

COMPANY B 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%	55%	110%	120%	165%	230%
5%	5%	60%	60%	115%	130%	170%	240%
10%	10%	65%	65%	120%	140%	175%	250%
15%	15%	70%	70%	125%	150%	180%	260%
20%	20%	75%	75%	130%	160%	185%	270%
25%	25%	80%	80%	135%	170%	190%	280%
30%	30%	85%	85%	140%	180%	195%	290%
35%	35%	90%	90%	145%	190%	200%	300%
40%	40%	95%	95%	150%	200%		
45%	45%	100%	100%	155%	210%		
50%	50%	105%	110%	160%	220%		