-4	2.5	10/12/1992
270	PUTNAM, DAVID C.	Sch. IV		12/11/1995	1-4	2.5	9/25/1995
271	RAMEY, JACK W.	Sch. V		4/18/1966	1-4	2.5	1/31/1966
272	RAMIREZ, SAM E.	Sch. IV		5/12/1997	1-4	2.5	2/24/1997
273	RAUHUT, MARK W	Sch. V		3/30/1992	1-4	2.5	1/13/1992
274	REISDORPH, KAREY G.	Sch. V		10/10/1989	1-4	2.5	7/25/1989
275	RETZER, JAMES D	Sch. V		5/7/1990	1-4	2.5	2/19/1990
276	RHINE, ROY L.	Sch. V		11/8/1985	1-4	2.5	8/23/1985
277	RHUE, JEFFREY N.	Sch. IV		8/16/1996	1-4	2.5	5/31/1996
278	RICE, HARLEY G.	Sch. V		1/17/1972	1-4	2.5	11/1/1971
279	RICHARDSON, THOMAS D.	Sch. V		1/12/1970	1-4	2.5	10/27/1969
280	RIECK, ROX A.	Sch. V		1/1/1964	1-4	2.5	10/16/1963
281	RIEPE, RAYMOND L.	Sch. V		9/1/1965	1-4	2.5	6/16/1965
282	RILEY, JAMES C	Sch. V		11/4/1991	1-4	2.5	8/19/1991
283	RINEY, JR., PHILIP L.	Sch. IV		7/3/1997	1-4	2.5	4/17/1997
284	RITTER, RONALD H.	Sch. V		8/5/1974	1-4	2.5	5/20/1974
285	ROE, KENNETH W.	Sch. V		10/14/1988	1-4	2.5	7/29/1988
286	ROSSER, GUY M	Sch. V		7/6/1992	1-4	2.5	4/20/1992
287	RUPERT, WILLIAM G.	Sch. V		12/10/1973	1-4	2.5	9/24/1973
288	RUSSELL, DARRYL W.	Sch. V		5/17/1974	1-4	2.5	3/1/1974
289	SACKMAN JR, DOUGLAS A.	Sch. V		9/4/1990	1-4	2.5	6/19/1990
290	SALVUS, JOSEPH P.	Sch. V		1/24/1969	1-4	2.5	11/8/1968
291	SANDBERG, RONALD J.	Sch. V		9/2/1986	1-4	2.5	6/17/1986
292	SANGER, PAUL A.	Sch. V		1/12/1990	1-4	2.5	10/27/1989
293	SAUNDERS, MICHAEL S	Sch. V		9/8/1986	1-4	2.5	6/23/1986
294	SCHATZEL, STEVEN A	Sch. V		4/8/1991	1-4	2.5	1/21/1991

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No.	Last, First	West Loss Schedule	Survey Number	Actual Hire Date	Hire Delay Range	Avg. Delay	Adjusted Hire Date
295	SCHEEL, RICHARD C.	Sch. V		11/3/1969	1-4	2.5	8/18/1969
296	SCHEI, DANIEL W.	Sch. V		2/13/1968	1-4	2.5	11/28/1967
297	SCHMIDT, RODNEY A.	Sch. V		9/11/1967	1-4	2.5	6/26/1967
298	SCHRODER, RICHARD L	Sch. V		6/9/1953	1-4	2.5	3/24/1953
299	SCOTT, GARY E.	Sch. V		9/1/1971	1-4	2.5	6/16/1971
300	SEVIGNEY, JEFFREY M.	Sch. IV		12/16/1996	1-4	2.5	9/30/1996
301	SHAND, GARY D.	Sch. V		12/17/1973	1-4	2.5	10/1/1973
302	SHEPLER, PAUL R	Sch. V		8/19/1991	1-4	2.5	6/3/1991
303	SHOEMAKER JR., POWELL F.	Sch. V		2/14/1972	1-4	2.5	11/29/1971
304	SILLS, RAYMOND W.	Sch. IV		9/4/2007	1-4	2.5	6/19/2007
305	SIMONSON, STEPHEN M	Sch. V		2/26/1977	1-4	2.5	12/11/1976
306	SKJOTHAUG, DONALD J	Sch. V		2/8/1988	1-4	2.5	11/23/1987
307	SLEASMAN, JACK R.	Sch. V		6/17/1968	1-4	2.5	4/1/1968
308	SLEMP, HERBERT L.	Sch. V		6/21/1985	1-4	2.5	4/5/1985
309	SLY, GORDON L.	Sch. V		5/1/1962	1-4	2.5	2/13/1962
310	SMITH, ALMER R.	Sch. V		12/9/1974	1-4	2.5	9/23/1974
311	SMITH, CHARLES B.	Sch. IV		7/8/1996	1-4	2.5	4/22/1996
312	SMITH, DAVID H.	Sch. V		12/13/1965	1-4	2.5	9/27/1965
313	SMITH, RICHARD L.	Sch. V		2/18/1986	1-4	2.5	12/3/1985
314	SMITH, STEVEN D.	Sch. V		2/19/1974	1-4	2.5	12/4/1973
315	SNIDER, DAVID A	Sch. V		7/22/1991	1-4	2.5	5/6/1991
316	SOMERVILLE, RONALD Q	Sch. V		12/28/1992	1-4	2.5	10/12/1992
317	SPECKMAIER, PAUL M.	Sch. V		11/19/1990	1-4	2.5	9/3/1990
318	SPURLING, RYAN L	Sch. V		6/24/1988	1-4	2.5	4/8/1988
319	STANEK III, PAUL M	Sch. V		8/21/1987	1-4	2.5	6/5/1987
320	STANTON JR., GEORGE F.	Sch. V		10/1/1979	1-4	2.5	7/16/1979
321	STARIHA, PAUL L	Sch. V		2/26/1977	1-4	2.5	12/11/1976
322	STARTUP, DAVID G.	Sch. IV		8/26/1996	1-4	2.5	6/10/1996
323	STEEN, WILLIAM G.	Sch. IV		7/3/1997	1-4	2.5	4/17/1997
324	STEWART, RICHARD L.	Sch. V		7/1/1968	1-4	2.5	4/15/1968
325	STOCKWELL, STEVEN LINDSEY	Sch. V		9/8/1980	1-4	2.5	6/23/1980
326	STOREY, CRAIG E.	Sch. V		2/1/1972	1-4	2.5	11/16/1971
327	STRANGE, STEVEN L	Sch. V		9/18/1967	1-4	2.5	7/3/1967
328	STRATTON, TIMOTHY W.	Sch. V		9/29/1989	1-4	2.5	7/14/1989
329	SUE, DAVID P.	Sch. V		8/14/1978	1-4	2.5	5/29/1978
330	SUNDT, GARY A.	Sch. V		10/18/1971	1-4	2.5	8/2/1971
331	SWAINSON, EDWARD J	Sch. V		10/28/1991	1-4	2.5	8/12/1991
332	TANGEN, LELAND C.	Sch. V		4/1/1969	1-4	2.5	1/14/1969
333	TEEL, JAMES W	Sch. V		5/24/1967	1-4	2.5	3/8/1967
334	THOMAS, MARK DREW	Sch. V		10/25/1985	1-4	2.5	8/9/1985
335	TINDALL, DANIEL R.	Sch. V		9/4/1990	1-4	2.5	6/19/1990
336	TREVINO, EUGENIO	Sch. IV		12/16/1996	1-4	2.5	9/30/1996
337	TRUNKEY, DAVID R.	Sch. V		1/12/1970	1-4	2.5	10/27/1969
338	TWIGG, GEORGE W.	Sch. V		1/24/1969	1-4	2.5	11/8/1968
339	VANWEERDHUIZEN, GERRIT	Sch. V		2/13/1968	1-4	2.5	11/28/1967
340	VISTEN, RICHARD H.	Sch. V		4/1/1960	1-4	2.5	1/15/1960
341	VRANISH, RANDOLPH P.	Sch. IV		5/6/1996	1-4	2.5	2/19/1996
342	WABEL, JOHN L.	Sch. V		9/4/1990	1-4	2.5	6/19/1990
343	WALKER JR, LEONARD E.	Sch. V		8/25/1989	1-4	2.5	6/9/1989

