

# Sliding Scale for Variable Compensation for Revenue Retention

% Revenue Renewed	% of Payout	Dollar Payout
100%	150%	\$30,469
95%	125%	\$23,438
90%	100%	\$18,750*
85%	75%	\$14,063
80%	50%	\$9,375
75%	25%	\$4,688
<70%	0%	\$0

\*75% of Variable Compensation

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