



PARTICIPATION NOTICE
PRYTANIA MEDIA CORP BUSINESS LINE PROFIT SHARING PLAN

Dear _____

Prytania Media Corp (the “**Company**”) has adopted the Prytania Media Corp Business Line Profit Sharing Plan, as may be amended or restated from time to time (the “**Plan**”), a copy of which is attached hereto as Exhibit A, which is intended to attract, retain and motivate key employees and individual service providers of the Company based on the profitability of the Company’s business lines and to reward them for contributing to the success of the Company’s business lines. All capitalized terms used but not defined in this Participation Notice shall have the definitions provided in the Plan.

This Participation Notice is intended to notify you that you have been designated by the Plan Administrator as a Participant in the Plan upon the following terms:

Business Line:	
Date of Onboarding to Business Line:	

As a Business Line Participant, you have been issued an Award under the Plan pursuant to which you are eligible to payment of a quarterly cash bonus based on the profitability of the Business Line set forth above for such fiscal quarter, subject in all respects to the terms, conditions and provisions of the Plan, all of which are made a part of and incorporated by reference into this Participation Notice. For purposes of illustration only, Exhibit B, attached hereto, provides examples of the potential payout of an Award to a hypothetical participant based on certain assumptions. In the event of any conflict between the terms of this Participation Notice, including Exhibit B, and the terms of the Plan, the terms of the Plan shall govern.

This Participation Notice and the Plan constitute the entire understanding between you and the Company with respect to the subject matter hereof. This Participation Notice and the Plan shall be governed by and construed in accordance with the laws of the State of Delaware without giving effect to any state’s conflict of laws principles.

By signing below, you expressly agree to be bound by the terms set forth in this Participation Notice and the Plan. Failure by you to execute and return this Participation Notice means that you will not be a Participant in the Plan and will not be entitled to any of the payment of the Award pursuant to the Plan upon the occurrence of certain events.

Please confirm your acceptance of participation in the Plan on the terms and conditions set forth in the Plan and this Participation Notice by signing the acknowledgment below via Adobe Sign.

If you have any questions regarding the foregoing, please contact the Plan Administrator at profit-sharing-help@prytania.co.

Sincerely,

PRYTANIA MEDIA CORP

By: _____
Name: Annie Delisi Strain
Title: Chief Executive Officer



P R Y T A N I A
M E D I A

PRYTANIA MEDIA CORP.
BUSINESS LINE PROFIT SHARING PLAN

Prytania Media Corp, a Delaware corporation (the “**Company**”), has adopted this Prytania Media Corp Business Line Profit Sharing Plan, as may be amended or restated from time to time (the “**Plan**”), effective as of May 31, 2023 (the “**Effective Date**”). The purpose of the Plan is to attract, retain and motivate key employees and individual service providers of the Company based on the profitability of the Company’s business lines and to reward them for contributing to the success of the Company’s business lines.

1. **Defined Terms.** For purposes of the Plan, the following terms shall have the meanings indicated below:

1.1 “**Affiliate**” means, with respect to any Person, any other Person controlling, controlled by or under common control with such particular Person, where “control” means the possession, directly or indirectly, of the power to direct the management and policies of a Person whether through the ownership of voting securities, by contract or otherwise.

1.2 “**Aggregate Bonus Pool**” means, with respect to each Business Line, the aggregate amount of bonuses available for distribution in any Fiscal Quarter pursuant to Section 5.

1.3 “**Award**” means a cash bonus payable to a Participant pursuant to the terms of this Plan.

1.4 “**Board**” means the Board of Directors of the Company.

1.5 “**Business Line**” means any business line of the Company, as designated by the Plan Administrator, for purposes of an Award granted under the Plan.

1.6 “**Business Line Participant**” means, with respect to each Business Line, each Participant who receives an Award designated for such Business Line and who shall be designated by the Plan Administrator as a member of the Dedicated Staff or the General Staff with respect to such Business Line pursuant to Section 4.

