

Performance Incentive Schedule for Vice President, Chamber Development & Member Services

Percent of base salary based upon following schedule (excluding grants):

Base \$70,000

Performance Level		Revenue Levels	Bonus Rate	Bonus Payout
Level 8		\$ 10,000,000	270.00%	\$ -
Level 7		\$ 9,000,000	180.00%	\$ -
Level 6		\$ 8,000,000	120.00%	\$ -
Level 5		\$ 7,000,000	80.00%	\$ -
Level 4		\$ 6,000,000	40.00%	\$ -
Level 3		\$ 5,000,000	20.00%	\$ -
Level 2		\$ 4,000,000	10.00%	\$ -
Minimum Acceptable		\$ 3,500,000	5.00%	\$ -
Below Minimum Acceptable	<	\$ 3,500,000	0.00%	\$ -