

## COMPANY A PAYOUT CURVE

Performance to Quota	Variable OTE Payout %	Performance to Quota	Variable OTE Payout %	Performance to Quota	Variable OTE Payout %	Performance to Quota	Variable OTE Payout %
0%	0%	55%	10%	110%	110%	165%	165%
5%	0%	60%	20%	115%	115%	170%	170%
10%	0%	65%	30%	120%	120%	175%	175%
15%	0%	70%	40%	125%	125%	180%	180%
20%	0%	75%	50%	130%	130%	185%	185%
25%	0%	80%	60%	135%	135%	190%	190%
30%	0%	85%	70%	140%	140%	195%	195%
35%	0%	90%	80%	145%	145%	200%	200%
40%	0%	95%	90%	150%	150%		
45%	0%	100%	100%	155%	155%		
50%	0%	105%	105%	160%	160%		