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No.	Last, First	West Loss Schedule	Survey Number	Actual Hire Date	Hire Delay Range	Avg. Delay	Adjusted Hire Date
344	WALTERSCHEIDT, JOE L.	Sch. V		5/1/1969	1-4	2.5	2/13/1969
345	WARD JR., RICHARD W.	Sch. IV		12/11/1995	1-4	2.5	9/25/1995
346	WARREN, CANDY JO	Sch. V		9/10/1984	1-4	2.5	6/25/1984
347	WATKINS, ROBERT K.	Sch. V		1/12/1970	1-4	2.5	10/27/1969
348	WEIPERT, RICHARD A.	Sch. V		1/1/1958	1-4	2.5	10/16/1957
349	WEITZ, PETER D.	Sch. V		9/3/1985	1-4	2.5	6/18/1985
350	WELCH, RICHARD W.	Sch. IV		7/22/1996	1-4	2.5	5/6/1996
351	WELDIN, MICHAEL R	Sch. V		3/7/1977	1-4	2.5	12/20/1976
352	WELTON, GARY CHARLES	Sch. V		10/5/1970	1-4	2.5	7/20/1970
353	WERNECKE, SCOTT R.	Sch. V		2/13/1987	1-4	2.5	11/28/1986
354	WHITCRAFT, BERNARD N.	Sch. V		7/17/1967	1-4	2.5	5/1/1967
355	WHITEHALL, RONALD G.	Sch. V		3/5/1979	1-4	2.5	12/18/1978
356	WIER, GERALD D.	Sch. IV		5/13/1994	1-4	2.5	2/25/1994
357	WIGEN, DONALD L.	Sch. V		7/6/1965	1-4	2.5	4/20/1965
358	WILBUR, DAVID L.	Sch. IV		6/26/1995	1-4	2.5	4/10/1995
359	WILCOXSON, GREGORY A.	Sch. V		4/28/1989	1-4	2.5	2/10/1989
360	WILLARD, TERRY L.	Sch. V		6/17/1968	1-4	2.5	4/1/1968
361	WILLIAMS, FREDDY L.	Sch. V		6/15/1987	1-4	2.5	3/30/1987
362	WILLIAMS, JAMES S.	Sch. V		4/1/1968	1-4	2.5	1/15/1968
363	WILLIAMS, JOHN J.	Sch. V		7/1/1967	1-4	2.5	4/15/1967
364	WILLIAMS, JOSHUA O.	Sch. V		4/26/1989	1-4	2.5	2/8/1989
365	WILSON, ERIN W.	Sch. IV		12/11/1995	1-4	2.5	9/25/1995
366	WILSON, OREST D	Sch. V		7/22/1991	1-4	2.5	5/6/1991
367	WOOD, ROBERT J	Sch. V		4/6/1992	1-4	2.5	1/20/1992
368	WOODS, REGINALD J.	Sch. IV		9/3/1996	1-4	2.5	6/18/1996
369	WRIGHT, DARREN C	Sch. V		5/6/1991	1-4	2.5	2/18/1991
370	WRIGHT, JOHN R.	Sch. V		11/1/1974	1-4	2.5	8/16/1974
371	YOUNG, KENNETH W.	Sch. V		2/13/1968	1-4	2.5	11/28/1967
372	YOUNG, LESLIE M.	Sch. V		1/3/1980	1-4	2.5	10/18/1979

# SCHEDULE 2D

**Schedule 2D Unknown Application Date**

No.	Last, First	West Loss Schedule	Survey Number	Actual Hire Date	Hire Delay Range	Avg. Delay	Adjusted Hire Date
1	ANDERSON, DANIEL R.	Sch. III	29657405	11/26/1990	1-4	8.5	3/12/1990
2	GREEN, RODNEY W.	Sch. III	29657398	7/8/1996	1-4	2.5	4/22/1996
3	GUNDERMANN, JOHN J.	Sch. III	30201594	7/3/1997	1-4	2.5	4/17/1997
4	HEFTON, DANIEL M.	Sch. III	29657447	2/24/1992	0-3	1.5	1/9/1992
5	JACOBS, DOUGLAS S.	Sch. III	29657400	1/7/1991	1-4	2.5	10/22/1990
6	O'SHANNON, KRISTENE D.	Sch. III	29657420	4/13/1992	1-4	2.5	1/27/1992
7	POWERS, SCOTT M.	Sch. III	29657425	11/27/1995	4-7	5.5	6/12/1995
8	RICHEY, ROBERT L.	Sch. III	29657426	8/26/1996	1-4	2.5	6/10/1996
9	RUPERT, MICHAEL L.	Sch. III	29657406	1/12/1990	1-4	2.5	10/27/1989
10	STIMETS, ROBERT J.	Sch. III	30201574	6/26/1995	1-4	2.5	4/10/1995
11	WELLS, PAUL A.	Sch. III	29657408	5/13/1994	5-8	6.5	10/27/1993

# SCHEDULE 2E



**Schedule 2E Admitted No Delay**

No.	Last, First	West Loss Schedule	Survey Number	Actual Hire Date	Hire Delay Range	Avg. Delay	Adjusted Hire Date
1	CANTWELL, RONALD A.	Sch. III	29657428	8/16/1996	1-4	2.5	5/31/1996
2	CARROLL, PAUL L. JR.	Sch. III	30201569	8/18/1997	1-4	2.5	6/2/1997
3	CHAPMAN, MICHAEL J.	Sch. III	29657430	7/3/2001	1-4	2.5	4/17/2001
4	COLLIER, WILLARD	Sch. III	30201601	1/19/1999	2-5	3.5	10/4/1998
5	CRUM, JASON M.	Sch. III	30201579	3/19/2002	0-3	1.5	2/1/2002
6	FLUELLEN, CHRIS A.	Sch. III	29657448	7/22/2011	4-7	5.5	2/4/2011
7	FOURNIER, JUSTIN S.	Sch. III	30201590	7/5/2005	5-8	6.5	12/19/2004
8	GAINER, JASON W.	Sch. III	29657460	12/2/2002	2-5	3.5	8/17/2002
9	GOLA, JAMIE S.	Sch. III	30201604	6/22/1998	1-4	2.5	4/6/1998
10	GORDON, JOEL W. (1)	Sch. III	29657401	6/26/1995	4-7	5.5	1/9/1995
11	HAAKE, RUSSELL M.	Sch. III	29657427	11/1/1999	1-4	2.5	8/16/1999
12	HARKCOM, KENNETH J.	Sch. III	29657439	9/14/1987	1-4	2.5	6/29/1987
13	HENKEL, WILLIAM A.	Sch. III	30201600	5/13/1994	9-12	10.5	6/27/1993
14	HOOPER, CHRISTOPHER W.	Sch. III	30201567	12/2/2002	3-6	4.5	7/18/2002
15	HOWSON, RICHARD I.	Sch. III	29657441	12/11/2000	1-4	2.5	9/25/2000
16	HOWSON, ROBERT E.	Sch. III	30201578	10/20/2000	2-5	3.5	7/5/2000
17	HUIBREGTSE, DAVID J.	Sch. III	30201598	3/19/2002	4-7	5.5	10/2/2001
18	JORDAN, BILLY J.	Sch. III	29657459	6/11/2004	0-3	1.5	4/26/2004
19	KENNEDY, GRAEME H.	Sch. III	29657442	10/1/1990	0-3	1.5	8/16/1990
20	KINGSLEY, KEVIN M.	Sch. III	30201570	10/19/2000	2-5	3.5	7/4/2000
21	KNUDSON, WILLIAM A.	Sch. III	29657456	8/25/2003	1-4	2.5	6/9/2003
22	LASHER, SCOTT L.	Sch. III	29657410	7/3/1997	0-3	1.5	5/18/1997
23	MAURO, VICTORIA L.	Sch. III	30201597	9/5/1997	1-4	2.5	6/20/1997
24	MJOR II, JAMES R.	Sch. III	29657431	5/3/1999	0-3	1.5	3/18/1999
25	MORRISON, JAMES A.	Sch. III	31379214	1/16/1998	1-4	1.5	12/1/1997
26	NELSON, JON C.	Sch. III	29657421	5/13/1994	1-4	2.5	2/25/1994
27	NICHOLS, JASON D.	Sch. III	30201607	7/5/2005	5-8	6.5	12/19/2004
28	ORLOWSKI, KRISTOPHER T.	Sch. III	30201596	12/1/2006	2-5	3.5	8/16/2006
29	REID, JEREMY S.	Sch. III	30201576	12/11/1995	1-4	2.5	9/25/1995
30	SHIREY, THOMAS E.	Sch. III	29657411	7/3/1997	2-5	3.5	3/18/1997
31	SNIDER, TRAVIS J.	Sch. III	29657424	10/23/1998	1-4	2.5	8/7/1998
32	SOMMER, MICHAEL W.	Sch. III	30201583	10/20/2000	1-4	2.5	8/4/2000
33	SURDAM, TOD K.	Sch. III	30201593	3/20/2002	6-9	7.5	8/3/2001
34	TARDIFF, DENNIS R.	Sch. III	29657436	11/1/1999	1-4	2.5	8/16/1999
35	WERNER, BARBARA A.	Sch. III	30201584	6/16/1997	1-4	2.5	3/31/1997

# SCHEDULE 3

**SCHEDULE 3 – PROMOTION DATE REVISIONS**

Name	Promotion Date Adjustment	Reason
Arras, Kevin Mark	None	Does not meet minimum one year call up requirement re: tests in '02, '04, '06 and '08.*
Davis, Troy R.	None	Did not meet minimum call up requirement when tested in '01, '03 or '05.* Did not have a passing score on the 2011 exam (did not rank in the top 70, even with 5% added).
Huntington, John A.	Retired in February 2016. Backdate promotion and/or adjust compensation for pension purposes.	Not eligible for preference on Sgt. exam in '99, '05 & '07.* Would have been #13 on the 2012 list if 5% added; the person who was #13 (Johnny Alexander) promoted 02-01-13. Retired in February 2016 without being promoted.
Huntley, Keith W.	None	Does not meet minimum one year call up requirement for exams in '97 and '04.*
Lenz, Robert G.	None	Was not called to active military service from employment with state.
Lovick, Johnny R.	None	Does not meet minimum one year call up requirement for exam in 1995 for Sgt. and 2000 & 2002 for Lt.*
Martin, Christina	Backdate promotion to Sgt. to 03-16-10. Move to #12 on the 2016 Lt. promotion list.	Should have received 5% addition on 2010 Sgt. exam which would have made her #5 on the list instead of #21. #5 (Donovan Daly) was promoted 03-16-10. Additional seniority as Sgt. increases 2016 Lt. exam score enough to move her up one position on the 2016 list.

