

| | SCENARIO 1 | | SCENARIO 2 | | SCENARIO 3 | | SCENARIO 4 | |
|-----------------------|------------|-----------|------------|-----------|------------|-----------|------------|-----------|
| | Company A | Company B | Company A | Company B | Company A | Company B | Company A | Company B |
| On-Target Earnings | \$115,000 | \$100,000 | \$115,000 | \$100,000 | \$115,000 | \$100,000 | \$115,000 | \$100,000 |
| Pay Mix | 70% | 50% | 70% | 50% | 70% | 50% | 70% | 50% |
| Base Salary | \$80,500 | \$50,000 | \$80,500 | \$50,000 | \$80,500 | \$50,000 | \$80,500 | \$50,000 |
| Variable OTE | \$34,500 | \$50,000 | \$34,500 | \$50,000 | \$34,500 | \$50,000 | \$34,500 | \$50,000 |
| Historical Attainment | 80% | 100% | 80% | 100% | 80% | 100% | 80% | 100% |
| Performance to Quota | 65% | 80% | 80% | 100% | 92% | 115% | 100% | 125% |
| Payout% | 30% | 80% | 60% | 100% | 80% | 130% | 100% | 150% |
| Variable Payout | \$10,350 | \$40,000 | \$20,700 | \$50,000 | \$27,600 | \$65,000 | \$34,500 | \$75,000 |
| Total Take-Home Pay | \$90,850 | \$90,000 | \$101,200 | \$100,000 | \$108,100 | \$115,000 | \$115,000 | \$125,000 |
| | | 99% | | 99% | | 106% | | 109% |