1.7 “**Cause**” shall have the meaning given to such term in any employment, severance or similar agreement between the Company or any of its Affiliates and the applicable Participant, or, if no such agreement exists or if “Cause” is not defined therein, then, to the extent permitted by applicable law, Cause shall mean any of the following: (i) gross negligence or willful misconduct in the course of such Participant’s employment or service with the Company or its Affiliates; (ii) such Participant’s engaging in any other act of dishonesty, fraud, intentional misrepresentation, moral turpitude, illegality or harassment which would (A) materially

adversely affect the business or the reputation of the Company or its Affiliates or (B) expose the Company or its Affiliates to a risk of civil or criminal legal damages, liabilities or penalties; (iii) the willful and repeated failure by the Participant to follow the directives of the Board or such Participant's supervisor; (iv) any material misconduct or material violation of the written policies of the Company or its Affiliates that are applicable to such Participant, or willful and deliberate non-performance of duty by such Participant in connection with the business affairs of the Company and its Affiliates; (v) such Participant's material breach of any employment, service or other restrictive covenant agreement or similar agreement with the Company or its Affiliates; (vi) such Participant's admission or conviction of (or plea of nolo contendere to) a misdemeanor involving moral turpitude, an indictable offence or a felony, or any similar offense under applicable; or (vii) any other grounds for immediate termination of a Participant's employment under applicable law.

1.8 “**Code**” means the United States Internal Revenue Code of 1986, as amended from time to time.

1.9 “**Company**” has the meaning provided in the preamble hereto.

1.10 “**Dedicated Staff**” means, with respect to any Business Line, any Participant who exclusively provides services in support of, and is exclusively assigned, committed, and focused to, that Business Line, as determined by the Plan Administrator.

1.11 “**Fiscal Quarter**” means each fiscal quarter of the Company.

1.12 “**General Staff**” means, with respect to any Business Line, any Participant who non-exclusively provides services in support of that Business Line and who may provide services in support of other Business Lines, as determined by the Plan Administrator.

1.13 “**Participant**” means an employee or other individual service provider of the Company or any of its Affiliates who has been selected by the Plan Administrator to receive an Award pursuant to Section 4.

1.14 “**Person**” means an individual, any general partnership, limited partnership, limited liability company, corporation, trust, business trust, joint stock company, joint venture, unincorporated association, cooperative or association or any other legal entity or organization of whatever nature, and shall include any successor (by merger or otherwise) of such entity.

1.15 “**Plan**” has the meaning provided in the preamble hereto.

1.16 “**Plan Administrator**” means the Board (or a subcommittee thereof), or such other committee to which the Board has delegated power to act pursuant to the provisions of this Plan; provided, that in the absence of any such committee, the term “Plan Administrator” shall mean the Board.

2. **Effectiveness of the Plan.** This Plan shall become effective as of the date on which the Plan is adopted by the Company. The Plan shall remain in effect until the earlier of (i) such time as the Company has discharged all of its obligations under the Plan, or (ii) the date on which the Plan terminates pursuant to Section 8.

3. **Administration.**

3.1 Authority of the Plan Administrator. Subject to Section 8, the Plan shall be interpreted, administered and operated by the Plan Administrator, which shall have complete authority, subject to the express provisions of the Plan, to interpret the Plan, to prescribe, amend and rescind rules and regulations relating to the Plan, and to make all other determinations necessary or advisable for the administration of the Plan. The Plan Administrator may delegate any of its duties hereunder to a subcommittee, or to such person or persons from time to time as it may designate. All decisions, interpretations and other actions of the Plan Administrator shall be final, conclusive and binding on all parties who have any interest in the Plan.

3.2 Plan Administrator Liability. No member of the Plan Administrator will be liable for any action or determination made by the Plan Administrator with respect to the Plan or any Award paid under the Plan. All expenses and liabilities which members of the Plan Administrator incur in connection with the administration of this Plan shall be borne by the Company or its successor. No members of the Plan Administrator shall be personally liable for any action, determination or interpretation made in good faith with respect to this Plan or any Awards paid hereunder, and all members of the Plan Administrator shall be fully indemnified and held harmless by the Company or its successor in respect of any such action, determination or interpretation.

4. **Eligibility.** The Plan Administrator shall, in its sole discretion, determine which employees and other individual service providers of the Company or any of its Affiliates shall be Participants in the Plan, and following such determination, the Company shall provide written notice to each Participant with respect to the Participant's participation in the Plan, including the applicable Business Line to which the Award relates and the Participant's designation as a member of the Dedicated Staff or the General Staff (a "**Participation Notice**"). An individual must timely sign and return their Participation Notice in order to be a Participant in the Plan.

