

**GROSS PRODUCTION**

First \$96,000\*

All gross above \$96,000

\* Annualized. Actual amount is \$8,000 per month.

**PAYOUT**

25%

50%

**ANNUAL CASH BONUS**

ANNUAL PRODUCTION

\$0-\$249,999

\$250,000-\$499,999

\$500,000 or more

PAYOUT

0%

1.5%

\$7,500 (maximum dollar cap)

**CASH COMPENSATION****DEFERRED COMPENSATION****TOTAL****ANNUAL  
PRODUCTION****25%/50%  
CASH PAYOUTS****YEAR-END  
CASH BONUS****TOTAL CASH****DEFERRED****MATCH****AMOUNT****%**

\$2 million	\$976,000 48.8%	\$7,500 0.38%	\$983,500 49.18%	\$57,120 2.86%	\$7,140 0.36%	\$1,047,760 52.39%
\$1.6 million	\$776,000 48.5%	\$7,500 0.47%	\$783,500 48.97%	\$45,120 2.82%	\$5,640 0.35%	\$834,260 52.14%
\$1.2 million	\$576,000 48%	\$7,500 0.63%	\$583,500 48.63%	\$33,120 2.76%	\$4,140 0.35%	\$620,760 51.73%
\$1 million	\$476,000 47.6%	\$7,500 0.75%	\$483,500 48.35%	\$27,120 2.71%	\$3,390 0.34%	\$514,010 51.4%
\$900,000	\$426,000 47.33%	\$7,500 0.83%	\$433,500 48.17%	\$24,120 2.68%	\$3,015 0.34%	\$460,635 51.18%
\$800,000	\$376,000 47%	\$7,500 0.94%	\$383,500 47.94%	\$21,120 2.64%	\$2,640 0.33%	\$407,260 50.91%
\$700,000	\$326,000 46.57%	\$7,500 1.07%	\$333,500 47.64%	\$18,120 2.59%	\$2,265 0.32%	\$353,885 50.56%
\$600,000	\$276,000 46%	\$7,500 1.25%	\$283,500 47.25%	\$15,120 2.52%	\$1,890 0.32%	\$300,510 50.09%
\$500,000	\$226,000 45.2%	\$7,500 1.5%	\$233,500 46.7%	\$12,120 2.42%	\$1,515 0.30%	\$247,135 49.43%
\$400,000	\$176,000 44%	\$6,000 1.5%	\$182,000 45.5%	\$9,120 2.28%	\$1,140 0.29%	\$192,260 48.07%
\$300,000	\$126,000 42%	\$4,500 1.5%	\$130,500 43.5%	\$6,120 2.04%	\$765 0.26%	\$137,385 45.8%

**NOTES:**

This grid, unlike the others in *On Wall Street's* overview, calculates payouts for specific dollar-value production levels, rather than ranges. Advisers with production levels below \$300,000 are not represented here, but their payouts and bonuses follow the same formulas described above.

Cash payout is based on a standard 25%/50% formula, whereby the first \$8,000 of the month is paid at 25%, and the balance is paid at 50%.

Year-end cash bonus is 1.5% of annual gross provided that annual gross is \$250,000 or more. Maximum year-end cash bonus is \$7,500.

Deferred compensation is 3% of annual gross more than \$96,000 provided that annual gross is \$250,000 or more.