

Wells Fargo Advisors

A financial advisor generates \$50,000 in Total Gross Revenue in a given month. This example assumes all revenue is business-eligible in order to receive a 50% Grid Rate.

Monthly Production

up to \$10,000	22%
over \$10,000	50%

Equity Option Adjustment (EOA)

	Equities \$95- \$1,000	Options \$55- \$1,000
Discount 0%	\$0	\$0
Discount 1% - 50%	10	8
Discount greater than 50%	15	11

Company-Provided Performance Awards

There is a base award and four additional awards dependent on the financial advisor's Net New Money, Advisory Revenue, Banking Services solutions and Envision® participation. Financial advisors may qualify for more than one of the additional awards.

2011 Total Gross Revenue	Base Award	Net New Money Award*	Advisory Award	Banking Services Award	Envision Award	Total Potential Award for 2011
\$250,000 - \$549,999	0.5%	+2.5%	+0.5%	+0.5%	+2.0%	6.0%
\$550,000 - \$824,999	0.5	+2.5	+1.0	+1.0	+2.0	7.0
\$825,000 - \$1,199,999	1.0	+2.5	+1.5	+1.5	+2.0	8.5
\$1.2 million+	2.5	+2.5	+1.5	+1.5	+2.0	10.0

* Financial advisors must have been hired prior to January 1, 2010, to be eligible for the Net New Money calculation. Banking Services credit to Net New Money.

For financial advisors who close four or more Banking Services Solutions in 2011, any outstanding balances in AALOC/SPL, CLOC and home equity lines drawn in 2011 will be credited to the Net New Money calculation for 2011. Mortgage loan draws do not contribute to the Net New Money Calculation.