5. **Terms and Conditions of Bonuses.**

5.1 Determination of Aggregate Bonus Pool.

(a) With respect to each Business Line, for each Fiscal Quarter the Company shall determine the Business Line Profit Basis for such Business Line as follows:

Business Line Profit Basis = Business Line Revenue less Business Line Costs

(i) “**Business Line Advances**” means the amount of all recoupable advance royalty payments from publishers and co-developers received by the Company or any of its Affiliates with respect to such Business Line during the applicable Fiscal Quarter.

(ii) “**Business Line Costs**” means the amount by which Business Line Expenses exceeds Business Line Advances (which, for the avoidance of doubt, may be a negative number) with respect to such Business Line during the applicable Fiscal Quarter.

(iii) “**Business Line Expenses**” means all operational costs, including salaries, benefits, insurance, loan payments, taxes, and project costs with respect to such Business Line during the applicable Fiscal Quarter.

(iv) “**Business Line Revenue**” means the amount of income earned by the Company or its Affiliates from earned royalties, game sales, services, licenses and merchandise with respect to such Business Line during the applicable Fiscal Quarter.

(b) As soon as practicable following the end of each Fiscal Quarter, the Company shall establish an aggregate bonus pool for each Business Line (the “**Aggregate Bonus Pool**”) in an amount equal to the sum of (i) a minimum of 12.5% plus such other percentage (of up to 2.5%) if any, as determined by the Plan Administrator in its sole discretion on an annual basis, multiplied by the Business Line Profit Basis for that Business Line (the “**Dedicated Staff Pool**”), which shall be allocated among the Dedicated Staff pursuant to Section 5.2, and (ii) such other percentage (of up to 2.5%), if any, as determined by the Plan Administrator in its sole discretion on an annual basis, multiplied by the Business Line Profit Basis for that Business Line (the “**General Staff Pool**”), which shall be allocated among the General Staff pursuant to Section 5.2, each of which shall be determined on a Fiscal Quarter basis; provided, that in no event shall the Aggregate Bonus Pool exceed 15.0% of the Business Line Profit Basis for any Fiscal Quarter. For the avoidance of doubt, if the Business Line Profit Basis is negative for any Fiscal Quarter with respect to any Business Line, then the Company shall not establish any Aggregate Bonus Pool for such Fiscal Quarter with respect to such Business Line and no bonuses shall be payable to any Business Line Participants for such Fiscal Quarter.

(c) The Plan Administrator shall make all determinations regarding the amounts of the Aggregate Bonus Pool, including the underlying Dedicated Staff Pool and the General Staff Pool, the Business Line Profit Basis, including Business Line Advances, Business Line Costs, Business Line Expenses and Business Line Revenue, and other factors that enter into the Aggregate Bonus Pool computations under the Plan, which shall be made in a manner consistent with the Company’s financial reporting obligations. The Plan Administrator’s determinations hereunder shall be final, conclusive and binding on all parties who have any interest in the Plan.

5.2 Allocation of Aggregate Bonus Pool.

(a) With respect to each Business Line, the Plan Administrator shall determine the amount of bonus payable to each Business Line Participant for each Fiscal

Quarter, if any, by allocating each Business Line Participant's proportionate share of the Dedicated Staff Pool or General Staff Pool, as applicable, for such Fiscal Quarter among all Dedicated Staff Participants or General Staff Participants, respectively, for that Business Line, which shall be calculated with respect to each Business Line Participant as follows:

For Dedicated Staff Participants: Individual Profit Share Percentage x Dedicated Staff Pool

For General Staff Participants: Individual Profit Share Percentage x General Staff Pool

provided, that in no event shall the aggregate Individual Profit Share Percentage exceed 100.0% for any Fiscal Quarter.

(i) **“Individual Compensation Basis”** means, with respect to each Business Line Participant, an amount equal to the Business Line Participant's aggregate compensation (but excluding any Awards payable pursuant to this Plan) paid to the Business Line Participant for services performed as a member of the Dedicated Staff or the General Staff, as applicable, for that Business Line, as determined by the Plan Administrator, during the six Fiscal Quarters ending on the last day of the applicable Fiscal Quarter to which the Dedicated Staff Pool or General Staff Pool, respectively, relates. For the avoidance of doubt, the Individual Compensation Basis for any Business Line Participant shall be calculated separately with respect to that Business Line Participant's designation as a member of the Dedicated Staff or General Staff.

