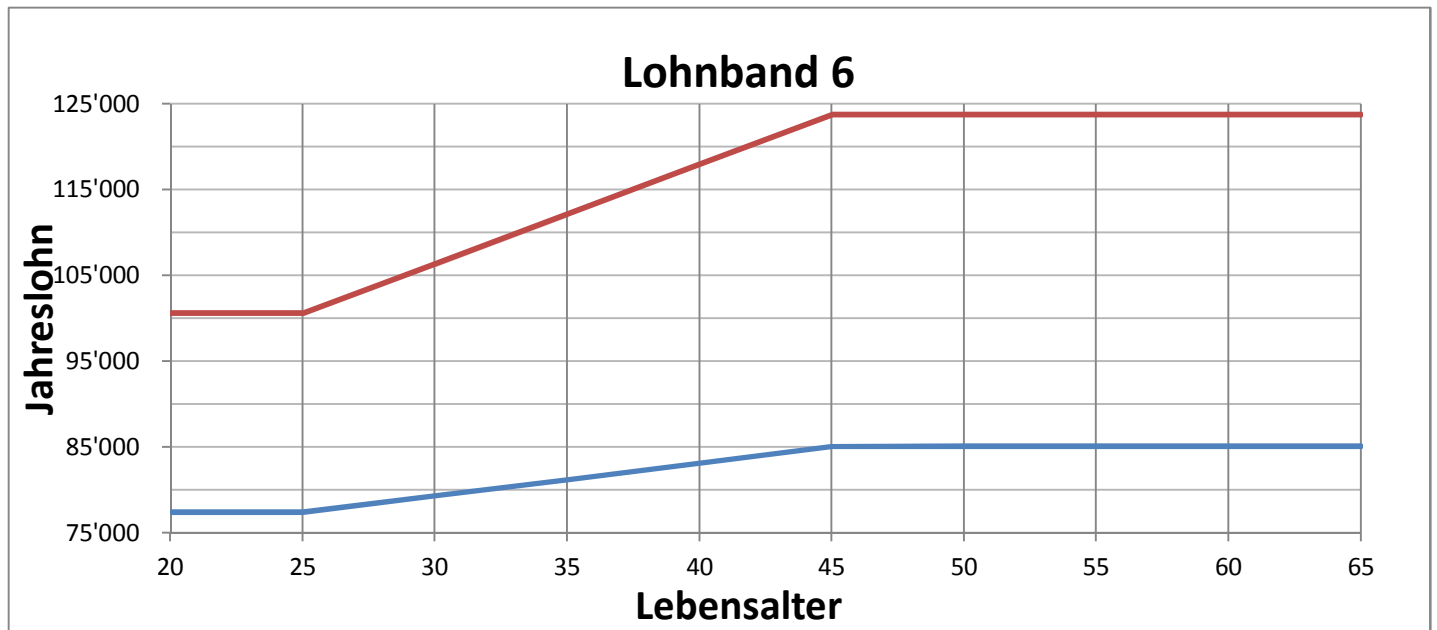
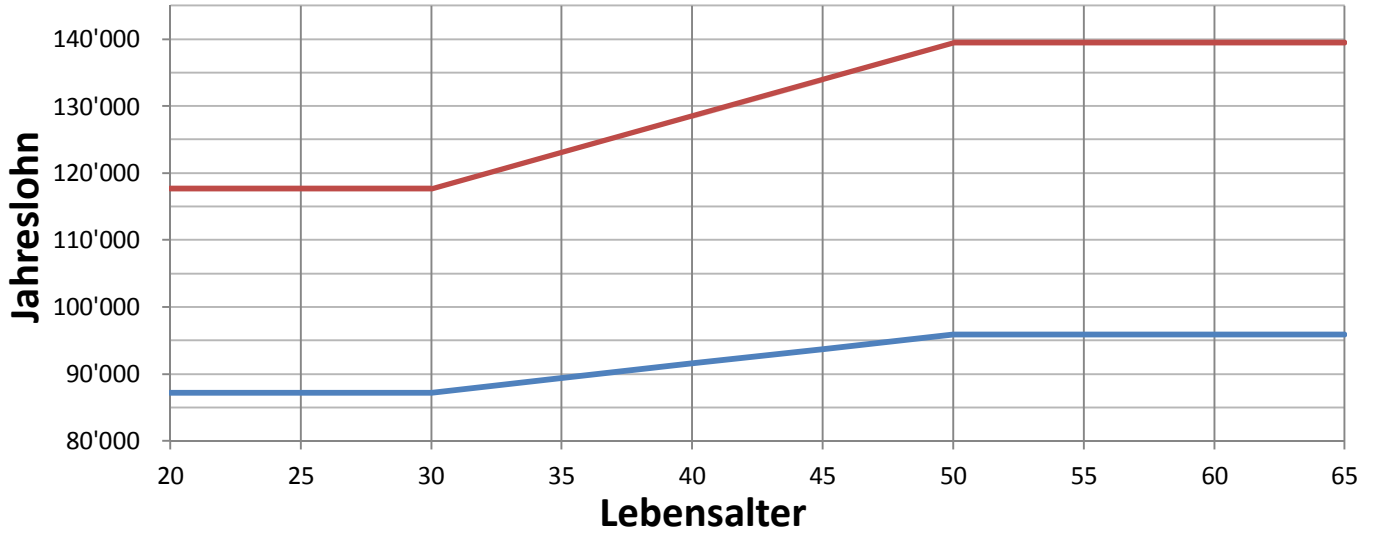


