

# JANNEY MONTGOMERY SCOTT

ANNUALIZED PRODUCTION*	DEFERRED PAYOUT	TOTAL SALES COMP	PAYOUT
\$0—\$124,999	20.0%	0%	20.0%
\$125,000—\$149,999	25.0%	0%	25.0%
\$150,000—\$174,999	35.0%	0%	35.0%
\$175,000—\$199,999	38.0%	0%	38.0%
\$200,000—\$249,999	40.0%	0%	40.0%
\$250,000—\$299,999	43.0%	0%	43.0%
\$300,000—\$349,999	43.5%	0%	43.5%
\$350,000—\$374,999	44.0%	0%	44.0%
\$375,000—\$464,999	44.0%	3%	47.0%
\$465,000—\$474,999	44.5%	3%	47.5%
\$475,000—\$799,999	44.5%	4%	48.5%
\$800,000—\$824,999	45.0%	4%	49.0%
\$825,000—\$999,999	45.0%	5%	50.0%
\$1 million and above	46.0%	6%	52.0%

\* Actual grid payout rates are based on a rolling, previous-six-months' average gross.

Deferred Sales Comp is held in a special account for a five- or 10-year period as designated by the broker. At the time of the award, the broker selects one of 11 investment options.

SOURCE: JANNEY MONTGOMERY SCOTT