Retzlaff, Dale P.	Backdate promotion to Lt. 06-01-12.	Not eligible for preference when promoted to Sgt. in 2001(not called up for a year or more).* #16 on the 2012 list; Promoted 09-01-13. Should have been #4 on the 2012 list. The person who was #4 (Michael Saunders) promoted on 06-01-12.
Sager, John-Paul	Backdate Lt. Promotion to 06-01-12. We need sworn statement from Lt. Sager that he was not offered a promotion to Lt. before 2016.	Not eligible for preference when on 2003 Sgt. exam (not called up for a year or more).* Should have been #8 on the 2012 list and promoted 06-01-12.
Schierhoff, Raymond J.	None	Not eligible for preference when tested for Sgt. in 1999 (wasn't called up until 2005).

\*Before July 26, 2009, RCW 41.04.010(3) provided for addition of 5% to the promotional exam of veterans "called to active service for one or more years . . ." The "one or more years" language was eliminated effective 07-26-09.

# EXHIBIT A

## **PLAN OF ALLOCATION**

**I. The Settlement Fund<sup>1</sup> & Authorized Claimants.** As set forth in Section VIII of the Settlement Agreement, the “Settlement Fund” is the \$13 million that the Defendants will be used to pay Class Members’ claims for monetary relief, award attorneys’ fees and pay costs, award service awards to the Class Representatives, and pay for a range of activities to administer the Settlement Agreement. The “Net Settlement Fund” is the \$13 million Settlement Fund minus any amounts that are deducted for attorneys’ fees and expenses or costs, the service awards to the Class Representatives, and the costs of administering the Settlement Agreement. The Net Settlement fund shall be distributed on behalf of or to Class Members who (1) either have been identified as such by the Defendants or who have been determined by the Settlement Administrator to be members of the Class, and (2) have not opted-out of the Settlement (“Authorized Claimants”).<sup>2</sup>

**II. Recognized Claim.** The Settlement Administrator shall determine each Authorized Claimant’s “Recognized Claim.” A Recognized Claim shall mean the following for each Class Member:

A. For each Class Member who was hired by the WSP, the Class Member’s Recognized Claim will be the aggregate of the following amounts:

1. (A) the amount of potential losses (referred to in Exhibit A as “Longevity Pay” and “Wage/Health” damages based on the methodology set forth in Exhibit A for Class Members who experienced (i) a delay in hiring or (ii) a delay in a promotion, whichever is greater, as determined by Plaintiffs’ expert or as modified by the Settlement Administrator’s determination; (B) times (i) 1.0 for Claims in which the Class Member should have been hired or promoted on or after October 10, 2004, based on the methodology set forth in Exhibit A; (ii) .50 for Claims in which the Class Member should have been hired or promoted between October 12, 1994 and October 9, 2004, based on the methodology set forth in Exhibit A; or (iii) .25 for Claims in which the Class Member should have

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<sup>1</sup> Unless otherwise defined in this Plan of Allocation, capitalized terms have the meanings ascribed to them in the Settlement Agreement. In all instances of discrepancy or ambiguity in definitions or otherwise, the terms of the Settlement Agreement shall control.

<sup>2</sup> This Plan of Allocation does not apply to or relate to the payments that Defendants will make under the Settlement Agreement to correct the pension service credits of eligible Class Members (as those persons are defined in Section IV(3)(b)(i) or (ii) of the Settlement Agreement or based on the correction of the hiring and/or promotion dates set forth in Section VI.1 of the Settlement Agreement. Such payments will be made in addition to and separate from the \$13 million Settlement Fund.

been hired or promoted on or before October 11, 1994, based on the methodology set forth in Exhibit A.

2. (A) the amount of potential losses based on the methodology set forth in Exhibit A for Class Members who experienced “military leave damages,” as determined by Plaintiffs’ expert or as modified by the Settlement Administrator’s determination; (B) times (i) 1.0 for Claims in which the Class Member ended the relevant period of military leave on or after October 10, 2004, based on the methodology set forth in Exhibit A; (ii) .50 for Claims in which the Class Member ended the relevant period of military leave between October 12, 1994 and October 9, 2004, based on the methodology set forth in Exhibit A; or (iii) .25 for Claims in which the Class Member ended the relevant period of military leave on or before October 11, 1994, based on the methodology set forth in Exhibit A.

B. For each Class Member who was never hired by the WSP, the Class Member’s **Recognized Claim** will be \$5,000, regardless of the date that such Class Member applied to work for the WSP or should have been hired by the WSP.

III. **Plan of Allocation.** Each Recognized Claim will be allocated a pro rata share of the entire Net Settlement Fund based on the Recognized Claim as compared to the total Recognized Claims, except that each Class Member who was never hired by the WSP shall not be allocated a share of the entire Net Settlement Fund that is greater than \$5,000.

IV. **Distributions.** Authorized Claimants shall receive their respective shares of the Net Settlement Fund after the last of the following has occurred: (1) the Court has finally approved the Settlement, (2) the Settlement Administrator has made a determination about the eligibility of all Authorized Claimants and the amount of their respective shares of the Net Settlement Fund, or (3) the occurrence of the “Effective Date of the Settlement Agreement” as defined in the Settlement Agreement.

# **Exhibit A**

## **Damages Methodology for Employee and Applicant non-hire Class Members**

Plaintiffs utilized the following methodology in ascertaining the Class's damages.

**Step 1: *Identify veterans potentially eligible for damages.*** The Class is comprised of 878 veterans. The 878 veterans were primarily identified based on data provided by the WSP during the discovery phase of this case which, in turn, confirmed veteran status. Additional veterans (less than 5%) were identified through questionnaires that were processed by A.B. Data in response to the Court approved notice campaign.

**Step 2: *Determine the veteran's eligibility for damages.*** Once the 878 veterans were identified, 165 veterans (19%) were excluded from the damage analysis because said veterans either (a) separated from the WSP before completing the WSP's training academy (101 veterans), (b) the veteran could not have been hired sooner even if veterans' preference points were properly applied (22 veterans), (c) the veteran was hired by the WSP within three months of applying (1 veteran), (d) the veteran was deceased and did not have a surviving spouse (12 veterans), and (e) the veteran did not make the hiring eligibility list before veteran preference would have been applied (23 veterans)

**Step 3: *Quantify the damages for eligible veterans.*** The denial of veteran's preference points resulted in damages being calculated in one of two ways: 1) a delayed hire date; or, 2) a delayed promotion date.

The first component of Step 3 involved determining the delayed hire date. The term "hire date" is defined as the date an applicant is hired as a Trooper Cadet. Commission date is defined as the date a Trooper Cadet graduates from the Training Academy and becomes a Trooper. Out of the 713 damage calculations performed (after 165 exclusions), 700 were based on the denial of veterans' preference points delaying the veteran's initial date of hire (98% of the claims).

This component of damages is based on the underlying assumption that with the proper veteran's preference points (5% or 10%), a veteran would be ranked higher on the Eligibility List, which would result in an earlier hire date compared to non-veterans on the list. As such, a delayed hire date results in the following economic impact to a veteran:

- Lost Trooper Cadet wages (monthly salary x. number of delayed months)
- Lost Employer Paid Health Insurance (during the delayed hire period only)
- Lost Pension Plan Service Credit (directly impacts future pension benefit)
- Potential Delay in Training Academy graduation (commission date as Trooper)

**Step 3A: *Initial Determination of Delayed Hire Date.*** Given the WSP's representation that it did not maintain copies of past Eligibility Lists ranking applicants by score the following



methodology and sources were taken into consideration in order to determine an initial estimate of the delayed hire date:

- 0 The WSP provided application dates for 308 veterans that were hired from 1998 to 2013. The average length of time from application date to hire date was 7.9 months.
- 0 The WSP website, [www.wsp.wa.gov](http://www.wsp.wa.gov), indicates that the process from application date to hiring selection takes approximately 3 to 4 months.
- 0 A WSP Recruitment and Retention Study, dated December 15, 2015, indicates a median length of 4.5 months from application-to-hire date.

Taking into account the above data points, plaintiffs' expert developed the following table as a general guideline for initially estimating the delayed hire months for each veteran:

Determining Hire Delay (In  
months)

Application to Hire Date	Delayed Hire	Average Delay: Used
<3	0	0
3-6	0-3	1.5
6-8	1-4	2.5
8-10	2-5	3.5
10-12	3-6	4.5
12-14	4-7	5.5
14-16	5-8	6.5
16+	6-9	7.5

For example, if the WSP data showed that a veteran's application to hire date was 9 months, the assumed hire delay was 2 to 5 months and the midpoint of 3.5 months was used to quantify the damages. If the WSP was unable to provide the veteran's application date, i.e. past retention, then the assumed delayed hire range was 1 to 4 months. This range was selected based on the average application-to-hire date of 7.9 months for the application data that was produced by the WSP.

Step 3B: Reconciliation of Delayed Hire Date. Once an initial delayed hire range was identified, it was reconciled by reviewing the hire dates of non-veterans. This reconciliation was performed in order to support whether or not the veteran would have had the opportunity to be hired sooner than a non-veteran(s) with the properly applied veteran's preference points.

Using the data sources provided by the State, plaintiffs' expert identified the actual Training Academy classes attended by approximately 1,500 non-veterans hired by the WSP from 1978 to

2013. The delayed hire range determined for each individual veteran was then compared to the list of non-veterans. A delayed Training Academy graduation (commission date) was determined if any non-veterans, hired within the delay range, were placed in an earlier Training Academy class.