Lebensalter	20	25	30	35	40	45	50	55	60	65
Obere Grenze	89'551	89'551	94'725	99'901	105'251	110'251	110'251	110'251	110'251	110'251
Untere Grenze	68'908	68'908	70'637	72'366	74'096	75'824	75'824	75'824	75'824	75'824



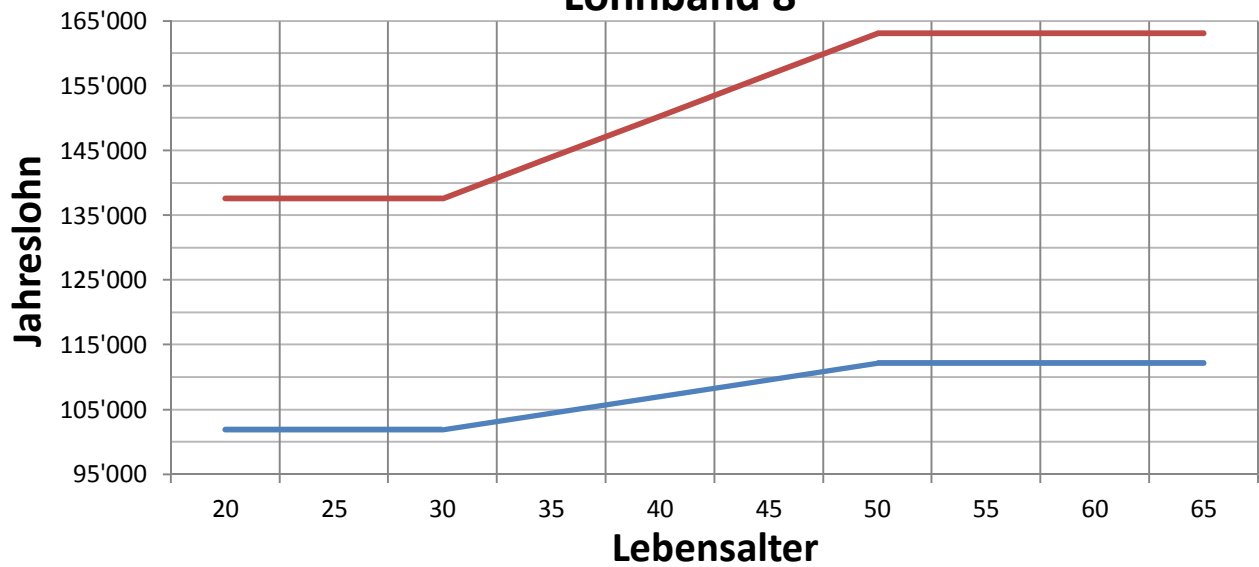
Lebensalter	20	25	30	35	40	45	50	55	60	65
Obere Grenze	100'577	100'577	106'371	112'164	117'958	123'751	123'751	123'751	123'751	123'751
Untere Grenze	77'346	77'346	79'271	81'198	83'124	85'049	85'049	85'049	85'049	85'049

