

UBS

| T-12 production | Grid Rate | Wrap/ insurance/ annuity rate |
|---------------------------|-----------|-------------------------------|
| \$0 - \$199,999 | 28% | 31% |
| \$200,000 - \$249,999 | 30% | 33% |
| \$250,000 - \$299,999 | 33% | 36% |
| \$300,000 - \$399,999 | 35% | 38% |
| \$400,000 - \$599,999 | 39% | 42% |
| \$600,000 - \$749,999 | 41% | 44% |
| \$750,000 - \$999,999 | 42% | 45% |
| \$1,000,000 - \$1,749,999 | 43% | 46% |
| \$1,750,000 - \$2,999,999 | 44% | 47% |
| \$3,000,000 + | 45% | 48% |

FAs registered for eight years or more with less than \$250,000 in annual production receive 20% payout on all business.

Asset and Credit Line Growth Award

| Net New Asset and Credit Line Growth | Award |
|--------------------------------------|---------|
| \$5,000,000 - \$50,000,000 | 15 bps |
| \$50,000,000 - \$100,000,000 | 10 bps |
| \$100,000,000 - \$150,000,000 | 5 bps |
| \$150,000,000 - \$200,000,000 | 2.5 bps |
| \$200,000,000 + | 1 bp |

Award is capped at 5% of an FA's production. For FAs that hit the 5% cap, the firm will carry over excess net new assets for one year.

RIS, Corporate Cash Management and Prime Brokerage accounts are excluded from the calculation.

50% of award will be paid in cash by March 15 of following year and 50% is deferred.

Deferred Compensation

| 2009 production | Productivity award | Length of Service 5-9 yrs | Length of Service 10 yrs + |
|---------------------------|--------------------|---------------------------|----------------------------|
| Under \$400,000 | 0% | 0% | 0% |
| \$400,000 - \$599,000 | 1% | 0% | 0% |
| \$600,000 - \$999,000 | 1% | 1% | 1% |
| \$1,000,000 - \$1,749,999 | 2% | 1% | 2% |
| \$1,750,000 - \$2,999,999 | 3% | 1% | 2% |
| \$3,000,000 + | 4% | 1% | 2% |

Recurring Revenue Award

FAs have the potential to earn an award of up to 2% of their recurring revenues; 1% is awarded if recurring revenue is greater than 75% of production and 1% is awarded if recurring revenue growth from the prior year is 25% or greater.