

OPPENHEIMER & CO.

PRODUCTION	PAYOUT
\$0–\$99,999	25.0%
\$100,000–\$124,999	28.0%
\$125,000–\$149,999	33.0%
\$150,000–\$174,999	35.0%
\$175,000–\$224,999	37.5%†
\$225,000–\$274,999	41.0%
\$275,000–\$324,999	42.0%†
\$325,000–\$399,999	43.0%
\$400,000–\$499,999	45.0%†
\$500,000–\$849,999	48.0%
\$850,000 and above	50.0%

† Retroactive: At the point in a year when a rep reaches certain production levels—those marked in the chart at left by a dagger—the rep qualifies for a higher retroactive payout. This includes a backward look for all production done prior to that level via a bonus.

Payouts are set each year based on a rep's previous year's production.

A rep starts one breakpoint below the previous year's overall ending payout. After that, monthly payouts are based on the production for the previous month with retroactive payments being made in the month the retroactive goals are attained.

ASSETS BONUS

ASSETS UNDER MANAGEMENT	BONUS
\$15 million–\$19,999,999	.015% of assets
\$20 million–\$29,999,999	\$750 + (.02% of assets above \$20 million)
\$30 million–\$49,999,999	\$2,750 + (.025% of assets above \$30 million)
\$50 million–\$99,999,999	\$7,750 + (.03% of assets above \$50 million)
\$100 million and above	\$22,750 + (.032% of assets above \$100 million)

LENGTH OF SERVICE BONUS

PRODUCTION	3+ YEARS LOS BONUS	5+ YEARS LOS BONUS	10+ YEARS LOS BONUS
\$300,000–\$399,999	1.00%	1.25%	1.50%
\$400,000–\$499,999	1.25%	1.50%	1.75%
\$500,000–\$599,999	1.50%	1.75%	2.00%
\$600,000–\$749,999	1.75%	2.00%	2.25%
\$750,000–\$999,999	2.00%	2.25%	2.50%
\$1 million and above	2.25%	2.50%	3.00%

Asset and LOS bonuses go into Oppenheimer brokers' deferred compensation accounts.
SOURCE: OPPENHEIMER & CO.