(ii) **“Individual Profit Share Percentage”** means, with respect to each Business Line Participant, an amount equal to (A) the Individual Compensation Basis for such Business Line Participant, divided by (B) the Business Line Compensation Basis, as calculated separately with respect to that Business Line Participant's designation as a member of the Dedicated Staff or General Staff.

(iii) **“Business Line Compensation Basis”** means, with respect to all Business Line Participants, an amount equal to aggregate compensation (but excluding any Awards payable pursuant to this Plan) paid to all Business Line Participants for services performed as members of the Dedicated Staff or the General Staff, as applicable, for that Business Line, as determined by the Plan Administrator, during the six Fiscal Quarters ending on the last day of the applicable Fiscal Quarter to which the Dedicated Staff Pool or General Staff Pool relates. For the avoidance of doubt, the Business Line Compensation Basis for all Business Line Participants shall be calculated separately with respect to those Business Line Participants who are members of the Dedicated Staff or General Staff.

(b) The Plan Administrator shall make all determinations regarding the amounts of Individual Profit Share Percentage, including Individual Compensation Basis and Business Line Compensation Basis, in each case, as determined with respect to the Dedicated Staff or General Staff for the applicable Business Line, and other factors that enter into the Individual Profit Share Percentage computations under the Plan. The Plan Administrator's

determinations hereunder shall be final, conclusive and binding on all parties who have any interest in the Plan.

5.3 Vesting and Forfeiture of Awards.

(a) Each Award issued to a Participant shall be fully vested as of the date of issuance, subject to Section 5.3(b).

(b) In the event that a Participant's employment or service with the Company and its Affiliates is terminated by the Company or its Affiliate, as applicable, for Cause, the Participant shall not be eligible to earn any bonus under this Plan, each outstanding Award then-held by the Participant shall be automatically cancelled for no consideration as of the date of termination, and the Participant shall automatically forfeit any and all rights and entitlement to such Awards as of the date of termination.

(c) In the event that a Participant's employment or service with the Company and its Affiliates is terminated by the Company or its Affiliate, as applicable, for any reason other than for Cause, the Participant shall remain eligible to earn a bonus under the Plan for the next six Fiscal Quarters immediately following the last day of the applicable Fiscal Quarter in which the date of termination occurs, subject to the terms and conditions of the Plan, and thereafter such Participant shall cease to participate in the Plan.

5.4 Payment of Awards. With respect to each Business Line, the amount of any Award payable for each Fiscal Quarter, to the extent earned, shall be paid on a quarterly basis to the applicable Business Line Participant in a lump-sum cash payment on the second regularly scheduled payroll date immediately following the last day of the applicable Fiscal Quarter.

6. **No Rights as a Shareholder.** No Participant shall have any rights as a holder of equity in the Company or any of its Affiliates as a result of the issuance of any Award hereunder or as a result of any cash payment, or rights to any cash payment, with respect thereto.

7. **No Right to Continued Employment or Service; No Acquired Rights.** Nothing in this Plan shall confer on any Participant the right to continued employment or service with the Company or any of its Affiliates, or affect in any way the right of the Company or any of its Affiliates to terminate the Participant's employment or service at any time and for any reason. Nothing in this Plan shall modify the standard terms and conditions governing the employment relationship between the Company or its any of its Affiliates and each Participant. Participation in this Plan or receipt of a bonus under this Plan does not grant any employee or individual service provider of the Company or any of its Affiliates the right to receive any future bonus payments or to participate in this Plan or in any other bonus plan in the future.

8. **Amendment and Termination of the Plan.** The Company reserves the right to amend, modify or terminate the Plan at any time in its sole discretion without advance notice, to

the extent permitted by applicable law; provided, that no such amendment, modification or termination shall be made which adversely affects the rights of any Participant to receive payment under the Plan in respect of any Award, to the extent earned and unpaid.

9. **Withholding.** The Company or any of its Affiliates or the applicable employing entity of the Participant shall have the authority and the right to deduct and withhold an amount sufficient to satisfy federal, state, local and foreign taxes required by law to be withheld with respect to any Award payable under this Plan.

