

Base Compensation

Wholesaler -- All Product

BASE COMPENSATION: SALARY OR DRAW (\$)							
Weighted Average	Low	High		Low 25% Quartile	Median 50%	High 75% Quartile	90th Percentile

PRODUCT	Weighted Average	Low	High	Low 25% Quartile	Median 50%	High 75% Quartile	90th Percentile
All Product	80,200	41,000	400,000	65,000	75,000	100,000	126,900



	Weighted Average	Low	High	Your Company vs. Benchmarks			
Retirement	91,500	41,000	225,000				
Annuities	66,200	47,000	220,000				
Managed Money	86,200	50,000	400,000				
Mutual Funds	81,300	45,000	300,000				
ETFs	88,900	50,000	300,000				
Life Insurance	68,000	50,000	101,000				

COMPANY SIZE	Weighted Average	Low	High	Your Company vs. Benchmarks			
Under \$25B	82,700	50,000	120,000				
Over \$25B - \$75B	76,700	41,000	200,000				
Over \$75B - \$125B	78,900	50,000	225,000				
Over \$125B - \$200B	75,200	50,000	250,000				
Over \$200B	81,900	50,000	400,000				

DISTRIBUTION	Weighted Average	Low	High	Your Company vs. Benchmarks			
Banks	72,900	41,000	400,000				
Consultants	89,300	41,000	400,000				
Insurance	80,400	41,000	250,000				
Planners/Independents	80,100	41,000	400,000				
Wire Houses	81,200	41,000	400,000				

PHASE OF MARKET DEVELOPMENT	Weighted Average	Low	High	Your Company vs. Benchmarks			
Threshold	83,100	53,000	155,000				
Growth	81,800	41,000	400,000				
Maturity	75,800	47,000	250,000				
Decline	78,800	50,000	220,000				