For example, if a veteran attended the 64<sup>th</sup> Academy, but could have attended the 63rd Academy had he been hired as a Trooper Cadet 1 to 4 months sooner, then his commission date was delayed by a total of 6.0 months (1/9/1987 vs. 7/11/1986). A delayed commission date means that the veteran will essentially be 6.0 months behind on the Trooper salary schedule for the duration of his career.

Step 3C: Calculate the damages – delayed hire.

That delay in the veteran's commission date will result in a ripple effect that impacts the Trooper's salary throughout his career. This loss is identified as "Longevity Pay" on Schedule 1 of the Settlement Agreement. This damage component was calculated based on the difference between the maximum salary on the Trooper salary schedule (20+ service years) and the salary for a Trooper Cadet. This difference was then multiplied by the number of delayed months in the commission date (Training Academy graduation).

Additional losses set out on Schedule 1 include lost employer paid health insurance benefits which were calculated only during the estimated delayed hire period. No loss was included after the veteran's actual date of hire. The health benefit rate equaled 15.5% of lost wages based on a review of the employer health contribution amount as a percentage of the Trooper Cadet wages from 1996 to 2015.

Additionally, a wage premium of 14.0% of lost wages was applied to all commissioned positions. This "wage premium" was based off of the WSP Recruitment and Retention Study, dated December 15, 2015, which provided data on the average premium compensation related to shift differential, overtime, geographic pay, educational incentive pay, specialty/certification pay and other compensation. According to the data, the average commissioned officer earned total premium wages equal to 14.0% of his or her base salary.

Collectively, the health insurance loss and wage premium loss are referred to as "Wage/Health" damages on Schedule 1 of the Settlement Agreement.

Step 3D: Calculate the damages – delayed promotion. A delayed promotion loss was calculated for certain veterans based on information collected through the questionnaires submitted as part of the court approved notice campaign. Plaintiffs' expert calculated losses for a total of 13 veterans pertaining to a delayed promotion to either Sergeant or Lieutenant. The following sources were used to identify if a veteran was eligible for preference points on a promotional exam:

- Questionnaire response from the veteran indicating a call to active duty after being hired by the WSP.

- Data provided by the WSP showing Military Leave hours from approximately January 2006 to June 2014

Once the veteran was determined to be eligible for veteran's preference on a promotional exam, the following steps were taken to quantify the damages:

- 1) Data provided by the WSP was used to compile promotional exam lists for the positions of Sergeant and Lieutenant.
- 2) The promotional lists included all persons (veterans and non-veterans) eligible for promotion ranked by score.
- 3) The veteran's promotional score was increased by 5% to account for the preference.
- 4) For example, if the veteran was ranked #15 on the list without preference points and moved to #7 on the list with preference points - the expected promotion date would be the actual promotion date of the person originally ranked #7 on the list.
- 5) The wage loss calculation was based on the difference between the Trooper and Sergeant salaries (or Sergeant and Lieutenant salaries) times the number of months between the veteran's actual and expected promotion dates - actual salary schedules in effect during the delayed promotional months were used to quantify the damages.

Step 3E: Calculate the damages – applicant non-hires. A total of 38 questionnaires were completed by veterans that applied for a Trooper Cadet position at the WSP, but were never hired. The responses on the questionnaires were compared to data sources provided by the WSP in order to determine if the veteran may have sustained damages as a result of being denied veteran's preference during the hiring process. That analysis resulted in 23 of the 38 veterans being excluded from the damage analysis because the WSP data confirmed specific reasons for why the veteran did not make it far enough in the hiring process where the veteran's preference points would be applied. Plaintiffs' expert then analyzed the data contained in the 38 survey responses and ascertained that the average Applicant non-hire Class member's lost (past) wages and benefits was \$4,816.00. In addition to the applicant non-hires referenced in the 38 questionnaires, plaintiffs' expert was able to identify an additional 71 veterans that made it to the Eligibility List, but were never hired. Plaintiffs have applied the average \$4,816.00 loss per Applicant non-hire class member to the 71 veterans who did not complete a survey but were identified. Plaintiffs then, for the purpose of compensating all eligible Applicant non-hire class members, rounded the \$4,816.00 number to \$5,000.00 and will pay that \$5,000.00 to all eligible applicant non-hire Class members.

Step 4: Calculate military leave pay damages. An additional analysis was performed to identify and quantify damages pertaining to veterans that did not receive their full entitlement of paid military leave days and/or hours. Historically WSP Class members who were active drilling members of the Reserve Components of the United States Armed Services have been entitled to the following military leave pay while employed at the WSP:

0 14 paid days from 10/1/2001 to 6/11/2008

0 21 paid days from 6/12/2008 to present

The State provided military leave hours from approximately January 2006 to June 2014 for 110 veterans. Plaintiffs' expert identified lost military leave pay for 58 veterans based on the veteran not receiving military pay for the full entitlement of days and/or hours for each fiscal year. The lost military pay was calculated based on the lost number of hours times the veteran's base hourly wage rate at the time of the loss.

# EXHIBIT B

**Washington State Patrol Veterans Preference Litigation**  
*Martin v. the State of Washington et al.*, 14-2-00016-7 (Wash. Super. Ct.)

**NOTICE OF PROPOSED CLASS ACTION SETTLEMENT**

**If you were a Washington State Patrol commissioned employee (Trooper, Sergeant, or Lieutenant) or applied to work for the Washington State Patrol as a Trooper prior to January 1, 2013**

**You could receive benefits from a class action settlement .**

*A Washington state court has authorized this Notice.*

**If you take no action, you will be bound by the Settlement. Your rights will be impacted.**

- **Washington State Patrol employees have sued Washington State and certain other Defendants alleging that they and other similarly situated Washington State Patrol (“WSP”) employees and applicants for employment were denied the veteran preference that they were entitled to under state law in the WSP’s hiring and promotion process prior to January 1, 2013.**
- **The Court has determined that the lawsuit can proceed as a class action on behalf of current and former Washington State Patrol troopers who worked for the Washington State Patrol or applied to work for the Washington State Patrol as a Trooper prior to January 1, 2013.**
- **The parties in this lawsuit have agreed to settle the case. The Court has preliminarily approved the settlement as a fair and reasonable compromise of the claims, but has made no determination about the Defendants’ liability or responsibility by the court. Your legal rights may be affected, and you have choices to make now.**
- **The Court has preliminarily approved the Settlement. In order for the Settlement to become final and any payments to be distributed, the Court will need to issue final approval after a final approval hearing, which is currently scheduled for July \_\_, 2017.**

**PLEASE READ THIS NOTICE CAREFULLY. IF YOU ARE A MEMBER OF THE CLASS, THIS SETTLEMENT WILL AFFECT YOUR RIGHTS.**

A SUMMARY OF YOUR LEGAL RIGHTS AND OPTIONS	
<b>Do Nothing.</b>	If you have already been identified by the parties as a Class Member and you do nothing, you will receive the payment that you may be entitled to receive under the Settlement..
<b>Challenge Defendants' Data</b>	<p>Depending on your circumstance, you may submit one or more of three types of challenges:</p> <p><b>* Establish Your Membership in the Class:</b> If you did not receive a personalized worksheet, but believe you are a member of the Class, you must submit a challenge to demonstrate your membership in the Class (as described in Section 10 below) to receive any payment under the Settlement.</p> <p><b>* Challenge Data Used to Calculate Payments to Employee Class Members:</b> If you received a personalized worksheet and you disagree with the data, you can submit a challenge to that data.</p> <p><b>* Challenge Data to Correct Hiring/Promotion Dates For Employee Class Members:</b> If you are not among the Employee Class Members for whom Defendants agreed to correct hiring or promotion dates (as described in Section 10), you may submit a challenge to establish your right to have those dates corrected.</p> <p><b>All challenges must be submitted to the Settlement Administrator by _____, 2017.</b></p>
<b>Exclude Yourself.</b>	You can exclude yourself, or "opt out" from this lawsuit, and the proposed Settlement. This means that you will not participate in the Settlement and will keep any rights that you may have to pursue claims against the Defendants separately. Any claims that you may have against the Defendants may be subject to an applicable statute of limitations, so you should consult an attorney about them promptly if you choose to opt out of the lawsuit. <b>To opt out, you must submit a timely request to opt out by _____, 2017.</b>
<b>Object.</b>	If you are not satisfied with the terms of the proposed Settlement, then you may inform the Court about your views by filing a written objection with the Court in accordance with the procedures set forth in this Notice. You may also appear in Court to explain why you do not like the proposed Settlement. You are allowed object to the proposed Settlement even if you submit a challenge to demonstrate your membership in the Class, the personnel information used to calculate your payment under the Settlement, or your hiring or promotion date. You cannot, however, opt out and object to the proposed Settlement. <b>In order to object to the settlement, you must submit your objection by _____, 2017.</b>

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## BASIC INFORMATION

### 1. Why Did I Get This Notice?

If you received this Notice along with a personalized worksheet, you have been identified by the parties as a Class Member in a lawsuit known as *Martin v. The State of Washington et al.*, 14-2-00016-7 (Wash. Super. Ct.) in which Plaintiffs challenge the Washington State Patrol's ("WSP") failure to provide WSP applicants and employees with a veteran preference in the hiring and promotion process prior to 2014 and alleged violations of federal and state law.

