

## PAYOUT ON GROSS PRODUCTION

ANNUAL PRODUCTION	PAYOUT FOR BUSINESS IN BROKERAGE/CHECK MGT. ACCOUNTS*	PAYOUT FOR WRAP-FEE ACCOUNTS
\$0-\$137,499	29%	32%
\$137,500-\$149,999	30%	33%
\$150,000-\$164,999	31%	34%
\$165,000-\$179,999	32%	35%
\$180,000-\$197,999	33%	36%
\$198,000-\$274,999	34%	37%
\$275,000-\$299,999	35%	38%
\$300,000-\$329,999	36%	39%
\$330,000-\$384,999	37%	40%
\$385,000-\$399,999	38%	41%
\$400,000-\$439,999	39%	42%
\$440,000-\$824,999	40%	43%
\$825,000-\$999,999	41%	44%
\$1 million-\$1,099,999	42%	45%
\$1.1 million-\$1,374,999	43%	46%
\$1,375,000-\$1,999,999	44%	47%
\$2 million or more	44%-45%	47%-48%

\* Payout for business in non-brokerage/check management accounts is one point less.

a) Insurance and annuity production is paid on a separate grid ranging from 38% to 49%.

b) Production of more than \$2 million is paid an additional one point.

c) Brokers will be capped at 24% payout if they have five to 10 years of experience and generated less than \$200,000 in the previous year, or if they have 11-plus years of experience and generated less than \$250,000.

## PRODUCTIVITY AND UBS LENGTH OF SERVICE AWARDS\*

	ANNUAL PRODUCTIVITY AWARD	ANNUAL LOS AWARD (FOR BROKERS W/3+ YEARS AT UBS)	TOTAL AWARD
Chairman's Council (top 220 brokers)	2%	2%	4%
President's Council (next 475 brokers)	1%	2%	3%
Pacesetter Council (next 900 brokers)	1%	1%	2%
Brokers who generate \$300,000 in production	1%	0%	1%
Pacesetter Council for brokers in business less than 7 years (top 40 brokers for each production year)	1%	1%	2%

\* 100% of each award is deferred.

Recognition council rankings are based on a combination of production and net new assets and credit lines.

## NET NEW ASSET AND CREDIT LINE GROWTH AWARD

This award is calculated on net new assets and credit lines as follows:

- 0.15% on the first \$50 million (subject to a \$5 million minimum)
- 0.10% on the next \$50 million
- 0.05% on the next \$50 million
- 0.025% on the next \$50 million

- a) Award is capped at 5% of production.
- b) 80% of the award is cash; 20% is deferred.