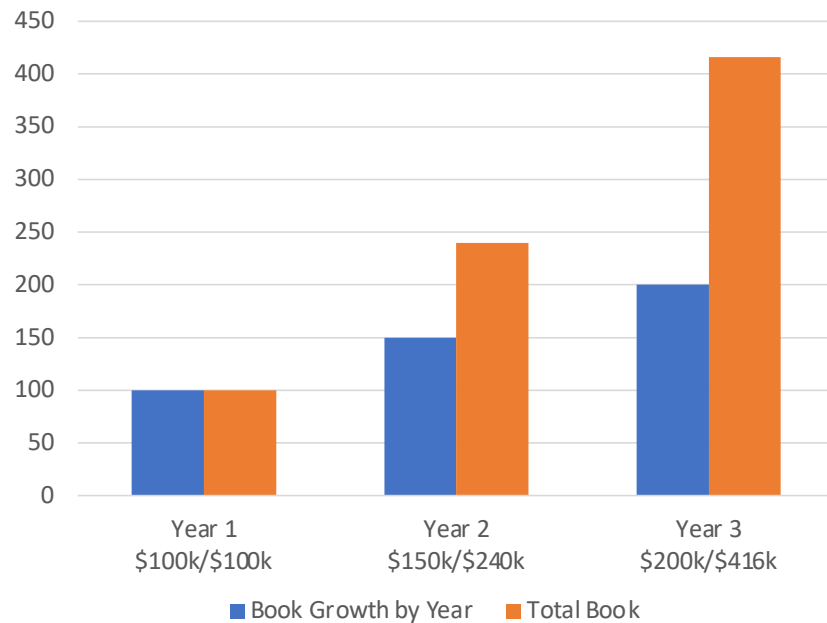


The Path to Validation – Base Plus Commission

Validation occurs when 25% of your book equals your base salary



Assumptions

- Annual Base Compensation - \$100k
- First Year Commission – 20%
- Book of Business End of Year 1- \$100k
- Year One Compensation - \$120k
- Book of Business End of Year 2 - \$240k
- Year Two Compensation - \$130k
- Book of Business End of Year 3 - \$416k
- Year Three Compensation - \$140k

Validation

In this scenario, your salary has validated based on 25% commission of a \$450k book of business.