

Attachment:

OMS Rating	Incentive Fee Pool Earnings
110.0% and above	Maximum incentive fee + Maximum Performance Excellence Bonus
100.1%-109.9%	Maximum incentive fee + Pro-rated portion of Performance Excellence Bonus
100.0%	Maximum incentive fee
92.1%-99.9%	Pro-rated portion of incentive fee pool equaling greater than average fee
92.0%	Pro-rated portion of incentive fee pool equal to average fee
84.1%-91.9%	Pro-rated portion of incentive fee pool equaling less than average fee
84.0% or less	No incentive fee