Lohnband 7



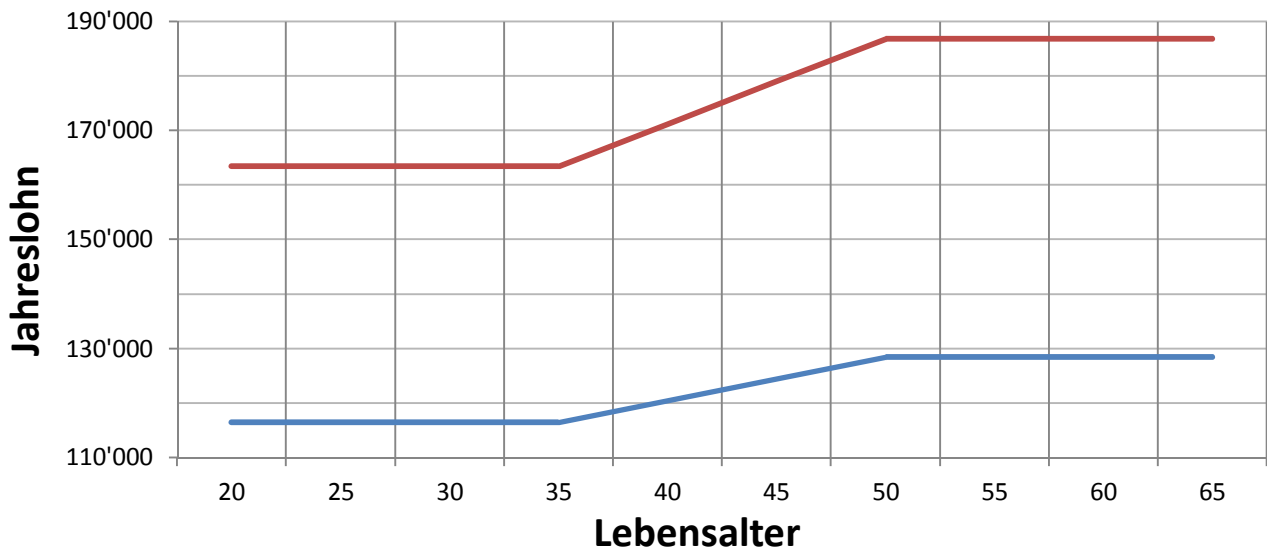
Lebensalter	20	25	30	35	40	45	50	55	60	65
Obere Grenze	117'676	117'676	117'676	123'133	128'590	134'046	139'502	139'502	139'502	139'502
Untere Grenze	87'190	87'190	87'190	89'369	91'548	93'727	95'906	95'906	95'906	95'906

Lohnband 8



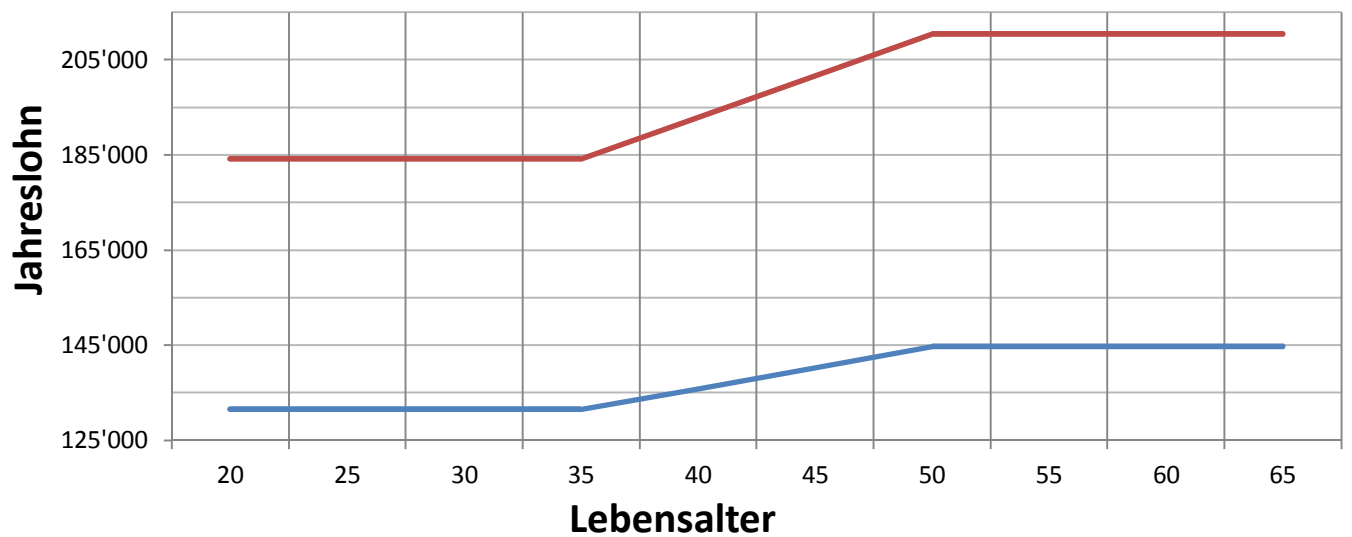
Lebensalter	20	25	30	35	40	45	50	55	60	65
Obere Grenze	137'589	137'589	137'589	143'937	150'358	156'743	163'128	163'128	163'128	163'218
Untere Grenze	101'927	101'927	101'927	104'486	107'046	109'604	112'163	112'163	112'613	112'613

Lohnband 9



Lebensalter	20	25	30	35	40	45	50	55	60	65
Obere Grenze	163'466	163'466	163'466	163'466	171'228	178'991	186'752	186'752	186'752	186'752
Untere Grenze	116'439	116'439	116'439	116'439	120'451	124'464	128'476	128'476	128'476	128'476

Lohnband 10



Lebensalter	20	25	30	35	40	45	50	55	60	65
Obere Grenze	184'164	184'164	184'164	184'164	192'902	201'640	210'378	210'378	210'378	210'378
Untere Grenze	131'514	131'514	131'514	131'514	135'902	140'289	144'677	144'677	144'677	144'677