The purpose of this Notice is to inform you about this lawsuit, the certification of a Class, the terms of the proposed Settlement, and your rights in connection with the proposed Settlement and a hearing to be held before the Court on \_\_\_\_\_, 2017 to consider the fairness, reasonableness, and adequacy of the proposed Settlement and related matters.

This Notice also describes the steps necessary for individuals to identify themselves as Class Members (if they have not already been identified as Class Members by the parties), to challenge the personnel information used to calculate their payments under the Settlement, or to challenge their hiring dates or promotion dates, should the Court approve the proposed Settlement, as well as those steps that must be taken by any Class Members who wish to be excluded from the Class.

### 2. What Is This Lawsuit About?

Washington state law requires state agencies like the Washington State Patrol to give veteran preference points to eligible honorably discharged military veterans. Washington state and federal law also require the WSP to (a) give veteran preference promotion points to eligible individuals who leave their employment with WSP, serve in the military, and then return to the WSP; and (b) adjust the servicemember-employee's probationary period start/end date to account for their military leave; and (c) not adjust a servicemember-employee's military leave in a manner contrary to the state law leave requirements.

The lawsuit alleges that the WSP failed to follow the above-referenced laws and seeks compensation and other relief for current and former WSP Troopers, Sergeants, and Lieutenants and for applicants for the position of Trooper at the WSP (or their surviving spouses or heirs), who were harmed by the WSP's alleged violations of the laws. All of the claims in this lawsuit—which are brought under the federal Uniformed Services Employment and Reemployment Rights Act ("USERRA") and the federal Due Process Clause of the United States Constitution—are described in detail in the Second Amended Complaint in this lawsuit, which is available at [www.\\_\\_\\_\\_\\_.com](http://www._____.com).

### 3. What Is a Class Action?

In a class action, one or more people called Plaintiffs bring a lawsuit on behalf of people who the court finds have similar claims. When a class is certified, the Court appoints a person, called the Class Representative, to represent and act on behalf of the class. These people, considered members of the same Class, are called Class Members. In a class action, one court resolves the case for all Class Members, except for those individuals who exclude themselves from the Class. Here the Class Representatives are Christina Martin, Jason Longoria, Charles Arnold, John Sager, Darrel Nash, Erik Thomas, Darin Foster, and Luis Gonzalez.

### 4. Who is in the Class in this Class Action and how do I know if I am a Class Member?

On March \_\_, 2017, the court overseeing this lawsuit—the Spokane County, Washington, Superior Court—certified a Class of current and former Washington State Patrol employees and applicants to the Washington State Patrol. The Class is defined in the following manner:

(1) individuals who, prior to January 1, 2013, applied for employment in the position of Trooper with the Washington State Patrol or were employed by and applied for a promotion to a higher ranking position of employment within the Washington State Patrol, including a position with the rank of Sergeant, or Lieutenant; and

(2) individuals who were eligible to receive a veteran preference pursuant to RCW 41.04.010(1)-(3) with respect to such application for a position of employment or application for a promotion to a higher ranking position of employment; and

(3) individuals who on one or more occasions did not receive such veteran preference in connection with such application for a position of employment or for a promotion to a higher ranking position of employment.

Under the Settlement, this Class is divided into two categories for the purpose of determining the relief that will be provided to eligible Class Members: (1) Employee Class Members, who were employed by the WSP as commissioned employees before January 1, 2013, and (2) Applicant Class Members, who applied to work for the WSP as commissioned employees but were never hired or employed by the WSP as commissioned employees before January 1, 2013.

The parties in this lawsuit have identified 769 Employee Class Members and 109 Applicant Class Members who meet the definition of the Class certified by the court, but the class is not limited to those persons. If you received this Notice in the mail (without requesting that the Notice be mailed to you), you are one of the Class Members who has previously been identified by the parties. If you would like to confirm that you are a Class Member, please contact at the Notice Administrator at the contact information provided in Section 16.

---

Questions?  
Contact  
(XXX)XXX-XXXX  
[-2-]

If you have not been previously identified by the parties as a Class Member, you may still be a Class Member and be entitled to a receive payment or other benefits under the Settlement. However, if you have not already been identified as a Class Member, you must submit a challenge to demonstrate your membership in the Class in order to receive any payment or other benefits under the Settlement.

#### **5. Why Is There a Settlement?**

The Court did not decide in favor of Plaintiffs or the Defendants. Instead, both sides agreed to the proposed Settlement to avoid a trial and to provide compensation to the Class Members. In deciding to settle the lawsuit, the Class Representatives and Class Counsel considered, among other things, (a) the strength of the Class's claims as determined from a review of the law and an investigation of the facts; (b) the potential monetary recovery; (c) the expense and length of continued proceedings, including possible trial and post-trial proceedings and appeals, necessary to prosecute the lawsuit; (d) the risks arising from the existence of unresolved questions of law and fact; (e) the nature and strength of defenses asserted by and available to Defendants, including defenses regarding the timeliness of many of the claims; and (f) the risks and uncertainties of continued class action litigation of this nature. The Class Representatives and Class Counsel believe that the proposed Settlement is fair, reasonable, and adequate and in the best interests of the Class.

#### **6. How Do I Know If I Am Part of the Settlement?**

If you are a member of the Class described in Section 4, above, you are part of the proposed Settlement. If you did not receive a copy of this Notice directly, you may still qualify as a Class Member if you submit a challenge to demonstrate your membership in the Class. If you aren't sure about your status as a Class Member, then you can contact the Settlement Administrator at the address identified in Section 16. You can also contact Class Counsel, whose contact information is listed below in Section 12 if the Settlement Administrator is unable to answer your question.

### **THE PROPOSED SETTLEMENT – ESSENTIAL TERMS**

#### **7. What are the Terms of the Proposed Settlement?**

The proposed Settlement requires the State of Washington to (1) pay \$13 million to compensate Class Members for the denial of the veteran preference in the WSP's hiring and promotion process and other violations alleged by the Plaintiffs, and also (2) to correct the hiring dates and/or promotion dates for certain Employee Class Members who were impacted by the failure to provide the veteran preference in the hiring or promotion process, and for such Employee Class Members make additional payments so that that these individuals receive increased retirement benefits. The increased retirement benefits are estimated to be worth in aggregate up to \$2 million, and will be paid through contributions to the retirement fund.

The \$13 million will be used to compensate Employee Class Members and Applicant Class Members, as well as to pay the attorneys' fees and expenses of Class Counsel, service awards for the Named Plaintiffs, and certain costs of administering the Settlement (including costs of a professional Settlement Administrator and the hiring of a Special Master to resolve backdating challenges). The payment that each eligible Class Member will receive from the \$13 million settlement fund will be determined by a Plan of Allocation that Class Counsel has recommended and must be approved by the Court. The proposed Plan of Allocation is summarized in Section 9 below and a full Plan of Allocation can be found at [www.\\_\\_\\_\\_\\_.com](http://www._____.com).

Defendants will correct the hiring dates and/or promotion dates of eligible Employee Class Members (*i.e.*, backdating the hiring dates or promotion dates), which may increase or improve eligible Class Members' seniority, wages, benefits, and/or promotion opportunities in the future. For any Employee Class Members whom Defendants have either agreed to correct hiring or promotion dates or the Special Master determines that the hiring dates must be corrected, Defendants will also correct service dates for their pension/retirement benefits. For those Employee Class Members, Defendants will make any necessary pension contributions for employer contributions as well as any interest payments assessed by the Department of Retirement Services (whether the interest is based on employee or employer contributions).

As Defendants contend that an employee contribution must be made in order to receive the retirement benefits, Class Counsel have agreed to reserve at least \$65,000.00 – which represents the amount of employee contributions for the 136 Employee Class Members whom Defendants have agreed to adjust their pension service credit – of the \$13 million to pay the employee share of the pension contributions; however Class Counsel may reserve an additional amount to pay all or some of the employee contributions of other Employee Class Members who successfully challenge their hiring or promotion dates (*i.e.* as provided in Section). To the extent that there is insufficient an amount in the reserve to cover the employee pension contributions for Employee Class Members whose challenge established their right to adjusted pension service credit, Washington State may issue a bill for the employee pension contribution.

Finally, in the future the WSP has agreed to provide veteran preference examination points, in accordance with and so long as consistent with Washington state law, to the competitive examination for promotion to Lieutenant where the applicant: (1) was called to active military service from employment with Washington state or any of its political subdivisions or municipal corporations; and (2) has not received the veteran preference on any other promotional examination taken in connection with employment with Washington state or any of its political subdivisions or municipal corporations; and (3) the promotion to Lieutenant is the first promotion the applicant has sought since the applicant was called to active military service from employment with Washington state or any of its political subdivisions or municipal corporations.

## **PROGRAMMATIC RELIEF**

**8. What Steps Will Washington State Patrol Take to Ensure that Eligible Veterans Receive the Benefits of the Veteran Preference in the Future?**

Washington State has represented that as of January 1, 2014, the Washington State Patrol began to provide the veteran preference mandated by Washington state law to eligible applicants and employees in the hiring and promotion process, and the WSP continues to provide the veteran preference to eligible applicants and employees. Washington state law will continue to require the WSP to apply the veteran preference to any eligible individuals in the future.

In addition, under the Settlement the Defendants will correct the hiring dates and/or promotion dates of eligible Employee Class Members (*i.e.*, backdating the hiring dates or promotion dates), which may increase eligible Class Members' seniority, wages, benefits, and/or promotion opportunities in the future.

