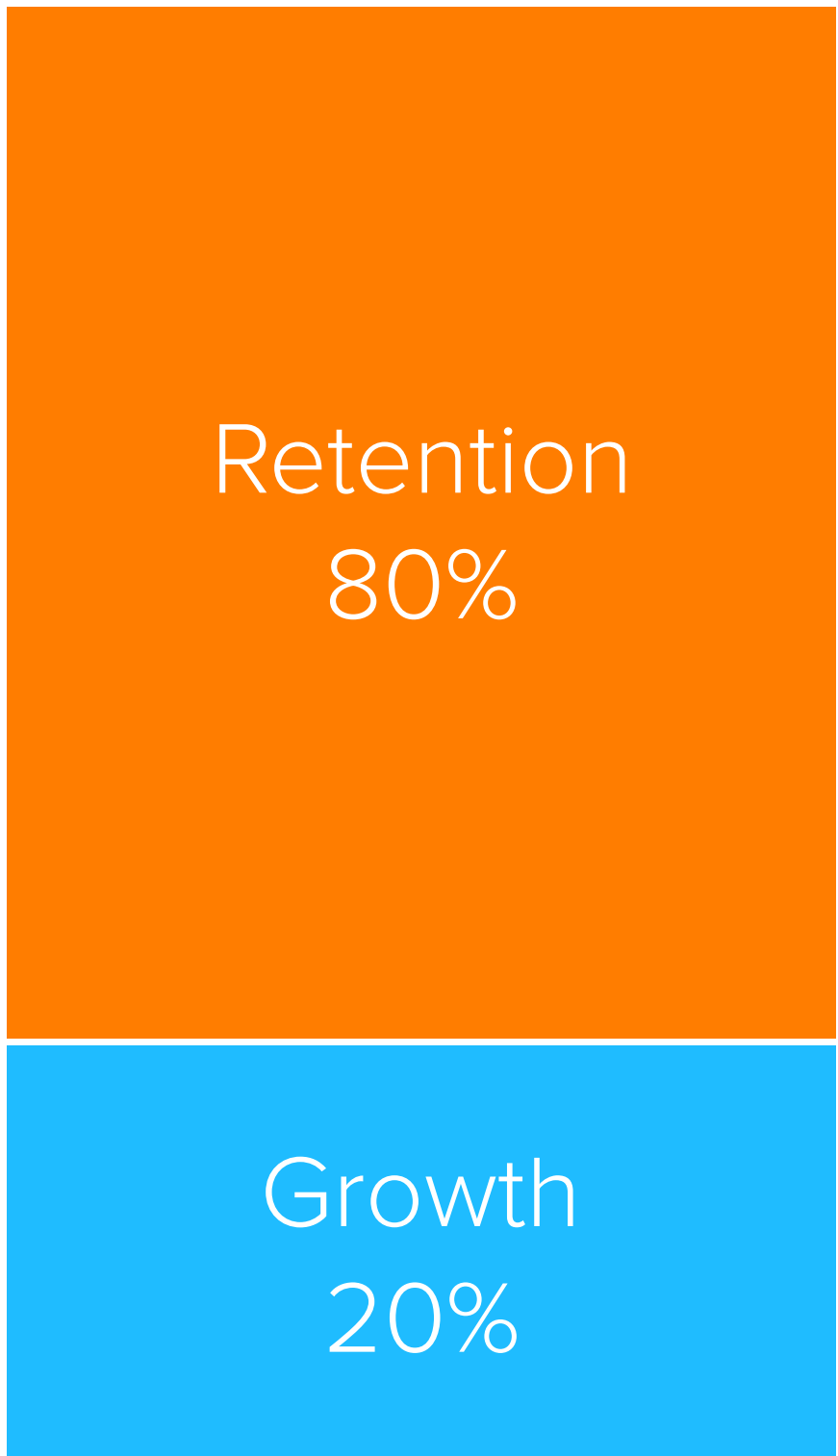


CSM Variable Compensation

Variable Split



Weighted of Variable = 25%

OTE Payout

