

## Sliding Scale for Variable Compensation for Growth/Expansion

Achievement	% of Payout	Dollar Payout
\$70,000	150%	\$10,156
\$60,000	125%	\$7,813
\$50,000	100%	\$6,250*
\$40,000	75%	\$4,688
\$30,000	50%	\$3,125
\$20,000	25%	\$1,563
\$10,000	0%	\$0

\*25% of Variable Compensation

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