

JANNEY MONTGOMERY SCOTT

| ANNUAL PRODUCTION* | PAYOUT | DEFERRED SALES COMP | TOTAL |
|---------------------|--------|------------------------|-------|
| Less than \$150,000 | 20% | 0% | 20% |
| \$150,000-\$174,999 | 30% | 0% | 30% |
| \$175,000-\$199,999 | 35% | 0% | 35% |
| \$200,000-\$249,999 | 40% | 0% | 40% |
| \$250,000-\$299,999 | 43% | 0% | 43% |
| \$300,000-\$349,999 | 43.5% | 0% | 43.5% |
| \$350,000-\$374,999 | 44% | 0% | 44% |
| \$375,000-\$464,999 | 44% | 4% | 48% |
| \$465,000-\$474,999 | 44.5% | 4% | 48.5% |
| \$475,000-\$799,999 | 44.5% | 5% | 49.5% |
| \$800,000-\$824,999 | 45% | 5% | 50% |
| \$825,000-\$999,999 | 45% | 6% | 51% |
| \$1 million or more | 46% | 7% | 53% |

* Annualized. Janney actually uses a rolling, six-month average to calculate gross production.

WEALTH BUILDER PROGRAM

| MINIMUM PRODUCTION | YEAR-OVER-YEAR INCREASE IN GROSS REQUIRED | DEFERRED AWARD (% OF TRAILING 12-MONTH GROSS) |
|--------------------|---|---|
| \$300,000 | 10% | 7% |
| \$300,000 | 15% | 10% |
| \$300,000 | 20% | 15% |

To be eligible for Wealth Builder, an advisor must increase annual production from the previous year by at least 10%. Awards are paid each year.