

# MIP Participants

Name	Title	Base Salary	Target Bonus %	Target Bonus	Maximum Bonus
Rob Balgley	CEO	\$313,000	100.00%	\$313,500	\$626,000
Chris Jaynes	CTO, Founder	\$265,000	50.00%	\$132,500	\$265,000
Rick Emery	CRO	\$200,000	25%	\$50,000*	\$75,000*
Martin Payne	CMO	\$200,000	37.5%	\$75,000	\$150,000
Tae Kim	VP Engineering	\$250,000	20%	\$50,000	\$100,000
Dan Hudspeth	CFO	\$250,000	20%	\$50,000	\$100,000
Jon Burns	VP Product Management	\$170,000	11.76%	\$20,000	\$40,000
Michelle Anastasi	CPO	212,000	41.5%	\$88,000	\$135,000
<b>TOTAL</b>		<b>\$1,860,000</b>		<b>\$729,000</b>	<b>\$1,416,000</b>

\* This amount is in addition to Rick's \$100K commission plan which is paid quarterly. The bonus amount would be based only on EBITDA.