10. **Section 409A of the Code.** The Plan and any Award issued hereunder is intended to comply with, or be exempt from, Section 409A of the Code and shall be construed and interpreted in accordance therewith. Notwithstanding anything herein to the contrary, if any payments due to any Participant hereunder could cause the application of an accelerated or additional tax under Section 409A of the Code, such payments shall be deferred if deferral will make such payment compliant under Section 409A of the Code, or otherwise such payment shall be restructured, to the extent possible, in a manner, determined by the Company, that does not cause such an accelerated or additional tax. For purposes of Section 409A of the Code, each payment made under the Plan shall be designated as a “separate payment” within the meaning of the Section 409A of the Code.

11. **Nature of Award.** Except as required by applicable law, any Award issued to a Participant shall not be part of the Participant’s normal or expected compensation or salary for any purpose, including, but not limited to, calculating any severance, resignation, termination, redundancy, dismissal, end-of-service payments, bonuses, long-service awards, retirement (except to the extent specifically provided under the applicable retirement plan) or welfare benefits, or similar payments.

11.1 **Notices.** All communications relating to matters arising under this Plan shall be in writing and shall be deemed to have been duly given when emailed or if to a Participant, to the address on file with the Company and, if to the Company, to the address set forth below, or to such other address as either party may have furnished to the other in writing in accordance herewith, except that notice of change of address shall be effective only upon actual receipt:

To the Company:

Prytania Media Corp
Charles Renwick, Chief Financial Officer, Plan Administrator
profit-sharing-help@prytania.co

12. **Miscellaneous.**

12.1 **Entire Plan.** This Plan contains the entire understanding of the parties relating to the subject matter hereof.

12.2 Benefits not Assignable. Except as required by applicable law, no right or interest of any Participant under the Plan shall be assignable or transferable, in whole or in part, either directly or by operation of law or otherwise, including without limitation by execution, levy, garnishment, attachment, pledge or in any manner; no attempted assignment or transfer thereof shall be effective; and no right or interest of any Participant under the Plan shall be liable for, or subject to, any obligation or liability of such Participant. When a payment is due under this Plan to a Participant who is unable to care for the Participant's affairs, payment may be made directly to his or her legal guardian or personal representative.

12.3 Applicable Law. This Plan shall be governed by and construed in accordance with the laws of the State of Delaware without giving effect to any state's conflict of laws principles.

12.4 Validity. The invalidity or unenforceability of any provision of this Plan shall not affect the validity or enforceability of any other provision of this Plan, which shall remain in full force and effect.

12.5 Expenses. The expenses of administering the Plan shall be borne by the Company.

12.6 Unfunded Plan. The Plan is intended to be an "unfunded" plan for the payment of any Awards. With respect to any Award payments not yet made to a Participant, nothing contained in the Plan shall give the Participant any rights that are greater than those of a general unsecured creditor of the Company.

12.7 Captions. The captions contained in this Plan are for convenience only and shall have no bearing on the meaning, construction or interpretation of the Plan's provisions.

Exhibit B

Prytania Media Corp Business Line Profit Sharing Plan Example

The examples below are provided to help demonstrate the mechanics of the plan and not to set any expectations of possible profit scenarios. Please refer to the plan document to review the specific provisions of the plan. All amounts below are expressed in Pirate Coins.

General Description of Mechanics

Profit is generated at the Business Line. Employees are assigned as either Dedicated Staff or General Staff. General Staff work for multiple Business Lines. An Aggregate Bonus Pool is established at the Business Line and split into a Dedicated Staff Pool and a General Staff Pool. Once the pools are established, a pre-defined methodology is used to distribute the total of both pools to the respective employees that participate in each pool. Dedicated Staff participate and share in the Dedicated Staff Pool and General Staff participate and share the General Staff Pool.

Key Concept: Uncapped Distributions - Distribution amounts are not limited to percentages of quarterly salary or other arbitrary constraints.

Pool Calculation - Example

We spend ten quarters developing a game and the game ships in Q11. In Q10, we receive 2,500 in Business Line Advances from our publishing partner, and our Business Line Expenses, including salaries, consulting fees, and software costs, come to 2,200. While we technically brought in 2500, this money was development advances and not earned income from game sales, so we can't treat them as Business Line Revenue, but we can use them to offset our Business Line Expenses, however, because we are not yet producing any revenue, we are not profitable in that quarter and no bonus pool is established.