In an attachment to this spreadsheet, you will receive information on the hiring date or promotion date that the Washington State Patrol has agreed to apply to you in the future, and for many Employee Class Members that hiring or promotion date is earlier in time than your current hiring date or promotion date. As described in Section 10, Employee Class Members will have the opportunity to challenge their hiring dates or promotion dates by submitting information and having a neutral Special Master decide whether your hiring date or promotion date should be earlier in time. The Washington State Patrol will follow all determinations made by the special master. If an Employee Class Member does not challenge his or her hiring date or promotion date under the procedures described in Section 10, he or she will not have another opportunity in the future to object to his or her hiring date or promotion date due to the denial of veteran preference.

In the future, the WSP also will apply veteran preference examination points, in accordance with and so long as consistent with Washington state law, to the competitive examination for promotion to Lieutenant where the applicant: (1) was called to active military service from employment with Washington state or any of its political subdivisions or municipal corporations; and (2) has not received the veteran preference on any other promotional examination taken in connection with employment with Washington state or any of its political subdivisions or municipal corporations; and (3) the promotion to Lieutenant is the first promotion the applicant has sought since the applicant was called to active military service from employment with Washington state or any of its political subdivisions or municipal corporations.

### **COMPENSATION FOR CLASS MEMBERS**

**9. How Can I Receive Compensation Under the Settlement and How Much Compensation Can I Receive?**

Class Members who have previously been identified by the parties in this lawsuit do not need to do anything in order to receive compensation under the proposed Settlement. (If you received this Notice along with personalized materials, you have been identified as a Class Member. If you are

not certain, you can contact the Notice Administrator to confirm that you were previously identified as a Class Member).

If you believe that you meet the Class definition but were not identified as a Class Member you must submit challenges to demonstrate membership in the Class to receive compensation under the Settlement. The way to submit such a challenge is described in Section 10 below.

If you are an Employee Class Member, but disagree with the data in your personalized worksheet, you may challenge the personnel information used to calculate your payment under the Settlement or may challenge the their hiring dates or promotion date as described in Section 10 below.

Eligible Class Members will be compensated in the following manner.

**A. Payments from the \$13 Million Settlement Fund**

Class Members will receive payments from the \$13 million Settlement Fund—after payment of the attorneys’ fees and expenses, service awards for the Class , and certain costs of administering the Settlement, including the costs of a professional Settlement Administrator and the hiring of a special master to resolve backdating challenges, *i.e.*, the “Net Settlement Fund.” The Net Settlement Fund shall be distributed based on the proposed Plan of Allocation, which will be recommended by Class Counsel and approved by the Court, and which can be found on the Settlement Administrator’s web site at [www.\\_\\_\\_\\_\\_.com](http://www._____.com) and which is described below.

Under the Plan of Allocation, each Applicant Class Member will receive \$5,000. This figure is slightly more than the average amount of potential damages, as calculated by Plaintiffs’ expert economist, for the Applicant Class Members for whom data was available..

Under the Plan of Allocation, each Employee Class Member will receive a share of the remaining Net Settlement Fund based on the amount of his or her Recognized Claim and based on year that the Class Member’s claim accrued. (A claim accrues at the time that the Class Member was denied the veteran preference or was otherwise subjected to adverse action challenged in this case).

The amount of each Employee Class Member’s Recognized Claim will be determined based on the calculations that Plaintiffs’ expert made by applying a Class Counsel’s damages methodology and personnel information provided by Defendants. The damages methodology was developed by Class Counsel to identify the amount of wages and benefits each Class Member was denied due to the denial of the veteran preference in hiring or promotion or due to other actions challenged in this lawsuit. The damages methodology can be found on the Settlement Administrator’s web site at [www.\\_\\_\\_\\_\\_.com](http://www._____.com). If an Employee Class Member makes a successful challenge to the personnel information that was used to calculate his or her Recognized Claim, his or her Recognized Claim amount will be adjusted in light of the more accurate or reliable personnel information provided by the Employee Class Member.

For certain Class Members, their Recognized Claim amount will be reduced by 50% or by 75% due to serious timeliness defenses that the Defendants have raised with respect to Class Members' claims that accrued on or before October 9, 2004. (Claims that accrued between December 12, 1994 and October 9, 2004 will be reduced by 50% and claims that accrued before USERRA became effective on December 12, 1994, will be reduced by 75%; claims that accrued on or after October 10, 2004 will not be discounted at all). Once these reductions occur for the claims that face serious timeliness defenses, each Employee Class Member will receive a pro rata share of the Net Settlement Fund—after the subtraction of the payments made to the Applicant Class Members—based on the amount of his or her Recognized Claim (with any discount) compared to the overall amount of Recognized Claims (after the discounts) of all Class Members who do not opt out.

Finally, Class Counsel will ask the Court to award service awards to each of the Named Plaintiffs. The amount of the service awards will be approved by the Court and paid from the \$13 million Settlement Fund. The proposed service awards would recognize the service the Named Plaintiffs provided here, including their participation in the prosecution and settlement of this case. Other than these service awards, the Named Plaintiffs will receive payments like other Class Members based on their Recognized Claims that have been calculated by Plaintiffs' expert and subject to the discounting of Recognized Claims depending on the date that their claims accrued.

#### **B. Additional Contributions to Employee Class Members' Retirement Accounts**

The State of Washington will make additional employer and interest contributions to affected Employee Class Members' retirement accounts to correct the pension service credits for these Employee Class Members who were impacted by the failure to provide the veteran preference in hiring or promotion process. Class Counsel's expert estimates that these contributions would be worth approximately \$2 million (if provided to all eligible Employee Class Member). Defendants have not agreed that all Employee Class Members will automatically receive such adjusted service credits or pension contributions, and have only agreed to make adjustments for the Employee Class Members identified on Schedule 2 of the Settlement Agreement and certain Employee Class Members identified on Schedule 3 (both of which can be found here: [www.\\_\\_\\_\\_\\_.com](http://www._____.com)). **Those persons also received an addendum along with this Notice.** The Employee Class Members for whom Defendants have not agreed to adjust the hiring date or promotion date will have the opportunity to challenge his or her correct hiring date or promotion date. A neutral special master approved by the Court will decide whether each Employee Class Member's hiring date or promotion date should be adjusted. If an Employee Class Member prevails in such a challenge to his or her hiring date or promotion date, Defendants will make a corresponding pension contribution to the person's retirement account based on the revised hiring date or promotion date.



**10. How can I demonstrate my membership in the Class or challenge the data used to determine my payment or my hiring date or promotion date?**

There are several types of challenges that Class Members may submit to become eligible to receive payments or other benefits under the Settlement or to increase the payments or benefits that they are already eligible to receive. These procedures are summarized below, but the detailed procedures for submitting these challenges can be found on the Settlement Administrator's web site at [www.\\_\\_\\_\\_\\_.com](http://www._____.com).

**Persons Who Want to Submit a Challenge to Establish Membership in the Class**

Individuals who have not previously been identified by the parties as Class Members may submit challenges to the Settlement Administrator to demonstrate that they are, in fact, members of the Class. To demonstrate their membership in the Class, Class Members should submit any records or documentation, as well as a personal statement or declaration, to establish the following:

- (1) you applied to work as a Trooper or applied for a promotion to Sergeant or Lieutenant at the WSP; and
- (2) you served in the military prior to applying for a Trooper position or for a promotion to Sergeant or Lieutenant at the WSP, including when the you served in the military, the branch of the military the person served in, and whether you were employed by the WSP or another state agency at the time of each period of military service; and
- (3) you did not receive the veteran preference at the time of the your application for a WSP Trooper position or for a promotion to Sergeant or Lieutenant at the WSP; and

**The deadline to submit such a challenge is \_\_\_\_\_, 2017. The Challenge should be submitted to:**

**Notice Administrator**

\_\_\_\_\_  
\_\_\_\_\_

If you successfully demonstrate your membership in the Class, you will be eligible to receive the same payments and other benefits of the Settlement as Class Members who have previously been identified by the parties.

**Employee Class Members Who Want to Challenge Washington State's Personnel Data**

Employee Class Members may challenge the personnel information that was used to calculate their payments under the Settlement. As part of this notice (if you have received it by First-Class mail), you should receive a worksheet that contains the personnel information provided by Washington State that was used by Plaintiffs' expert to calculate the payment that you may be eligible to receive

from the Net Settlement Fund. In your challenge, you should submit any information that you have, including personal statements, declarations (a statement under oath) and documents, to establish that the personnel information you are providing is more accurate or reliable than the personnel information that Defendants provided to Plaintiffs' expert to calculate your payments under the Settlement.

Applicant Class Members do not need and are not permitted to challenge their personnel information, because under the Plan of Allocation each Applicant Class Member is eligible to receive the same fixed payment of \$5,000, and that figure will not change based on a challenge to personnel information.

**The deadline to submit such a challenge is \_\_\_\_\_, 2017. The Challenge should be submitted to:**

**Notice Administrator**

\_\_\_\_\_  
\_\_\_\_\_

#### **Employee Class Members Who Want to Correct Their Hiring Dates or Promotion Dates**

Employee Class Members for whom Defendants have not agreed to correct their hiring or promotion dates may submit a challenge to your hiring date or promotion date by providing any information, including personal statements, declarations, and documents, to a Special Master, who will determine whether their hiring dates or promotion dates should be changed.

The type of information that Employee Class Members should provide to the Special Master to make a successful challenge depends upon the reason why the Defendants have determined, in their view, that the particular person should not have an earlier hiring date or promotion date or was not harmed as a result of an earlier hiring date or promotion date.

