

Hilliard Lyons

| <i>Annual Production*</i> | <i>Payout</i> |
|------------------------------|---------------|
| <i>Less than \$102,000</i> | <i>25%</i> |
| <i>\$102,000-\$197,999</i> | <i>30%</i> |
| <i>\$198,000-\$245,999</i> | <i>35%</i> |
| <i>\$246,000-\$299,999</i> | <i>40%</i> |
| <i>\$300,000-\$497,999</i> | <i>45%</i> |
| <i>\$498,000-\$797,999</i> | <i>47%</i> |
| <i>\$798,000-\$1,001,999</i> | <i>48%</i> |
| <i>\$1,002,000 or more</i> | <i>50%</i> |

**Actual grid is a monthly grid that is retroactive to the first dollar on a monthly basis.*

Note: Once a threshold has been crossed, payouts are retroactive to the first dollar of eligible production.

| <i>Annual Production Bonus</i> | <i>Bonus %</i> |
|--------------------------------|----------------|
| <i>\$400,000-\$700,000</i> | <i>2%</i> |
| <i>\$700,001-\$1,000,000</i> | <i>3%</i> |
| <i>\$1,000,001 or more</i> | <i>4%</i> |

Bonuses will be payable in February immediately following the year in which the bonuses were earned

Advisors must be employed at Hilliard Lyons at the time of payment to be eligible.

Last year Hilliard introduced its elective deferred compensation plan. The firm may match employees' contributions to the scheme based on its profitability. This year Hilliard has confirmed it will make a matching contribution of 25% on the first 10% of the employee's contribution.

Advisors must have a minimum of \$150,000 to be eligible for the scheme and there is currently a 50% participation rate, according to the company.