

PY 04 PERFORMANCE RANGE

CAREER TRANSITION SERVICES	
OMS Rating	Incentive Fee Pool Earnings
107% and above	Maximum incentive fee + Maximum Performance Excellence Bonus
100.1% – 106.9%	Maximum incentive fee + Pro-rated portion of Performance Excellence Bonus
100.0%	Maximum incentive fee
96.6% – 99.9%	Pro-rated portion of incentive fee pool equaling greater than average fee
96.5%	Pro-rated portion of incentive fee pool equal to average fee
92.1% – 96.4%	Pro-rated portion of incentive fee pool equaling less than average fee
92.0% or less	No incentive fee