

MORGAN KEEGAN

Annual Production	2 to 4 years service	Over 4 years service
\$0 - \$149,999	30%	25%
\$150,000 - \$174,999	35%	25%
\$175,000 - \$199,999	37%	30%
\$200,000 - \$249,999	40%	35%
\$250,000 - \$299,999	40%	37%
\$300,000 - \$499,999	40%	40%
\$500,000 - \$749,999	40%	42%
\$750,000 +	40%	42%

After eight years of service the payout for production under \$200,000 is 25%.

Deferred Compensation

Annual Production	Wealth management services deferred payout*	Restricted cash award deferred payout
\$200,000-\$249,999	3%	-0-
\$250,000-\$299,999	3%	-0-
\$300,000-\$499,999	4%	2%
\$500,000-\$749,999	5%	5%
\$750,000 +	5%	6%

*Awarded for all wealth management services (e.g. IMGC managed accounts, mutual funds, insurance products, alternative investments). The deferred awards will be in the form of restricted cash and will vest in five years.