

## CASH PAYOUT

PRODUCER'S LENGTH OF SERVICE	FIRST \$120,000 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 \$10,000 gross. Excludes the following types of business for which Wachovia pays a flat payout rate:

Commodities (35%)  
 Equity syndicate, excluding closed-end funds (40%)  
 Online trading (20%)

Wachovia does not pay out on money markets or FDIC bank sweep deposits. These sales, however, are credited to the broker's monthly hurdle, deferred compensation and recognition programs.

## ANNUAL MINIMUM PAYOUT

PRODUCTION	MINIMUM PAYOUT
\$100,000-\$249,999	27%
\$250,000 or more	30%

## DEFERRED COMPENSATION AWARD

TOTAL PRODUCTION	BASE AWARD	BONUS FOR BROKERS WITH MORE THAN 70% RECURRING REVENUES	BONUS FOR ANNUAL PRODUCTION GROWTH RATE OVER 15%
\$250,000-\$349,999	1.25%	1%	2%
\$350,000-\$499,999	2%	1%	2%
\$500,000-\$749,999	2.5%	1%	2%
\$750,000-\$1,199,999	3.5%	1%	2%
\$1.2 million or more	5%	1%	2%