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Sent: 9/13/2012 4:58:13 AM
Subject: IC Payouts
Attachments: Apr-Jul 2012 IC Payouts.xlsx

Hi –

I need to get these to Joelle pronto. Please have a look – and double check to make sure I have missed anyone – or included folks who shouldn't be there. Please note – I will try to get to the RBD component during the break tomorrow morning, but wanted to make sure the ABMs were in for this pay cycle.

Methodology:

The April - July 2012 incentive compensation plan is based on two equally weighted metrics:

1. TRx growth
2. TRx percent growth

Both metrics are ranked nationally with ABM payouts between \$1,000 - \$6,667 for each metric. The total payout combining both metrics is between \$2,000 and \$13,000. The average payout is \$10,066 per ABM for April - July 2012.

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