

# Base Compensation

Wholesaler -- All Product

PRODUCT	BASE COMPENSATION: SALARY OR DRAW (\$)						
	Weighted Average	Low	High	Low 25% Quartile	Median 50%	High 75% Quartile	90th Percentile
All Product	77,900	35,000	235,000	60,000	72,600	91,500	120,000



PRODUCT	Weighted Average	Low	High	Your Company vs. Benchmarks			
DCIO/IRA	87,700	35,000	235,000				
Annuities	64,900	35,000	120,000				
Managed Money	84,800	50,000	200,000				
Mutual Funds	82,200	45,000	200,000				
ETFs	90,500	50,000	200,000				
Life Insurance	69,500	50,000	135,000				

## COMPANY SIZE

COMPANY SIZE	Weighted Average	Low	High	Your Company vs. Benchmarks			
Under \$25B	84,000	50,000	175,000				
Over \$25B - \$75B	79,300	35,000	200,000				
Over \$75B - \$125B	70,600	50,000	150,000				
Over \$125B - \$200B	72,900	50,000	200,000				
Over \$200B	75,900	50,000	235,000				

## DISTRIBUTION

DISTRIBUTION	Weighted Average	Low	High	Your Company vs. Benchmarks			
Banks	72,500	45,000	155,000				
Consultants	88,000	35,000	235,000				
Insurance	74,400	50,000	175,000				
Planners/Independents	79,100	35,000	235,000				
Wire Houses	77,900	45,000	235,000				

## PHASE OF MARKET DEVELOPMENT

PHASE OF MARKET DEVELOPMENT	Weighted Average	Low	High	Your Company vs. Benchmarks			
Threshold	81,500	35,000	175,000				
Growth	75,300	50,000	235,000				
Maturity	72,500	45,000	200,000				
Decline	80,600	50,000	200,000				