

Morgan Stanley Smith Barney

Annual Gross Revenue	Credit
Less than \$200,000	28%
\$200,000 - \$249,999	32%
\$250,000 - \$299,999	34%
\$300,000 - \$349,999	36%
\$350,000 - \$399,999	38%
\$400,000 - \$599,999	41%
\$600,000 - \$999,999	42%
\$1 million - \$2,499,999	44%
\$2.5 million - \$4,999,999	45%
\$5 million-plus	47%

Revenue Bonus Program	Bonus %
\$200,000 - \$299,999	0.5%
\$300,000 - \$399,999	1.0%
\$400,000 - \$499,999	2.0%
\$500,000 - \$749,999	3.0%
\$750,000 - \$799,999	3.5%
\$800,000 - \$999,999	4.0%
\$1 million - \$1,499,999	4.5%
\$1.5 million - \$1,999,999	5.5%
\$2 million - \$2,999,999	6.0%
\$3 million - \$4,999,999	7.0%
\$5 million-plus	7.5%

*This is a long-term incentive program based on an advisor's total annual gross revenue

*Minimum gross revenue requirement is \$300,000 for FAs registered for 5 years or more. Minimum gross revenue requirement is \$200,000 for FAs registered for less than 5 years. The vesting period is 8 years (50% paid/converted during year 4; 25% at year 6; and 25% at year 8.)

Length of Service Bonus Program

Years	Gross Revenue	Bonus
5+	\$400,000	0.5%
7+	\$500,000	2.0%
9+	\$1 million	2.5%
15+	\$1.5 million	3.0%
20+	\$2 million	3.5%
25+	\$2.5 million	4.0%

*FAs with at least 5 years of continuous service who generate \$400,000 or more in annual gross revenue are eligible for this bonus. This is a long-term incentive program based on an advisor's total full-year gross revenue and length-of-service. Bonus is 50% cash and 50% deferred compensation in the first quarter of the following year. Long-term compensation awards are paid/converted in year 8.

FAs registered for less than 5 years

Incentive Compensation	Annual Gross Revenue
Less than \$200,000	34%
\$200,000 - \$249,999	35%
\$250,000 - \$299,999	36%

FAs registered for 9 years or more

Incentive Compensation	Annual Gross Revenue
0 - \$249,999	20%