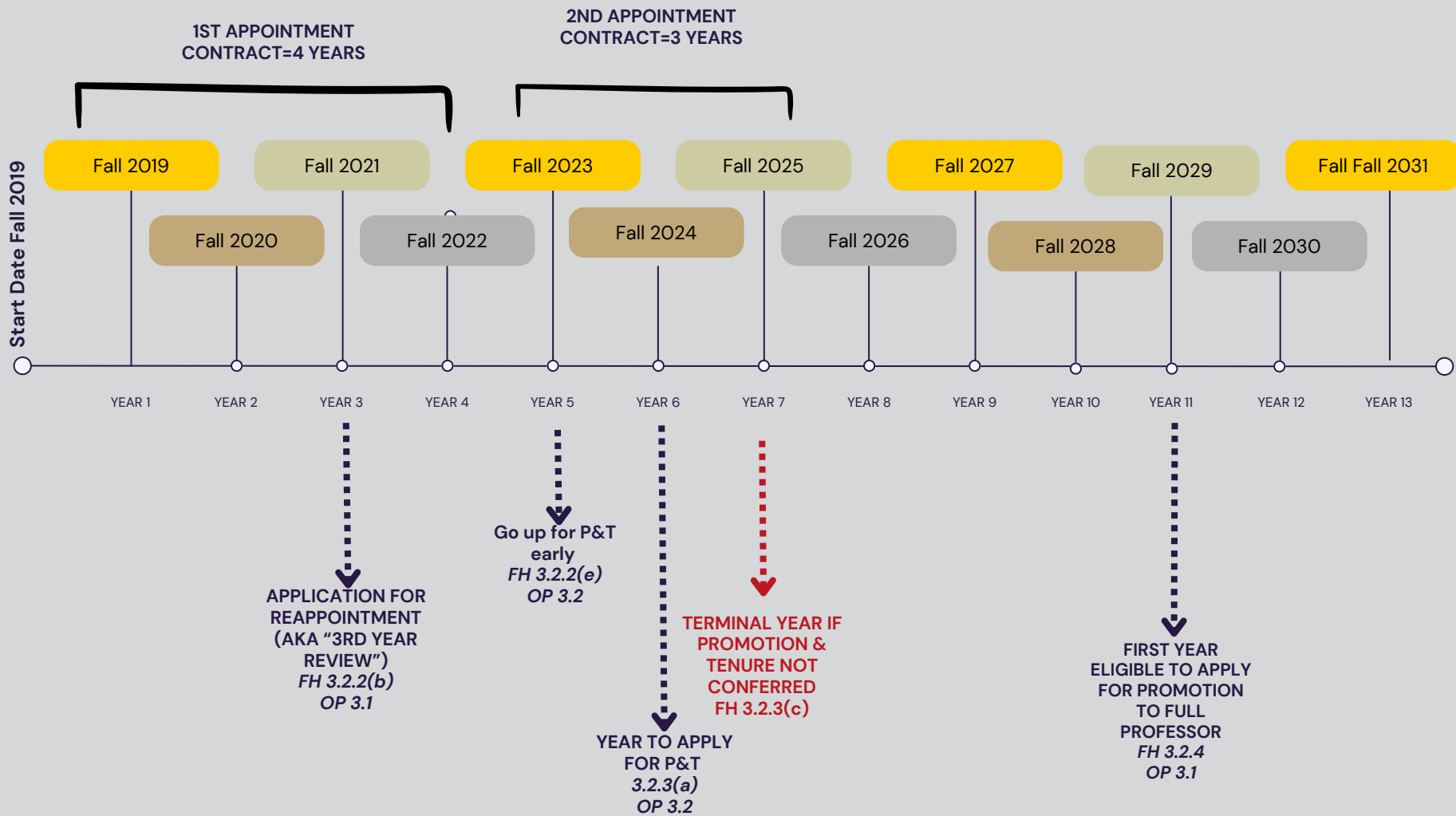


P&T Timeline



Years of Credit	1st term contract	2nd term contract	Total time to Tenure
0 years	4 years	3 years	7 years
1 year	3 years	3 years	7 years
2 years	3 years	2 years	7 years
3 years*	4 years	-----	7 years

*3 years of credit no longer offered