In Q11 of development, we release our game on schedule, and now we're bringing in actual Business Line Revenue from earned royalties and direct sales. Our Business Line Revenue, however, does not exceed our Business Line Costs, so we still are not profitable. However, in Q12, Q13, and Q14, our Business Line Revenue climbs considerably, and we are profitable, so we put 15% of that profit into the Aggregate Bonus Pool. We then split the Aggregate Bonus Pool into the Dedicated Staff Pool and General Staff Pool.

Business Line Performance Metrics and Bonus Pool Calculation

	Q10	Q11	Q12	Q13	Q14
Expenses	2,200	3,200	4,200	4,988	6,510
Advances	2,500	750	250	0	0
Costs	0	2,450	3,950	4,988	6,510
Revenue	0	2,000	10,000	15,000	20,000
Profit Basis	0	0	6,050	10,012	13,490
Aggregate Bonus Pool - 15%	0	0	908	1502	2024
Dedicated Staff Pool - 12.5%	0	0	756	1252	1686
General Staff Pool - 2.5%	0	0	151	250	337

Pool Distribution Examples

Your Individual Bonus (Award) is calculated as a percentage of the total pool. Your percentage, also known as your Individual Profit Share Percentage, is determined according to your total compensation for the previous six quarters, also known as your Individual Compensation Basis relative to the total Business Line Compensation Basis which is aggregated over the same period. This provides scaling while also considering tenure with the company.

Note, Business Line Compensation Basis will be different for Dedicated Staff and General Staff because only Dedicated Staff compensation is included in the Dedicated Staff Business Line Compensation Basis calculation and only General Staff compensation is included in the General Staff Business Line Compensation Basis calculation. In other words, Individual Profit Share Percentage for a Dedicated Staff employee is relative to total Dedicated Staff compensation and Individual Profit Share Percentage for a General Staff employee is relative to total General Staff compensation.

Key Concept: Dedicated Staff are only grouped with other Dedicated Staff in their respective Business Lines.

Pool Distribution Example – Dedicated Staff Employees

Let’s look at the compensation history of Dedicated Staff employees and see how they’d each do based on the above profit scenarios.

The first step is to obtain historic quarterly payroll data on an individual basis. This information will then be aggregated to obtain Dedicated Staff Individual Compensation Basis and total Dedicated Staff Business Line Compensation Basis.

Dedicated Staff Compensation

	Q5	Q6	Q7	Q8	Q9	Q10	Q11	Q12	Q13	Q14
Sally	100	100	100	100	100	110	110	135	175	175
Karl	100	100	100	100	100	100	0	0	0	0
Vani	50	50	50	0	0	0	0	0	0	0
Shane	0	0	0	105	110	0	0	0	0	0
Junior	0	0	0	0	50	50	50	65	65	65
Senior	0	0	0	0	0	140	140	150	150	150
Everyone Else	500	500	500	500	1,000	2,000	3,000	4,000	4,000	4,000
Total Dedicated Staff Compensation	750	750	750	805	1360	2400	3300	4350	4390	4390

The next step is to calculate both individual and total aggregate compensation over the six-quarter period. These aggregates establish both the Individual Compensation Basis and the Business Line Compensation Basis. For example, Q10 amounts are the sum of Q5, Q6, Q7, Q9, Q9, and Q10.

Cumulative Amounts – Dedicated Staff Individual and Business Line Compensation Basis

	Q 10	Q 11	Q 12	Q 13	Q 14
Sally	610	620	655	730	805
Karl	600	500	400	300	200
Vani	150	100	50	-	-
Shane	215	215	215	215	110
Junior	100	150	215	280	345
Senior	140	280	430	580	730
Everyone Else	5,000	7,500	11,000	14,500	18,000
Total	6,815	9,365	12,965	16,605	20,190

The next step is to determine each individual's pool percentage (Individual Profit Share Percentage) based on Individual Compensation Basis divided by Business Line Compensation Basis for the same time period.

