

## UBS FINANCIAL SERVICES

### PAYOUT ON GROSS PRODUCTION

ANNUAL PRODUCTION	PAYOUT FOR BUSINESS IN BROKERAGE/CHECK MANAGEMENT ACCOUNTS*	PAYOUT FOR WRAP-FEE ACCOUNTS
\$0-\$137,499	29%	32%
\$137,500-\$149,999	30%	33%
\$150,000-\$164,999	31%	34%
\$165,000-\$179,999	32%	35%
\$180,000-\$197,999	33%	36%
\$198,000-\$274,999	34%	37%
\$275,000-\$299,999	35%	38%
\$300,000-\$329,999	36%	39%
\$330,000-\$384,999	37%	40%
\$385,000-\$399,999	38%	41%
\$400,000-\$439,999	39%	42%
\$440,000-\$824,999	40%	43%
\$825,000-\$999,999	41%	44%
\$1 million-\$1,099,999	42%	45%
\$1.1 million-\$1,374,999	43%	46%
\$1,375,000 and above	44%	47%

\* Payout for business in non-brokerage/check management accounts is 1 point less.  
a) Insurance and annuity production is paid on a separate grid ranging from 38% to 48%.  
b) Production over \$2 million is paid an additional 1 point.  
c) Brokers with five to 10 years of experience who generated less than \$200,000 in the previous year, and brokers with 11 or more years who generated less than \$250,000 will be capped at 24%.

### PRODUCTIVITY AND UBS LENGTH OF SERVICE AWARDS

	ANNUAL PRODUCTIVITY AWARD*	ANNUAL LOS AWARD (FOR REPS W/3+ YEARS AT UBS)	TOTAL AWARD
Chairman's Council (top 220 reps)**	2%	2%	4%
President's Council (next 475 reps)	1%	2%	3%
Pacesetter Club (next 900 reps)	1%	1%	2%
Clubs for reps in business less than seven years (top 40 reps for each production year)	1%	1%	2%

\* Brokers who are not eligible based on the above schedule but who generate \$300,000 in production will be granted a 1% Productivity Award.

\*\* Recognition Club rankings based on a combination of production and net new assets and credit lines.

### NET NEW ASSET AND CREDIT LINE GROWTH AWARD

THE AWARD IS CALCULATED ON NET NEW ASSETS AND CREDIT LINES AS FOLLOWS:

- 0.15% on the first \$50 million (subject to a \$5 million minimum)
- 0.10% on the next \$50 million
- 0.05% on the next \$50 million
- 0.025% on the next \$50 million

a) Award capped at 5% of production  
b) 80% of the award is cash, 20% deferred

SOURCE: UBS FINANCIAL SERVICES