Each previously identified Class Member's name appears on one of the schedules that are attachments to the Settlement Agreement. If a person's name is on Schedule 2, it means that the Defendants have agreed to correct the person's hiring or promotion date. If the person's name appears on schedules 2A, 2B, 2C, 2D, 2E, or 3, it means that the Defendants have not agreed to change the person's hiring or promotion date or claims that the person was not harmed as a result of an earlier hiring date or promotion date.

The following chart identifies for persons whose names appear on Schedules 2A, 2B, 2C, 2D, 2E, and 3, the type(s) of information that such persons must provide to the Special Master to make a successful challenge to the hiring date or promotion date:

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Questions?  
Contact  
(XXX)XXX-XXXX  
[-9-]

<b>Schedule Number</b>	<b>Defendants' Objection</b>	<b>Evidence Required to Establish Eligibility for Corrected Hiring/Promotion Date</b>
2A	Person should have received veteran's preference in connection with previous state employment	Evidence that (1) the veteran's preference was sought in prior state employment but was not received; and (2) that candidate was eligible for preference points and (3) that there was, more likely than not, a delay in hiring or promotion caused by the failure to receive the additional points the candidate was entitled to;
2B	Not vested in pension (Separated from service before completing five years' service)	Evidence that the person vested in the pension (had completed at least five years eligible service before separating from service and was vested in the applicable retirement plan)
2C	No application date and no evidence of actual delay in hiring or promotion	Evidence the Special Master determines to be sufficient to establish: (1) that candidate was eligible for preference points and (2) that there was, more likely than not, a delay in hiring or promotion caused by the failure to receive the additional points the candidate was entitled to;
2D	Unknown Application Date and no evidence of actual delay in hiring or promotion.	Evidence that the Special Master determines to be sufficient to establish: (1) that the candidate was eligible for preference points, and (2) that there was more likely than not a delay in hiring or promotion caused by the failure to receive the additional points the candidate was entitled to.
2E	Admitted that No Delay in Hiring On Survey	Evidence that the Special Master determines to be sufficient to establish: (1) that the candidate was eligible for preference points, and (2) that there was more likely than not a delay in hiring or promotion caused by the failure to receive the additional points the candidate was entitled to.

3	Candidate did not meet statutory eligibility criteria in effect at the time of promotional exam;	Evidence that the Special Master determines to be sufficient to establish: (1) that the candidate met statutory eligibility criteria for preference points, and (2) that there was more likely than not a delay in promotion caused by the failure to receive the additional points the candidate was entitled to.
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In adjudicating these challenges, the Special Master will consider evidence that would be admissible in Washington State Courts—for example if evidence is admissible at the summary judgment stage or at trial. The Special Master’s determination shall be final and binding, except that a decision may be challenged and overturned on the limited grounds that would serve the basis for a court to vacate an arbitration award under Washington law.

The deadline to submit such a challenge is \_\_\_\_\_, 2017. This challenge should be submitted to:

Notice Administrator

\_\_\_\_\_  
\_\_\_\_\_

## RELEASE

### 11. What Am I Giving up as a Result of This Settlement?

If the Court grants final approval of the Settlement and the Settlement becomes effective, then all Class Members who do not opt out of the settlement on a timely basis will give up – in legal terms, release – their right to sue Defendants for failing to provide them with the veteran preference prior to December 21, 2016. Even Class Members who do not opt out will not release any claims for declaratory or injunctive relief regarding Statutory Military Leave per year under Washington State law, RCW 38.40.060 or any claims for monetary relief regarding Statutory Military Leave that accrued on or after December 21, 2016. Unless you opt out of the lawsuit, you will be covered by the Release, regardless of whether you have already been identified as a Class Member by the parties and regardless of whether you receive a payment under the Settlement. The full details of the Release are contained in Section \_\_ of the Settlement Agreement between the parties, which can be found on the Settlement Administrator’s web site at [www.\\_\\_\\_\\_\\_.com](http://www._____.com).

## THE LAWYERS REPRESENTING YOU AND THE CLASS

### 12. Do I Have a Lawyer in this Case?

Yes. The Court has appointed Block & Leviton LLP, Outten & Golden LLP, Crotty & Son PLLC, and the Law Office of Thomas G. Jarrard to represent you and the other Class Members. Together, the lawyers are called Class Counsel. Unless you elect to exclude yourself from the Settlement, you will continue to be represented by Class Counsel in connection with the implementation of the Settlement throughout the duration of the terms of the Settlement at no cost to you. Although it is not necessary, you have the right, if you wish to do so, retain your own attorney at your own expense.

If you have questions about the terms of the proposed Settlement you may contact Class Counsel at the addresses below:

Peter Romer-Friedman, Esq.  
Michelle Leung, Paralegal  
Outten & Golden LLP  
601 Massachusetts Ave. NW  
Second Floor West  
Washington, DC 20001  
(202) 847-4400  
[prf@outtengolden.com](mailto:prf@outtengolden.com)  
<http://www.outtengolden.com/>

R. Joseph Barton, Esq.  
Ming Siegel, Paralegal  
Block & Leviton LLP  
1735 20th Street NW  
Washington, DC, 20009  
(202) 734-7046  
[wspsettlement@blockesq.com](mailto:wspsettlement@blockesq.com)  
<http://www.blockleviton.com/>

Matthew Z. Crotty, Esq.  
Crotty & Son PLLC  
905 W. Riverside Ave.  
Suite 409  
Spokane, WA 99201  
(509) 850-7011  
[matt@crottyandson.com](mailto:matt@crottyandson.com)  
<http://crottyandson.com/>

Thomas G. Jarrard, Esq.  
Law Office of Thomas Jarrard  
1020 N. Washington Street  
Spokane, WA 99201  
(425) 239-7290  
[tjarrard@att.net](mailto:tjarrard@att.net)  
<http://servicememberlaw.com/>

If you have questions about issues regarding Notice or making a Challenge, you should contact the Notice Administrator or the Settlement Administrator. Their contact information is below.

### 13. How Will The Lawyers Be Paid?

Class Counsel will ask the Court for an award of attorneys' fees and costs as a percentage of the \$13 million Settlement Fund that Defendants will pay to settle the lawsuit. Class Counsel will request that the Court approve attorneys' fees that will be no greater than 27% of the overall \$13

million Settlement Fund (*i.e.*, no greater than \$3.51 million). The fees will be paid from the \$13 million Settlement Fund that the Defendants are paying to settle the case, and not from the estimated \$2 million of additional pension contributions that Defendants will pay separately into eligible Employee Class Members' retirement accounts. The fees will pay Class Counsel for investigating the facts, litigating the case, and negotiating and implementing the settlement. Class Counsel will also ask the Court to approve the reimbursement of their out-of-pocket costs, which are approximately \$\_\_\_\_, \_\_\_\_\_. The Court may award less than these requested amounts to Class Counsel. The Court will examine the request for fees and reimbursement of expenses of Class Counsel at the Fairness Hearing, as well as any objections to that request, and determine the amount of fees and expenses to award.

## HOW TO PROCEED

### 14. What Are My Options?

After reviewing the terms of the proposed Settlement set forth in this Notice, you have two options. You must decide at this stage whether you want to: (1) remain a Class Member and retain an opportunity to participate in the Settlement; (2) opt-out and exclude yourself from participating in the Settlement.

## OPTION #1: REMAIN A CLASS MEMBER

### 15. How Do I Remain in the Class?

If you are a member of the Class and you do not request to be excluded, you will remain a part of the Class and all Released claims will be barred by this Settlement, whether or not you have been previously identified by the parties as a Class Member.

If you have previously been identified as a Class Member by the parties and you do not request to be excluded, you will receive the payment that you may be entitled to receive under the Settlement based on the Plan of Allocation described above in Section 9. If you have not been previously identified by the parties as a Class Member, and you do not submit a challenge to demonstrate your membership in the Class, you will not receive a payment from the Settlement, but you will still give up any right to pursue claims against the Defendants separately about the claims covered by the Settlement. If you have not previously been identified by the parties as a Class Member, and you do submit a successful challenge to demonstrate your membership in the Class, you will be eligible to receive a payment from the Settlement based on the Plan of Allocation described above in Section 9. If you submit an unsuccessful challenge to demonstrate your membership in the Class, you may not be a Class Member and accordingly your rights may not be affected by the Settlement. The challenge process is described in Section 10.

## OPTION #2: OPTING OUT OF THE SETTLEMENT

### 15. Who Should Opt Out of the Class?

If (1) you want to keep the right to sue or continue to sue any of the Defendants regarding the failure to provide you with the veteran preference prior to December 21, 2016, or (2) you do not want to be bound by the Settlement of this lawsuit, then you should take steps to exclude yourself from the Settlement. This is called "opting out" of the Settlement. If you opt out, you will receive no benefits under this Settlement. You will be able to assert your claim on your own, but Defendants will retain the right to assert any and all defenses your claim, including the defense that your claim is untimely.

### 16. How Do I Opt Out of the Class?

To opt out of the Settlement, you must mail a written, signed statement that you are opting out of the Settlement to the **Notice Administrator** at the address below:

Notice Administrator

\_\_\_\_\_  
\_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
Questions?  
Contact  
(XXX)XXX-XXXX

For Class Members who have previously been identified by the parties, to be effective, the opt-out statement must (1) contain your name, address, email(s), and telephone number(s); (2) contain the title of the lawsuit, *Martin v. the State of Washington et al.*, 14-2-00016-7 (Wash. Super. Ct.), (3) include a written statement stating “I wish to be excluded from the Class”; and (4) be signed and dated. To be effective, this opt-out statement must be mailed via First Class United States Mail, postage prepaid, to the Notice Administrator, and must be postmarked on or before \_\_\_\_\_, 2017.