Individual Profit Share Percentages

	Q 10	Q 11	Q 12	Q 13	Q 14
Sally	8.951%	6.620%	5.052%	4.396%	3.987%
Karl	8.804%	5.339%	3.085%	1.807%	0.991%
Vani	2.201%	1.068%	0.386%	0.000%	0.000%
Shane	3.155%	2.296%	1.658%	1.295%	0.545%
Junior	1.467%	1.602%	1.658%	1.686%	1.709%
Senior	2.054%	2.990%	3.317%	3.493%	3.616%
Everyone Else	73.368%	80.085%	84.844%	87.323%	89.153%
Total	100.000%	100.000%	100.000%	100.000%	100.000%

The final step is to multiply the Individual Profit Share Percentage to the Dedicated Staff Pool to obtain the individual award. The total of all awards fully distributes the total Dedicated Staff Pool.

Dedicated Staff Individual Awards

	Q 10	Q 11	Q 12	Q 13	Q 14
Sally	-	-	38	55	67
Karl	-	-	23	23	17
Vani	-	-	3	-	-
Shane	-	-	13	16	9
Junior	-	-	13	21	29
Senior	-	-	25	44	61
Everyone Else	-	-	642	1,093	1,503
Total Award	-	-	756	1,252	1,686

Pool Distribution Example – General Staff Employees

We have already shown how the General Staff Pool is established. While General Staff Individual Compensation Basis and General Staff Business Line Compensation Basis are calculated discretely and General Staff employees participate in multiple Business Lines General Staff Pools, the steps to calculating a General Staff employee award are the same as Dedicated Staff employee calculations.

Again, the first step is to obtain historic quarterly payroll data on an individual basis.

General Staff Compensation

	Q5	Q6	Q7	Q8	Q9	Q10	Q11	Q12	Q13	Q14
Aisha	75	75	75	125	125	125	125	175	175	175
Javier	50	50	50	75	75	75	0	0	0	0
Leila	50	50	50	75	75	75	75	75	75	75
Christian	0	0	0	50	50	50	50	50	0	0
Everyone Else	350	350	450	450	750	750	750	900	1200	1200
Total General Staff Compensation	525	525	625	775	1075	1075	1000	1200	1450	1450

The next step is to calculate both individual and total aggregate compensation based over the six-quarter period to determine Individual Compensation Basis and total General Staff Business Line Compensation Basis.

Cumulative Amounts – General Staff Individual and All General Staff Compensation Basis

	Q10	Q11	Q12	Q13	Q14
Aisha	600	650	750	850	900
Javier	375	325	275	225	150
Leila	375	400	425	450	450
Christian	150	200	250	250	200
Everyone Else	3,100	3,500	4,050	4,800	5,550
Total	4,600	5,075	5,750	6,575	7,250

We next determine each individual's profit share percentage (Individual Profit Share Percentage) by dividing their Individual Compensation Basis by the General Staff Business Line Compensation Basis.

Individual Profit Share Percentages

	Q10	Q11	Q12	Q13	Q14
Aisha	13.043%	12.808%	13.043%	12.928%	12.414%
Javier	8.152%	6.404%	4.783%	3.422%	2.069%
Leila	8.152%	7.882%	7.391%	6.844%	6.207%
Christian	3.261%	3.941%	4.348%	3.802%	2.759%
Everyone Else	67.391%	68.966%	70.435%	73.004%	76.552%
Total	100.000%	100.000%	100.000%	100.000%	100.000%

Finally, we apply the Individual Profit Share Percentage to the General Staff Pool to calculate everyone's Award. However, for General Staff employees, the total General Staff Pool is the sum of all General Staff Pools, so we must first add all the general staff pools together. Here the first pool is from the business line example above, and we've added a pool from a second business line in the table below.

Total General Staff Pool

	Q 10	Q 11	Q 12	Q 13	Q 14
Business Line 1 Pool	-	-	151	250	337
Business Line 2 Pool	-	-	-	100	200
Total	-	-	151	350	537

With this information, we can now calculate individual Awards for General Staff.

General Staff Awards

	Q 10	Q 11	Q 12	Q 13	Q 14
Aisha	-	-	20	45	67
Javier	-	-	7	12	11
Leila	-	-	11	24	33
Christian	-	-	7	13	15
Everyone Else	-	-	107	256	411
Total Award = GSP	-	-	151	350	537