

STIFEL NICOLAUS

Cash Compensation

Production level:

Up to \$8,000 per month	25%
More than \$8,000 per month	50%

Annual Cash Bonus

Production level:

Up to \$249,999	0%
\$250,000+	1.5% (\$7,000 max)

Deferred Compensation

Over \$250,000 in annual production, advisor gets 3%, half in Stifel stock, half in other array of investments.