For Class Members who have not previously been identified by the parties, to be effective, the opt-out statement must (1) contain your name, address, the period of time in which you worked for the WSP and/or applied to work for the WSP, the position for which you sought employment or a promotion to a position of Trooper, Sergeant, or Lieutenant, the period of time in which you served in the Armed Forces and the branch of the military that you served, (2) contain the title of the lawsuit, *Martin v. the State of Washington et al.*, 14-2-00016-7 (Wash. Super. Ct.), (3) include the words “I wish to be excluded from the Class”; and (4) be signed and dated. To be effective, this opt-out statement must be mailed via First Class United States Mail, postage prepaid, to the Claims Administrator, and must be postmarked on or before \_\_\_\_\_, 2017.

Please note that if you submit a timely and valid request for exclusion you will have no right to object to the Settlement in Court and will no longer be represented by Class Counsel.

### OBJECTING TO THE SETTLEMENT

#### 17. How Do I Tell the Court That I Don't Like the Settlement?

The Court must assess the overall fairness and reasonableness of the Settlement to the Class. If you are a Class Member and you do not opt out, then you can object to the Settlement if you don't like any part of it, and the Court will consider your views. To object to the Settlement and have your objection considered by the Court, you must submit a written objection to the Settlement which must be postmarked on or before \_\_\_\_\_, 2017. Your objection needs to contain (1) your name, address, email(s), and telephone number(s) and an appearance on behalf of any counsel representing you (if any); (2) the title of the lawsuit, *Martin v. the State of Washington et al.*, 14-2-00016-7 (Wash. Super. Ct.), (3) a written statement of the grounds for your objection, including any evidence supporting your objection; (4) the period of time in which you worked for the WSP and/or applied to work for the WSP, the position for which you sought employment or a promotion, the period of time in which you served in the Armed Forces, and the branch of the military that you served, (5) a statement whether you intend to appear at the Final Approval Hearing, and, if you will appear through counsel, the identity of your counsel, and (6) be signed and dated.

Your objection needs to be addressed to the Notice Administrator:

\_\_\_\_\_  
\_\_\_\_\_

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Questions?  
Contact  
(XXX)XXX-XXXX  
[-15-]



## THE COURT'S FAIRNESS HEARING

### 18. When and Where Will the Court Decide Whether to Approve the Settlement?

The Court will hold a Final Approval Hearing (called a Fairness Hearing) at \_\_\_\_\_ a.m./p.m. on \_\_\_\_\_, \_\_\_\_\_, 2017, in the courtroom of the Honorable John O. Cooney, at 1116 W. Broadway Avenue, Spokane, WA 99260.

At the Final Approval hearing, the Court will determine whether the proposed Settlement is fair, reasonable, and adequate. If there are any objections, then the Court will consider them. The Court will also consider whether the motion of Class Counsel for an award of attorneys' fees and reimbursement of expenses should be approved, whether Plaintiffs' motion for service awards for the Class Representatives should be approved, and whether, in accordance with the Settlement, a final order and judgment should be entered bringing the litigation to a conclusion.

### 19. Do I Have To Come To The Fairness Hearing?

No. Class Counsel and the Defendants' counsel will answer questions that the Judge may have. If you send an objection, then you don't have to come to Court to talk about it, but you are entitled to if you want to. As long as you mailed your written objection on time, the Court will consider it.

### 20. May I Speak at the Hearing?

You may speak at the Fairness Hearing only if you have filed an objection. You may appear either in person or through a lawyer hired at your own expense. You may withdraw your objections at any time.

## GETTING MORE INFORMATION

### 21. Where Can I Get More Information?

This Notice summarizes the proposed Settlement. More details are in the Settlement Agreement. You can get a copy of the Settlement Agreement, the proposed Plan of Allocation, the process for making various types of challenges, and other relevant documents by visiting the case web site, [www.\\_\\_\\_\\_\\_.com](http://www._____.com), or by contacting the Notice Administrator or Class Counsel. If you have further questions or are still not sure whether you are included, you can get free help at [www.\\_\\_\\_\\_\\_.com](http://www._____.com), by calling the Notice Administrator at (\_\_\_\_) \_\_\_\_-

\_\_\_\_\_, or by calling or writing to Class Counsel in this case at the contact numbers/address listed in Section 17. If you have questions about your retirement or records related to your retirement, you should contact the Washington State Department of Retirement Services at [INSERT].

Again, the important deadlines are:

**Last Day To Submit a Challenge to demonstrate your membership in the Class, a challenge to the personnel information used to calculate your payment under the Settlement, or a challenge to your hiring or promotion date: [DATE]**

**Last Day To “Opt-Out” Of The Class: DATE [**

**Last Day To Object To The Settlement: DATE**

**Final Approval Hearing: DATE**

**PLEASE DO NOT CALL OR CONTACT THE COURT, THE OFFICE OF THE CLERK OF COURT, OR DEFENDANT WITH QUESTIONS REGARDING THIS NOTICE.**

Dated: \_\_\_\_\_, 2017

# EXHIBIT C

**If you served in the military and applied or worked for the Washington State Patrol as a commissioned employee before December 21, 2016, then a proposed class action settlement could affect your rights.**

A settlement has been reached in a class action lawsuit claiming that the Washington State Patrol ("WSP") denied veterans' preference in its hiring and promotion process. The settlement resolves claims that the WSP violated the law by denying military veterans the veterans' preference mandated by Washington law, as well as other benefits of employment. WSP denies that it did anything wrong and the court has not decided in favor of the Plaintiffs or the WSP. Instead, both sides have agreed to a settlement.

**Who Is Included?**

You are included as a "Settlement Class Member" if you are a veteran as defined under Washington state law, and prior to January 1, 2013, and (1) you applied for employment as a WSP Trooper or were a commissioned employee of the WSP and sought a promotion; (2) you were eligible to receive a veterans' preference under state law for your application for employment or for a promotion; and (3) you did not receive such veterans' preference.

**What Does The Settlement Provide?**

The WSP has agreed to pay \$13 million to make payments to Class Members who were denied the veterans' preference prior to January 1, 2013, as well as to pay for the attorneys' fees and costs of Class Counsel, service awards for the Class Representatives, and certain costs of administering the Settlement. The WSP also will make additional pension contributions to the retirement accounts of eligible Class Members whose hiring dates or promotion dates will be changed under the Settlement, and WSP will apply those modified hiring dates and promotion dates for other purposes in the future. The WSP will take actions so that its employment practices are consistent with the veterans' preference mandated by Washington law and other applicable law.

**How Do I Get A Payment?**

If you have already been identified by the parties as a Class Member, you don't need to do anything to receive a payment. You may, however, submit a challenge to the personnel data that was used to determine your payment under the Settlement or your hiring or promotion date. If you have not yet been identified as a Class Member, you must submit a challenge to demonstrate your membership in the Class. All challenges must be filed by \_\_\_\_\_, 2017. Information on who has already been identified as a Class Member, how to submit different types of challenges, and other Settlement information can be found at [www.\\_\\_\\_\\_\\_.com](http://www._____.com).

**What Are My Rights and Options?**

Unless you exclude yourself, you will not be able to sue or continue to sue the WSP or the other Defendants in this case for any legal claim that is resolved by this Settlement or released by the Settlement Agreement. If you do not want to be legally bound by the Settlement, you must exclude yourself by \_\_\_\_\_, 2017. If you do not exclude yourself, you may object to the Settlement and appear at the Court's Fairness Hearing. Objections are due by \_\_\_\_\_, 2017.

**The Court's Fairness Hearing.**

Judge John L. Cooney will hold a hearing in this case (*Martin v. The State of Washington et al.*, 14-2-00016-7 (Wash. Super. Ct.)) at \_\_\_ a.m. on \_\_\_\_\_, 2017 at the Spokane County Courthouse, Courtroom 305, 1116 W. Broadway Avenue, 3rd Floor, Spokane, WA 99260. At this hearing, the Court will decide whether to approve the Settlement, the attorneys' fees and costs of Class Counsel, and service awards of the Class Representatives. You or your lawyer may appear at the hearing at your own expense.

# EXHIBIT D

**ADDENDUM FOR EMPLOYEE CLASS MEMBERS RECEIVING ADDITIONAL  
PENSION CREDIT AS A RESULT CORRECTING HIRING OR PROMOTION DATE**

**The Settlement Agreement requires the Defendants to backdate the hiring dates of certain Employee Class Members.** The employees to whom the Defendants have agreed to adjust hiring dates are attached to Schedule 2 (or specifically listed as allowed in Schedule 3) of the Settlement Agreement. If you are receiving this addendum then the Defendants have agreed to back-date your hiring or promotional date. This information may affect the future value of your retirement.

**Your Current and Adjusted Hire/Promotion date.**

Based on data received from Washington State, your

Current hire/promotion date: \_\_\_\_\_

Adjusted hire/promotion date: \_\_\_\_\_

If you believe that this information is incorrect, you are entitled under Section 10 of the Settlement to challenge this information.

**The Effect of the Corrected Hiring or Promotion Date on Your Pension**

The Department of Retirement Services ("DRS") will be able to assist you in determining how the adjusted hiring or promotion date will affect the amount of your pension service credit and the amount of your pension benefit. DRS can be reached at the following number: [INSERT].