

JANNEY MONTGOMERY SCOTT

Annual production

Under \$175,000	20%
\$175,000 - \$199,999	20%
\$200,000 - \$249,999	30%
\$250,000 - \$299,999	36%
\$300,000 - \$349,999	42%
\$350,000 - \$464,999	44%
\$465,000 - \$799,999	44.50%
\$800,000 - \$999,999	45%
\$1,000,000 +	46%

Deferred Compensation

Production

\$465,000	4%
\$550,000	5%
\$900,000	6%
\$1,100,000	7%

Deferred awards vest after five years.

Wealth Builder Awards

Deferred award

Required
year-over-
year increase
in gross
production

	Basic	Enhanced
\$50,000	3%	5%
13% increase	5%	8%
\$100,000	5%	8%
18% increase	8%	11%
22% increase	11%	17%

To qualify an advisor must have a minimum annual production of \$375,000. Enhanced award is based on growth of recurring business. Awards vest after seven years.