

HILLIARD LYONS

ANNUAL PRODUCTION*	PAYOUT
\$0-\$102,000	25%
\$102,000-\$197,999	30%
\$198,000-\$245,999	35%
\$246,000-\$299,999	40%
\$300,000-\$497,999	45%
\$498,000-\$797,999	47%
\$798,000-\$1,001,999	48%
\$1,002,000 and above	50%

* Actual grid is monthly and retroactive to that month's first dollar.

Note: Once a threshold has been crossed, payouts are retroactive to the first dollar of eligible production.

ANNUAL PRODUCTION	BONUS
\$400,000-\$699,999	2%
\$700,000-\$999,999	3%
\$1 million and above	4%

Brokers' bonuses are payable in February immediately following the year in which the bonuses were earned. Reps must be employed at Hilliard Lyons at the time of payment to be eligible.