

Janney Montgomery Scott

**T-5 + Current
Monthly Average
Monthly
Gross Production**

**Annualized Gross
Production**

**Grid Rates Effective
Through 12/31/10**

**Changes Effective
1/1/11**

Under \$18,750	Under \$225,000	20% or 30%	20%
\$18,750 - 20,833	\$225,000 - 249,999	30%	28%
\$20,834 - 24,999	\$250,000 - 299,999	36%	34%
\$25,000 - 29,166	\$300,000 - 349,999	42%	42%
\$29,167 - 41,666	\$350,000 - 499,999	44% or 44.5%	44%
\$41,667 - 66,666	\$500,000 - 799,999	44.5%	44.5%
\$66,667 - 83,333	\$800,000 - 999,999	45%	45%
Over \$83,334	\$1,000,000	46%	46%

Deferred Compensation

Club Level	Gross Production	2011 Award Rate*
Pacesetter's	\$500,000	4%
Master's	\$600,000	5%
President's	\$1,000,000	6%
CEO Roundtable	\$1,200,000	7%

*Percentage of Gross Production

The Wealth Builder Awards

Schedule of Qualifications and Awards

Required Year over Year Increase In Gross Production	Required Minimum Gross Production	Deferred awards as % of T-12		Years Needed Before Vesting
		Basic	Enhanced	
\$65,000	\$425,000	3%	4%	7 years
15%	\$425,000	3%	4%	7 years
\$100,000	\$425,000	4%	5%	7 years
20%	\$425,000	6%	7%	7 years