

WACHOVIA SECURITIES

CASH PAYOUT

PRODUCER'S LENGTH OF SERVICE	FIRST \$114,000 OF GROSS PRODUCTION*	ANY ADDITIONAL GROSS PRODUCTION
1 year	40%	50%
2 years	35%	50%
3 years	30%	50%
4 years	25%	50%
5 years or more	20%	50%

*Annualized. Company actually considers the monthly hurdle as \$9,500 gross. Excludes types of business for which Wachovia pays a flat payout rate: Commodities (35%) Equity syndicate excluding closed-end funds (30%) Online trading (20%) Company does not pay out on money markets or FDIC bank sweep deposits. But these sales are still credited to the brokers' monthly hurdle, deferred compensation and Premier Advisor programs.

ANNUAL MINIMUM PAYOUT

PRODUCTION	MINIMUM PAYOUT
\$100,000–\$249,999	27%
\$250,000 and above	30%

DEFERRED COMPENSATION AWARD

TOTAL PRODUCTION	BASE AWARD	BONUS FOR BROKERS WITH MORE THAN 70% RECURRING REVENUE	BONUS FOR ANNUAL PRODUCTION GROWTH RATE OVER 15%
\$250,000–\$349,999	1.25%	1%	2%
\$350,000–\$499,999	2.00%	1%	2%
\$500,000–\$749,999	2.50%	1%	2%
\$750,000–\$1,199,999	3.50%	1%	2%
\$1.2 million and above	5.00%	1%	2%